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Dear Provost Rios-Ellis and the Senate Steering Committee,

I am writing in my role as Chair of the Senate Intercollegiate Athletics Committee (SIAC) to provide an annual report of the committee's activities. Attached you will find the meeting minutes for each of the 2021-22 SIAC meetings. The committee met monthly, for a total of 8 meetings. Across those meetings, the committee received and discussed information pertaining to issues affecting the welfare of OU student-athletes. Many of the discussion topics were selected specifically because they were issues raised by student-athletes in their end-of-season surveys that I administer as Faculty Athletic Representative. Below I have summarized the key issues that SIAC discussed or received information on, and any resulting actions taken by the committee.

- Received updates from Athletics on:
 - The Athletic Director's vision for the next 3 years
 - Athletic Academic Advising
 - Eligibility Requirements for student-athletes
 - Student-athlete Performance Psychology Services
 - Student-athlete development programs within athletics
 - Updates on Name, Image, and Likeness legislation changes, as well as procedures and resources for OU student-athletes
 - Updates to Covid policies and procedures for student-athletes
 - The NCAA constitutional convention
 - Title IX rules applicable to sports and data on gender-equity within OU athletics
- Discussed and finalized revisions to the end-of-season survey that each team completes at the end of their season to gain insight into the successes and areas of improvement for the OU student-athlete experience.
- Discussed and finalized revisions to the senior exit interview administered to all graduating student-athletes, to provide over-arching feedback about their OU experience
- Discussed feedback from student-athletes on the quality and availability of dining services on campus. Identified most important areas for improvement, and met with campus administrators connected to dining services to discuss concerns and potential solutions.
- Discussed the high levels of mental health concerns reported by student-athletes, the lack of access for mental health counseling for both student-athletes and the general student body, and brainstormed ideas to promote student-athlete mental health via other means.



- Provided feedback to athletics on ways to recognize and honor faculty and staff who have had a positive impact on student-athlete success, and how to engage more student-athletes in the nomination process.
- Discussed methods of fostering and supporting positive relationships between faculty on campus and the athletics department. Identified information that would be helpful for faculty to know and discussed means of presenting the information to faculty.
- Discussed concerns raised by student-athletes regarding gender-equity, and received subsequent reports from athletics staff and administrators on Title-IX rules and gender-equity implementation at OU.
- Discussed concerns of student-athletes surrounding the media promotion and coverage of OU athletics, and subsequently received a report from the Associate AD for External Operations about the types of media coverage provided, how they've expanded and improved coverage to address issues of fairness, worked to build the fan culture at OU, and provided resources to student-athletes to build their brands as student-athletes.
- Organized SIAC game outings to support the student-athletes competing at home. Attended games for women's soccer, men's and women's basketball, and softball.

Overall, the committee's work covered a broad range of topics, all highly relevant to protecting the integrity of the student-athlete experience at Oakland University. I am happy to discuss any of the information provided here, upon request.

Thank you for your time and support,

A handwritten signature in cursive script that reads "Melissa McDonald".

Melissa McDonald

SIAC Meeting Minutes 9-27-21

In attendance: Melissa McDonald, Steve Waterfield, Ashley Stone, Mari Tilashalski, Stephanie Vallie, Felicia Chong, Dan Aloï, Fritz McDonald, Matt Prentice, Ryan Geheb, Keilani Doss, Sue Evans

Guests: Evan Dermidoff, Seth Swary

1. Introductions

- a. ***2020-2022 Faculty Appointments***
Stephanie Vallie (SON)
Felicia Chong (CAS)
- b. ***2021-2023 Faculty Appointments***
Dan Aloï (SECS)
Fritz McDonald (CAS)
- c. ***2020-2023 Staff Appointments***
Matt Prentice (Professional Advising Council)
- d. ***2019-2021 Student, Staff and Ex-Officio Appointments***
Ryan Geheb (SAACEC Men's Representative)
Keilani Doss (SAACEC Women's Representative)
Sue Evans (Community Member)
Ashley Stone (Senior Woman Athletic Representative)
Melissa McDonald (Faculty Athletic Representative and SIAC Chair)
Steve Waterfield (Athletic Director)
Mari Tilashalski (Athletic Compliance)
- e. ***Guests***
Evan Dermidoff (Athletics Academic Advisor)
Seth Swary (Coordinator of Sport & Performance Psychology)

2. Athletics Overview

- a. SIAC Charge (Melissa McDonald)
 - i. To advise the President and the Athletic Director about matters affecting the academic and athletic integrity of intercollegiate athletics, including, but not limited to, matters affecting student-athlete welfare.
 - ii. To advise the Athletic Director generally on policies for student-athletes including, but not limited to, standards of academic eligibility, student support and health, academic integrity and progress, equity, Title IX, and NCAA and Horizon League issues.
 - iii. To assist Oakland University in meeting the NCAA and Horizon League standards for student-athlete welfare.
 - iv. To receive timely and regular reports from the Athletic Director on matters related to athletics, including but not limited to current and proposed plans and policies that affect the athletic programs, including plans and policies on buildings, facilities, budgets, services, academic

support and NCAA compliance; and to advise and make recommendations on same.

- v. To receive reports and recommendations from other Senate committees and to advise and make recommendations to the Senate and its committees, as needed.
- vi. To take on additional duties as directed by the Senate Steering Committee.
- b. Value of athletics to OU & Vision for next 1-3 years (Steve Waterfield)
 - i. Student athletes have had success athletically and academically
 - ii. The strategic goals of university align with that of athletics.
 - 1. Student success: High average student athlete GPA
 - 2. “Research” – Interpreted as athletic performance: Co-winners of the McCafferty Cup
 - 3. Community engagement – Sports unite the OU and local community
 - 4. Diversity, Equity, and Inclusion: Sports programs bring diversity to OU campus and promote inclusion and connection.
 - iii. In the next 1-3 years, goals are to:
 - 1. Get through covid
 - 2. Position programs for athletic and academic success
 - 3. Raise private funds for new facilities
 - a. Golf training center
 - b. Student athlete study center
- c. Review of the organizational chart for athletics (Ashley Stone)
 - i. <https://goldengrizzlies.com/staff-directory>
- d. SAAC and Student-Athlete Experience (Keilani Doss & Ryan Geheb)
 - i. SAAC: Includes two representatives for each team. Split up into three committees to focus on:
 - 1. Student athlete wellbeing
 - 2. Community Service
 - 3. PR/Communications
 - ii. Challenges of Student Athletes: Time management and mental health
 - iii. Strengths of OU athletics for Student Athletes: Opportunities for personal and professional development
- e. Athletic Academic Advising (Evan Dermidoff)
 - i. Advises 350 student athletes
 - ii. Student athletes have two advisors: Evan within athletics and professional advisor within the major
 - iii. Helps create schedule – with emphasis on time management
 - iv. Works with Mari in compliance, to ensure academic eligibility
 - v. Works with entities on campus resources – admissions, housing, etc. to better serve student athletes

- vi. SIAC can provide support by advising athletics on academic policy issues, if policies are encountered that need to be updated or edited.
- f. Eligibility Requirements (Mari Tilashalski)
 - i. <https://www.ncaa.org/student-athletes/future/academic-standards-initial-eligibility>
 - ii. <https://goldengrizzlies.com/sports/2018/6/21/student-athletes.aspx>
- g. Student Athlete Performance Psychology (Seth Swary)
 - i. 4-5 new SAs reach out per week for services
 - ii. Currently there is a 4 week wait time for Seth – due to high demand plus the difficulty of matching schedules
 - 1. 1-2 week wait at GHC (15 sessions max, but no charge)
 - 2. Student athletes can also see counselors through Henry Ford
 - iii. SIAC can help with Advocacy – Encourage student athletes to seek services. Most people agree services are helpful “for others” but may still be reluctant to seek out services for themselves. Important to help reduce stigma of seeking out mental health services
- h. Student-Athlete Development Programs (Ashley) – **tabled for next month**
- i. Name, Image, Likeness Update (Mari) – **tabled for next month**
- j. Covid Update (Steve) – **tabled for next month**
- 3. Semester objectives – **tabled for next month**
 - a. End of Season Survey Review and Revisions
 - b. Mental health of student athletes
 - c. Student athlete Affinity Groups
 - d. Availability and quality of dining services
 - e. Support SIAC can offer to academic advising
 - f. SIAC faculty involvement in athletic presentations to faculty
 - g. Updating exit interview format for senior student-athletes
 - h. Annual review of major distribution among Student Athletes
- 4. SIAC Outing
 - a. Fall Game: Doodle poll will be sent to committee to identify a game that the most members can attend together.
 - i. Sunday Oct 17 @ 1pm – Women’s Soccer
 - ii. Tuesday Oct 26 @ 7pm – Men’s Soccer
 - iii. Friday Oct 29 @ 6pm – Women’s Volleyball
 - b. CAHOOT compliance competition – end of season quiz bowl for compliance knowledge. SIAC is invited to attend and compete against student athletes. Will send information later in semester.

SIAC Meeting Minutes 10-25-21

In attendance: Melissa McDonald, Steve Waterfield, Ashley Stone, Mari Tilashalski, Stephanie Vallie, Felicia Chong, Fritz McDonald, Matt Prentice, Keilani Doss, Sue Evans

1. Athletics Overview

- a. Student-Athlete Development Programs (Ashley)
 - i. Student Athletes (SAs) participate in one 90-minute workshop per semester.
 - ii. Sessions are timed based on SA year in the program.
 - iii. Example sessions: Dress for success, leadership and involvement, networking night, career fair prep, grad school job search, life after sports
 - iv. Athletics hosts a *Welcome Back* event each year
 - v. One community service event per month (this month: Breast Cancer Walk)
 - vi. Diversity and inclusion programming once per month (this month was Disability Awareness).
 - vii. Sexual violence prevention programming provided each year.
 - viii. Athletics bi-weekly newsletter – reminders of events and opportunities, DEI facts, career column and job opportunities.
- b. Name, Image, Likeness Update (Mari)
 - i. NCAA now allows SAs to profit off of NIL. Regulations regarding NIL must be based on state legislation, if available. The Michigan legislation has not yet been passed, but has been proposed. The OU NIL policy is based off of that legislation, so that when it takes effect, we will be compliant with it. Michigan legislation is quite broad, for example, it does not have a morality clause.
 - ii. OU requires SAs to fill out an approval form 7 days before engaging in NIL. Cannot use OU logos (e.g., Grizz) in NIL.
 - iii. Challenge is the education of SAs. Using Twitter, emails, reminders. Also educating coaches on NIL.
 - iv. Opendorse (Steve): Will be announced in a week or two. NIL provider and social media photo file sharing system. Can do assessments of SA social media accounts to help them grow their brand, and also engage in education about intellectual property, taxation implications, and contract terms.
 - v. SA perspective (Keilani): Most SAs feel positively about changes in NIL, a lot of discussion of using Barstool sports. Excited to teach sport clinics. SAs probably need more education, for example, about the restriction of the use of the OU logo – will probably be good to mention this at a SAAC meeting.
- c. Covid Update (Steve)
 - i. Far fewer rules and regulations this year compared to last year.

- ii. Horizon League rules: Unvaccinated SAs need a negative PCR within 72hrs of competition, or negative antigen test within 28hrs. Vaccinated SAs don't need a test unless symptomatic.
 - iii. 98% of SAs and tier 1 staff are vaccinated. A few exemptions were granted.
 - iv. Previously, athletic contests canceled because of covid were considered "no contest" but will now be considered a forfeit. This can be changed to a no-contest at discretion of HL. One consideration will be the vaccination rate of the team. These rules may alter the win percentage for teams with the same number of wins, if some teams have played more games than others.
 - v. Head team physician has authority over whether a team is cleared for competition. Not many issues so far.
- 2. End of Season Survey Review and Fall Revisions (see attachments)
 - a. End of season surveys were previously administered via a third-party contractor. Last year, we moved the administration of the survey in-house, and built the survey from the ground up. Need to make some adjustments to that survey.
 - b. Had a very low response rate to last year's survey, 37% overall. That was due to covid – surveys were taken individually via the online survey link, sent via email. In the past, each team would take the survey in-person and as a team in a computer lab. The plan is to return to that process this year.
 - c. Important to consider the low response rate when interpreting the summary of strengths and weaknesses from last year's survey, as it is based on a narrow sample of SAs.
 - d. Strengths from last year:
 - i. Compliance, Strength and Conditioning, Nutrition, Diversity and Inclusion
 - e. Weaknesses from last year:
 - i. Availability of dining services, availability of Grizz hours, emergency preparedness, quality and space of locker rooms, perceptions of gender inequity, reports of concerns regarding safety and wellbeing.
 - 1. Lack of clarity in the data about the reasons for perceived gender inequity as well as the true frequency of concerns regarding safety and wellbeing issues given the phrasing of the question (which asked about concerns for self and other simultaneously).
 - f. Review of proposed changes to the end of season survey
 - i. Add statement at start of survey emphasizing process for keeping responses confidential
 - ii. Adding demographic items assessing race and ethnicity, and sexual orientation. Will allow us to assess how perceptions of diversity and inclusion vary between majority and minority groups.
 - iii. Asking SAs to elaborate via comments if they provide a low quantitative marking (a 1 or a 2)
 - iv. Adding a dropdown menu to specify who is being evaluated for assistant and associate coaches.

- v. Assessment of compliance knowledge changed from a dichotomous “yes/no” to a continuous response scale. Addition of NIL to compliance concepts.
- vi. Addition of questions asking about availability of dining services for each meal time, to provide more information to bring to discussions with dining services.
- vii. Addition of follow-up questions to Title IX section – requesting a qualitative explanation of the source of the perceived inequity, and how it affects their own ability to perform.
- viii. In safety and wellbeing section, no longer asking about concerns SAs have about themselves and others, but instead restricting the question so that they only report on concerns they personally.
- ix. Splitting the sections into personal concerns (e.g., disordered eating, unhealthy mental state, alcohol use) versus actions they were the victim of (e.g., hazing, physical abuse, sexual violence, racism).
- x. Adding follow-up questions if SAs report yes to any of the safety and wellbeing concerns: asking them to indicate whether they reported their concern to someone at the university, other than another student, and if so, whether they felt they were provided appropriate support and resources. In addition, there is a qualitative comment section asking them to explain their safety and wellbeing concern(s) in greater detail.
- xi. Adding a section that asks SAs whether they know how and where to report concerns about each of the safety and wellbeing issues.
- xii. Following completion of the survey, survey will push information to SAs who reported concerns, connecting them to available resources and encouraging them to reach out.
- xiii. FAR should meet with SAAC to describe confidentiality process and encourage SAAC reps to take that information to their teams in advance of completing the survey.
- xiv. Students expressed a desire to have more interactions with faculty – SIAC faculty members could meet with SAAC or student athletes more broadly to give them tips and resources for how to connect with faculty.

3. 2021-22 objectives

- a. Mental health of student athletes
- b. Student athlete Affinity Groups
- c. Availability and quality of dining services
- d. SIAC faculty involvement in athletic presentations to faculty
- e. Updating exit interview format for senior student-athletes
- f. Annual review of major distribution among Student Athletes

SIAC Meeting Minutes 11-22-21

In attendance: Melissa McDonald, Steve Waterfield, Ashley Stone, Sue Evans, Ryan Geheb, Felicia Chong, Dan Aloj, Fritz McDonald, Matt Prentice

1. Athletics Updates

a. Fall Sports

- i. Men's Soccer won the HL championship, lost in the first round of the HL tournament.
- ii. Women's Soccer fell to Milwaukee in the HL championship game.
- iii. Women's Cross-Country finished second in HL championship (16th in Great Lakes Regional).
- iv. Men's Cross-Country finished fifth at HL championship (22nd in Great Lakes Regional)
- v. Volleyball lost in quarter-finals of HL tournament

b. Update on the NCAA Special Convention (Steve)

- i. NCAA constitutional convention was held on Monday. Each division met to discuss how they will revamp their constitution and alter governance structure at the NCAA level. One consequence is that the size of the Board of Governors will shrink.
- ii. Each division will go through a process of suggesting changes to the structure and bylaws for each division for consideration at the January meeting, to be implemented by August 2022.
- iii. Focal points at D1 level: More involvement of SAs in governance structure at each level; focus on SA wellbeing and provision of resources to facilitate that among member institutions; membership requirements at the D1 level.

2. Dining Services Discussion (Melissa; see attachment)

- a. Last year, SA feedback suggested that quality of food had improved, but that does not seem to be true for this year, as many concerns about quality were raised in the 2021-22 end of season surveys. SAs indicated that the food is not very healthy/nutritious, and there are not many options for vegetarians/vegans (or it is the same options every day—such as the salad bar). 34% say that the options are not nutritious enough for their training needs.
- b. This year's survey allows us to look at how accommodating dining services is for SA's schedule for each meal (breakfast, lunch, and dinner). 43% are able to access breakfast, 38% lunch, 36% for dinner. The dinner data is surprising given that dining services extended dinner time dining hours to 8pm – but SAs are indicating that functionally this is not true, because food is being put away early.
- c. Ryan indicated that the dining halls on campus vary in the quality of food offered – he lives in Hillcrest but most often dines at Vandenberg because it has more variety and higher quality.
- d. SAs are making decisions about whether to purchase dining packages and living on campus on the basis of the perceived quality and availability of the dining

services. University is potentially losing revenue because of this. Could ask Mari to pull data on the percent of SAs who use meal plans to get a sense of what that looks like to illustrate what the financial consequences of poor dining quality are.

- e. Does dining services think the concerns are unfounded, what is their response? (Steve).
 - i. Met with them in September, before the semester had really gotten off the ground. At that point, I was basing the conversation off of the previous year's surveys, which indicated an improvement in the quality of food, but that did not hold up in the most recent round of surveys.
 - ii. Dining services indicated they were very concerned about staffing shortages. Plan to check in with them again, but would like to first organize a set of priorities with SIAC.
- f. Potential priorities:
 - i. Highest priority: Improving the quality of food – particularly for vegetarian options. Improving quality of “cold” food that is offered in-between meal times. Work with Carrie in nutrition to get an outline of what the nutrition needs of SAs are, on average.
 - ii. Staying fully open until 8pm to improve dinner access
 - iii. Lunch time accessibility of (hot) food.
 - iv. Ability to use dining swipes for “meals” in the OC – currently you must use declining dollars there. Ryan indicated that he and other teammates have used their declining dollars faster than usual, because they would rather eat the OC food than the dining hall food. Would help with timing of services, and using the “4th swipe.”
 - v. Lower priority: Ability to take a second meal as a to-go meal might compensate for their inability to make it to meal times, but currently even though students have a maximum of 4 swipes they can use per day, they can only use one per meal, and there are only 3 meals (4th meal was stopped during the pandemic because of lower student demand, and limited staff). Only way they can get a second, to-go, meal, would be to use a swipe to dine-in, and pay out of pocket or use declining dollars to purchase a second meal.
- 3. SIAC December game outing – please vote if you have not already:
 - a. December 2nd (Thursday) WBB versus UIC, 7pm
 - b. December 4th (Saturday) WBB versus IUPUI, 2pm
 - c. December 21st (Tuesday) MBB versus MSU, 7:30pm (LCA, Detroit)
 - d. December 30th (Thursday) MBB versus Robert Morris, 7pm
- 4. Topic of next meeting will be mental health of student athletes and availability of resources. Ryan and Melissa will bring data to share with the group to guide the discussion.

SIAC Meeting Minutes 12-6-21

In attendance: Melissa McDonald, Steve Waterfield, Ashley Stone, Mari Tilashalski, Felicia Chong, Fritz McDonald, Daniel Aloï, Matthew Prentice, Stephanie Vallie, Keilani Doss, Ryan Geheb

1. Updates
 - a. Keilani (SAAC) – Have had good participation from SAs for community service events, though Rochester holiday parade was canceled.
 - b. Ashley – DEI forum in November with Dr. Dave Dulio and Andrew Bernsdorf (junior in swim and dive) – It was a Jeopardy style event focused on civic engagement.
2. Senior Exit Interviews
 - a. Discuss current format and alternative possibilities (see attached)
 - i. NCAA mandates that colleges conduct exit interviews of athletes
 - ii. Transfers (as well as those who leave the program for other reasons, e.g., withdrawal) receive a short open-ended exit interview, conducted one-one-one with FAR. Asks why they are leaving and what their experience was like in the sport program, in athletics, and at Oakland University.
 - iii. Senior exit interview is a long survey. Concerns with the format include:
 1. Quite long and has a lot of overlap with the main end-of-season survey. Information will not be novel and SAs may not be willing to complete it if they just completed the end-of-season survey.
 2. Data is not in an accessible format for analysis – it is stored in a word document “form” that cannot be easily compiled for analysis.
 - iv. Given the breadth of the end-of-season survey, a narrative style format may be more effective for the senior exit survey – to give them the opportunity to accentuate positives or note things we could do better. (Steve). Could provide richer data that SAs might not have been able or willing to share on the end-of-season survey.
 - v. Committee to develop the new end-of-season survey also developed a draft of a potential senior exit survey that is more narrative based that can be used as a starting point (Ashley). Will send the survey to SIAC to solicit feedback, and aim to administer the survey for SAs this semester.
3. Mental Health, Safety, and Wellbeing of Student-Athletes (see attached summary)
 - a. Melissa, Ryan, and Ashley met with Seth Swary (performance psychologist), and Courtney Heileman (OU rec center wellbeing) to discuss mental health of students on campus. Seth noted some alarming statistics about our mental health services for the OU community:
 - i. At the time of speaking, there were no appointments available for counseling services through the end of the semester because of the length of the waitlist.

- ii. There are only 5 full-time therapists for the OU student body. This is the worst ratio of therapists to students among colleges/universities in Michigan, and close to the worst in the nation (1 therapist for every 3,300 students. This is double the ratio of what is expected. The care of students suffers due to the higher case load
 - 1. Seth is split between athletics and GHC counseling center, but spends much of his time through GHC still meeting with SAs.
 - 2. There are 2 additional staff being hired, but those positions are temporary (1-2 years) and don't come with benefits
 - iii. The severity of mental health problems is higher than typical (bipolar disorder, schizophrenia, depression, anxiety, etc). There were 3 student suicides this semester. This severity calls for more long-term care, which the counseling centers are not set-up for.
 - iv. They are currently operating as an emergency/crisis care center.
 - b. Review of results regarding mental health from fall end-of-season surveys
 - i. SAs evaluated performance psychology services very positively, but indicated that it is very schedule an appointment with him because of the volume of his workload.
 - ii. Although mean rating of the evaluations of mental health services were quite high (averages exceeding 4.0 on a 5pt scale), the student comments in this section indicated many concerns about availability of services, including SAs who had a concern that they were never able to be seen for.
 - iii. 67% of SAs reported some frequency of personal concerns about an unhealthy mental state.
 - iv. About 25% of SAs indicated they don't know where to go if they have concerns about an unhealthy mental state.
 - c. What can we do to facilitate availability of mental health resources and knowledge about how to access those resources?
 - i. Ashley will meet with Dr. Schwartz and ask what resources are needed for student body in order to champion those needs to the university administration.
 - ii. SAs currently receive information about resources regarding sexual assault, Title IX, mental health, diversity and inclusion, etc. via ARMS, via flyers in bathrooms, and as a follow-up to the end-of-season surveys. How can we improve uptake and retention of this information? Maybe social media take-overs.
 - 1. Creating a centralized place on the athletics page for these resources could be helpful.
 - iii. If SAs felt more comfortable with athletics administrators they might reach out to them for help more frequently.
 - 1. It may be helpful to do an administrator take-over of social media, to let SAs get to know administrators as regular people.

2. Another school had SAs teach their sport to athletics administrators and staff.
 3. Could post short interviews with administrators, and have administrators ask SAs questions about their sports.
- iv. Group therapy sessions for SAs to alleviate some of the demand for counseling services. Effective but difficult to schedule. Setting a particular topic (e.g., anxiety) and opening it to all SAs will maybe promote more interest because it's more comforting.
 - v. Adding a "mental health team" for SAs who participate in a certain number of mental health trainings. Could be announced at the Black and Gold awards.
 - vi. Training trough the rec center (suicide prevention, pet therapy) for SAs and general student body.
 - vii. SAAC has a goal of getting all SAAC reps and majority of SA population to take the green-bandana survey.
 - viii. "Natural Helpers" model where teams nominate teammates who they already feel comfortable talking to about their mental health concerns, then working with those individuals who are nominated to equip them with skills and resources that they can connect SAs to.

SIAC Meeting Minutes 1-10-22

Present: Melissa McDonald, Steve Waterfield, Ashley Stone, Mari Tilashalski, Felicia Chong, Fritz McDonald, Dan Aloï, Jen Krizka, Ryan Geheb, Sue Evans

1. Welcome to Jen Krizka – new SAAC-EC representative for the Winter semester
2. Update on NCAA and HL Covid policies (Steve)
 - a. NCAA Definition of fully vaccinated now includes the booster shot. The HL will adopt this policy for MBB and WBB on January 19th.
 - i. Those that are fully vaccinated based on the new definition will be able to quarantine like the old definition of fully vaccinated.
 1. If they are a close contact, need to mask, but can present a negative test after 3-5 days to stop masking.
 - ii. If you aren't fully vaccinated under the new definition, quarantine rules operate as they did under the old definition
 1. If they are a close contact, quarantine at home for 5 days, then 5 days of masking, then test and see where you are after 10 days.
 - iii. If you test positive for the virus, spend 5 days in isolation. If you are asymptomatic, can present a negative test in days 6-10, which will allow you to return to some level of athletic activity, overseen by training and medical staff.
 - iv. Will be meeting soon to determine protocols for swim and dive and indoor T&F and Spring sports.
 - v. If a team cannot play a game because of breakthrough cases with fully vaccinated student athletes, the game will be declared a no contest. But they may try to match up teams able to play.
 - vi. PCR antigen tests are available at OU because of partnership with Henry Ford—allows us to obtain a CT threshold with the test. If the CT number is above a certain level, you are assumed to be no longer contagious, even if you are positive for the virus.
3. Update on the Faculty & Staff Appreciation Event (Ashley)
 - a. Every year athletics recognizes faculty and staff who have impacted student athletes. This year the event will be hybrid, with a virtual presentation on January 19th from 5:30-6:30pm. The following night, the honorees will be able to attend a WBB game, with access to the hospitality suite preceding the game (6-7pm). They will also receive a small gift and certificate.
 - b. The event requires a lot of planning, funds, and manpower. How can we recognize faculty and staff, but keep it sustainable?
 - i. Dan: Provide a letter of appreciation so faculty can use it in their materials for review, promotion, and tenure.
 - ii. Melissa: Continue to let faculty/staff know who nominated them and why.
 - iii. Melissa: A gift that signifies the recognition, carried over from year to year would be great - could consider following the model of "The Order

of the Plume” where faculty are recognized with a letter and a purple feather that they can wear in their cap at graduation or display in their office.

- c. Ashley: How to get student-athletes more invested in making nominations. Would working with the captains of each team help?
 - i. Jen: SAs tend to be conscientious and high-achievers so they have fewer interactions with faculty, and might be less likely to make nominations.
 - ii. Ryan: The quality of education and interactions with faculty has suffered during covid, which might contribute to the reduction of nominations. That being said, working with captains would probably be helpful, because captains are more willing to go above and beyond.
 - d. Ashley: Nomination portal opens in October, closes before Thanksgiving. In December, announcements of nomination are sent to faculty and their direct report, with request for RSVP. SAs are encouraged to nominate any faculty/staff member who has impacted their experience, at any time—not just restricted to the current semester.
 - i. Melissa: Might be able to increase nominations by making them “rolling” so that the link to nominate is always active – but a push for nominations is sent out each semester.
 - e. Sue: Could be good to open up a choice of games to attend as a free gift, given everyone’s busy schedule.
 - f. Ashley: An individualized presentation of the nomination and choice of game might be a better way forward given people’s schedule – often they are not able to attend the recognition event or game.
4. Update on the Athletic Presentations to Faculty (Mari).
- a. SIAC had discussed taking a more active role in advocating for athletics across campus. Athletics has a good relationship with the campus community, but want to continue to foster and build that relationship. The idea was to use these presentations to let others “get to know” athletics and have an opportunity to ask questions.
 - i. Presentations would include introductions, explanation of FAR role, information about club sports being outside our domain, and education about initial and continuing eligibility (SAs have stringent academic requirements), extra benefits, financial aid and scholarships (not all SAs are on scholarships, or full-ride scholarships), academic advising in athletics, SA experience, development, and community engagement.
 - ii. Would like SIAC to be involved in presentations – can speak to their interactions with SAs and help bridge the gap between athletics and faculty. See us as approachable and supportive, and reduce misconceptions of athletics.
 - b. What are elements of presentation that need to be edited, added, etc.?
 - i. Include an example SA schedule to illustrate time demands of SAs
 - ii. Discuss (updated) excused absence policy

1. Importance of communicating the requirement to provide an equitable/fair make-up activity for missed class points.
 - a. Not just for SAs, includes academic and artistic events
 - b. Examples of good and bad accommodations.
 - c. Direct faculty to Jen and Evan if they are struggling with coming up with a good alternative.
 - iii. Academic progress report (new move to digital)
 - iv. Travel letters – discuss permissible dates of contest to give faculty an idea of the number competitions that should be expected for various sports.
 - v. Highlight the diversity that athletics brings to the university
 - c. When/how to deliver this presentation?
 - i. How open would faculty be to appending this presentation to department faculty meetings?
 1. Fritz: Our department meets monthly online, but have limited time, so something short that directs faculty to more information elsewhere would be best.
 - ii. Mari: Do a trial run with well-known faculty members to receive feedback.
 1. Sue: We should put Gary and Holly Gilbert on our list of people to review the presentation because they have great PR and journalism skills, may be able to help amp up the presentation
 - iii. Mari: Reached out with CETL previously to partner with them, but they were not interested
 - iv. Dan: Recommend reaching out at the college or school level, assembly meetings are often virtual – 3 to 4 per year, the August ones are more like retreats - quick presentations to get point across.
 - v. Melissa: Would be great to present at orientation for new faculty.
 1. Dan – good idea to get new faculty on the same page given that faculty come from other institutions with various perceptions and expectations of SAs.
5. Discuss opportunities for engagement of SIAC with student-athletes
 - a. Melissa – would like to consider SIAC game outings an opportunity to connect with Student Athletes. We could invite a team to join us, or student-athletes that we have in our classes.
6. Events to attend:
 - a. Keeper of the Dream 1/17/22, 11:30-1:30 O'Rena (ticketed event)
 - i. Will be honoring a current OU student athlete, among others. This is the first time an OU student athlete has earned the scholarship, so you might consider attending to show your support.
7. Winter Games SIAC Outing – Vote via doodle poll
 - a. 1/13, Thursday, 7pm: WBB vs Wright State
 - b. 1/15, Saturday, 12pm: SWIM vs Youngstown State
 - c. 1/20, Thursday, 7pm: WBB v Detroit Mercy
 - d. 1/27, Thursday, 7pm: MBB vs IUPUI

- e. 1/29, Saturday, 3pm: MBB vs UIC
- f. 2/10, Thursday, 7pm: WBB vs Green Bay
- g. 2/11, Friday, all day, SWIM – Michigan Open
- h. 2/12, Saturday all day, SWIM – Michigan Open
- i. 2/13, Sunday all day, SWIM – Michigan Open
- j. 2/17, Thursday, 7pm, WBB vs Cleveland State
- k. 2/18, Friday, 7pm, MBB vs Wright State
- l. 2/19, Saturday, 2pm, WBB vs Purdue Fort Wayne
- m. 2/20, Sunday, 3pm, MBB vs Northern Kentucky University
- n. 2/24, Thursday, 7pm, MBB vs Purdue Fort Wayne
- o. 2/26, Saturday, 3pm, MBB v Cleveland State

SIAC Meeting Minutes 2-7-22

Attending: Steve Waterfield, Ashley Stone, Mari Tilashalski, Fritz McDonald, Dan Aloï, Felicia Chong, Stephanie Vallie, Matt Prentice, Ryan Geheb, Jen Krizka

Guest: Jenny Swiatowy

1. Gender Equity & Title IX: Education and Q&A
 - a. Overview of Title IX and implementation at OU (Steve, Ashley, Jennifer)
 - i. Participation numbers (i.e., proportionality)
 1. Must match the UGR male/female ratio. At OU, UGR ratio is around 57-58% female. Participation opportunities must mirror this rate – participation determined at first date of outside competition. Athletics works with each program to identify a roster number – if coaches want to exceed it, they must have extenuating circumstances.
 2. Proportionality data submitted via the EADA report due in the Fall
 3. Covid has added the challenge of students extending their eligibility beyond what was planned for.
 - ii. Scholarships/athletic aid distribution
 1. Scholarships should mirror proportionality.
 - a. Very difficult to achieve this if you have varsity football, given the large roster of scholarship players
 - b. Very unlikely to be subject to Title IX inquiry for failure to meet this standard.
 - c. OU almost matches it perfectly.
 - d. There are scholarship minimums that you have to match or exceed, OU exceeds them
 - iii. Other benefits
 1. 14 sub-benefits (e.g., travel, per diem, media coverage, recruiting). Does not require strict equality. Have developed summaries with Chad Martinez, describing how these benefits should be tracked. Can compare budgets for specific items (e.g., travel) across sports.
 - iv. Sport sponsorship requirement for D1: Minimum of 7 men's 7 women's sports, or a minimum of 6 men's and 8 women's sports.
 1. HL has priority sports that member leagues must offer
 - a. Men's sports must have 2 of 3: baseball, basketball, soccer
 - b. Women's sports must have 3 of 4: basketball, soccer, volleyball, soccer
 - v. Sexual assault
 1. SAs participate in sexual violence education each year. Distribution of resources to SAs so they know who to contact.
 2. Athletic staff also receive training once per year.
 3. Campus security authorities receive regular training.

4. NCAA requirement for 2023: Incoming, returning, or transferring SAs have to attest to previous disciplinary action related to interpersonal, sexual violence, or previous criminal convictions.
 - a. Then they would work with OUPD and Dean of Students Office to confirm the veracity of the report (when a student attests to a disciplinary action or criminal conviction – but in the absence of that, no investigation is initiated).
 - b. OU is following the process of other institutions who have initiated this process already.
- vi. Championships
 1. Recent disparities between NCAA championships for men's versus women's basketball (e.g., training facilities, food, media coverage)
 2. NCAA bylaws regulate championships. Expect improvements in gender-equity.
 3. Horizon League also stipulates minimum hosting requirements for championships (e.g., expectations for men's and women's soccer are very comparable).
- b. Student-athlete perceptions of gender-equity (Melissa)
 - i. Review of End of Season Survey results on gender equity
 1. Overall, SA perceptions of gender equity are pretty good (means ranging from 3.7 to 4.3 out of 5), but tend to be the lowest when the evaluation centers on the comparison of men's and women's sports (versus treatment of male and female SAs), and when evaluating the equipment and supplies provided to men's and women's sports.
 - a. Only 4/49 SAs indicated that their perceived gender equity negatively affects their ability to compete athletically.
 2. Female SAs perceive more gender inequity than male SAs – and all 4 who indicated it affected their ability to compete were female.
 3. Broken down by sport:
 - a. Men's and Women's Cross-Country reported high levels of gender equity, for both men and women.
 - b. Men's and Women's soccer show more of a discrepancy in perceived gender equity.
 - c. Volleyball perceived the lowest gender equity.
 4. Summary qualitative comments
 - a. Travel (e.g., MBB travels more by flight than other sports)
 - i. Non-conference travel: Coaches are encouraged to schedule travel with costs comparable to what a regional event would require. Travel costs for lengthier travel events are often offset by host institution providing funds or amenities.

- ii. MBB and WBB fly to play Green Bay and Milwaukee, back-to-back, so they need to take flights to accommodate the turn-around-time
- b. Gear (e.g., MBB gets better gear than other sports)
 - i. Nike provides an allotment to MBB for “retail dollars” that other sports are not offered. There is an allotment at the entire department level that teams can use, but this is less economical than purchasing through their budget, where purchases are made at whole-sale price.
 - ii. How are budgets set per team?
 - 1. Each head coach submits a budget request. Always more than projected revenue. Need to adjust based on expected costs of travel/equipment/etc., consider coach’s rationale for needs.
 - 2. When MBB HL teams advance in the NCAA tournament, each HL member league get around \$100,000 – which is distributed across athletics, as are MBB ticket sales.
 - 3. External Recommendation to NCAA is that women’s basketball also receive financial incentives for advancing in the NCAA championship tournament
- c. Training (e.g., MBB gets to skip the training room line)
 - i. Ashley followed up with Chris Curran (Asst AD for Athletic Training) to ask about this. He indicated that SAs are sometimes permitted to skip the line if they have a scheduling conflict, but it is not based on team membership.
- d. Facilities (e.g., MBB gets priority over the O’Rena)
 - i. Volleyball shares practice space with basketball, but timing of practices determined by coaches.
- e. Equipment (e.g., low satisfaction from VB)
 - i. Women’s volleyball has had equipment issues – one of their jerseys did not meet competition requirements. Had to order a new one at the last minute, and the resulting jersey was not ideal. They also had issues with their shoe order – Nike is not known for volleyball shoes, so usually they order a Kobe low-top basketball shoe, but that was not available this year.
- f. Grizz Gang (e.g., primarily attends MBB games and not other sports)

SIAC Meeting Minutes 3-7-22

In attendance: Melissa McDonald, Ashley Stone, Mari Tilashalski, Sue Evans, Dan Aloji, Fritz McDonald, Felicia Chong, Stephanie Vallie, Matt Prentice, Ryan Geheb, Jennifer Krizka

Guests: Chris Reed (Director of the OC); Evol Gazzarato (the Resident District Manager for Chartwells)

1. Team updates:
 - a. The men and women's Swim and Dive teams won the HL Championship
 - b. The men and women's indoor track and field teams took 3rd at HL tournament
 - c. WBB competing today at noon against IUPUI in the semifinal of the HL tournament.
2. Overview of student-athlete perceptions of dining services (see attached summary)
 - a. Quality of food
 - i. Overall quantitative evaluations of nutrition of food for training needs
 1. Mean: 3.07/5.00 (SD = 1.42)
 - ii. Lack of (nutritious) vegetarian/vegan options
 - iii. Lack of protein options
 - iv. A couple of reports of bread being moldy
 - v. Improving quality of "cold" food between hot meal services
 - vi. Foods prepared with a lot of oil/fat
 - vii. Lack of day-to-day variety for healthy food options
 - viii. Students choosing not to eat, opting to eat cereal instead, or paying for food elsewhere.
 - b. Availability of food
 - i. Overall quantitative evaluation of ability to access meals
 1. Breakfast: Mean = 3.37/5.00 (SD = 1.46)
 2. Lunch: Mean = 3.31/5.00 (SD = 1.41)
 3. Dinner: Mean = 3.24/5.00 (SD = 1.46)
 - ii. Dining halls have limited food available before closing time.
 1. Food being put away by 7:15 even though hall closes at 8pm.
 - iii. Only one dining hall open on weekends
 1. Opens at 10am (CC practices start at 9:30)
 - iv. Ability to use 4th swipe
 - v. Declining dollars used up too quickly because student-athletes resorting to food options at the OC and elsewhere. But the OC closes at 5 now (instead of 7) and there are reduced options for restaurants.
 - c. Vandenburg vs Hillcrest
 - i. Vandenburg perceived as better than Hillcrest by student-athletes
 - d. A few students have expressed that they moved off campus or plan to, in order to secure their own access to nutritious food. Feel they are paying a lot for low quality food that is hard to access.
3. Notes from meeting with athletics dietician, Carrie Aprik

- a. Availability of dining services affect athletic performance and recovery. Muscles are best able to absorb nutrients within a 30-minute window following training.
 - b. 35% of Fall student-athletes expressed experiencing disordered eating concerns at least once this season. Carrie works with them to eat a targeted number of meals per day, with specific calorie goals, but quality and availability of dining services can make these plans hard to execute for student-athletes.
 - c. Nutritional training needs are hard to accommodate for vegetarian/vegan diets.
 - d. Allergen concerns – student-athlete had an allergic reaction to peanuts in a dish
 - i. Evol asked for more information about this. Indicated that those with allergies should always consult the dine on campus app for ingredients when they are not eating at the G8 station.
4. Ideas for addressing student-athlete concerns
- a. Highest priority: Improving the quality of food, particularly vegetarian and cold food options outside of hot meal times
 - i. Smoothie bar that allows SAs to bring their own supplements (e.g., powdered protein). Set-up with greens, fruits, peanut butter, milk (including soy and almond milk)
 - 1. Smoothies recently added to the Grizz Marketplace. \$8.99 for a smoothie, additional cost for protein. Variety of options, with no sugar added. Grizz Marketplace open at 10am during the week and is not open on weekends.
 - a. Preference for this option at the dining halls because it could be purchased with a swipe, customized, and would be available earlier in the morning during the week.
 - b. Current level of demand does not justify the cost of inclusion of this at the dining halls.
 - ii. “Grab and go” prepared sandwiches/wraps
 - 1. Dining halls currently have the ability to make your own sandwiches during cold food times.
 - 2. To-go food can be arranged on a team-by-team basis. Already working with track and field. Can be a hot or cold meal, ready for student-athlete pick-up before, during, or after a meal period in the dining hall. Paid for with a swipe (including a 4th swipe).
 - a. Alternatively, hours could be adjusted slightly if needed to accommodate a team’s practice schedule.
 - iii. Cold food vegetarian protein options (tofu, tempeh, edamame, beans)
 - 1. Dining halls plan to add more vegan protein options
 - b. Availability of food
 - i. Ability to use 4th swipe on meals in the OC (e.g., Subway)
 - 1. This is a possibility, as there was a meal transfer process in the past. Would need to look into it and decide if it made more sense to do this, or just increase declining dollars.
 - ii. Longer hours and more options at the OC restaurants (e.g., Subway)

1. Closure of Halal Shack is due to staffing shortages. Hoping to have OC fully open next year. OC should not be affected by budget cuts in the same way as the rest of the university.
 2. Subway and Panda Express are now open until 7pm, not 5pm, Monday – Thursday.
 - iii. Accommodations for student-athletes with disordered eating concerns can be made to ensure healthy food is more readily available. Let Chris and Evol know, so that arrangements can be made.
5. Other notes:
 - a. Currently there are fewer students in Hillcrest and Vandenburg combined than prior to the addition of Hillcrest.
 - b. Student-athletes, coaches, staff, etc. are encouraged to reach out with their concerns, sooner rather than later, as it might be able to be addressed quickly.

SIAC Meeting Minutes 4-4-22

In attendance: Melissa McDonald, Ashley Stone, Mari Tilashalski, Felicia Chong, Fritz McDonald, Matt Prentice, Jen Krizka, Sue Evans

Guests: John Ciszewski, Clarence Round, Samantha Nelson

1. Introduce guests attending to facilitate discussion on communications and media coverage of OU athletics
 - a. John (Giz) Ciszewski (Associate Athletic Director for External Operations)
 - b. Clarence Round (Graphic Designer)
 - c. Samantha Nelson (Coordinator of Game Day Experience)
2. Discussion
 - a. What is the structure of your department? (e.g., how many people work on sport promotion? What roles are there within the department? How are teams dispersed across staff? What skills/expertise are required for individuals serving in the SID role (or other relevant roles)?
 - i. Department is rarely fully staffed. When fully staffed, department has 3 SIDs (sports information directors), one GA (graduate assistant), marketing director and GA, plus videographer. Rely a lot on interns. Usually, each SID covers 1-2 sports per season.
 - ii. Today, down to one SID to cover all 19 sports. Brought in a part-time person Advertising for another GA and SID. In Marketing, Sam has a GA and a few interns. Clarence is set to become new creative director
 - iii. When Giz first arrived, content was more about stories and statistics. Has changed into graphics, videos, and TikToks – Clarence and Sam help a lot with this.
 1. Meet with coaches, what can we do what can we help you with. Appreciate when SAs bring stories to them. Some teams bring them a lot, others they have to reach out to.
 - iv. Pandemic hurt their ability to produce events, e.g., had a school day for WBB planned, hoping to have at least 1,000 people attend the game, but was canceled due to Covid.
 - b. TV coverage
 - i. HL requires that all MBB and WBB Basketball games be covered and broadcasted. A certain number of other sports throughout the season are also covered and broadcasted (e.g., ESPN+, TV20—local channel owned by Channel 7). Expecting 55-60 total TV broadcasts for the year.
 - ii. Very successful MBB game against MSU, had very good ratings on TV20 – 40,000 households. Two broadcasts for WBB, each drew around 1,500 viewers on average.
 - iii. Same amount of Men's soccer games as women's soccer games; same number of softball and baseball.
 - iv. Swim and Dive conflicts with basketball, and we cannot broadcast two games at once, so we did their senior night

- v. Track and Field only has a few home meets, will have one broadcast.
- vi. Oakland Overtime – Have lost the reporters to other jobs, but moving forward will have former students receive training and do the broadcasts.
- c. Hype videos
 - i. Created by videographer, assistance from Clarence. Take ideas from SAs about music and backgrounds. Have as many athletes from the team incorporated into the videos.
 - ii. Presented on videoboard for indoor sports. Also invited softball team to view it on the big board for their first viewing of their hype video.
 - iii. Highlight clips get a lot of following on social media, Instagram. Gets a lot more interaction from followers.
 - iv. “Follow Fridays” to help promote the brand of student-athletes – get them exposure and have an opportunity for others to follow
- d. How do you think we can build a bigger sports fan culture within the OU community?
 - i. Had great attendance at soccer games. Pushed for SA involvement (grizzlies supporting grizzlies).
 - ii. Covid held us back, pushed them to more digital coverage.
 - iii. New weekly content for Billboards, and expanded number of billboards – promoting events and SA accomplishments
 - iv. Presence in the OC – Use of TVs, weekly tabling (baseball and softball handing out flyers, free t-shirts), giving away donuts.
 - v. Glow night at a volleyball game – highest attendance of SAs for the volleyball program. Showed the graphics, had giveaways.
 - vi. Engaged the rec center – recognized champs of intramural teams and individuals.
 - vii. Worked with Greek fraternities and had a stomp group perform at a basketball game.
 - viii. Staff and Faculty recognition nights. Hosted other nights with discounts for faculty.
 - ix. Have other teams’ players throw out first pitches at softball and baseball games.
 - x. Women in sports panel for women’s basketball game.
 - xi. Prince, princess, and superhero nights – difficult because of covid, but should be improved next year.
 - xii. Will grow with word of mouth.
- e. Do you have a system in place to promote equitable coverage of men's and women's sports, and to track or report on that coverage?
 - i. Men’s and Women’s sports coverage are equal within sports
 - ii. Present Men’s and Women’s SAs of the week
 - iii. We know it’s not equal, but we do our best.
- f. What is your perspective on the concerns raised by SAs about the discrepancy in media coverage for: (A) MBB versus all other sports, and (B) Basketball (MBB and WBB) versus all other sports.

- i. Coverage has suffered because of staffing issues and availability of SIDs
 - ii. Some teams have more road-dominant schedules that limits coverage.
No video boards on soccer, softball, and baseball boards.
 - iii. Have hired local photographers to take photos of teams while the teams are traveling.
 - iv. Common concern across schools – SAs feel that football, or basketball, get more attention and coverage than other sports.
 - v. MBB definitely gets more interactions on social media. Have helped teams with recruitment when they ask for it – MBB asks for it more often.
 - vi. Confident that coverage is better for non-basketball teams than ever before
- g. What roles do coaches and teams play in generating their own media content?
 - i. Teams that want more coverage, or have ideas for videos, graphics, stories, etc., should come to Giz and his team to get the ball rolling. Having outside people or SAs do it on their own is not advisable, because they sometimes use the wrong logos, over-emphasize select players, have lower-quality production, fail to consider the current mood of the team, etc. SAs can create content for their own brand, but Giz's team needs to have oversight over the OU team platforms.
- h. "Socialie" has been phased out; what functions of socialie have been replaced by other systems/apps, are there any that still need to be replaced?
 - i. Opendorse is an NIL company, access to OU SAs rolled out in November (started with MBB, WBB, S&D, T&F). "Social" allows them to provide athletes with photos, videos, graphics. Up to 17k downloads of content since inception. 48% of content downloaded.
- i. How does your department help SAs promote their brand via NIL?
 - i. 885 adopters "official golden grizzly athletics" to promote games and events
 - ii. Photos and videos are made easily accessible to SAs via the "social" feature of opendorse, so they can download any of that content and use it to promote their own brand.
 - iii. Create content for OU platforms and then invite SAs featured in it to "collab" with them on Instagram for the post, which can have a big impact on the number of followers for SAs.
 - iv. Hope to provide information sessions for SAs to give them ideas about how to build their brand
 - v. Educational component of Opendorse. Social assessment made for each SA by Opendorse – to give them a sense of how much money they could make off of social media. Provides information on the "do's and don'ts" of NIL and brand building.
 - vi. Had five educational sessions set-up for SAs (had to be virtual) and only about 20% of SAs attended. Hopefully in-person sessions will be better attended in the future.