

Intercollegiate Athletic Committee

2016-2017 Year End Report

Respectfully submitted by: Dr. Leigh Neier, Chair

During the 2016-2017 academic year, the Intercollegiate Athletics Committee continued its charge to, “to advise the Chancellor and to consult with the director of Intercollegiate Athletics in all matters relating to Intercollegiate Athletics at MU. Committee recommendations to the Chancellor are made in accordance with the policies of the Board of Curators, the University, and the applicable rules and regulations of any regional or national conference or association.”

I. Highlights from 2016-2017

1. IAC welcomed newly minted Athletic Director Jim Sterk beginning August 2016. Working closely with Sterk and his Executive Staff, IAC contributed to conversations including, but not limited to the South End Zone Football Stadium project, ongoing efforts to communicate the Mizzou Athletics brand across the state and throughout the SEC, new ticket sales and marketing efforts, and progress and efficacy of Mizzou Made academics/student-athlete development. Additionally, AD Sterk introduced IAC to several coaches as guest speakers including Head Coach Greg Rhodenbaugh (Swimming) and Head Coach Cuonzo Martin (Men’s Basketball).
2. IAC deemed the 2016-2017 academic year to be the “Year of Student-Athlete Wellbeing.” In doing so, each of IAC’s five subcommittees focused its efforts on understanding our student-athletes’ physical, mental, social, and academic welfare. For example, the Compliance Subcommittee dedicated its efforts to understanding time demands placed on a student-athlete outside of the classroom. These efforts were in preparation for the NCAA time demand legislation.
3. IAC’s Gender Equity and Diversity Subcommittee developed and administered a survey for administration, coaching staffs, and professional staffs to obtain data associated with diversity (racial and gender, specifically), equity, inclusion. Please refer to Appendix A for an executive summary of the survey results.
4. IAC delivered initial feedback regarding the budgetary process; unlike previous years, IAC did not review and endorse the proposed budget for FY18-19, as the Department of Intercollegiate Athletics continues efforts to rework the budget per Athletic Director Jim Sterk’s vision
5. IAC initiated and maintained contact with coaching staffs and increased faculty presence during team practices and team meetings. IAC members continued to serve as Sport Liaisons across all sports, meeting with student-athletes, coaches, and coaching staffs to increase visibility of faculty and staff within athletics.
6. IAC revised a new online survey to be distributed to all student-athletes to obtain feedback about their experiences with coaching staffs, facilities, service areas, and academic affairs. Results will be compiled, shared with ICA Executive Staff, and reported widely to IAC during the September 2017 meeting.
7. IAC Executive Committee members revamped the exit interview process for senior student-athletes

and those who have exhausted eligibility. Additionally, a new online survey was developed and administered to supplement the face-to-face interviews. The FAR compiled the qualitative and quantitative data for AD Sterk's review.

8. IAC Executive Committee provided input to inform the appointment of the new faculty athletics representative. Pamela Hinton, Associate Professor of Nutritional Sciences, was appointed FAR by Interim Chancellor Hank Foley, effective May 10th 2017.

II. Goals for 2016-2017

1. Select new theme for committee's focus (e.g. "The Year of Student-athlete Wellbeing"); possible themes include "The Year of Inclusion and Equity" or the "The Year of Social Responsibility";
2. Meet with Chancellor Alexander Cartwright to determine line of report for IAC Executive Committee (i.e. how often would the Chancellor like to meet with IAC; see bylaws for language around line of report);
3. Continue to share the "student-athlete story" across multiple platforms (i.e. Undergraduate Associate Dean's meetings, Faculty Council, etc.);
4. Resume Student Welfare Subcommittee's review of career development and career planning services using relevant data obtained from the Spring 2017 all-student-athlete survey;
5. Begin process to revision, repurpose, and rebuild the structure and function of the Academic Affairs 3-year report with respect to audience and strategic initiatives determined by ICA Executive Staff;
6. Follow-up with ICA Executive staff regarding recommendations made per the Diversity Survey for staff, paying particular attention to recommendations related to hazing prevention education;
7. Continue process of understanding the online learning environment and how to best prepare academic tutors to motivate student-learning in a "non-traditional" learning environment.

Appendix A:

**Executive summary from Gender, Equity and Diversity Committee
(submitted by Dr. Jill Kanaley, Subcommittee Chair, Gender, Equity, and Inclusion)**

Survey conducted: late January 2017

The survey was sent out to 290 people in January and was sent out a second time in late January to capture more responses. In doing so 253 people responded to the survey, resulting in a 85% response rate.

The positions represented by the respondents were as follows:

Director/Program Coordinator	15.15%
Senior/Executive Staff	3.03%
Professional Staff	21.65%
Support/Administrative staff	19.48%
Other	19.91%
Management	8.23%
Student position (e.g. intern, graduate assistant, student manager)	12.55%

Of those responding 62% have worked in athletics for 0-5 years, 12% for 6-10 year and 19% for >11 yr. The respondents were European American (43%), African American (10%), and the rest were categorized as other (36%).

In addressing the issue of overall culture and inclusive environment for race, gender, religions, and sexual orientation within Mizzou athletics, the majority (>75%) of the responses were strongly agree or agree for Mizzou athletic being welcoming, supportive, inclusive and respectful. The majority of respondents agreed that Mizzou provides educational programs, discusses ways that diversity may be addressed and that the University sexual harassment policy is clear. Questions specifically targeting whether coaches showed respect for both staff and athletes of different races and ethnicity, different nationalities, both genders, sexual orientation and socio-economic status revealed that >75% indicated that they agree or strongly agree that respect is shown.

Some of the comments generated from this questioning revealed some of the following statements:

- 'do not want to paint the entire dept. as a place that is not inclusive, hence the 'neither agree/disagree/ option being selected. However, in the uniqueness of my experience, I've watched diversity be an area that has been targeted as a point of improvement, but genuine inclusion in some areas are lacking'.

- 'I think we are ahead of the game, especially compared to other parts of campus'
- 'I feel that Mizzou Athletics could do a better job with the diversity training. An online quiz where you can skip all of the dialogue and guess right 80% of the time in order to pass simply isn't enough. Set time aside for people of different races to interact with each other'.

When asking how male Mizzou Athletics employees show respect for staff of different races and ethnicity, socio-economic classes about 85% agreed or strongly agreed. However when asked about showing respect for different sexual orientations this dropped slightly to about 72%, with ~21% indicating they neither agreed or disagreed, and ~6% disagreeing. The female Mizzou Athletics employees were rated as showing respect to all of these different groups about ~90%

Some statements that were provided concerning respect shown by the coaches are as follows:

- 'I have never met a coach that is disrespectful to any group of people'
- 'Everyone I work with in academic support is wonderful about accepting each student and helping them reach their goals'
- 'At times there has been things that make me question, what coaches say aloud during different situation's.

Lastly, we asked if the Mizzou staff was committed to academic success, good sportsmanship, good character, social responsibility, and NCAA rule education and compliance ~90% of the respondents strongly agreed/agreed with this statement. Some of the statement received are as follows:

- 'We do a good job with providing resources for student athletes success. I do believe for the most part we promote proper character development as a dept'.
- 'I think it is quite impressive how much the athletic department invests in each student, not just tuition and stipends'.
- 'I have been mentoring/tutoring a while, and have attended many required orientation sessions and training modules and updates to be kept informed and within guidelines. I loved the See it Hear It Own it program to keep everyone involved in not only monitoring their own behavior but to not ignore wrongful behavior of others. I think everyone tries to follow the compliance rules because no one wants to shame the institution or cause harm to a student's future. But there are a lot of people and frequent turnovers involved, so I think regular reminders and discussions are a good thing'.

Summary

Overall Mizzou Athletics coaching staffs show respect to all groups with respect to race, religion, sexual identity, etc. Female coaches overall seem to respect various groups slightly

more so than male coaches. There is room for improvement in some areas but this questionnaire was not specific enough to be able to target specific problems. A few questions that had a high “neutral” response rate should be re-evaluated, as we feel the problem here may have been ambiguity of the question; in particular is the issue of hazing. From the comments received there were clearly different definitions of hazing. This concept should be clearly defined so that the staff is clear on this issue.

Mizzou Athletics staffs appears to be doing a good job in promoting the core values of academic success, sportsmanship, etc.