

**ANNUAL REPORT**

**2020-2021**

**ATHLETICS COMMITTEE**

**University of North Alabama**

**Florence, Alabama**

Dr. Lamont E. Maddox June 10 , 2021

*Committee Chair* Date Submitted

Submitted to: Dr. Kenneth Kitts

*President, University of North Alabama* Date Received

**UNIVERSITY OF NORTH ALABAMA**

**ANNUAL REPORT**

**2020-2021**

1. Executive Summary

The members of the Athletics Committee for the 2020-21 academic year were as follows:

* Dr. Lamont E. Maddox (*Faculty, 2022*)
* Mr. Mark Linder (*by position*)
* Ms. Debbie Williams (*by position*)
* Dr. Kimberly Greenway (*by position*)
* Mr. Evan Thornton (*by position*)
* Dr. Jeffery Ray (*by position*)
* Ms. Shauna James (*by position*)
* Dr. Lisa Clayton (*Faculty, 2021*)
* Dr. Justin Joseph (*Faculty, 2021*)
* Dr. Michelle Nelson (*Faculty, 2021*)
* Ms. Christa Raney (*Faculty, 2022*)
* Mr. Mitch Powell (*by interim position*)
* Mr. Jake Statom (*SGA, 2021*)
* Mr. Jayce Thornton (*SGA, 2021*)
* Mr. Tate Gooch (*SGA, 2021*)
* Ms. Kayleigh Baker (*by position – added Jan. 5, 2021*)
* Ms. Janae Lyde (*by position – added Jan. 21, 2021*)
* Mr. Doug McClain (*by position – added Jan. 21, 2021*)

Dr. Lamont Maddox served as Committee Chair for 2020-21 and Dr. Justin Joseph is expected to serve in this capacity for the 2021-22 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. Debbie Williams, primarily worked to develop and refine the Gender Equity Strategic Plan. Ms. Janae Lyde served as chair of the Minority Opportunity Workgroup, which reviewed and ultimately approved the Diversity Issues Plan, Diversity Statement, and Diversity Pledge. In addition, Ms. Christa Raney led the workgroup’s ongoing efforts to support minority athletes through the Minority Student Athlete Mentoring Program. Members of the Athletics Committee were also selected to serve on work committees to complete sections of the NCAA Self Study as part of the transition to Division I status. The Athletics Committee met twice a semester 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).

1. Committee’s Charge
2. Ensure the proper role of athletics within the overall mission of the university
3. 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
4. Review and monitor (as necessary, assist in developing) all compliance procedures and recommend institutional procedural changes based upon changes in NCAA rules
5. Assign and document responsibilities for compliance tasks
6. Work to maintain the proper perspective of athletic competition within the university life of the student-athlete
7. Monitor the academic performance and progress made by student-athletes
8. Oversee all programs designed to ensure the academic success, personal development and personal welfare of student-athletes
9. Handle all proposals affecting University policy according to section C.2 “Shared Governance Procedure for Policy Change Recommendations”
10. 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
11. The Committee met on the following dates:

August 31, 2020; November 9, 2020; February 15, 2021; April 14, 2021; and virtually through email during May.

1. A quorum was present for each of the above meeting dates.
2. The minutes for these committee meetings were recorded by Peggy Wingo who serves as the Senior Administrative Secretary for the Department of Athletics. Minutes were reviewed by the chair and forwarded to the committee via email prior to each meeting.
3. 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**

**Monday, August 31, 2020**

**I. Call to Order**

The regular meeting of the Athletics Committee was called to order at 2:00 pm on Monday, August 31, 2020. The meeting was a Zoom meeting.

**II. Roll Call**

Present: Dr. Lamont Maddox, Ms. Christa Raney, Dr. Kimberly Greenway, Mr. Mitch Powell, Ms. Debbie Williams, Dr. Michelle Nelson, Dr. Lisa Clayton, Dr. Justin Joseph, Ms. Corrie Dalrymple, Mr. Tate Gooch, Ms. Shauna James, Mr. Mark Linder, Dr. Jeffery Ray, Mr. Jake Statom, Mr. Todd Vardaman

**III. Approval of minutes from the Athletics Committee meeting on April 27, 2020**

Dr. Lamont Maddox asked the committee to review the minutes from the meeting on April 27, 2020. Ms. Christa Raney made the motion to approve the minutes and Dr. Justin Joseph seconded the motion. The minutes were approved as read.

**IV. Introduction and Charge of the Athletics Committee**

Members of the committee introduced themselves. Each Athletics Committee member was emailed the charge of the committee. Dr. Lamont Maddox also read the charge to the committee.

**V. Election of Vice Chair**

Dr. Lamont Maddox asked for nominations for the Vice Chair position for the Athletics Committee. Nominations could be nominations or self-nominations. Dr. Justin Joseph was nominated. Dr. Lisa Clayton seconded the motion for Dr. Joseph to serve as the Vice-Chair for the Athletics Committee. The motion was approved.

**VI. Minority Opportunity Committee Report**

The Minority Opportunity Committee will schedule a formal meeting in the fall to discuss the mentoring program. The mentoring program ensures that each student-athlete has the same opportunities. The Minority Opportunity committee will also review the strategic plan and change the format of the document if needed.

Mr. Mark Linder has met with black student-athletes and colleagues in the Athletics Department during the summer of 2020. Mr. Linder would like to broaden the membership for the Minority Opportunity Committee. Ms. Christa Raney will reach out to Mr. Mark Linder to discuss the membership of the committee.

**VII. Gender Equity Committee Report**

The Gender Equity Committee will schedule a meeting for the committee to meet. The strategic plan for the Gender Equity Committee will be updated. The Athletics Senior Administration is currently reviewing and updating the plan. Once the document is completed, it will be reviewed by the Athletics Committee and the Gender Equity Committee.

**VIII. Faculty Athletic Representative Report**

Dr. Pat Roden retired on August 31, 2020. Dr. Jeffery Ray will serve as the Faculty Athletic Representative for UNA. Dr. Ray has met with each team and stated he was impressed with the student-athletes and the academic accomplishments.

**Athletic Director Report**

Mr. Mark Linder updated the committee on the following information:

* In the spring 2020 academic year, the average GPA for over 300 student-athletes was a 3.29.
* The APR for spring 2020 was 973. APR is continuously monitored for student-athletes.
* In July 2020, UNA received a letter from the NCAA that UNA Athletics has been approved to transition from year 2 to year 3 in the Division I Transition process. The transition is a 4-year process.
* UNA Athletics is in two conferences, the Big South Conference for Football, and the ASUN conference for the other 13 sports.
* Due to COVID concerns, the fall sports, soccer, volleyball and cross country games have been moved to the spring of 2021. Student-Athletes will not lose a year of eligibility due to competition games being moved from the fall of 2020 to the spring of 2021.
* Football will play non-conference games in the fall of 2020. The Big South Conference stated they were moving their football conference schedules to the spring 2021 and allow their conference to play non-conference games in the fall of 2020. UNA Athletics is contemplating whether to play Big South Conference football games in the spring of 2021.
* Football will play four games in fall of 2020 with one week between each game. Football schedule for the fall is:
  + October 3, 2020 – At Liberty
  + October 17, 2020 – Home Game vs. Jacksonville State
  + November 7, 2020 – at Southern Mississippi
  + November 21, 2020 – at BYU
* NCAA has a recruiting ban for Division I. The recruiting ban is scheduled to expire September 30, 2020 but could possibly be extended.
* In the summer of 2020, 46 Athletics staff members were repurposed to help admissions with enrollment. Twenty Athletics staff members in the fall of 2020 are repurposed to help Graduate Admissions with enrollment.
* UNA Athletics has a COVID testing protocol in place for student-athletes and a place for isolation if needed. Student-athletes who have testing positive for COVID and completed their 10-day isolation will see a cardiologist before they are able to practice.
* ASUN voted to move seasons from the fall of 2020 to the spring of 2021. There are nine schools in the ASUN conference. The vote was 8-1 to move the playing season to the spring of 2021. UNA was the one school that voted not to move fall playing season to the spring.
* Mark Linder has met with UNA student-athletes to discuss social justice. Mark stated he has learned by listening and asking questions. Janae Lyde has a passion to help with social justice. One of the initiatives that she has organized is an election forum. The event is to help educate our student-athletes on the election process.
* November 3, 2020, Election Day, is an off day for practice and games for all UNA Student-Athletes.
* UNA Athletics is committed to work on the culture in athletics and to insure diversity, leadership, and to love each other.
* The Steering Committee work group will be expanded. The committee will work on academics, governance and financials.

**IX. New Business**

The names of the members for each sub-committee, Gender Equity Committee and Minority Opportunity Committee, will be emailed to the Athletics Committee members.

Dr. Justin Joseph stated that he would like to serve on the Minority Opportunity Committee.

**X. Adjourn**

Dr. Lisa Clayton made the motion to adjourn the meeting and Dr. Justin Joseph seconded the motion.

**Athletics Committee Meeting Minutes**

**Monday, November 9, 2020**

**I. Call to Order**

The regular meeting of the Athletics Committee was called to order at 2:00 pm on Monday, November 9, 2020. The meeting was a Zoom meeting.

**II. Roll Call**

Present: Dr. Lamont Maddox, Ms. Christa Raney, Dr. Kimberly Greenway, Ms. Debbie Williams, Dr. Michelle Nelson, Dr. Lisa Clayton, Dr. Justin Joseph, Ms. Corrie Dalrymple, Mr. Tate Gooch, Ms. Shauna James, Mr. Mark Linder, Dr. Jeffery Ray, Mr. Jake Statom, Mr. Todd Vardaman, Mr. Jake Statom

Absent: Mr. Mitch Powell

**III. Approval of minutes from the Athletics Committee meeting on August 31, 2020**

Dr. Lamont Maddox asked the committee to review the minutes from the meeting on April 27, 2020. Dr. Lisa Clayton made the motion to approve the minutes and Mr. Tate Gooch seconded the motion. The minutes were approved as read.

**IV. Minority Opportunity Committee Report**

The Minority Opportunity Committee met on October 12, 2020 via Zoom. Ms. Janae Lyde was elected as the chair of the Minority Opportunity Committee for 2020-21. Ms. Christa Raney gave an update on the mentoring program. Four new mentees were to the mentoring program. All four mentees have completed the survey which will help in the pairing with mentors. Christa will email an end of the year report to the Athletics Committee.

**V. Gender Equity Committee Report**

Ms. Debbie Williams, chair of the Gender Equity Committee stated that the Gender Equity Committee strategic plan will be updated. When the plan has been completed it will be sent to the Athletics Committee to be reviewed.

**VI. Faculty Athletic Representative Report**

Mr. Jeffery Ray stated he is planning to attend the Faculty Senate meeting in December and every semester. Mr. Ray also attended a FAR Association virtual meeting in October 2020.

**VII. Compliance Report**

Mr. Todd Vardaman stated that the NCAA Transition team is currently divided into three groups, operating independently of each other. The groups are answering questions and making sure UNA meets measurable standards. Each sub-committee will share their information into Watermark. The committee will assign a designated editor to review the documents in Watermark.

**VIII. Athletic Director Report**

Mr. Mark Linder updated the committee on the following information:

* Ms. Anna Milwee, Academic Support Specialist, coordinated a Kick-Ball game for student-athletes on October 22, 2020. The event was successful with over 100 student-athletes in attendance.
* UNA Athletics will pair with the UNA Student-Counseling department to host a Fall-Festival on November 16, 2020. Mr. Pete Key will be the keynote speaker.
* The APR for UNA student-athletes for the spring 2020 was 975.
* This is year three of the transition for UNA Athletics. The transition team is currently working on the NCAA Self Study Guide.
* UNA Football has opted out of playing football in the spring of 2021. The minimum number of football games to meet the transition process is four. UNA Athletics will play four games in the fall of 2020.
* The recruiting ban may be extended to April of 2021.
* The testing protocol for cardiac testing has changed. If a student-athlete were to test positive and is asymptomatic, they will not have to have a cardiac workup. Student-athletes will only have a cardiac testing if they have symptoms from COVID.
* Basketball season will begin on November 25, 2020. The NCAA has stated that coaches, training staff and student-athletes are considered Tier 1. If anyone in Tier 1 were to test positive, the members of Tier 1 will need to quarantine for 14 days, until contact tracing can be conducted.
* Student-Athletes completed a community engagement event on November 3, 2020. They were able to beautify the streets in Florence by cleaning up the highways in Florence. Ms. Janae Lyde has taken interest in social justice issues and the importance of giving back to others. Mr. Mark Linder met with black student-athletes in the summer of 2020 and listened and learned from the them. Student-Athletes were encouraged to vote not only for president, but also for their community leaders.
* From July 6, 2020 to November 9, 2020 approximately 110 student-athletes have contracted COVID. The student-athletes that had COVID were either asymptomatic or had mild symptoms.
* Dr. Kimberly Greenway asked how the recruiting ban would affect the seniors in high school since recruiting is banned. Student-athletes who are seniors that are not graduating will receive an extra year of eligibility and will be able to receive a scholarship. The seniors in high school will be negatively impacted by the recruiting ban.

**IX. New Business**

The committee discussed a memo to be sent to the Shared Governance Committee to formally request the establishment of the Gender Equity and Minority Opportunity Sub-Committees.

The memo will include the charge of the sub-committees and an explanation for why they currently include additional members that don’t serve on the main Athletics Committee.

The sub-committees would also like to expand the memberships of the Minority Opportunity Sub-Committee by adding two student-athletes and four other members from faculty or staff, alumni or community members. The Gender Equity Sub-Committee will need to be mirrored to match the members in the Minority Opportunity Sub-Committee. The members added to the sub-committee would not be voting members.

The committee discussed adding Kayleigh Baker, Title IX Coordinator and Compliance Administrator, a black staff member from Athletics and a staff member from the Office of Diversity and Institutional Equity to the Athletics Committee.

Dr. Lamont Maddox asked the Athletics Committee to vote in favor if they would approve to establish the two sub-committees (Gender Equity and Minority Opportunity), and add the three staff members to the Athletics Committee and members to the sub-committees. The committee voted unanimously to add the sub-committees and the additional members.

**X. Adjourn**

Dr. Justin Joseph made the motion to adjourn the meeting.

**Athletics Committee Meeting Minutes**

**Monday, February 15, 2021**

1. **Call to Order**

The regular meeting of the Athletics Committee was called to order at 2:00 pm on Monday, February 15, 2021. The meeting was a Zoom meeting.

1. **Roll Call**

Present: Dr. Lamont Maddox, Ms. Christa Raney, Dr. Kimberly Greenway, Ms. Debbie Williams, Dr. Michelle Nelson, Dr. Lisa Clayton, Dr. Justin Joseph, Ms. Corrie Dalrymple, Ms. Shauna James, Mr. Mark Linder, Dr. Jeffery Ray, Mr. Mitch Powell, Mr. Doug McClain, Ms. Janae Lyde, Ms. Kayleigh Baker

1. **Approval of minutes from the Athletics Committee meeting on November 9, 2020**

Dr. Lamont Maddox asked the committee to review the minutes from the meeting on November 9, 2020, Ms. Debbie Williams made the motion to approve the minutes and Mr. Justin Joseph seconded the motion. The minutes were approved as read.

1. **Minority Opportunity Committee Report**

The Minority Opportunity Work Group met on January 25, 2021 via Zoom. The work group will be expanding their membership by adding 2 student-athletes, 1 student from the Presidential Mentoring Academy and 3 at large members. Members of the work group are emailing Janae with names of nominees they would like to add. Janae is compiling a spreadsheet with the names. Dr. Lamont Maddox and Ms. Janae Lyde will review the list of nominees.

The work group is going to review the Minority Opportunity Strategic plan once the Self Study Guide has been completed. The Self Study guide will be a resource to establish the goals in the strategic plan for the Minority Opportunity Work Group.

Mr. Mark Linder and Ms. Janae Lyde have been working on a question from the NCAA Self Study in the area of diversity. Through the work on the assignment, Mr. Mark Linder and Ms. Janae Lyde have created an updated Athletics department diversity statement and pledge. The plan is to bring forth the updated Diversity Statement and Pledge to the Minority Opportunity to review and approve. Once the document has been approved by the Minority Opportunity Work Group the document will be reviewed by the Athletics Committee and the UNA Executive Council.

Ms. Christa Raney gave an update on the mentoring program. With the funding from the UNA Alumni Association, Mr. Derrick Chatman will be the Elite Series speaker for the mentoring program. A date has not yet for the event. The mentors have been attending mini events such as the women’s basketball games.

The work group reviewed the Master List of Mentees from 2013-2019. The list tracks information on mentees such as who graduated, is no longer a student-athlete, and who left the mentoring program. The work group discussed starting the mentoring program earlier in the academic year and becoming a 2-semester cycle. UNA has an instrument on campus that is able to capture data for the mentoring program.

1. **Gender Equity Committee Report**

The Gender Equity Work Group met on February 3, 2021. The committee discussed adding the 2 student-athletes to the work group, 1 student from the Presidential Mentoring Academy and 3 at large members.

The student-athletes selected are Maggie Sullivan, volleyball student-athlete and Aleska Matic, men’s basketball student-athlete. Both student-athletes are leaders in the Student-Athlete Advisory Committee. Maggie is the President and Aleska is the Diversity Officer in the Student-Athlete Advisory Committee.

The work group will add 3 at large members to the work group. Ms. Anna Talbot, Assistant Athletic Trainer has been selected as one of the at large members. The other 2 at large members will be coaches. The criteria for the coaches are 1 male coach from a male sport and 1 female coach from a female sport. The coaches will roll off every 2 years. The coaches that will serve on the work group will be Coach Missy Tiber, Head Women’s Basketball Coach, and Coach Mike Keehn, Head Baseball Coach.

Ms. Debbie Williams will contact Ms. LaShonda Davidson, UNA Director of Diversity, Equity and Inclusion to select a member from the Presidential Mentoring Academy.

Ms. Debbie Williams, reviewed the following areas of the Strategic Plan:

* Accommodation of Interest and Abilities
* Athletic Scholarships
* Treatment of Student-Athletes
  + Equipment and Supplies
  + Scheduling
  + Travel/Per Diem
  + Coaching Positions
  + Locker Rooms, Practice and Competitive Facilities
  + Academic and Support Services
  + Facilities
  + Medical/Training and Strength and Conditioning Facilities and Services
  + Housing/Dining
  + Publicity /Social Media
  + Recruitment
  + Support Services
* Programs and Activities
  + Staff/Coaches
  + Student Athletes
* Participating in Governance and Decision Making
  + The issue is the Student-Athlete Advisory Committee has more female participants than male. The definition of the area of participating in governance and decision making is going to be reviewed.
* Evaluation of Plan
* Appendix A – Scholarship Awarded – Equivalencies, Headcount and Dollars
* Appendix B – 2020-21 In-Season Practice Schedule
* Appendix C – 2020-21 – Strength and Conditioning Schedule
* Appendix D – Coaching Positions by Sport
* Appendix E – Locker Room, Practice and Competitive Facilities
* Appendix F – UNA Dining Services – Hours of Operation
* Appendix G – Marketing – Printed Media

Ms. Debbie Williams and members if the Division I transition team are going to answer questions from the NCAA Self Study on Friday, February 19, 2021. If any changes are made to the Gender Equity Strategic Plan, Debbie will email the changes to the Gender Equity Work Group and members of the Athletics Committee.

1. **Faculty Athletic Representative Report**

Mr. Jeffery Ray updated the committee on the following:

* Met with the Faculty Senate on January 14, 2021 to open up a line of communication.
* Had attended some home UNA contests
* Attended a Student-Athlete Advisory Committee meeting on January 21, 2021

1. **Compliance and Athletic Directors Report**

Mr. Mark Linder updated the committee on the following:

* Mr. Todd Vardaman presents a compliance meeting on a weekly basis
* Working on questions from the NCAA Self Study

1. **New Business**

The committee discussed adding Ms. Corrie Dalrymple as a resource member for the Athletics Committee. Ms. Corrie Dalrymrple is the Associate Registrar and would be a pertinent resource for athletics committee. Corrie will be added as a resource member for the Athletics Committee but will have no voting privileges.

1. **Meeting Adjourned**

Dr. Lamont Maddox made the motion to adjourn the meeting.

**Athletics Committee Meeting Minutes**

**Wednesday, April 14, 2021**

**I. Call to Order**

The regular meeting of the Athletics Committee was called to order at 2:00 pm on Wednesday, April 14, 2021. The meeting was a Zoom meeting.

**II. Roll Call**

Present: Dr. Lamont Maddox, Dr. Kimberly Greenway, Ms. Debbie Williams, Dr. Michelle Nelson, Ms. Corrie Dalrymple, Ms. Shauna James, Mr. Mark Linder, Dr. Jeffery Ray, Mr. Mitch Powell, Mr. Doug McClain, Ms. Janae Lyde, Ms. Kayleigh Baker, Mr. Todd Vardaman, Mr. Evan Thornton, Mr. Jacob Statom

Absent: Ms. Christy Raney, Dr. Lisa Clayton, Dr. Justin Joseph

**III. Approval of minutes from the Athletics Committee meeting on February 15, 2021**

Dr. Lamont Maddox asked the committee to review the minutes from the meeting on Monday, February 15, 2021. Ms. Kayleigh Baker made the motion to approve the minutes and Mr. Jacob Statom seconded the motion. The minutes were approved as read.

**IV. Minority Opportunity Committee Report**

The Minority Opportunity Workgroup is currently working on adding additional members to the workgroup. Four (4) student-athletes, Ms. Zoey Ellis, Mr. Drew Beddingfield, Mr. Tyler Price, and Ms. Jade Moore, were nominated for the workgroup. Ms. Janae Lyde is sending an email to the 4 student-athletes and asking each student-athlete nominated to send back a level of interest.

For the upcoming year, Ms. Janae Lyde is wanting to add more initiatives to the workgroup.

Mr. Mark Linder and Ms. Janae Lyde are currently working on the Diversity Statement and Pledge. The Diversity Statement and Pledge will be emailed to the workgroup. The committee should review and if any committee members have any suggested changes, they should email to Ms. Janae Lyde. Once the document is completed with all revisions, the Athletics Committee will review for final approval.

Ms. Christa Raney was unable to attend the meeting. Ms. Janae Lyde updated the workgroup on the mentoring program. Christa will send out the End-of-the-Year Questionnaire to the mentees. Christa is working on new ideas for the program and trying to make the program more competitive. She is also creating a Rise and Roar check sheet for mentees and mentors.

**V. Gender Equity Committee Report**

The Gender Equity Workgroup met on February 3, 2021. The Gender Equity Workgroup Strategic Plan is not finalized. Once the document has been completed it will be sent to the workgroup to approve.

**VI. Faculty Athletic Representative Report**

Mr. Jeffery Ray updated the committee on the following:

* Met with the Faculty Senate on January 14, 2021 to open up a line of communication
* Has attended some home UNA Athletic Events. Fellow student-athletes were there to support their student-athletes.
* Has attended Student-Athlete Advisory Committee meetings

**VII. Compliance Report**

Mr. Todd Vardaman stated that he and other faculty and staff were currently working on the information needed for the NCAA Self Study Guide. A peer review team from the NCAA will be on campus in the fall of 2021.

**VIII. Athletic Directors Report**

Mr. Mark Linder updated the committee on the following:

* Discussed the Transfer Portal Legislation. Over 17,000 student-athletes have entered into the transfer portal.
* ASUN membership – ASUN has currently 9 schools that are in the ASUN conference. In the Fall of 2021 three (3) schools will be added to the ASUN conference, University of Central Arkansas, Jacksonville State, and Eastern Kentucky University.
* UNA Football is currently in the Big South Conference. In the fall of 2021, ASUN will have 5 members who sponsor the sport of football. UNA Football will join the ASUN conference in the fall of 2022.

**IX. New Business**

Dr. Lamont Maddox recapped the meeting of information needed:

* Once the Diversity Statement and Pledge is completed it will be sent via email for approval.
* The Gender Equity Strategic Plan final copy will be sent via email to the Athletics Committee for approval.
* Any additional information regarding the Athletics Committee will be sent during the summer via email.

**X. Meeting Adjourned**

Dr. Lamont Maddox made the motion to adjourn the meeting.

V. What were the Committee’s formal recommendations this year?

* Mr. Linder proposed expanding the Minority Opportunity Committee to include more diverse voices from the various athletic teams and university community. As we investigated the process to add members, we determined that both Sub-Committees (Gender Equity and Minority Opportunity) were not officially recognized by the university through Shared Governance. As a result, an official memorandum was sent to the Shared Governance Executive Committee to request formal acknowledgment of the Sub-Committees, expand membership on the Athletics Committee, and establish the composition of the Sub-Committees. The Shared Governance Executive approved the request with only a minor change in language (referring to the Sub-Committees as workgroups). See Appendix A.
* The Committee voted to approve the Diversity Issues Plan, Diversity Pledge and Diversity Statement. The vote was completed electronically with 16 of 18 members voting “yes” (the other two members did not submit a vote).
* The Committee voted to approve the Gender Equity Plan. The vote was completed electronically with 15 of 18 members voting “yes” (the other three members did not submit a vote).

1. What does the Committee plan to accomplish?
2. In the coming year?
3. The Committee will continue working with the Division I Transition Team to ensure the University of North Alabama meets requirements to successfully become a Division I institution.
4. The Committee will work with the Gender Equity Workgroup to institute the strategic plan it approved at the close of the academic year.
5. The Athletics Committee and the Minority Opportunity Workgroup will continue to monitor the progress of the Minority Mentoring Program. The Minority Opportunity Workgroup is investigating options for more effectively identifying “at risk” athletes using research-based technologies/tools that avoid potential biases based on race, SES, etc.. Now that the mentoring program has some funding, we will implement an Elite Speaker series and use similar opportunities to make this program more appealing to a broader group of minority student athletes.
6. The Athletics Committee will work with the Minority Opportunity Workgroup to ensure the Diversity Issues Plan is implemented as intended.
7. The Athletics Committee will ensure that new positions authorized for the two workgroups are filled with appropriate student athletes, coaches, or other university stakeholders as specified.
8. In future years?
9. The Committee will continue to assist the Athletic Department in working toward Gender and Minority equity in order to ensure continued progress in these areas as required by the NCAA.
10. The Committee will support the Athletics Department as it fully assumes the requirements associated with a Division I program in the ASUN Conference.
11. What are the Committee’s weaknesses?

The Athletics program is currently navigating the transition to Division 1, a pandemic, significant policy changes by the NCAA and other regulatory bodies (e.g. the transfer portal), and ongoing societal concerns tied to diversity and social justice. The Athletics Committee needs greater capacity to meet its charge and adequately monitor all of these areas. Accordingly, steps were taken this year to revise the Committee structure, as a whole, and the associated workgroups. We added the Title IX Coordinator and Compliance Administrator, a representative from the Office of Diversity and Institutional Equity, and a minority Athletics staff member as permanent slots on the Athletics Committee. We also have two resource members that attend meetings to support the work of the Committee (Associate Registrar and Athletic Eligibility Certification Officer; Senior Associate Athletic Director – Administration). The Committee also gained permission to expand its workgroups to include diverse student-athletes, faculty, and external stakeholders (alumni, community members). Completing this expansion needs to be a priority next year to ensure diverse voices are heard as policies are revised or enacted (e.g. improving the mentorship program for minority athletes).

**Appendix A: Committee Expansion**

**From:**"Vandiver, Renee P" <[rpvandiver@una.edu](mailto:rpvandiver@una.edu)>  
**Date:**Tuesday, January 5, 2021 at 3:03 PM  
**To:**"Maddox, Lamont E" <[lmaddox@una.edu](mailto:lmaddox@una.edu)>  
**Cc:**"Whitten, Leah Suzanne" <[lswhitten@una.edu](mailto:lswhitten@una.edu)>, "Sherrill, Regina B" <[rbsherrill@una.edu](mailto:rbsherrill@una.edu)>  
**Subject:**FW: Memorandum from Athletics Committee

On behalf of SGEC Chair Leah Whitten, I wish to inform you that at its meeting on January 4, 2021, the SGEC Committee voted unanimously to recommend to President Kitts the expansion of the Athletic Committee to include the addition of three named positions as outlined in Table 1 of the attachment to this memorandum, with the understanding that the Minority Athletics Staff Member would be recommended to the SGEC by the Athletics division and the staff member from Diversity,

Equity, and Inclusion would be recommended to the SGEC by the Division of Diversity, Equity, and Inclusion.

Additionally, the SGEC approved the establishment of two “work groups,” with the proposed composition, as outlined in Tables 2-3.  The reason for the establishment of work groups rather than the requested subcommittees is because the Shared Governance Document outlines that membership of subcommittees must be limited to members of the originating committee and your request contains membership outside of the originating committee, which is allowed within work groups.

With the President’s approval of your proposals today, you can expect to receive from the President’s Office a revised appointment memorandum for the expansion of the Athletic Committee, but you may now proceed to appoint the two proposed work groups.

***Ms. Renee' P. Vandiver***| [*256.765.4258*](tel:+12567654258)  
***Academic Affairs Policy Consultant***  
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