

PRESIDENT'S ATHLETICS OVERSIGHT COUNCIL

Academic Integrity & NCAA Rules

Compliance Institutional Control

Student-Athlete Welfare

Meeting of September 19, 2018

Prillaman Health Sciences, HS 1001

12:30-1:50PM

Present: Andy Altizer, Lisa Bauer, David Buckman, Mindy Debruce, Patrick Devine, Mark Geil, Morgan Harrison, Jim Herbert, Randy Kennedy, Bob Mattox, Chao Mei, Daniel Niederjohn, McCree O'Kelley, Milton Overton, Cindy Gillam, Julie Peterson, Richard Ruhala, Heath Senour, Lynn Stallings, Patrick Vickers, Pamela Whitten, Humayun Zafar, Tim Blumentritt, guest Tripp MacKay

Welcome & Introductions

Dr. Lynn Stallings, Chair, called the meeting to order at 12:30 p.m. and provided a handout (**Attachment A**) on the PAOC committee purpose. Each member introduced themselves.

Coach's Corner

Dr. Stallings introduced Mr. Tripp MacKay, Softball Head Coach. Coach MacKay shared about adjusting to his new role, his coaching philosophy, and how he's working to help his team to find their identity. They are fairly quiet and businesslike, and he is working on getting them to express more passion and emotion and to have more fun. Currently the team GPA is 3.0, and he would like to improve that to 3.25. They have a big roster and are currently working to identify starters. Velocity Boot Camp (aka game changing camp) is an arm-strengthening camp starting soon that will provide improvement opportunities.

When asked about coming to Kennesaw, Coach MacKay shared that he's a small town guy and it just felt like a good fit for him and his family. They are thrilled with the community. In response to a question about the typical athletes's schedule, Coach shared that the week is 5 days on, 2 days off. It typically includes a 4-hour daily block of strength training and conditioning, 2 ½ hours practice, opportunity for some one-on-one time, study hall and class time.

Approval of Minutes

Mark Geil moved to approve the minutes of the April 25, 2018 PAOC meeting. Julie Peterson seconded. Motion passed.

State of the Department

Milton Overton, Athletic Director

- Mr. Overton provided all with a foam KSU plank; these will be provided to fans.
- Milton reviewed the mission of athletics: Building Champions in the Class Room, in the Field, in the Community and in Life through Academic Excellence and Integrity.
- Academics
 - 82 graduates, 24 fall, 47 spring, 11 summer
 - Academically, most athletes are doing exceptionally well.
 - Flight Plan (previously Life Skills) is a program that prepares athletes for life after KSU.
 - The Athletic Department will be highlighting student athlete alums at sporting events and on social media. Milton provided examples.
(Attachment B)
 - Classroom Champions highlights current student athletes at sporting events.
- Team Performance
 - 4 Teams off to a great start (Soccer, Volleyball, Football and Cross Country)
 - Basketball starting practice in October.
- Financials
 - Just closed fiscal year \$1.2 million ahead
 - Expenses were \$200,000 less than projected.
 - Revenue was \$1 million more than projected due to some large gifts and increased sponsorships.
 - Goal of increased revenue for one reason: increased scholarships
 - Milton expressed thanks to Julie Peterson and team for their assistance on Athletic Department finances.
- Personnel
 - New Hires
 - Darius Nixon, Director of Finance
 - Donovan Charles, Assistant Athletic Director, Development
 - Justin Recktenwald, Annual giving
 - Olivia Eureka, Director of Marketing
 - Will Adams, Video Services
 - Matt Emery, Men's Tennis Coach
 - Promotions
 - Natasha Koutnik, Assistant AD/marketing
 - Mindy DeBruce, Senior Women's Administrator
 - New search initiated for Director of Track and Field

- Milton invited everyone to download the new Owl Rewards app, a points-based app that provides opportunities for fans to win rewards at events and for one fan to win a car at the end of the year. It's important for fan engagement and a good opportunity for sponsors to provide coupons.
- President Whitten's Hot Dog Pass – Students have appreciated interacting with the President at games as she tosses out hot dogs.

Compliance Report and NCAA News

Heath Senour

- Several weeks before and after start of classes, Heath's team (with assistance from many across campus) certifies student athlete eligibility for participation and for financial aid.
- Nationally, men's basketball's probe by the FBI made headlines last fall; 10 coaches were arrested and some lost jobs. Some interesting, new legislation was adopted in August with regards to men's basketball and we will probably see more updates over the next year.

FAR Update

Dan Niederjohn

- Dan reviewed the student athlete end-of-season survey and provided sample questions from the survey. (Attachment C)
 - Lower scoring areas being addressed.
 - Everyone will continue to encourage student athletes to voice concerns.
 - Dan shared positive, written comments from students.
 - AD Overton provided positive comments about the survey and its many purposes, including evaluation of coaches.
 - Ms. Debruce commented on the positive responses from sharing this data with the student athletes at the Student Athlete Advisory Committee.
- Missed class time – PAOC policy says not more than 20% without PAOC permission, and it appears that all teams are complying.

Oversight Committee Updates

- Admissions Advisory Committee (AAC) – Dan Niederjohn
This group looks at special admits. They will meet in October and coaches will begin presenting requests for special admits in November and December.

- Academic Support Committee (ASC) – Randy Kennedy
 - Have not met yet this semester.
 - APR data collected, being reviewed for discrepancies before submission to NCAA.
 - New learning support position has been offered to a candidate.
 - Advising positions and tutoring coordinator positions are open at this time.

- Student-Athlete Welfare (SAW) – Mindy Debruce
 - Student Athlete interaction wasn't very high on the committee so Mindy has included them in leadership and running meetings; she provided a sample meeting agenda. (Attachment D)
 - Over the next few months, she will work with these student athlete leaders on what is going well and where they can improve.
 - Mindy shared some future activities including adopting Title 1 schools in Cobb County, Hoot out Hunger, Be the Match Drive, and Mental Health screening.
 - In coordination with the office of Diversity and Inclusion, Nevin Caple was brought in to meet with student athletes, coaches and athletic administrators about best practices regarding diversity and inclusion.
 - Three active student athletes using services of new Sports Psychologist partner, Dr. Lindsey Swanson Schriefer.
 - Next meeting is Oct 14; all are welcome.

Other Business

Chair Stallings clarified a point from the February 7, 2018 minutes; the exception that was approved for baseball should read as follows. *The PAOC Executive Committee approved scheduling of baseball games during a weekend of exams for Spring 2019 and beyond.*

The President's Athletic Advisory Council approved the September 19, 2018 minutes on November 7, 2018.


 Lisa Bauer


 Lynn Stallings



Alumni Feature:

KSU FlightPlan asked former soccer student-athlete Maggie Gaughan ('17 History) how her time at KSU impacted her career.

FP: How did Kennesaw State University prepare you for your start to your career?

Maggie:

KSU prepared me by developing skills in different ways. In the class room, KSU helped to build confidence in my ability to speak publicly. On the field, KSU developed my leadership skills. Lastly, in the community KSU helped to develop my character, which in my opinion is the most important part about a person. In all three environments KSU allowed me to build relationships & network with a variety of people.

FP: What skill from your athletics career do you feel transfers the most in your industry?

Maggie: *The skill from my athletic career that has helped me the most in my industry is knowing how to work with people of different walks of life. On a team you are not going to get along with or like every single person. You do need to be able to work with them though to achieve your common goals. You'll never win conference if you refuse to work with a teammate you don't like. Similar in a sales profession, relationships are everything. I will never succeed if I refuse to work with an account or with a coworker or if I don't see eye to eye with one of my accounts. Not everyone is going to like you in life, but being able to work professionally with them anyways is very important to success.*

FP: What is a piece of advice you would give current student-athletes as they prepare for & pursue their career dreams?

Maggie: *Advice that I would give to current student athlete is to go to the career fairs. The first one is very intimidating so start when you're younger & are not in such a time crunch to find a job. If you start young you allow yourself time to work on the feedback employers give you. If you wait until your senior year you'll be overwhelmed & stressed. Career fairs also help to build connections & to learn what type of job you might want. It's helpful especially if you don't know what you want to be when you grow up.*

FP: What is your favorite KSU memory?

Maggie: *I have so many favorite KSU memories that I can't pin point just one of them. I find it funny that the things I seem to miss the most are the things I used to dread. I miss coming to campus early for preseason & our team being the only people on campus. Not having to fight for a parking space at the apartments was awesome! I miss going to practice on a beautiful fall day & getting to play the game I love with all of my best friends. Most of all though I miss the feeling of a game day.*

FP: What was your favorite part of the FlightPlan here at KSU (health & wellness, career readiness, academic success, character development) & why do you think student-athletes should participate in the FlightPlan program?

Maggie: *My favorite part of the FlightPlan is career readiness. I spent many days in Michael Dutcher's office as he helped me format & build my resume. He helped me apply for internships & for jobs as well & then helped prep me for interviews. I would have been completely lost without his help. Student-athletes should participate in the Flight Plan because it is such a useful tool that is available to them. Getting ready for the real world can be very intimidating & the FlightPlan takes a lot of that stress away. The people there know you & care about you. They are able to prepare you for things that the classroom & field cannot.*

Maggie Gaughan is currently a Territory Manager at Mohawk Industries.





Alumni Feature:

The FlightPlan recently asked former football student-athlete Duronte Carter ('18 Mechanical Engineering) a few questions about how his time at KSU impacted his ability to find and start his career as a mechanical engineer at Boeing.

FP:

How did KSU prepare you for your start to your career?

Duronte:

KSU engineering program taught me a lot to prove my qualification for my job position. During my interview I proved myself to be more than qualified and diligent.

FP:

What skill from your athletics career do you feel transfers the most in your industry?

Duronte:

Communication, focus, and discipline are most relevant in my field of work.

FP:

What is a piece of advice you would give current student-athletes as they prepare for and pursue their career dreams?

Duronte:

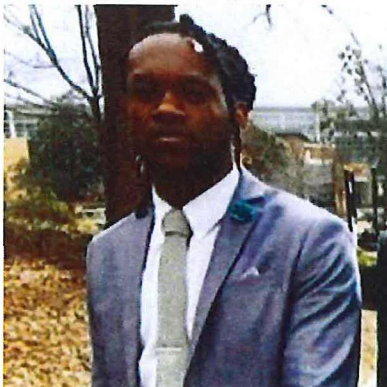
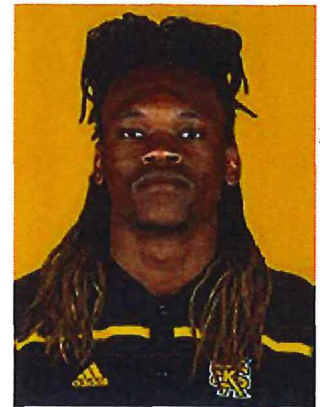
Chase your dreams to play in the NFL, but have a plan B. A lot of athletes graduate and go back home to work jobs that don't require degrees. I'd feel like I wasted my years of college if I did all of that HW and studying to get paid an average hourly wage. School first, sports second.

FP:

What is your favorite KSU memory?

Duronte:

Winning football games and dancing in the locker room with my teammates and coaches.



FP:

What was your favorite part of the FlightPlan here at KSU(health & wellness, career readiness, academic success, character development) and why do you think student-athletes should participate in it?

Duronte:

Career readiness. They helped me prepare my resume' for the big job conference I went to, and thus I received my offer from Boeing Company.



Alumni Feature:

KSU FlightPlan asked former baseball student-athlete Taylor Allum ('18 Information Security & Assurance) how his time at KSU impacted the start of his technology career with SunTrust.

FP: How did KSU prepare you for your start to your career?

Taylor: KSU helped prepare me for the start of my career by constantly reinforcing good work ethic and helping me learn that there are resources available; you just have to reach out and ask for them. I have quickly learned in the business world that you will get lost in the shuffle if you do not speak up and ask for guidance, but people are there to help you at every turn as long as you ask. This is the same at KSU and I encourage all current student-athletes to make the most of the tools that are at our disposal as Owls.



FP: What skill from your athletics career do you feel transfers the most in your industry?

Taylor: Going into the technology field and more specifically cyber security, the communication and teamwork skills that I developed while at KSU transfer the most into my new role. This field is rapidly changing and touches every aspect of the business, so you must be prepared to communicate the problems that you face effectively while also working with individuals across the entire organization to keep aligned with the common goals and purpose of the company.

FP: What is a piece of advice you would give current student-athletes as they prepare for & pursue their career dreams?

Taylor: I would encourage current student-athletes to challenge themselves in the classroom as hard as they do on the playing field. We are at a great advantage in that we are gaining skills on the playing surface that others will not have, but we also have the resources to take our academics to the next level as well. If you can put all of your effort and hard work into 4 or 5 years of athletics and academics, you will graduate with success on the playing field that you could never dream of along with a degree/career that will be proud of.

FP: What is your favorite KSU memory?

Taylor: My favorite KSU memory is all of the time that I was able to spend with my fellow teammates and grow not only as an athlete, but as a person. The individuals that you are around while you are at school really shape you into the person you will be in the future. I would not trade the moments with my teammates for the world and I will always cherish the memories that we had together.



FP: What was your favorite part of the FlightPlan here at KSU (health & wellness, career readiness, academic success, character development) & why do you think student-athletes should participate in the FlightPlan program?

Taylor: My favorite part of the FlightPlan at KSU was the academic success portion. Like I mentioned earlier, it is such an advantage that we have the tools and resources to help us at every aspect of our journey through college and the fact that we have such a resource down at SASS is huge. All of the hard work that is put in will pay off eventually, I promise!

Taylor Allum, Cyber Threat Intelligence Analyst, SunTrust.

9/19/2018

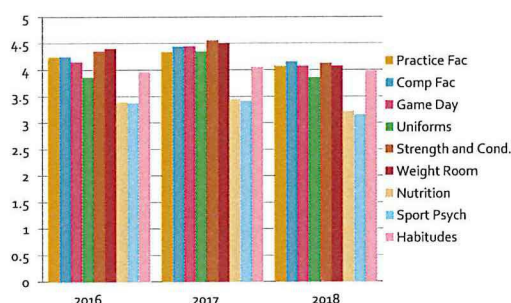
Student-Athlete End of Season Survey 2016-2018

Scale

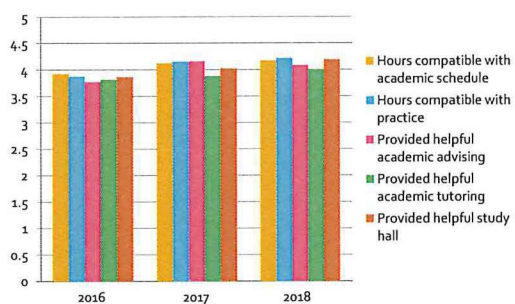
- 5 Strongly Agree
- 4 Agree
- 3 Neutral
- 2 Disagree
- 1 Strongly Disagree

Athletic Experience

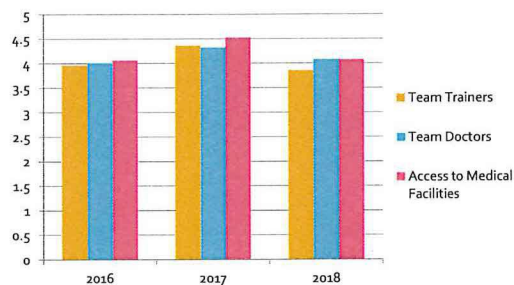
"Do you feel that you were given the necessary tools to succeed competitively?"



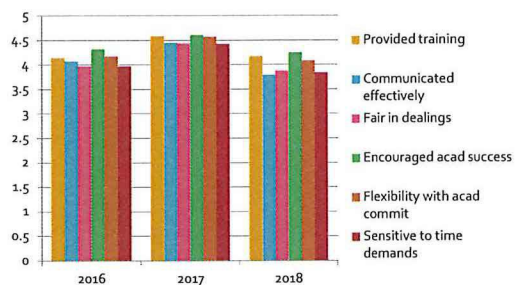
SASS Services



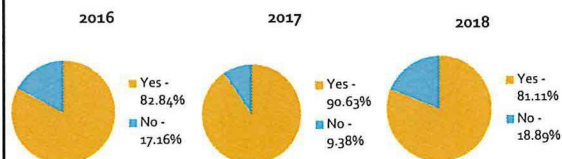
Medical Services Experience



Coach Ratings



KSU Athletics Provide and Opportunity to Voice Concerns



SAAC Agenda

September 9, 2018

4:30-6:00 PM

Sign-in, food, and welcome

Call meeting to order (Jessie)

Team Updates

Agenda Items:

- A. What is SAAC? What are the expectations? What are suggestions to make this experience better?
 - a. Handout
- B. Flight Plan Update –
- C. Character Development Update –
- D. Committees
 - a. Social Media – 2-3 members
 - i. New profiles
 - b. Banquet – 4-5 members
 - i. Date? Format? Student-Athlete led
 - c. Community Service – 2- 4 members
 - i. 2018-19 Community Service Initiative – Title I Schools in Cobb Co?
 - 1. Title I, Part A (Title I) of the Elementary and Secondary Education Act, as amended (ESEA) provides financial assistance to local educational agencies (LEAs) and schools with high numbers or high percentages of children from low-income families to help ensure that all children meet challenging state academic standards.
 - ii. Hoot Out Hunger – November 4th football game
 - iii. Be The Match Drive – Bone Marrow Donor Registry
- E. Mental Health – CAPPS Screening – Office of Counseling and Psychological Services
- F. Post-season Exit Surveys – administered by FAR Dr. Dan Niederjohn
- G. Nevin Caple – On-Campus on September 19, 2018 all student athlete session at 5pm (aprox. TBD)
 - a. Nevin Caple is a diversity consultant and LGBTQ sports advocate with a passion for improving the climate of the athletic community. She speaks on a variety of subjects including general diversity and inclusion, championing respect on the team and within the athletic department; and addressing the intersections of race, religion, gender, sport and sexual orientation.

Special Guest: Lindsey Swanson Schriefer, Ph.D.

Next meeting: October 14, 2018