

Advisory Committee on Athletics (ACA)

October 2, 2008

Minutes of the meeting

These minutes reflect discussion and debate at a meeting of a committee of the University of Minnesota Senate or Twin Cities Campus Delegation; none of the comments, conclusions, or actions reported in these minutes represents the views of, nor are they binding on, the Senate or Delegation, the Administration, or the Board of Regents.

PRESENT: Doug Hartmann (chair), Rich Weinberg, Luke Silovich, Ravi Janardan, Patricia Roth, Joel Maturi, Mark Nelson, J.T. Bruett, Virginia Zuiker, Linda Mona, Alexis Russell, Linda Brady, Rick Beeson

REGRETS: Melissa Avery and Tim Johnson

ABSENT: Laurie McLaughlin and Ron Greene

GUESTS: Kris Lockhart (associate vice president, Office of Equity and Diversity), Kimberly Hewitt Boyd (director, Equal Opportunity and Affirmative Action), Leo Lewis, (associate athletics director), Kathy Brown (vice president and chief of staff, Office of the President)

OTHERS: Regina Sullivan (senior associate athletics director), Lynn Holleran (Office of the President)

[In these minutes: NCAA Certification Self-Study Responses on Equity, Minority Opportunities and Student-Athlete Wellbeing; conversation with Vice President and Chief of Staff Kathy Brown; Team and Student-athlete Travel Policy; reports from the athletics director, director of compliance, director of MAC, and the committee chair]

Professor Doug Hartmann called the meeting to order, welcomed everyone and asked that they introduce him or herself. He then turned to Kris Lockart, associate vice president, Office of Equity and Diversity, to present an overview of the University athletics NCAA certification self-study. She explained that the University of Minnesota has been conducting a yearlong, campus-wide study of its intercollegiate athletics department (ICA) as part of the NCAA Division I athletics certification program. The NCAA requires all Division I athletics programs to undergo this process every 10 years. The presentation focused on the areas of Gender Equity, Minority Opportunities and Student-Athlete Wellbeing. Before walking through the Five-year plan for Gender Equity and Diversity, Ms. Lockhart noted that the ACA Subcommittee on Equity (now Equity and Diversity), had actually been ahead of the curve and discussed the process and what needed to be done, the previous year. The ACA subcommittee met on a regular basis and discussed the 13 program areas as defined by Title IX that would be addressed in the self-study. However, the subcommittee's main focus centered on the five-year Gender Equity Plan and the Minority Opportunity Plan. Doing this was very helpful before embarking on the Self-study process, she added.

Directing committee members' attention to the Gender Equity five-year plan, Ms. Lockhart emphasized the key areas of the plan, which will be monitored, evaluated, and updated annually. These include:

- Equipment and supplies
- Number of female coaches
- Percentage of the budget that is spent marketing men's versus women's sports programs and the differences in the communications staff and marketing staff
- Differences in the level of administrative support staff
- Budgetary difference in recruiting dollars spent for women's sports programs as compared to men's.

Next, Ms. Lockhart presented the Minority Opportunities Plan, citing eight program areas. Four of these areas will be looked at over the course of the next nine years, she noted. They include:

- Commitment to communicating plan for Minorities Opportunities and inclusion of diversity messaging throughout ICA
- Formalization of a plan to integrate the work being done in the area led by Leo Lewis
- Explore and determine what can be done to increase the number of minority staff throughout the department
- Address climate issues throughout ICA

Ms. Lockhart moved on to discuss the section of the report titled “Student-athlete Well-being.” The key areas in this section of the report, which will be evaluated and monitored include:

- The establishment of a more formal system for reviewing ICA department policies
- Exit interviews
- Inclusion of members of the Student-athlete Advisory Committee in the governance of ICA

Ms. Lockhart raised the question about which ACA subcommittee would address homophobia and/or GLBT issues, which are included in the NCAA Self-Study under Student-Athlete Well-being. Professor Hartmann responded that either the Equity and Diversity or Student-welfare subcommittee would address them. Mr. Lewis noted the importance of the overall well being of the student-athlete. Members concurred.

Professor Weinberg suggested that the academic scholarship funds that student-athletes are now eligible to receive should be monitored as well. Prior to this year, Minnesota was one of the only Big Ten schools that prohibited student-athletes from receiving academic scholarship funds in addition to their athletic scholarships (and not count against their athletic scholarships). He said that he and Professor Linda Brady have worked for nine years to see this come to fruition. Members expressed an interest in having not only gender monitored but also athletes of color. Ms. Lockhart agreed that this would be a good thing to monitor.

Professor Hartmann thanked Ms. Lockhart and other members of the working group for their hard work and also their very informative presentation.

At this point, Regina Sullivan, senior associate athletics director, distributed copies of the Team and Student-athlete Travel Policy. Luke Silovich, student-athlete representative on the committee, emphasized the importance of student-athletes eating meals and asked if that could be included in the policy. Ms. Sullivan noted his request.

Next, Kathy Brown, vice president and chief of staff, President’s Office, talked about the following items:

- Search for a faculty athletics representative - she praised Professors Weinberg and Brady for their outstanding work as faculty reps., expressed her appreciation, especially to Professor Weinberg as he is stepping down from his role as faculty rep., July 1, 2009, because he is retiring. The administration has decided to continue with two faculty reps, unlike most other institutions, which have one. A replacement for Professor Weinberg will likely be named early Spring Semester, allowing time for the new person to work with Professor Weinberg. She invited committee members to nominate a faculty member (must be tenured) individually or endorse a nominee as a group. VP Brown noted that she would be sending a letter to the chairs of ACA and FAOCIA sometime later in October or early November, soliciting nominations. The President in consultation with the FCC ultimately makes the hiring decision, she added.
- NCAA Self-Study – she said she believes the process is good and that it has been healthy thing to do. She thanked committee members who were involved over the past year.
- VP Brown described her role, specifically with athletics. One area of particular importance is about the points of intersection, she said, where athletics and academic meets. She is working hard to improve those intersections, which include, admissions, summer bridge program, and the certification of eligibility.
- She identified academic integrity as her highest priority and encouraged members to contact her or the President with any concerns.
- Lastly, she talked about the Stadium and encouraged members to take a tour, if they had not yet done so. She noted the work of the Game-day Committee and the issues it was addressing from tailgating to parking to accommodating classes that are held on Saturdays.

Professor Hartmann mentioned that Professor Ronald Greene, chair of the ACA Campus and Community Relations Subcommittee was also serving on the Game-day Committee. He and Professor Greene have talked about ways in which the Stadium could be used to integrate athletics and academics.

Professor Hartmann thanked VP Brown for her work and support of the efforts of the ACA. Professor Weinberg added his compliments to both her and Lynn Holleran. He then talked about the wonderful working relationship that he and Professor Brady have had with them, the AD and the President. He added that other FARs report that they do not have those same relationships at their institutions and that he feels particularly fortunate.

REPORTS:

Professor Hartmann reported on the following:

- The Coach/Faculty Conversation Series will be held on October 28, 10:45 – 12:30 at the Sports Pavilion Club Room. This fall's topic will be about Best Practices for Student-athletes at the University of Minnesota. He hopes that will be a springboard for the committee to take the leadership at a national level.
- Nominations for Professor Weinberg's replacement – members should come prepared to discuss at the November meeting.
- Subcommittees – members should sign up to serve on a subcommittee if they have not already done so.
- On October 14, 2:30 – 3:00, faculty members of the ACA and FAOCIA will meet with the NCAA Peer Review Committee
- Professors Hartmann and Johnson (chair of FAOCIA) met with the head coaches on October 1.

Joel Maturi, athletics director, reported on the following:

- Success of fall sports
- NCAA Self-study – he talked about how it has been a healthy process and the need to make sure the report and its recommendations become a living document and not put on a shelf.
- Requests for adding sports
- Update on the Stadium

Mr. Maturi thanked Professor Hartmann and Vickie Courtney for their efforts towards community building, specifically Faculty and Staff Appreciation Days.

Professors Rich Weinberg and Linda Brady, faculty representatives had no report, but anticipated much to report at the next meeting, after they attend the Big 10 meetings.

J.T. Bruett, director, Compliance reported on the following:

- Big 10 meeting for Compliance Directors
- Spring meeting in Iowa for Compliance staff

Mark Nelson, director, MAC reported on the following:

- He too would be attending Big 10 meetings for directors in academic counseling – he noted that this is relatively new and that not too long ago directors in academic counseling were not included at Big 10 meetings.
- A new counselor for football has been hired and another counselor will soon be hired
- A data analyst has been hired, who will provide data on student-athletes. FAOCIA has met with him to talk about data/reports it wishes to get from him. The data analyst will be have an office in Morrill Hall with the other data people in the Office of the Provost.
- On-line Graduation Planner is in progress.

Hearing no further business, Professor Hartmann adjourned the meeting at 10:30.

Vickie Courtney

University Senate Office