

PRESIDENT'S ATHLETICS OVERSIGHT COUNCIL

Academic Integrity & NCAA Rules Compliance

Institutional Control

Student-Athlete Welfare

Meeting Minutes

September 7, 2016

Present: Jason Brown, Jimmy Calloway, Houston Davis, Patrick Devine, Katie Egloff, Marty Elliott, Rick Franza, Jim Herbert, Randy Kennedy, Marina Koether, Scott Larisch, Chao Mei, Dan Neiderjohn, Ed Posaski, Brittney Reed, Heath Senour, Terrell Singleton, Deborah Smith, Karen Vickers, Patrick Vickers, Kim West, K.C. White, Vaughn Williams, Humayun Zafar, Christine Zelt

Special Guests

Rhyll Brinsmead (Head Coach, Women's Golf)

Brenda Stopher (Office of the President)

Introductions

Dr. Franza called the meeting to order at 12:30pm. Welcomed everyone to the first PAOC meeting of the 2016-2017 Academic Year. He introduced Dr. Houston Davis. Introductions were made around the room.

Dr. Franza opened the floor to Dr. Davis. Dr. Davis thanked the group for their time and recognized the importance PAOC engagement plays for the University. PAOC is not a ceremonial group – it is a working group that gives a service back to the institution. He served on a similar body at Austin Peay State University. He will have a substantive engagement with the group, and will take the group's recommendations seriously and importantly for action and/or follow-up. PAOC is the front line to position programs and opportunities for the Student-Athletes to the best KSU possibly can for the good of the Student-Athletes and the University.

Coach's Corner

Dr. Franza introduced Rhyll Brinsmead, Head Coach of Women's Golf. Coach Brinsmead is one of KSU's longest standing Coaches, and is in her 10th season of coaching at KSU. KSU Women's Golf is a very successful program, both athletically and academically.

In her 10 seasons coaching at KSU, she has witnessed positive changes at the University.

- 6 players on the roster, an eclectic group:
 - 2 Seniors from England and Columbia
 - 1 Junior from Denmark
 - 3 Sophomores from Belgium, France, and Thailand
- International recruiting has been successful for the team
 - International recruiting focuses on acclimation and integration of the international students with Kennesaw as a city and the demands of a student-athlete's schedule
- Assistant Coach is from Thailand, currently pursuing her Masters in the Sport Management program
- Focus on academics
 - Team GPA for the past 9 semesters in a row has been above 3.3
 - APR of 1,000
 - 100% graduation success rate
 - Alumni have gone on to play professional golf
 - Others graduates are all employed / successful professionals
- Athletic successes
 - Conference championships in 2012 and 2015
 - Won by 30 shots in 2015
 - Individuals to NCAA regionals in 2014
- Travel roster is 5 Student-Athletes
 - More seasoned squad
 - 4 scores count out 5 players scoring system, 54 holes, each day drop the highest individual score for the team total
- Scheduling
 - Team does not play a conference schedule
 - Tournaments are all Invitationals all over the nation
 - Extensive travel during the Fall
 - Spring event hosted at Pinetree Country Club that attracts 15 other national teams
 - 2015 was the 1st year hosting the event
- International test scores traditionally lower because the recruited Student-Athletes are not familiar with the SAT form of testing
 - Once the Student-Athletes are in their respective colleges, their academics prove to be very strong
- QUESTIONS FROM THE FLOOR:
 - How are international student-athletes recruited?
 - It is easier to recruit international student-athletes

- Competing consistently against SEC and ACC schools for USA/local players
- Football and name recognition are important when recruiting US student-athletes
- International student-athletes have less of a concern about football and are here to go to school and play
- International Student-Athletes refer other international student-athletes to KSU
- 4-year recruitment commitment for international Student-Athletes
- Practice partnerships with the Marietta Country Club and Pinetree Country Club
 - Practice time is split between the 2 clubs
 - The contrast in the Bermuda grass and Bentgrass greens on the 2 practice courses helps to prepare the Student-Athletes for the differences playing on other courses

Approval of the Minutes

With no objections or further discussion, a motion was made by Debbie Smith and seconded by Vaugh Williams to approve the minutes from the April 27, 2016 PAOC meeting. Minutes were approved unanimously.

State of the Department

Dr. Franza introduced Vaugh Williams to present the State of the Department. Vaughn thanked everyone for attending and thanked Dr. Davis for supporting Athletics.

Vaughn introduced and welcomed Ed Posaski, new Associate Athletics Director for Internal Operations. Ed comes to KSU from South Dakota State.

Extended Adidas contract for next 7 years. KSU is one of Adidas' top clients. Excellent partnership and great brand for KSU to connect with. Also great partnership for the Student-Athletes. Contract in its 4th year.

Fair Labor Standards Act (FLSA): Athletics working with Human Resources to determine the financial impact for the Department

Board of Regents: Athletics Department audit in process

Women's Golf:

- Rhyll brings a dynamic of international athletes to the Department

Softball:

- Conducting national search for a softball coach
- Candidates will be interviewed soon

Soccer:

- Great start, 4-1-1 for the season
- Benji Walton's first year coaching
- League play starts this week

Volleyball:

- 1-6 for the season
- Team is exciting to watch
- Challenging season schedule – UGA, GA Tech, GA State

Cross-Country:

- First meet was this past weekend
- Good start for women, fair start for men
- Program is going in the right direction

Football:

- Fans and community are evolving
- This weekend is Parents Weekend

Golf:

- Men's golf pre-season ranking #30 in the Country
- Excellent academics for both teams

Strategic Planning process: working with Jorge Perez to start the process. Preparing for the future of the Department

Flight Plan program: 36 more internships for Student-Athletes compared to last Academic Year

QUESTIONS FROM THE FLOOR:

- How many more Football season tickets sold compared to last year?
 - Sell-out at 8,900-9,000 tickets
 - The number of donors has increased since last year
 - 1,500 current donors
 - Surpassed the goal for the 2016-2017 OwlFund from season ticket holders for Football

- Athletics Department has \$3.8 million in scholarships to fund from donor dollars
 - Approximately \$850K in donations raised this year

Compliance Report and NCAA News

Heath Senour

- Compliance is working with the Registrar's Office/Financial Aid Office/Student Success Services to certify eligibility
 - All of the Student-Athletes are not cleared yet
- Fall compliance meetings with every team ended 1 ½ weeks ago
 - Targeted towards Freshman and newcomers
 - 45 - 60 minute information session for Student-Athletes to understand NCAA guidelines
- National Scene: paying attention to UNC academic fraud case that began in 2012
 - UNC responded to allegations
 - UNC told the NCAA that it was going too far with the investigation and it should be an Institutional matter
 - The NCAA's response will impact proposed and adopted legislation regarding the component of academic integrity

FAR Update

Dan Neiderjohn

- Provided hand-out with results of End-of-Season Survey
 - Surveys were submitted electronically for AY 15-16
 - Compared results from 2015 to 2016 to highlight trends
 - Consistent responses when it comes to support services
 - Concerns remain with location and flexibility of hours
 - Improvements in the ratings in medical services provided
 - Coach ratings showed significant improvement especially in
 - Fairness
 - Encouraging academic success
 - Consistency with gender equity
 - Ability to voice concerns increased from 62% to 83%
 - Survey can be revised if PAOC has any topics it would like assessed
 - Dr. Franza said this survey provides insight into Student-Athlete Welfare

- Revised draft for missed class policy
 - Hand-out of current policy with suggested revisions provided for review
 - Small, proposed revision to accommodate for qualifying standards for competitions that do not meet the 7-day required notice to miss class
 - “If competition schedules change during the course of the semester, Student-Athletes are responsible for notifying their professors as soon as possible.”
 - “At least 7 days prior to each contest” has been removed from the policy
 - Requested PAOC feedback before putting the policy changes to a future vote

DISCUSSION FROM THE FLOOR:

- Marina Koether
 - Never received a season schedule from her Student-Athletes at the beginning of the semester
 - What can be done for the Student-Athletes to provide their schedule to the professors at the onset of the semester?
 - Randy Kennedy responded:
 - The expectation is for the Student-Athletes to notify the professors
 - His office sends an email to the professor within 1 week if a scheduling conflict arises, only for Student-Athletes who are in season
 - It is stressed to the Student-Athletes to introduce themselves to the instructors and provide the instructors with the letter at the beginning of the semester for which they are in season
- Scott Larisch
 - Requested not to strike the “7 days notice” in the policy
 - Student-Athletes are not meeting with their professors, in his perspective
 - This cannot be excusable
 - How can a system be put in place to serve the needs of the Student-Athletes academically?
 - What statement can be included in the policy that gives the Student-Athletes a hard line to notify the professor that will support their academic success?
 - Suggested to keep the 7 day notification and set up some type of appeal review board
 - Randy Kennedy responded
 - There are situations where the 7 day policy cannot apply

- For example, games rescheduled because of weather delays
- Marina Koether
 - Regardless of whether the Student-Athlete knows if they will be competing in a tournament, they should notify the professor that the tournament is scheduled
 - They can update the professor once they know if they are participating in the tournament
- Randy Kennedy described email notification process
 - Scott Larisch requested for the email notification process be reviewed and revised to ensure the instructors receive the necessary email notifications within a reasonable amount of time
- Terrell Singleton described the credentials process and the Student-Athlete's responsibility to notify their instructors
- Patrick Devine
 - Would like to see the 7 day window remain
 - If changes occur within the 7 day window, the Student-Athlete is obligated to notify the instructor
 - If change occurs within the 7 day window, the student should show proof they have qualified for the scheduled change
- Scott Larisch suggested revisions of:
 - "7 Calendar days"
 - "If circumstances make this not possible, the Student-Athlete will notify the instructor as soon as possible"
- Humayun Zafar
 - How does this policy impact online students?
 - Assignments are posted online and available from the beginning of class
 - The Student-Athletes know their assignment schedule well in advance/since the start of class
 - Randy responded
 - If the Student-Athlete knows the assignments in advance, they are responsible for their schedule and to meet the deadlines for the class assignments

- Need to plan ahead to meet the deadlines and notify the instructors ASAP of any conflicts
- Patrick Devine
 - Can the survey ask questions that focus on faculty/Student-Athlete interaction to gauge Student-Athletes' feelings about approaching their professors with scheduling conflicts?

Campus Coaches / Department Liaisons

Dan Neiderjohn

- Campus Coaches
 - List of 60-70 faculty/staff members involved in the program who have associations with a specific team
 - Develop a relationship between the team and faculty members
 - Faculty feel engaged in the process
 - Student-Athletes and Coaches feel supported
- Departmental Liaisons
 - 1 or 2 point-people per Department
- Randy Kennedy
 - Helpful resources for his office to have a contact for each Student-Athlete within the Departments
 - Opportunity for faculty/Student-Athletes/Coaches to meet and get to know each other
- Jimmy Callaway
 - Where can the list be accessed?
 - Dan responded
 - The list is made available to Student-Athletes and Coaches, and can be provided
 - Dan will distribute the list to the PAOC
 - Karen Vickers to follow up with Dan to get list and post it to the PAOC website
<http://athleticscouncil.kennesaw.edu/>
 - Heath to provide an Education Tip Sheet so the Campus Coaches and Department Liaisons have the most up-to-date NCAA regulations/compliance information

- Vaughn wants Student-Athletes to be challenged to speak to their professors
 - He appreciated all of the feedback regarding the Student-Athletes not communicating with their professors and being proactive
 - He needs this experience to be transferrable to real life
 - Athletics Department and Coaches will continue to work with the Student-Athletes to reinforce the importance of communicating

Oversight Committee Updates

Dr. Franza solicited participation from the PAOC for these special committees

Admission Advisory Committee (AAC): Dan Niederjohn

- Needs 2 faculty member (Academic College) representatives
- Committee's major point of work is the special admit process
 - Assesses team risk with special admits
 - Meet on a monthly basis to hear special admit cases as they come in
- The team's Academic Progress Rate (APR) must not fall below a 930 for the Academic Year for the team to avoid penalties
 - Current lowest APR is 942 because of significant coaching change with the team
 - Current highest APR is 1,000
- Average cumulative GPA for special admits is 2.5
 - GPAs are being monitored and data is reviewed to make sure the Student-Athletes are succeeding
- High School GPA is best predictor, compared to standardized test scores, of how special admit Student-Athletes will do academically at KSU
 - There is a correlation between high school GPA (core class GPA) and special admits' success in college
 - Special admits based on GPA is helpful to Coaches in the recruiting process
- Special admits process has been successful

Academic Support Committee (ASC): Randy Kennedy

- Academic performance contracts for at-risk Student-Athletes
- Meets 1 time per semester
- 2 open faculty positions for AY 16-17

Student-Athlete Welfare Committee (SAW): Katie Egloff and Dan Niederjohn

- New committee
 - Participation requested
 - What is the best make up of this committee?

- At large members who are outside of PAOC?
- 1 meeting minimum per semester
- Would like to have some kind of procedure in place for Student-Athlete welfare to identify trends

Student-Athlete Time Commitment

Katie Egloff

- ASUN conference did a Time Demands Task Force over the summer
- 20 participants
- NCAA survey results from total Student-Athlete population and focus on ASUN Student-Athlete results
- 4 best practices:
 - Head Coaches of all sports should provide, at a minimum, weekly schedules to the Student-Athletes detailing practice and meeting times
 - No non-conference contests scheduled during final exam policy
 - Practice / game schedules must be posted 30 days prior to a vacation period
 - No ASUN championship contest should begin past midnight unless voted on and prior approval from the Championship Games Committee
- Recommendation for ASUN policy proposal: all Student-Athletes should be scheduled for a minimum of 8 hours of rest overnight between CARA activities and travel
- CARA: Countable Athletic-Related Activities
- SWA: Senior Woman Administrator

University System of Georgia (USG) Athletics Perspective

Brenda Stopher

- Spent past 2 years with USG Office of Internal Audit & Compliance
- Board of Regents Athletics oversight
 - Partnered with Athletic Directors
 - Conducted 2 extensive surveys
 - 29 of USG institutions had Athletics Departments
 - Only 1, Bainbridge, did not
- Segmented the results into divisions for data review and reporting purposes
 - Division I
 - Further broken down to fairly compare DI institutions so smaller institutions would not be compared against UGA and GA Tech
 - Division II

- NAIA
 - Junior College
- Provided hand-out with 8 of 10 observations that were reported to the Board of Regents
- Report issued to BoR in May 2016
- Observation 1: Total Athletics spending as reported by each institution
 - DI largest amount being spent
 - DI largest growth
- Observation 2: Top 2 expenses in Athletic Departments are staff and scholarships
- Observation 3: Percentage increases do not accurately reflect the dollar increases
- Observation 4: Athletic student fee revenue
 - Highlights the revenue funding Athletics Departments is coming from student fees
 - 2nd highest funding source was direct institutional support – tuition dollars
 - Prior policy prohibited tuition dollar support, so policy was revised to allow this
- Observation 5: Athletic fee revenue growth in different segments
- Observation 6: Student athletic fees and changes in the fee from 2008-2015
- Observation 7: How did athletic fees sit as a percentage of total mandatory fees for students?
 - Some institutions were as high as 30%-46%
- Observation 8: Growth of direct institutional support
 - May be an underreported number across USG institutions
- Hand-out of policy changes as a result of the report was provided
 - Policy changes effective 7/1/16
- Board Policy 4.5 – Intercollegiate Athletics
- Athletics Department funding is limited according to subsidy percentages
 - For KSU no more than 75% of revenue can come from student fees & institutional funds to run the Athletics Department
 - **KSU is compliant** and does not have to submit a plan to reduce its subsidy percentage over a 4-year period to the Chancellor
 - State appropriation dollars cannot be used – only tuition dollars
 - Annual growth in Athletic expenses are limited to 5%
 - Except for UGA and GA Tech (Power 5 Institutions)
 - Annual report submitted to Board of Regents and Chancellor that mirrors the NCAA financial report, to include reporting on GPA and special admits
 - In-depth review of programs that are identified as needing to be monitored financially or otherwise

- Timely reporting of investigations and infractions
 - Anything “negatively newsworthy” needs to be reported in a timely manner
- Subsidy caps should not be viewed as an institutional target
- Institutions should seek to fund Athletics to external sources so the financial expense does not fall upon the students
- Additional guidance will be provided within the next few months from the business arm of the USG for report formatting, etc.
- Reports are due December 31, 2016

QUESTIONS FROM THE FLOOR

- Randy Kennedy asked if any consideration was given to FLSA?
 - Brenda – no
- Vaughn Williams - difference between Football Championship Subdivision (FCS) and Football Bowl Subdivision (FBS)
 - To say that KSU only has a 10% difference between the FBS play is inaccurate and unfair
- Marty Elliott - Restrictions on what institutional funds can support?
 - Any focus on sponsorships and relaxing restrictions on sponsorships?
 - Brenda- yes can never be used for scholarships
 - Sponsorships are not being reviewed at the time
- K.C. White – is this policy a disadvantage/disincentive to KSU because the policy is creating a competitive disadvantage?
 - Brenda responded no – Georgia institution percentages were more favorable than the nationwide results
 - KSU was in a decent position and KSU’s results showed that this institution was controlling Athletics expenses and not relying on funding from the students
- Virginia and North Carolina have implemented similar policies
- Board of Regents does not penalize the USG institutions for waivers, which is a benefit
 - KSU uses less than 200 waivers at \$15K per waiver

New AAC Representative

Rick Franza

Discussed under AAC report above

Other Business

None discussed

Dr. Franza announced the next meeting date of November 2, 2016. Dr. Franza closed the meeting at 2:21pm.