



**ANNUAL REPORT
2022-2023
ATHLETICS COMMITTEE**

**University of North Alabama
Florence, Alabama**

Dr. Janae Lyde
Committee Chair

June 7, 2023

Submitted to: Dr. Kristy Oden
Chair, Shared Governance Executive Committee

UNIVERSITY OF NORTH ALABAMA

ANNUAL REPORT 2022-2023

I. Executive Summary

The members of the Athletics Committee for the 2022-24 academic year were as follows:

- Dr. Justin Joseph (*Faculty, 2023*)
- Dr. Josh Looney (*by position*)
- Ms. Debbie Williams (*by position*)
- Ms. Allison Hyde (*by position*)
- Mr. Evan Thornton (*by position*)
- Dr. Jeffery Ray (FAR, *by position*)
- Ms. Shauna James (*by position*)
- (*Faculty, 2022*)
- Dr. Lisa Clayton (*Faculty, 2021*)
- Dr. Melanie Looser (*Faculty, 2022*)
- Ms. Marie Taylor (*Faculty, 2022*)
- Mr. Mitch Powell (*by interim position*)
- Mr. Mark Lowery (*SGA, 2022*)
- Mr. EJ Powell (*SGA, 2022*)
- Ms. Mackenzie Martin (*SGA, 2021*)
- Dr. Janae Lyde (*by position*)
- Mr. Doug McClain (*by position*)
- Ms. Corrie Dalrymple (*by position*)
- Mr. Scott Infanger (*by position*)

Dr. Janae Lyde served as Committee Chair for 2022-24 and Dr. Jeffery Ray is expected to serve in this capacity for the 2023-24 academic year. The Athletics Committee is charged with ensuring that the athletics program is compliant with policies (procedures, laws, etc.) enacted by the NCAA, ASUN Conference, and state and federal government. The committee is organized into two workgroups: Gender Equity and Minority Opportunity. The Gender Equity Workgroup, led by Ms. Sherry Kennemer, primarily worked to develop and refine the Gender Equity Strategic Plan. Dr. Janae Lyde served as chair of the Minority Opportunity Workgroup, which reviewed and ultimately approved the diversity and inclusion plan within athletics. In addition, Ms. Christa Raney and Mr. Daryl Brown led the workgroup's ongoing efforts to support minority athletes through the Minority Student Athlete Mentoring Program. The Athletics Committee met three times in this academic year as an entire body to discuss factors impacting the welfare of student athletes at UNA (e.g. the ongoing pandemic and policy changes enacted by the NCAA).

II. 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 22, 2022; November 16, 2022; and March 9, 2023.

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

B. The minutes for these committee meetings were recorded by Dr. Janae Lyde. 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 Wednesday, September 22, 2022

I. Call to Order

The regular meeting of the Athletics Committee was called to order at 3:30 pm on Wednesday, September 21, 2022. The meeting was held in the Pierce Hospitality Suite.

II. Roll Call

Present: Ms. Shauna James, Dr. Marie Taylor, Ms. Mackenzie Martin, Dr. Jeff Ray, Mr. EJ Powell, Mr. Mark Lowery, Dr. K.C. White, Ms. Melanie Looser, Ms. Corrie Dalrymple, Ms. Janae Lyde, Dr. Justin Joseph, Mr. Todd Vardaman, Ms. Debbie Williams, Dr. Lisa Clayton, Mr. Evan Thornton, Dr. Josh Looney, Ms. Sherry Kennemer, Mr. Doug McClain

Absent: Mr. Mitch Powell

III. Approval of minutes from the Athletics Committee meeting on March 9, 2022 and the Athletics Committee Charge

Ms. Janae Lyde asked the committee to review the minutes from the meeting on Wednesday, March 9, 2022, Dr. Lisa Clayton made the motion to approve the minutes and Dr. Justin Joseph seconded the motion. The minutes were approved as read.

The Athletics Committee introduced themselves and reviewed the Charge of the Athletics Committee.

IV. Election of Vice Chair for the Athletics Committee

Ms. Janae Lyde asked the members of the Athletics Committee to nominate or self nominate themselves if they would like to serve as the Athletics Committee Vice Chair for 2022-2023. Dr. Jeff Ray stated he would like to serve as the Vice Chair for the 2022-2023 term. The Athletics Committee unanimously voted for Dr. Jeffrey Ray to serve as the Vice-Chair for the 2022-2023 term.

V. Minority Opportunity Workgroup Report

Ms. Janae Lyde, chair of the Minority Opportunity Workgroup, stated that the Minority Opportunity Workgroup had not met for the 2022 Fall academic year but plan to meet in October of 2022. The topics that will be discussed is the selection of mentees for the mentoring program.

VI. Gender Equity Committee Report

Ms. Sherry Kennemer, Chair of the Gender Equity Workgroup stated that the workgroup would meet after the new members of the Athletics Committee were assigned their workgroup.

VII. Faculty Athletic Representative Report

Mr. Jeffery Ray updated the committee on the following:

- The overall GPA for student-athletes for the spring 2022 was 3.23 with 59 student-athlete with a 4.0. The sport with the highest GPA Beach Volleyball's GPA with a 3.82.

- The winners for life for 2022 was Harley Stokes, softball and Hina Suzuki, women's basketball.
- The FARA meeting in November 2022 and Dr. Ray plans to attend.

VIII. Compliance Report

Mr. Todd Vardaman updated the committee on the following:

- UNA Athletics received full approval for Division I from the NCAA Board of Approvers.
- The new Transfer portal legislation

IX. Athletic Directors Report

Dr. Josh Looney updated the committee on the following:

- UNA Athletics has full membership now as Division I school
- There have been some personnel changes for head coaches:
 - Men's Golf – Luke Calcaterra
 - Baseball – Jad Prachniak
 - Men's and Women's Tennis – Olaya Garrido-Rivas
 - The Athletics Department is in the process of searching for a new head Beach Volleyball coach
- Athletics has made or in the process of updating facilities:
 - The softball hitting facility should be completed February 2023
 - The Football Locker room project is completed
 - The Training room should be completed by October 2022
 - Currently branding the hallways
 - Cross Country has updated their meeting space and offices
 - Women's Soccer has some game day enhancements
 - Volleyball is in phase two in updating their locker room
 - Women's Basketball will update their locker room in the Spring 2023
 - The Tennis facilities will be updated with enhancements
 - Beach Volleyball has a new scoreboard and the fencing around the courts will be wrapped
- Athletics received a one million gift for women's sports
- UNA Football will play at the Toyota Field in Madison, AL on October 15, 2022
- The spring football game in spring 2022 was held on the UNA Turf with over 2,000 attending with plans to continue to have the spring football on the UNA Turf field
- UNA Athletics had a record fundraising number for the FY22 Fiscal year
- Conference realignment (ASUN & WAC – Football)
- The ASUN Commissioner Ted Gumbart has stepped down. A new commissioner will be announced soon.

X. New Business

The NCAA Division I Peer-Review team recommended action items for UNA Athletics.

1. The peer-review team recommends the institution engage in continued dialog between athletics staff and academic administration to look for ways to reduce/eliminate class time conflicts as it related to lab course class scheduling and practice times.
2. The peer-review team recommends the institution have institutional research create a report that analyzes clustering in courses and majors to be reviewed by the athletics committee on a regular basis.

The Athletics Committee will work on the two action items. Dr. Jeff Ray will work on item # 1 and Sherry Kennemer will ask Molly Mathis, Director of Institutional Research, for the report with course and majors.

Ms. Janae Lyde asked for volunteers to take the minutes for the Athletics Committee. No one has yet to volunteer.

XI. Meeting Adjourned

Dr. Justin Joseph made the motion to adjourn the meeting and Ms. Debbie Williams seconded the motion. The meeting was adjourned.

Athletics Committee Meeting Minutes
Wednesday, November 16, 2022

XII. Call to Order

The regular meeting of the Athletics Committee was called to order at 3:01 pm on Wednesday, November 16, 2022. The meeting was held in the Pierce Hospitality Suite.

XIII. Roll Call

Present: Ms. Shauna James, Ms. Mackenzie Martin, Ms. Corrie Dalrymple, Dr. Janae Lyde, Dr. Justin Joseph, Mr. Todd Vardaman, Ms. Debbie Williams, Ms. Christa Raney (a proxy for Dr. Lisa Clayton), Mr. Mike Nelson (a proxy for Mr. Evan Thornton), Dr. Josh Looney, Ms. Sherry Kennemer, Mr. Scott Infanger

Absent: Dr. Marie Taylor, Ms. Melanie Loose, Mr. Doug McClain, Mr. EJ Powell, Mr. Mitch Powell, Mr. Mark Lowery, Dr. K.C. White,

XIV. Approval of minutes from the Athletics Committee meeting on September 22, 2022

Dr. Janae Lyde asked the committee to review the minutes from the meeting on Wednesday, September 22, 2022. Mr. Scott Infanger motioned to approve the minutes, and Ms. Debbie Williams seconded the motion. The minutes were approved as read.

XV. Minority Opportunity Workgroup Report

Dr. Janae Lyde, chair of the Minority Opportunity Workgroup, stated that the Minority Opportunity Workgroup met on Wednesday, November 2, 2022. Ms. Christa Raney (a proxy for Dr. Lisa Clayton) reported on the Mentoring Program. The mentoring program is in its 10th year, and many changes have been made this year. Dr. Janae Lyde, Ms. Anna Milwee, Mr. Daryl Brown, and Ms. Christa Raney have been working on the mentoring program to implement new things. Student-athletes were able to self-select to be a part of the program, along with recommended student-athletes. Dr. Janae Lyde presented the information to each team at their beginning-of-the-year meetings, and we asked the student-athletes to complete a Qualtrics survey on their interest in the program. 12 student-athletes opted to participate in the program. 13 faculty and staff members answered the mentor's call to action placed in the UNA Digest by Ms. Christa Raney. We also asked the coaches to recommend student-athletes. There are now 21 new student-athletes in the program, an increase of the usual ten in the program. Of the 21 new student-athletes, there are nine football players, one softball player, two women's basketball players, five tennis players (M/W), and four indoor/beach volleyball players. Of the former student-athletes, one football and one women's basketball player.

The mentoring program hosted its kick-off event on Tuesday, October 11, 2022. The program is preparing for a mentoring program game night to be held in the Pierce Hospitality Suite.

Dr. Janae Lyde tasked the workgroup to think of initiatives and programs that can come out of the workgroup. The goal is to make this workgroup action-oriented.

XVI. Gender Equity Committee Report

Ms. Sherry Kennemer, Chair of the Gender Equity Workgroup, stated she emailed the workgroup to set up their meeting before the semester ends.

XVII. Faculty Athletic Representative Report

Dr. Jeffery Ray was not present but provided information based on the NCAA recommendations the transition committee presented.

XVIII. Compliance Report

Mr. Todd Vardaman updated the committee on the following:

- The most recent graduation rates
- The graduation rates have increased
- The graduate success rate was 63%; now it is 67%
- The 2015-16 cohort was still under DII regulations
- The 2018-19 cohort will be the first cohort for DI regulations
- Transfer portal changes: there are now windows for student-athletes to enter the transfer portal by sports in the fall and spring
- Suppose a student-athlete transfers under the one time transfer umbrella, the institution they transfer to is financially responsible for that student-athlete through the five-year eligibility period for that student-athlete, whether they are a student-athlete or not. This policy will affect counters for scholarships on each team.

XIX. Athletic Directors Report

Dr. Josh Looney updated the committee on the following:

- The Head Football Coaching search is in progress, and it started two weeks ago.
 - Wants to be on the front end of the hiring cycle and the portal cycle
 - Wants to process to be concluded by around Thanksgiving
 - Excellent attention and interest in the position
- The Head Beach Volleyball search is in progress.
 - It was open in the summer and had some finalists but ultimately decided not to fill it at that time.
 - A Part-Time Assistant Coach is running the beach volleyball program.
- Financials from the football game at Toyota Field vs. Jacksonville State
 - Highlights limitations we have at Braly Stadium for revenue-generating opportunities
 - UNA would consider doing this again, provided good national attention
 - Over 10,000 people at the game
 - Gross Revenue - \$353,533.15
 - This revenue did far beyond our revenue at Braly Stadium
 - To compare the gross revenue, six home games at Braly last year (which does not include season tickets) totaled \$108,273.00. The four other home games at Braly this year did \$95,305.00

- Including all ticket sales for FY22 in the athletic department, did revenue of \$312,541.00. This one game produced more revenue than our entire athletic department's ticket sales
- Alcohol and Beverage sales did about \$30,000.00. Our average total gate is \$23,000, and the beverage sales topped that
- Expenses from that game
 - The City of Madison paid for the field transition about \$50,000 to \$80,000 (no expense to UNA)
 - No rent fee to play there, and split the revenue 50/50
 - Close to \$100,000 in personal and cost of goods sold
- Net Revenue - \$258,526.00, we received about \$130,000.00

XX. NCAA Transition Recommendations

Dr. Jeffery Ray was tasked with reviewing the first recommendation from the NCAA Division I Peer-Review team, which states:

3. The peer-review team recommends the institution engage in continued dialog between athletics staff and academic administration to look for ways to reduce/eliminate class time conflicts as it related to lab course class scheduling and practice times.

Dr. Ray provided the following information:

Based on limits to available classroom & laboratory space, the number of faculty, and the necessity of science departments to avoid conflicts in their departmental course offerings, it is logistically impossible to offer courses in a given semester that do not conflict with likely practice times.

Biology Department (as an example)

Classroom space: 4 classrooms available during a given time period (e.g., MWF 8-9). Some labs may double as classrooms

Lab space: 10 labs; lab space for upper-level courses is often not interchangeable (e.g., microbiology vs. ecology lab)

Per semester average: 20 lecture courses, 17 with labs (total of 47 lab sections).

Faculty: 14; each has the expertise to teach different area(s) of upper-level biology courses.

To avoid major conflicts in core courses (required for all bio majors), like genetics and microbiology, the courses should not be offered at the same time (includes labs and lectures); SAs may need to take both in a given semester-not doing so may extend graduation time.

In an ideal scenario for SAs, courses would be offered at 8-9-10-11 on MWF (or just MW). Labs would be offered on Tuesdays & Thursdays to finish by noon or 1. Note: this does not account for the offerings of other departments whose offerings also frequently occur in the 8-12 time slots.

Under these circumstances, a SA in biology could potentially take the lecture portion of courses between 8-12 MWF and two labs that finish by noon on TR (@8-10/8-11/9-12). This would mean a maximum of 2 science classes with labs in a given semester. However, it may be necessary to take two biology plus one chemistry (or physics) course in a given semester.

Therefore, due to constraints on:

1. Classroom & lab space availability;
2. Faculty expertise available to teach a course at a given time or day (i.e. SA may need genetics to be offered 9-10 MWF, but genetics faculty teaches introductory biology 9-10 MWF);
3. The impossibility for all science (and other) departments to schedule their courses perfectly to avoid innumerable potential conflicts for a given SA.

It is recommended that:

1. SAs in science majors always register for classes at the absolute earliest opportunity.
2. SAs develop a detailed four-year plan of courses during their freshmen year, and update the plan after each semester, taking into account which semester(s) and time(s) specific courses are typically offered in their major. SAs should consult with their academic & athletics advisors in developing an accurate schedule/plan to minimize conflicts.
3. SAs save general education courses offered online for junior & senior schedules to minimize conflicts with required upper-level science courses, which are generally offered in person.
4. SAs take summer courses whenever appropriate to reduce the number of classes taken during the fall & spring semesters due to their potential conflict.

Ms. Sherry Kennemer will report on item #2 at the next meeting.

XXI. Old Business

There was no old business to discuss.

XXII. New Business

Dr. Janae Lyde asked for volunteers to take the minutes for the Athletics Committee. No one has yet to volunteer.

XXIII. Meeting Adjourned

Dr. Justin Joseph motioned to adjourn the meeting, and Mr. Scott Infanger seconded the motion. The meeting was adjourned.

Athletics Committee Meeting Minutes
Wednesday, March 8, 2023

XXIV. Call to Order

The regular meeting of the Athletics Committee was called to order at 3:30 pm on Wednesday, March 8, 2023. The meeting was held in the Pierce Hospitality Suite.

XXV. Roll Call

Present: Ms. Corrie Dalrymple, Dr. Janae Lyde, Ms. Debbie Williams, Dr. Lisa Clayton, Mr. Evan Thornton, Dr. Josh Looney, Ms. Sherry Kennemer, Mr. Scott Infanger, Ms. Melanie Looser, Mr. Mark Lowery, Ms. Allison Hyde, Mr. EJ Powell, Dr. Marie Taylor, Dr. K.C. White,

Absent: Mr. Doug McClain, Mr. Mitch Powell, Ms. Shauna James, Dr. Justin Joseph, Ms. Mackenzie Martin, Dr. Jeff Ray, Mr. Todd Vardaman

XXVI. Approval of minutes from the Athletics Committee meeting on September 22, 2022

Dr. Janae Lyde asked the committee to review the minutes from the meeting on Wednesday, November 16, 2022. Mr. Scott Infanger motioned to approve the minutes, and Ms. Debbie Williams seconded the motion. The minutes were approved as read.

XXVII. Minority Opportunity Workgroup Report

Dr. Janae Lyde, chair of the Minority Opportunity Workgroup, stated that the Minority Opportunity Workgroup had a Mentor/Mentee Bingo Night, which is the second event that Ms. Christa Raney has put on for this group. Each time we gather, the numbers grow and the mentors and mentees are engaging well together. We are still dealing with communication issues between some mentors and mentees, but we are working through those on a case by case basis.

The Minority Opportunity Workgroup has a meeting set for March, 20, 2023.

XXVIII. Gender Equity Committee Report

Ms. Sherry Kennemer, Chair of the Gender Equity Workgroup, stated that the committee would look to meet the week of April 10th. She will report out at the next meeting.

XXIX. Faculty Athletic Representative Report

Dr. Jeffery Ray was not present but provided his report:

1) I attended the FARA (faculty rep association) conference Nov 3-5 for the first time and the overwhelming issue discussed was student athlete health and well-being. UNA has taken many positive steps in this area, including Anna Milwee organizing Huddle meetings twice per month with a university mental health counselor to help SAs deal with the struggles they face on a daily basis. Perhaps we should review our best practices for SA mental health/well-being on a yearly basis. Interestingly, mental health considerations were reported by SAs as the #1 reason for transfers.

Also, faculty at other universities have similar questions/criticisms on the transfer portal, NIL, and shifting conference affiliations, certain aspects of which give little/no consideration to academic concerns.

2) Fall semester grades continued the positive trend among UNA SAs with an overall GPA of 3.22 & about 20% earning a 4.0. Todd Vardaman may have further details to share.

XXX. Compliance Report

Mr. Todd Vardaman was not present and no report was provided.

XXXI. Athletic Directors Report

Dr. Josh Looney updated the committee on the following:

Transfer Portal

- 20,000 student athletes in the portal, up from 17,000 the year before
- The matriculation rate is at 50%. Almost 50% of student athletes in the portal do not get a scholarship, or do not enroll in school at all.
- NCAA is trying to slow down the portal by adding stipulations to the institution investments in student athletes.
- Dr. Looney wants to send the NCAA data to the individuals on the committee

Facilities

- Final walk through with city officials and the fire marshal on the Softball Indoor Hitting facility and Lounge
- Almost a million dollar project, all externally fundraised
- CB & S Bank Arena dedication – 10 year naming rights agree
- Will look to renovate the lobby in Flowers Hall with some money from the naming rights
- Student Success Center – is completed (study hall and tutoring)
- Cross Country Office/Team Space - completed

Revenue

- Basketball revenue has increased - \$116,706.00 gross revenue
- Basketball revenue up about 92%
- Premium seating sold out for seven (7) different games
- Premium seating is already sold out for the 23-24 season
- Softball single game versus Alabama – more than \$40,000 before the game

Searches

- Head Cross Country Coach – Jeremy Provence left for Jacksonville State
- Hired Brent Dearmon – Head Football Coach

Fundraising

- Archie Manning will be the speaker at the Lions Athletic Club Dinner and Auction
- There are only 4 tables left for the event being held in August

APR

- Academic Progress Rate (APR) penalties are set to return next academic year (24-25).
- Penalties went on pause during Covid
- This is our first year where APR matters for us because we are fully active
- Most of our programs are not in the area of where they can be hit with a penalty, but there is one program that is in the danger zone
- Majority of the lost APR post are from graduate students or post-secondary bachelor students
- We have lost 11 total post on Post BA and graduate students
- APR score in the fall was pushing 990

XXXII. NCAA Transition Recommendations

Ms. Sherry Kennemer reported on recommendation #2. The NCAA recommendation wanted us to make sure that we did not have too many student athletes in one major. The largest number of athletes are in IDS (42 student athletes), Exercise Science (32 student athletes), and Sport Management (21 student athletes). 14 students that are in IDS are transfer students and will move to their desired majors, this is just a holding place. There are 23 student athletes enrolled in graduate classes.

XXXIII. Old Business

There was no old business to discuss.

XXXIV. New Business

We were occupied in this meeting by two of UNA's PHD students, Kyle Reason (first doctoral student at UNA) and Alyssa Crow.

XXXV. Meeting Adjourned

Mr. Scott Infanger motioned to adjourn the meeting, and Mr. EJ Powell seconded the motion. The meeting was adjourned.

