



**ANNUAL REPORT
2019-2020
ATHLETICS COMMITTEE**

**University of North Alabama
Florence, Alabama**

Dr. Lisa Clayton
Committee Chair

February 13, 2023
Date Submitted

Submitted to: Dr. Evan Thornton
President, University of North Alabama

Date Received

UNIVERSITY OF NORTH ALABAMA

ANNUAL REPORT 2020-2021

I. Executive Summary

The members of the Athletics Committee for the 2020-21 academic year were as follows:

- Mr. Hayden Bryant (SGA, 2020)
- Dr. Lisa Clayton (Faculty, 2021)
- Dr. Kimberly Greenway (by position)
- Mrs. Shauna James (by position)
- Mr. Mark Linder (by position)
- Dr. Lamont Maddox (Faculty, 2022)
- Dr. Michelle Nelson (Faculty, 2022)
- Ms. Katelyn Olive (SGA, 2020)
- Ms. Christa Raney (Faculty, 2022)
- Dr. Pat Roden (by position)
- Mr. Evan Thornton (by position)
- Ms. Kathy Underwood (Faculty 2020)
- Mr. Linden White (SGA, 2020)
- Ms. Debbie Williams (by position)
- Ms. Leana Wilson (by position)

Dr. Lisa Clayton served as Committee Chair for 2019-20 and Dr. Lamont Maddox is expected to serve in this capacity for the 2020-21 academic year. The Athletics Committee is charged with ensuring that the athletics program is compliant with policies (procedures, laws, etc.) enacted by the NCAA. The committee is organized into two workgroups: Gender Equity and Minority Opportunity. Ms. Christa Raney led the workgroup's ongoing efforts to support minority athletes through the Minority Student Athlete Mentoring Program. The Athletics Committee met twice a semester.

Committee's Charge

1. Ensure the proper role of athletics within the overall mission of the university
2. Ensure the integrity of the athletics program with regard to NCAA, Gulf South Conference, state and federal law compliance, gender equity, and support for the principles presented by the Knight Foundation's Commission on Intercollegiate Athletics

3. Review and monitor (as necessary, assist in developing) all compliance procedures and recommend institutional procedural changes based upon changes in NCAA rules
4. Assign and document responsibilities for compliance tasks
5. Work to maintain the proper perspective of athletic competition within the university life of the student-athlete
6. Monitor the academic performance and progress made by student-athletes
7. Oversee all programs designed to ensure the academic success, personal development and personal welfare of student-athletes
8. Handle all proposals affecting University policy according to section C.2 “Shared Governance Procedure for Policy Change Recommendations”
9. To submit a final written report electronically by the first contract day of the academic year to the President with a copy sent to the Chair of the Shared Governance Executive Committee

III. The Committee met on the following dates:

September 23, 2019

November 18, 2019

February 10, 2020

April 27, 2020

A. A quorum was present for each of the above meeting dates.

B. The minutes for these committee meetings were recorded by Peggy Wingo who serves as the Senior Administrative Secretary for the Department of Athletics. Minutes were reviewed by the chair and forwarded to the committee via email prior to each meeting.

IV. What were the Committee’s actions and accomplishments this year relative to each of the items of the charge? (Minutes Provided Below)

Athletics Committee Meeting Minutes

Monday, September 23, 2019

I. Call to Order

The regular meeting of the Athletics Committee was called to order at 2:00 pm on Monday, September 23, 2019.

II. Roll Call

Present: Mr. Hayden Bryant, Dr. Lamont Maddox, Dr. Michelle Nelson, Mr. Mike Nelson (proxy for Evan Thornton), Ms. Shauna James, Dr. Lisa Clayton, Dr. Kimberly Greenway, Ms. Christa Raney, Ms. Leana Wilson, Ms. Corrie Dalrymple, Ms. Debbie Williams, Ms. McKenzie Hicks (proxy for Linden White), Mr. Andrew Weis (proxy for Katelyn Olive), Ms. Kathy Underwood, Dr. Pat Roden, Mr. Todd Vardaman, Mr. Mark Linder

III. Approval of minutes from the Athletics Committee meeting on April 22, 2019

Dr. Lisa Clayton asked the committee to review the minutes from the meeting on April 22, 2019. Ms. Christa Raney made the motion to approve the minutes and Ms. Shauna James seconded the motion. The minutes were approved as read.

IV. Charge of the Committee and Vice Chair

Dr. Lisa Clayton asked for nominations for the Vice Chair position for the Athletics Committee. Dr. Lamont Maddox was nominated. Dr. Kimberly Greenway seconded the motion for Dr. Maddox to serve as the Vice-Chair for the Athletics Committee. The motion was approved.

A copy of the Athletics Committee charge was distributed to the committee members. The committee reviewed the charge of the committee.

V. Minority Opportunity Committee Report

The Minority Opportunity Committee will meet on October 21, 2019 at 2:00pm. The committee will update the Minority Opportunity Strategic Plan. Christa submitted a UNA Minority Scholar-Athlete Mentoring Program 2018-19 report to the Athletics Committee. The report listed recommendations for the 2019-20 mentoring program. Recommendations suggested were solicit mentors via UNA Digest, implement training for mentors (Collier Library Guide), and add additional group events throughout the year.

Ms. Christa Raney will email a copy of the following documents to the Athletics Committee: the UNA Minority Scholar-Athlete Mentoring Program 2018-19 report; the draft for the UNA Digest Announcement to solicit mentors; and the Goals and Expectations for mentors. Athletics Committee members are asked to review the documents and email feedback to Christa Raney by Friday, October 4, 2019.

Mr. Todd Vardaman suggested utilizing Ms. Anna Milwee and Ms. Sherry Kennemer when identifying mentees. Anna and Sherry are academic advisors for the Athletics Department.

VI. Gender Equity Committee Report

The Gender Equity Committee will meet on November 4, 2019 at 2:00pm. A copy of the pregnancy policy was emailed to the Gender Equity Committee and a copy of the pregnancy policy was distributed to Athletics Committee members. Ms. Amber Fite-Morgan, UNA Attorney, approved the Pregnancy Policy for student-athletes.

VII. Compliance Report

Mr. Todd Vardaman updated the committee on the electronic grade checks. Faculty responded with specific feedback for student-athletes however, the response rate was low. Faculty members are asked to encourage their peers to respond to the electronic grade checks. Some suggestions to receive more feedback was to send a form with fillable and dropdown option, and sending a reminder in the Faculty E-Mail Digest.

The updated Strategic Plan for Division 1 was submitted on June 1, 2019.

On October 28-30, 2019, UNA Athletics will have a compliance review required by the NCAA. Carrie McCaw, auditor for Ice Miller LLP, will review documentation such as the compliance policy and procedures, the initial procedures when recruiting, awards, and appeals. The review team will meet with key personnel, such as Mr. Mark Linder, Dr. Pat Roden, Dr. Lisa Clayton, Ms. Shauna James, Ms. Leana Wilson, Ms. Corrie Dalrymple and Dr. Kitts.

The APR report date is October 15, 2019. Ms. Sherry Kennemer will meet with the Athletics Committee at the next scheduled meeting to give an update on APR.

VIII. Faculty Athletic Representative Report

Dr. Pat Roden will meet with the student engagement office to discuss the purpose of the honor society for student-athletes. Student-athletes would have to meet a certain criteria, such as GPA, and letter in their sport to be eligible for the honor society.

Coaches will be asked to send the absentee lists that are shown in UNA Portal in a more timely manner.

Dr. Pat Roden discussed ways to engage faculty in athletics events. Suggestions were faculty recognized at UNA Athletics events such as Preview Day for football and academic night during basketball season.

IX. Athletic Director Report

Mr. Mark Linder updated the committee on the following:

- The table of contents for the Policy and Procedure Guide was attached to the Athletics Committee packet. The policy and procedure is a guide that lists policies for institutional control, academics and eligibility, recruiting, scholarships, roster and squad lists, scheduling, facilities management, camps

and clinics, student-athlete affairs, budgets and finance, sports information and sports medicine.

- The Wellness Care team meets every other week to discuss the well-being of student-athletes. The team consists of the UNA training staff, academic advisors, SWA, graduate assistant for student-athlete wellness, and the academic advisors
- A donor has donated funding for 3 years for a Life Coach for student-athletes. The Life Coach will offer guidance and advice that will put student-athletes on the path to success.

X. Adjourn

The Athletics Committee will meet on November 18, 2019

Athletics Committee Meeting Minutes

Monday, November 18, 2019

XI. Call to Order

The regular meeting of the Athletics Committee was called to order at 2:00 pm on Monday, November 18, 2019.

XII. Roll Call

Present: Dr. Lamont Maddox, Mr. Mike Nelson (proxy for Evan Thornton), Ms. Shauna James, Dr. Lisa Clayton, Dr. Kimberly Greenway, Ms. Christa Raney, Ms. Corrie Dalrymple, Ms. Debbie Williams, Mr. Linden White, Ms. Katelyn Olive, Ms. Kathy Underwood, Dr. Pat Roden, Mr. Todd Vardaman

Absent: Mr. Hayden Bryant, Mr. Mark Linder, Dr. Michelle Nelson, Ms. Leana Wilson

XIII. Approval of minutes from the Athletics Committee meeting on September 23, 2019

Dr. Lisa Clayton asked the committee to review the minutes from the meeting on September 23, 2019. Ms. Christa Raney made the motion to approve the minutes and Ms. Kathy Underwood seconded the motion. The minutes were approved as read.

XIV. Minority Opportunity Committee Report

The Minority Opportunity Committee met on October 21, 2019 at 2:00pm. The committee re-elected Ms. Christa Raney as chair for the Minority Opportunity Committee. The committee officially approved the Minority Opportunity Committee Strategic Plan for Fall 2019-Spring 2024. The committee will continue to follow and implement the strategic plan.

The mentor and mentee meet and greet is scheduled for Monday, December 2, 2019 at 4:30 pm-5:30pm. The event will be held in the Student Recreation Center. Ms. Joan Williams and Ms. Christa Raney will choose the mentors for the mentoring program from the compiled list of faculty/staff who are interested in mentoring for the program.

A survey for mentees was administered to the six new mentees. The survey is used to pair the mentors and mentees. Four student-athlete mentees from the previous year (2018-19) have asked to remain in the mentoring program. There will be 10 mentees for the 2019-20 mentoring program. Ms. Christa Raney is working on the LibGuide for the mentoring program.

XV. Gender Equity Committee Report

The Gender Equity Committee met on November 4, 2019 at 2:00pm. The UNA Athletics Pregnancy Policy was reviewed and approved by Ms. Tammy Jacques, Title IX Coordinator and Ms. Amber Fite-Morgan, UNA Attorney. The new policy will be inserted into the UNA Athletics Policy and Procedure Guide.

The committee will update the strategic plan for the Gender Equity Committee in the spring of 2020.

As a requirement for the Division I, transition UNA Athletics will hire a Title IX expert to review the Athletic Accommodation Survey. The survey will be available to all students at UNA. A final copy of the survey will be emailed to the Athletics Committee.

XVI. Compliance Report

Ms. Sherry Kennemer discussed the Academic Progress Rate (APR) with the Athletics Committee. The following was discussed:

- How APR is calculated
- Penalty Structure
- Background of the Academic Unit
- Guidelines used to Establish Distribution
- Academic – Unit Criteria for Distribution
- Timeline for new academic unit for Revenue Distribution
- Projection Distribution
- Academic Unit

On October 28-30, 2019, UNA Athletics had a compliance review required by the NCAA. Ms. Carrie McCaw, auditor for Ice Miller LLP, reviewed the internal operations and the policy and procedures for UNA Athletics. Ms. McCaw will email a draft with suggestions for changes needed to Mr. Todd Vardaman.

XVII. Faculty Athletic Representative Report

Dr. Pat Roden met with the student engagement office to discuss the purpose of the honor society for student-athletes. Dr. Roden has scheduled another meeting with the Student Engagement office to discuss more details for the honor society.

Dr. Pat Roden discussed the exit survey and the exhausted eligibility survey with the committee and making the surveys more mobile device friendly. The exit survey is an anonymous survey; the committee discussed an in-person exit survey and tabled the discussion for the next committee meeting.

Athletics Committee members were recognized at the UNA Football game on November 2, 2019.

The committee discussed inviting faculty to academic night. Athletics Committee members would need to commit to hand out tickets at the basketball game. A date has not been set for Academic night. Discussions on how to increase faculty attendance was, publicize academic night, encourage colleagues to attend, send email to Deans and Chairs, and student-athletes distribute cards with information about academic night to faculty.

XVIII. Athletic Director Report

Mr. Todd Vardaman updated the committee on the following.

- The fall sports have completed their season
- Emma Knight, Kara Nix, and Peyton Ewoldt, cross country student-athletes received ASUN All-Academic Honors
- Shelby Wall and Kate Wiseman, soccer student-athletes, were named to the 2019 All-ASUN Conference team
- K.J. Smith, football student-athlete, has been named to the Academic All-America Division I Football team will be on the All American Ballot
- The transition team will meet on January 30, 2020

XIX. Adjourn

The Athletics Committee will meet on February 10, 2020.

Athletics Committee Meeting Minutes

Monday, February 10, 2020

XX. Call to Order

The regular meeting of the Athletics Committee was called to order at 2:00 pm on Monday, February 10, 2020

XXI. Roll Call

Present: Dr. Lamont Maddox, Mr. Evan Thornton, Ms. Shauna James, Dr. Lisa Clayton, Dr. Kimberly Greenway, Ms. Christa Raney, Ms. Corrie Dalrymple, Mr. Hayden Bryant, Ms. Kathy Underwood, Dr. Pat Roden, Mr. Todd Vardaman, Ms. Shanise Allen, Dr. Michelle Nelson, Ms. Leana Wilson, Mr. Mark Linder

Absent: Ms. Debbie Williams, Mr. Linden White, Ms. Katelyn Olive

XXII. Approval of minutes from the Athletics Committee meeting on November 18, 2019

Dr. Lisa Clayton asked the committee to review the minutes from the meeting on November 18, 2019. Ms. Christa Raney made the motion to approve the minutes and Dr. Lamont Maddox seconded the motion. The minutes were approved as read.

XXIII. Minority Opportunity Committee Report

The Minority Opportunity Committee will meet in March 2020. The mentors and mentees met for the first event on Monday, December 2, 2019. The event was successful. The mentoring program has started a new initiative. Mentors for the women's basketball program will attend the women's basketball as a group on February 10, 2020. Mentors for the men's basketball program and football program will attend a game together as well.

The mentoring program would like to have an Elite Speaker to speak to the mentees. Ms. Christa Raney will contact Reggie Ragland to see if he is available to speak to the mentees. A date has not been set for the Elite Speaker event.

Ms. Christa Raney is working on the information and building the site for the LibGuide. The LibGuide is a resource for the mentoring program.

XXIV. Gender Equity Committee Report

Ms. Debbie Williams was unable to attend the Athletics Committee. The Gender Equity Committee will meet on March 4, 2020.

XXV. Faculty Athletic Representative Report

Dr. Pat Roden submitted the application for the Chi Alpha Sigma Honor Society for Student-Athletes. The tentative date for the induction is Monday, April 27, 2020. Members of the Athletics Committee are encouraged to attend the induction.

UNA football student-athletes were selected by the NCAA to complete the NCAA Wagering and Social Environment survey. The survey is due May 1, 2020.

Athletic Director Report

Mr. Mark Linder updated the committee on the following information:

- Academic Night is scheduled for Monday, February 10, 2020. 287 student-athletes received a 3.20-4.00 for the Spring 2019 and Fall 2019.
- UNA received the final report from the compliance review conducted in October of 2019. The review consisted of analyzing every area in athletics. The review listed strengths and areas to improve. Overall the review was encouraging. One of the main recommendations was to hire another full-time compliance employee, may require Athletics to consolidate part-time positions to fund a full-time compliance coordinator. The compliance coordinator will assist Mr. Todd Vardaman.
- A projection of 34 student-athletes will graduate in May 2020.
- Eleven companies attended the career fair that was held in the Pierce Hospitality Suite on February 4, 2020. 85 student-athletes attended the career fair.
- Athletics will adjust some athletics part-time employees to full-time employees.
- Athletics will also hire a new full-time compliance officer. The position will replace Ms. Sherry Kennemer, Athletics Compliance Coordinator. Ms. Kennemer has accepted a new position as the new director for the University Success Center. The compliance coordinator will assist Mr. Todd Vardaman with compliance.
- Ivy Wallen, women's basketball student-athlete, set the record for all-time leading scorer.

XXVI. Adjourn

The next Athletics Committee meeting is scheduled for Monday, April 27, 2020.

Athletics Committee Meeting Minutes

Monday, April 27, 2020

XXVII. Call to Order

The regular meeting of the Athletics Committee was called to order at 2:00 pm on Monday, April 27, 2020. The meeting was a Zoom meeting.

XXVIII. Roll Call

Present: Dr. Lamont Maddox, Mr. Evan Thornton, Ms. Shauna James, Dr. Lisa Clayton, Ms. Christa Raney, Ms. Corrie Dalrymple, Mr. Todd Vardaman, Dr. Michelle Nelson, Mr. Mark Linder, Ms. Debbie Williams, Mr. Linden White

Absent: Ms. Katelyn Olive, Dr. Kimberly Greenway, Mr. Hayden Bryant, Ms. Kathy Underwood, Dr. Pat Roden

XXIX. Approval of minutes from the Athletics Committee meeting on February 10, 2020

Dr. Lisa Clayton asked the committee to review the minutes from the meeting on February 10, 2020. Ms. Christa Raney made the motion to approve the minutes and Dr. Lamont Maddox seconded the motion. The minutes were approved as read.

XXX. Minority Opportunity Committee Report

The Minority Opportunity Committee was unable to meet in March 2020. Ms. Christa Raney updated the committee via e-mail on March 31, 2020. The email sent is below.

“I want to highlight one part of this report of which I am very proud: I am pleased to announce that I have secured a monetary sponsor for the Elite Speaker Series. The UNA Alumni Association has agreed to provide a minimum of \$250 a year for an honorarium and/or travel costs to compensate and thank our alumni minority speaker. In addition, the Alumni Association will help target and recruit potential alumni, bringing them back to campus to share their expertise with our mentees. The Alumni Association is willing to increase the amount of its sponsorship if necessary. In return for this sponsorship, we have officially renamed the event: The UNA Alumni Association Elite Speaker Series. I am excited about the future of this event.”

The Elite Speaker Series event was cancelled for the Spring 2020 due to the COVID-19 pandemic.

Ms. Christa Raney updated the committee on the mentoring program. The women's basketball mentees and mentors continue to stay connected. The mentors are working diligently to stay connected with the football and men's basketball mentees.

XXXI. Gender Equity Committee Report

The Gender Equity Committee met on March 4, 2020 to review the Gender Equity Committee Strategic Plan. The strategic plan for the Gender Equity Committee is being updated with new plans, goals and steps. Dr. Kimberly Greenway, Ms. Kayleigh Baker, Ms. Debbie Williams, Mr. Todd Vardaman, and Mr. Mark Linder and Ms. Peggy Wingo are working together on the strategic plan. Once the strategic plan is updated, the plan will be reviewed by the Gender Equity Committee.

XXXII. Faculty Athletic Representative Report

Dr. Pat Roden was unable to attend the Athletics Committee (due to Zoom complications). Dr. Roden plans to retire in May 2020. The committee recognized Dr. Roden for her hard work, dedication and commitment to athletics.

Athletic Director Report

Mr. Mark Linder updated the committee on the following information:

- Mr. Todd Vardaman discussed the Division I transition. The [Division I](#) transition team is led by Dr. Eric Kirkman. The transition team is working on the report for the NCAA. The report is due in June 2020. UNA is in year 2 of the transition. If the transition report is approved, UNA will begin year 3 of the transition. The transition team will be expanded in year 3 (July 2020).
- APR is continuously monitored for student-athletes.
- The Return to Learn concussion protocol was discussed. Mr. Josh Penny, head athletic trainer, will work with the team physician to make sure we have proper oversight and clearance prior to return to play. A protocol should be place for student-athletes who are concussed and return to the classroom.
- Student-Athletes whose season was cancelled in the spring of 2020 are referred to as "Super Seniors". Each individual institution who increase the scholarship of a Super Senior, will count against maximum award for scholarship dollars. There was a total of 35 student-athletes in UNA Athletics who were considered Super Seniors. 10 to 13 of those student-athletes are returning to play in the Spring of 2021.
- UNA Athletics has a cap of spending in Athletics.
- UNA Athletics is working on the FY20 and FY21 budgets.
- Four corporate sponsors have asked to suspend their agreement for FY20.
- UNA Athletics is governed by six organizations, NCAA, ASUN, Big South, Federal and State government and the UNA Board of Trustees.
- UNA Athletics Ticket office is working on a program for tickets for UNA Athletics in the fall of 2020.
- Dr. Lisa Clayton asked if the cancellations of the spring games would affect the transition? In July, a sport sponsorship report is submitted to the NCAA. The spring sports wouldn't meet the minimum number of games to play in the spring of 2020. The NCAA waived the minimum to qualify for the spring 2020.

XXXIII. New Business

Mr. Linden White stated he had taken the Student Interest Survey and that the survey took an hour to complete.

Dr. Lamont Maddox, is currently the Vice-Chair for the Athletics Committee. He will serve as the chair for the Athletics Committee for Fall 2020-Spring 2021.

Dr. Pat Roden and Ms. Kathy Underwood were unable to attend the meeting due to Zoom complications.

XXXIV. Adjourn

The Athletics Committee will meet in the Fall of 2020.

V. What does the Committee plan to accomplish?

A. In the coming year?

- a) The committee plans to continue working with the Gender Equity committee and the Minority Opportunity committee.
- b) Discussion has been ongoing about the possibility of starting an honor society for athletes.
- c) Continuation of the Alumni Speaker Series
- d) Collaboration with the Division I transition.

B. In future years?

- a) The Committee will continue to assist the Athletic Department in working toward Gender and Minority equity in order to ensure continued progress in these areas as required by the NCAA.
- b) The Committee will support the Athletics Department as it fully assumes the requirements associated with a Division I program.

VII. What are the Committee's weaknesses?

This year we encountered some weaknesses as we transitioned during the pandemic to learning how to meet virtually (on zoom). The committee has worked well together throughout the process.

