Intercollegiate Athletics Committee
2017-18 Report

1 June 2018

Submitted to: Chancellor Cartwright c/o Anna Ball, Faculty Fellow for Faculty Development

Attention to: Michelle Marsden

Submitted by: Craig Roberts, Chair of IAC

Charge of Committee
The charge to the Intercollegiate Athletics Committee (IAC) is 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.

Committee Members
IAC is comprised of 10 Faculty (3-year terms), 1 NCAA Faculty Rep (3-year terms), 2 Staff (3-year terms), 4 Alumni (3-year terms), 2 MSA students (1-year term), 1 GPC student (1-year term), and 9 Ex-Officio members. Their specific names are listed in Table 1, at the end of this report.

In addition to the official members listed in Table 1, other regular participants in meetings included Brian Brown in Athletics, SAAC leadership in Athletics, and Bill Wiebold, Chair of Faculty Council.

Number of Times the Committee Met
The committee met 9 times as a “full committee” or IAC Exec; specific meeting times are listed in Table 2. In addition, each subcommittees met several times per semester as needs arose.

Major Accomplishments
The report below lists major accomplishments by five standing committees. It also includes brief comments from the Faculty Athletic Representative and the Mizzou Letterwinner Club.

Recommendations for 2018-19
1) Faculty, staff and students on IAC work with Mizzou administration to roll out the six brief videos of Mizzou student athletes; these videos and their purpose are the result of “One Big Goal,” described immediately below. 2) Revise the IAC bylaws to reflect changes that have occurred over the past decade. 3) Continue monitoring academic performance and NCAA compliance. 4) Consider adding one faculty member to compensate for the addition of the Compliance Subcommittee. 5) Continue helping student athletes in career development and in their overall health. 6) Review the exit interviews conducted April-May 2018.
I. Academic Affairs Subcommittee; Steve Ball, Chair

The goal for the AA subcommittee in 2017-2018, known as the “One Big Goal,” was to assist in the education of faculty about the demanding life of student-athletes. The purpose of this goal was to ensure student-athletes are treated fairly. In some instances, faculty have disadvantaged student athletes. For example, more than once, student athletes have not been allowed to make up exams when traveling. Through education of faculty by faculty, it is hoped that some of the long held misconceptions of student-athletes can be erased so that all students are treated equally.

IAC AA partnered with Nick Joos and Stan Silvey from MU Athletic Media Operations to discuss the creation of several short videos detailing the demands of student-athlete life. Stan facilitated a partnership with a senior level capstone Journalism class. Four Journalism students, Kevin Ko, Kori Clay, Yanshu Wang, and Lauren Magarino, took on the project and created several short videos spotlighting six MU student-athletes. Two of the videos were presented at the final IAC meeting in April. The feedback was overwhelming positive. In 2018-2019, IAC will use the videos as a supplement to educational presentations across campus to faculty about student-athlete life. The videos are not meant to stand alone but will be accompanied with a one-pager handed out in the presentations.

II. Student Welfare Subcommittee; Leigh Neier, Chair

The Student Welfare Subcommittee pursued two main areas of interest: (a) Career Services, and (b) Mizzou Made Student Athlete Development.

Building on the subcommittee’s work last year, efforts during the fall semester focused on Career Services. Specifically, our subcommittee interviewed members of the Men’s Basketball Team about their recent job shadowing observations. These interviews revealed that the experience shadowing professionals in their fields of interest was valuable. The Student Welfare Committee recommends that Career Services continue to develop job shadowing experiences for all student-athletes, focusing specifically on juniors, lengthening the experience to extend over the course of a full day (or more), and using the “to and through” the coach strategy to communicate the importance of participating in a job shadowing experience.

The Student Welfare Subcommittee’s efforts during the Spring Semester included beginning a program evaluation of the Mizzou Made Student Athlete Development program. Now in its third year, Mizzou Made programming has evolved based on feedback from student-athletes and coaches. The Student Welfare Committee recommends that the evaluation continues next fall to include interviews with coaches to better understand how coaches integrate the Mizzou message into their programs and to what degree they believe Mizzou Made programming adds value to the student-athlete experience.
Lastly, the Student Welfare Committee would like to dedicate its efforts next year on Mizzou Athletics’ Integrated Healthcare Services. Namely, the subcommittee is interested in understanding the scope and capacity of the counseling psychology, mental performance, and sports medicine service areas. Although IAC has reviewed these services in general, the goal of this evaluation would be to gather feedback from relevant stakeholders to determine: (a) the extent to which each service meets the needs of all student-athletes and (b) to gauge the extent to which additional resources would benefit student-athletes.

III. Compliance Subcommittee; Pam Hinton, Chair

Meeting Dates
October 4, 2017
January 28, 2018

Objectives
The objectives of the Compliance Subcommittee were: 1) to continue to assist the ICA Compliance Department with refinement of the Time Management Plan and to track positives/negatives of the TMP going forward; 2) to prepare for the TMP annual review at the end of the 2017-2018 academic year. Each sport program will undergo a review, which is required to include the Athletics Director, Sport Administrator, FAR, Head Coach, compliance and one student-athlete. The review will focus on the following components of the Time Demands Legislation and TMP: provision of at least 8 hours off each night; whether all required days off were provided; schedule changes with less than 24 hours notice; late submission of calendars or distribution to student-athletes; other concerns with scheduling or CARA/RARA logs.

Work Completed
In October, 2017 the Compliance Subcommittee reviewed the Time Demands Legislation and Time Management Plan, including: definitions and limits to CARA and RARA; and the Time Management Plan (Institution will develop plan for each sport, Adequate notice of CARA and RARA, Schedules developed by student-athletes, coaches and senior AD staff, Student-athletes provided adequate notice of changes, Annual review by Athletics and Chancellor).

In February, 2018 the Compliance Subcommittee met with Mary Austin and Andrea Benna to perform an Initial Review of Time Demands Legislation and Time Management Plan based on the following: SEC Feedback, MU Student-athlete feedback, and Compliance feedback. The subcommittee also performed an initial review of adherence to the Time Management Plan. Specifically, submission of monthly calendars, schedule changes during first semester, and review of schedule changes by sport: number of changes, reason for changes, communication to student athletes; the process for submission of calendars and tracking of schedule changes, and the Time Demands Legislation.
In April 2018 the Compliance Subcommittee reviewed the Time Management Plan in Preparation for the Annual Review. Our review focused on the following: adherence to the Time Management Plan; submission of monthly calendars; and, schedule changes from August 2017 through March 2018. At this time, the subcommittee also developed recommendations and next/steps: 1) Complete required review with Chancellor (July 2018); 2) Changes to the monthly calendars (i.e., frequency, type, sport); and, 3) Continue education of coaches, student-athletes regarding Time Demands Legislation, e.g., definitions of RARA.

IV. Fiscal Affairs Subcommittee; Cheryl Offutt, Chair

The Fiscal Affairs Subcommittee continued its partnership with Tim Hickman to inform greater IAC of budget considerations for the current and forthcoming fiscal years. Fiscal Affairs worked closely with Hickman to communicate budget highlights from both the revenue and expense columns over the course of the year. While annual giving increased significantly, ticket revenues across all sports were slightly down. Combined with increased expenses, the operating budget shortfall will require that the ICA dip into operating reserves. Similar to campus-level expectations and processes, the ICA shared its process for anticipated budget reductions. It is important to note that the MU ICA remains one of the few athletics departments in the nation with minimal campus budgetary support. Preliminary plans related to Premium Seating for the South EndZone project were shared and IAC reviewed the pricing structure related to the 2018 football tickets.

V. Gender and Diversity Subcommittee; Mark Palmer, Chair

The Gender and Diversity Committee kicked off the fall semester with a couple of meetings between the subcommittee members to discuss plans for the coming year. During the September, November, and February ICA meetings we presented our goals and support for a framework for Inclusion and Equity based on the University of Missouri campus policies. The ICA body was informed that the Inclusion and Equity framework aligned with the goals set by the main campus. Furthermore, the committee discussed the ICA’s Sexual Violence Prevention education and expectations, and the ongoing analysis for the 2016-2017 ICA Diversity Survey.

The committee updated the ICA members on the NCAA’s new expectations related Sexual Violence Prevention education. Based on past and ongoing work in this area, the Gender Equity and Diversity Committee was confident that Mizzou was in a good place to lead and support the NCAA’s requirements. The April meeting conclude with a presentation of the 2018 ICA Staff Diversity and Inclusion Survey. Dr. Pam Hinton presented the results to the ICA members. A brief summary of the results showed that most ICA staff strongly agreed or agreed that the University of Missouri Athletic Department was a welcoming and inclusive environment; promoted diversity and the ways in which inclusion could be addressed.
VI. Mizzou Letterwinner Club; Henry Wiebe, Chair

In addition to supporting the IAC, the Mizzou Letterwinner Club continued its efforts to strengthen the Letterwinner Club in a way that promotes greater fellowship among former athletes and provides support not only to Athletics but the entire university. To this end, three committees were created to focus the Club’s efforts as follows:

- Communication
- Student Athlete Support
- Development & Engagement

The Athletic Department provided administrative support allowing us to create a monthly newsletter and enhanced web presence. In addition, the support of team reunions was increased along with a tailgate tent and refreshments throughout the football season.

Opportunities for club members to interact with current athletes included a “Speed Networking” event in which sophomore level athletes were given the opportunity to interact with working professionals. Traditional letter jacket ceremonies were continued along with the selection of the Outstanding Athlete of the Year.

VII. Faculty Athletics Representative (FAR) Summary; Pam Hinton, FAR

Scope of Work Completed
This report describes only FAR activities related to the Intercollegiate Athletics Committee for academic year 2017-2018.

Updates to IAC Executive Committee and IAC
Specifically, I provided regular, in-person updates to the IAC Executive Committee and the Athletics Director and Deputy Athletics Director and Senior Woman Administrator on the following: the ongoing NCAA “tutor” case; FAR reports to Faculty Council (October 2017 and March 2018); SEC and NCAA legislation updates (Time Demands, Transfer Rules, Sportsmanship in SEC Code of Ethics); and, summary findings from student-athlete exit interviews. I provided similar to updates to the full IAC at our quarterly meetings.

Student-athlete Exit Interviews
I coordinated with Tami Chievous Associate Athletics Director the Mizzou Made Academic program to schedule the student-athlete exit interviews for student-athletes exhausting their eligibility in the Fall 2017 (November/December 2017) and Spring 2018 (May 2018). I prepared a written overall summary and sport-specific summaries based on notes taken by IAC executive committee members during the exit interviews.
**Annual Student-athlete Experience Survey (AKA “the FAR” survey)**
I revised last year’s survey, which comprehensively assessed student-athlete satisfaction with support services to include assessment of Intercollegiate Athletics culture (respect, inclusion, diversity and belonging) with the input of Dr. Brian Brown, Kim Bishop Associate Athletics Director for Student-Athlete Development, student-athlete leadership from Student-Athletes Fostering Equality (SAFE) and the Student-Athlete Advisory Committee (SAAC).

**Academic Affairs Sub委员会 “One Big Goal” Project**
I assisted Dr. Ball, Chair of the Academic Affairs Subcommittee, with a project intended to educate faculty on the time-demands placed on student-athletes. We met with Nick Joos Senior Associate Athletics Director for Strategic Communication, Stan Silvey Assistant Athletics Director for Broadcast Operations and Adjunct Professor in Journalism and four journalism students in Mr. Silvey’s capstone course to describe our objectives and provide feedback/direction. As their capstone project, the journalism student created videos, illustrating a “day-in-the-life” for 6 student athletes. I intend to continue to work with Dr. Ball to share the videos in presentations to faculty and other groups.

**Gender and Diversity Subcommission**
I assisted the Gender and Diversity Subcommittee Chaired by Dr. Mark Palmer with the ICA Staff Diversity and Inclusion Survey. I worked with Dr. Brian Brown and Sarah Reesman to revise the survey to assess staff perceptions’ of ICA climate regarding diversity and inclusion and staff sense of belonging. These items paralleled questions on the MU Student-Athlete Experience Survey. I analyzed the data collected and presented a summary of the preliminary results to IAC at our April meeting. In summary, the preliminary results showed that the majority of ICA staff feel that Mizzou Athletics promotes diversity and inclusion. Additional, in-depth analyses are planned for Summer 2018.
Table 1. 2017-18 Membership for IAC

**Chair:** Craig Roberts

**Faculty**

**Jamie Arndt**
Professor  
Psychological Sciences  
111 McAlester Hall  
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573-884-4678  
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**Steve Ball**
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**Bob Jerry**
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**Cheryl Offutt**
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Education, School & Counsel Psychology  
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**Mark Palmer**
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Missouri Students Association (MSA)

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Graduate Professional Council (GPC)

Kristofferson Culmer  
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Ex Officio

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Interim Vice Provost for Enrollment Management  
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Gary Ward  
Vice Chancellor Operations & Student Affairs  
General Services Building  
Columbia, MO 65211  
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Henry Wiebe  
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224 Engineering Management  
Rolla, MO 65409  
573-341-4572  
wiebe@mst.edu
Table 2. 2017-18 Meeting Dates for IAC

**September 14, 2017**

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<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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<tr>
<td>12:00 noon – 12:45 p.m.</td>
<td>Lunch</td>
<td>Clinton Club-Mizzou Arena</td>
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<td>12:45 p.m. – 2:00 p.m.</td>
<td>Orientation</td>
<td>Stalcup Room-Mizzou Arena</td>
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<td>2:00 p.m. – 3:30 p.m.</td>
<td>IAC Committee Meeting</td>
<td>Stalcup Room-Mizzou Arena</td>
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**November 9, 2017**

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<tr>
<td>12:00 noon – 1:00 p.m.</td>
<td>IAC Subcommittee Meeting</td>
<td>Clinton Club-Mizzou Arena</td>
</tr>
<tr>
<td>1:00 p.m. – 3:00 p.m.</td>
<td>IAC Committee Meeting</td>
<td>Stalcup Room</td>
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**February 8, 2018**

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**April 12, 2018**

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**INTERCOLLEGIATE ATHLETICS EXECUTIVE COMMITTEE**

**2017-18 MEETING DATES**

*All Executive Committee meetings will be held from 10:00 am – 11:30 am*

- Wednesday, August 30, 2017  
  - Wallace Board Room, Mizzou Arena
- Wednesday, September 6, 2017  
  - Wallace Board Room, Mizzou Arena
- Wednesday, October 25, 2017  
  - Wallace Board Room, Mizzou Arena
- Wednesday, January 10, 2018  
  - Wallace Board Room, Mizzou Arena
- Wednesday, March 21, 2018  
  - Wallace Board Room, Mizzou Arena