

PRESIDENT'S ATHLETICS OVERSIGHT COUNCIL

Academic Integrity & NCAA Rules

Compliance Institutional Control

Student-Athlete Welfare

**Meeting of November 7, 2018
Prillaman Health Sciences, HS 1001
12:30-1:50PM**

In attendance: Andy Altizer, Lisa Bauer, David Buckman, Jimmy Calloway, Mindy Debruce, Patrick Devine, Bronne Dytoc, Mark Forehand, Mark Geil, Jim Herbert, Randy Kennedy, Bob Mattox, Chao Mei, Daniel Niederjohn, Milton Overton, Julie Peterson, Steve Ruthsatz, Lynn Stallings, Cindy Gillam, Patrick Vickers, Pamela Whitten, Humayun Zafar, guest Matt Emery

Welcome & Introductions

Dr. Lynn Stallings, Chair, called the meeting to order at 12:30 p.m.

Coach's Corner

Dr. Stallings introduced Mr. Matt Emery, Director of the Tennis program.

This is Coach Emery's first year at KSU following six years at the University of Kentucky. He has also coached at University of Maryland. Matt is known as a great recruiter and has a very impressive playing career. He has a Bachelor's degree in Corporate Communication and a Master's degree in Sports Leadership.

As director of KSU Tennis, Coach Emery serves as the head coach for both the men's and women's teams. He shared a packet of information (**Attachment A**) that outlined his vision for the program. He specifically reviewed his core values. He stressed the importance of these traits for, not only himself and the coaching staff, but for his athletes. He encourages traits that will make his team successful such as toughness, selflessness, adaptability, courage, resilience, team-first, blue collar and dependability. Activities that hinder team success and that Matt discourages include excuses, selfishness, procrastination, whining, fear and distraction.

Athletic Director Milton shared that he has already been impressed watching Coach Emery work with the teams and noted that the tennis players really want to work hard for Matt. AD Milton appreciates Coach Emery's strong tennis background and success at such a high level, as well as his understanding of the economics of college athletics.

Coach Emery shared that his move to KSU started with a personal connection to a previous coach. The more he learned about KSU and the further the interview process went, he realized that he identified with everyone he met. He saw confidence in the program and felt supported by all.

With regards to athletes who may have academic trouble, Coach Emery wants his athletes to maximize every opportunity that they have. He considers each specific situation and encourages athletes to buy into the values that can make them successful.

Approval of Minutes

Patrick Devine moved to approve the minutes of September 19, 2018. Mark Forehand seconded. Motion passed.

State of the Department

Milton Overton, Athletic Director

AD Overton expressed appreciation to the committee for their support.

- Student Athlete Welfare:
 - The primary topic at the head coach meeting today was psychological services. Dr. Lindsey Swanson Schriefer, licensed psychologist who previously worked here as an intern, is providing sports psychology services. She will be available to deal with issues faced by our athletes, for example returning from injury or dealing with test anxiety.
 - Serious issues can be referred to the KSU's Counseling and Psychological Services.
 - Coaches were very engaged in the discussion and had lots of questions.
- Fundraising
 - Milton is encouraging the coaches to be a part of the giving process. He feels that if his department is asking for resources, then they should set an example.
 - His goal is to create more scholarship opportunities for our athletes.
- Team Performance:
 - Soccer finished third in conference.
 - Volleyball is currently ranked second and will play in the ASUN conference tournament as #2 seed November 16-17.
 - The football team is playing well with the conference championship to be determined this weekend against Monmouth. Milton encouraged everyone to attend the November 17 game at SunTrust Park against Jacksonville State.
 - We have the opportunity to be on College Game Day for the November 17th game if we win against Monmouth. Milton explained how beneficial this can be to the institution and how it can provide an opportunity to make others aware of the academics and all the other opportunities at KSU.
 - Athletics is partnering with the School of Music to feature some performers at basketball halftimes.
- Heath Senour has taken a position at Santa Clara University for his own professional advancement. Mindy Debruce is currently filling the role of Director of Compliance. The position has been posted, and they hope to interview soon.
- In response to question, KSU football is currently seeded #6 in NCAA Division I Football Championship Subdivision. It is very likely that we'll host our first round of the playoffs.

Compliance Report and NCAA News

Mindy Debruce, Assistant Athletic Director of Compliance and Senior Woman Administrator

Mindy provided an overview of the current operating structure of compliance and distributed copies of the compliance form (**attachment B**) for transfer notification. Students no longer have to request permission from home institution to look at another institution; they can place

themselves in the transfer portal after they use this form to notify their institution that they want to seek other opportunities.

FAR Update

Dan Niederjohn, Faculty Athletic Representative

Dan distributed a handout (**attachment C**) showing proposed policy changes to both of the PAOC policies below.

Missed Class Time Policy (Policy 4 Item 4.2)

Impacts some sports more than other, particularly basketball; some teams have only weekend time or times that are not affected by class time. It is important to have a policy that is fair to all squads. The revised policy Item 4.2 below passed with a unanimous vote.

4.2 For a home competition, student-athletes will be excused for missing class for up to no more than four hours prior to the scheduled competition time.

Missed Class Time Policy (Policy 4 Item 4.6)

Policy covers the responsibility for communicating missed class time to professors. The revised policy item 4.6 below passed with a unanimous vote.

4.6 The Student-Athlete Success Services (SASS) office will present student-athletes with credentials including their travel schedule to provide to their professors prior to competition. SASS advisors will send out electronic notification of travel conflicts to professors one week prior to competition date.

Oversight Committee Updates

a. *Admissions Advisory Committee (AAC) – Dan Niederjohn*

Meets once per month at this point in semester to review special admits. No one has come before the committee yet this semester. Dan does not feel that we have a lot of risk with our student athletes at this time.

b. *Academic Support Committee (ASC) – Randy Kennedy*

Randy distributed and reviewed the current APR data, which is not yet publicly available. Currently, 95.8% of athletes are registered for spring classes.

Randy said that Student Athlete Success Services (SASS) has recently hired Lana Bowman as an academic advisor and also a Learning Specialist, which is a new position. Randy hopes to fill tutor coordinator position in a couple weeks.

Some first-year student-athletes elect to get started early by taking summer courses. Randy requested assistance encouraging departments to offer classes in the second 6-week semester (last 6 weeks of summer).

c. *Student-Athlete Welfare (SAW) – Mindy Debruce*

Mindy is working with the Center for Abuse and Recovery on educational programs; they will utilize a survey to determine needs of athletes. The Student Athlete Advisory Committee (SAAC) had a homeless awareness event at the last home football game and over 1000 items were collected for the CARE Center They also did a hurricane relief drive at multiple competitions. The SAAC Leadership meeting is this Sunday.

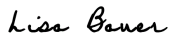
2) Other Business

Randy Kennedy has met with Dean Cindy Reed of the Bagwell College of Education about tutoring. They discussed ways to collaborate on getting student tutors or assistance from students interested in that career field.

Meeting adjourned at 1:42pm.

The President's Athletic Advisory Council approved the November 7, 2018 minutes on February 6, 2019.

DocuSigned by:



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Lisa Bauer

DocuSigned by:



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Lynn Stallings

KENNESAW STATE TENNIS:

A PATH TO PROMINENCE



Matt Emery

Core Values

These are the character traits I strive to display every day in my own life. They are the qualities I want our team to exhibit, as they are a reflection of our leadership. They are the characteristics I hope other players, coaches, and fans say about our teams.

- **Blue-Collar**
 - There are no shortcuts.
 - You get what you put in.
- **Dependable**
 - Show up every single day, not just when it is convenient.
 - Being a part of my team is supposed to be fun, but it is also a job. Your job is to show up and take care of business even when it is not fun.
- **Resiliency**
 - Nothing gets us off track from the path of accomplishing our goals.
 - Tunnel vision
- **Selfless**
 - No one single player is above the program.
 - I expect everyone affiliated with our team to adopt a team-first mentality. This includes myself. This is about the players, not the coaches.

Recruiting Philosophy

- Everything starts with talent. Start by identifying talent and then move to researching the make-up of the player.
- Look for weapons I can build around.
- So many coaches look at what players cannot do. I focus more on what players can do.
- I am a firm believer in building confidence in your strengths. This is why the first thing I focus on in the recruiting process is a player's strengths.
- At the college level, your greatest strengths will carry you further than your greatest weaknesses will limit you.
- After identifying the talent, start researching the make-up of the player. Look for red flags.
 - How does he/she prepare at tournaments?
 - What is his/her work ethic?
 - How does he/she perform under pressure? If poorly, why is that?

** It is not a perfect science, but the goal is to make the process as objective as possible.

Player Development Philosophy

- Utilize a mixture of team-based and individual-specific training.
 - Tennis is an individual sport, and each player is different. They have different personalities, different game styles, and are motivated in different ways.
 - Each player also has a set of foundational tennis skills they must possess to be successful.
- Develop the player by developing the person.
 - Emphasize attention to detail in the player's athletics and personal lives
 - Do not procrastinate. Procrastination is stressful and hinders development.
 - Discipline is contagious. Discipline in the classroom translates to discipline on the court. The only way to develop positive habits is to practice them consistently in everything you do.
- In college tennis, Player Development is essential.
 - Before Player Development can take place, the player must buy into the program, the process, and the coach.
 - This buy-in does not happen without trust
 - Trust does not occur unless a significant amount of time is spent with not only the team, but with each individual player as well.
- Do not make more than one major change to a player's game at a time. Too much change at one time creates a lack of confidence and will de-motivate the player.
- Get to know what motivates and inspires each individual player. The first step in developing any player, male or female, is to understand why he/she plays, what motivates them, and what his/her goals are.

Vision / Goals

Immediate Goals (0-6 months)

- Change the culture and expectation of both programs, but specifically the women's program
 - Create an expectation of a perennial A-Sun Conference title contender and NCCA Tournament team
 - Develop a culture that reflects these expectations
 - Develop a Team Captain and leader that reflects the core values we want to define our program
- Recruit an impact player to compete in the Top 2 of the singles lineup (depending on scholarship availability)
- Gain players' respect, trust, and buy-in through relationships built from a team-first mentality

Short-Term Goals (6-months – 1 year)

- Recruit two impact player to compete in the Top 2 of the men's singles lineup
- Recruit at least one impact player to compete in the top spot of the women's singles lineup (above 10.00 UTR)
- Win men's A-Sun Conference Tournament
- Win three matches in the women's A-Sun Conference regular season

Mid-Range Goals (1-3 years)

- Obtain a Top 50 men's team ranking
- Win men's A-Sun Conference regular season
- Have a Top 50 ranked men's singles player
- Have a Top 50 ranked women's singles player
- Win women's A-Sun Conference regular season
- Win women's A-Sun Conference Tournament
- Sign a Top 25 men's recruiting class
- Sign a Top 25 women's recruiting class

Long-Term Goals (3+ years)

- Become consistent Top 30 men's and women's programs
- Obtain an at-large bid to the NCAA men's team tournament
- Obtain an at-large bid the NCAA women's team tournament
- Develop a men's and women's All-American
- Establish identity as relentless, blue-collar program
- Solidify culture based on core values of blue-collar, dependability, resiliency, and selflessness
- Develop and maintain the "Kennesaw State Tennis" brand as *Relentless Pursuit of Perfection*

PURSUIT

RELENTLESS

OF PERFECTION



FAITH FAMILY TENNIS





Kennesaw State Athletics
Compliance Department

Transfer Notification Form

This form is used by student-athletes to notify Kennesaw State of their intent to transfer to another institution. This form must be completed and signed by all applicable parties **prior** to further action being taken. Please contact the Compliance Department with any additional questions.

Completed by the Student-Athlete

Name of Student-Athlete: _____

Sport: _____

Student-Athlete Personal Email: _____

Cell Phone #: _____

KSU ID#: _____

Release Request Date: _____

I give my permission to Kennesaw State University's Athletic Department to disclose to other higher education institutions who request information for athletic recruitment purposes and in order to verify my ability to transfer to their institutions (in accordance with NCAA and/or applicable Conference regulations) my protected academic/educational record information, including but not limited to: terms of attendance, academic standing, academic eligibility status, medical and mental health information, and disciplinary/conduct information (please select one):

☐ YES

☐ NO

If I circled "YES" above, this consent shall remain in effect for one year from the date of my signature; however, I understand that I may revoke this consent **in writing** at any time to Kennesaw State's Compliance Office.

Would like to appear on the National Transfer Database to be contacted by other institutions:

☐ YES

☐ NO

By signing below, I am notifying Kennesaw State University of my intent to transfer. **In doing so, I also acknowledge that by signing and submitting this Transfer Notification Form, my athletics financial aid (if applicable) can be reduced or canceled at the conclusion of this academic term.**

Student-Athlete's Signature: _____

Date: _____

Completed by the Compliance Office [**Activation must take place within 2 business days from the date of the student- athlete's written request for release, noted above*]

Student-Athlete has been activated on the NCAA Transfer Database on (date): _____

Compliance Office Signature: _____

Date: _____

Completed by the Head Coach [**Please remember to complete the Team Roster Adjustment Form*]

Recommendation regarding the use of the "one time transfer exception" for student-athlete listed above (please select one):

☐ RECOMMEND APPROVE

☐ RECOMMEND DENY

If denial is recommended, please explain rationale: _____

Signature of Head Coach: _____

Date: _____

Completed by the Director of Athletics/Program Administrator

Use of the "one time transfer exception" for the student-athlete listed above is (please select one): ☐ APPROVED ☐ DENIED

Signature of Director of Athletics/Program Administrator: _____

Date: _____

President's Athletics Oversight Council Proposed Policy Changes

Current Policy

4.2 For home competitions, student athletes may not claim a conflict as the cause for a missed class if that class ends two hours or more before the scheduled competition time.

Proposed Change

4.2 For a home competition, student-athletes will be excused for missing class for up to no more than four hours prior to the scheduled competition time.

Rationale

Many of our teams have specific pre-game activities that include a shootaround, meal, treatment and taping, and final warmups that can take up to four hours to complete. This policy change would reflect more accurately the pre-competition requirements for competition while setting a cap on number of excused hours.

Current Policy

4.6 The Athletic Academic Support Office will present individual, written notifications of possible missed classes, to the instructors of all student-athletes during the first week of classes. Athletes are required to retain a copy of this sheet and remind their instructor of their absence, at least 7 days prior to each contest which affects their class attendance.

Proposed Change

4.6 – The Student-Athlete Success Services (SASS) office will present student-athletes with credentials including their travel schedule to provide to their professors prior to competition. SASS advisors will send out electronic notification of travel conflicts to professors one week prior to the competition date.

Rationale

This proposed change places the responsibility on the student-athlete to initially communicate travel conflicts to their professors. Some travel schedules do not take effect until mid- to late-semester, so the language related to “first week of classes” has been deleted. In practice, SASS advisors send out email notifications and this process has been effective in reminding professors of travel conflicts.