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Dear Associate Provost Banes-Berceli 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. I am in my fourth year serving as Chair of SIAC, and will continue to serve as chair next year, which is the last year of my five-year appointment.

Changes made in previous years have improved the structure and functioning of the committee:

1. There is a consistent and rotating schedule of topics for the committee to discuss, to ensure that there is regular attention paid to important issues affecting student-athlete wellbeing.
2. We invite guests to attend the meetings and share their perspective. The guests are typically either someone with expertise relevant to the topic being discussed, or a coach. Inviting coaches allows us think about the topic from their perspective, and allows the members to get to know the coaches from all of our sports teams.
3. When applicable, we review the most recent data from the end-of-season surveys that pertain to the topic being discussed. This allows us to assess the strengths and weakness of a particular area from the perspective of the student-athletes. In addition, we have two student-athlete committee members who are available to provide additional context.

This year, the committee met monthly, for a total of seven meetings. Discussion topics for each are listed below, and meeting minutes for each are appended to this letter.

- Student-Athlete Professional Development
- Sexual Violence
- Housing and Financial Aid
- NCAA Division I Council "Roadmap" Updates for Transformation Committee Recommendations
- Making the Case for Athletics
- Student-athlete Mental Health
- Athletic Training and Injury

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

September 19th, 2023

In attendance: Melissa McDonald, Ashley Stone, Mari Tilashalski, Jilian Rice, Lori Hodorek, Terry Dibble, Dan Arnold, Evan Dermidoff, Frtiz McDonald

1. Brief overview of SIAC charge
2. Committee Member Introductions
3. Updates from committee members, if applicable
 - a. SAAC
 - i. Initiative to create community. Fan scan. QR code you can scan at competitions. If you make it to 10/14 competitions you get entered into a raffle to win a prize.
 - ii. Initiative for a large scale community service project.
 - iii. Attempt to integrate Esports more strongly into student-athlete culture. Having a meet and greet plus a competition that will pair up Esports and non-Esports to play a game. Thursday September, 28th, 5-9 Bear Den.
 - iv. Esports: Watching twitch stream – Oakland Esports account on Twitch. Have a very good Rocket team.
 - v. SAAC sponsored games: MSOC 9/19; WSOC 10/21; Volleyball 10/24
 - b. Mari
 - i. Housing issues: How much should athletics be involved in housing issues? For example, canceled housing contracts – housing said they didn't pick up keys when they were already living there. Could lead to NCAA violations (e.g., extra benefits).
 - ii. Bookstore: Issues with SAs on book loan – Vendor said that there was a glitch in system causing books not to be ordered and very delayed. Plans to bring up at October faculty senate meeting to ask professors if they having issues putting their books on the system. Access codes not working. Could lead to NCAA violations (e.g., extra benefits).
 - c. Transformation Committee Updates
 - i. NCAA requires athletic departments to do a DEI review – completed. Changing language to include “belonging” as part of strategic 3-year plan. How can we make what we are doing more inclusive. Changed format of DEI forums (first year was educational, second year was experiential), now moving to an eSpace platform for athletics DEI with accompanying challenges. DEI council members are creating the challenges. This month is about “what is DEI?” If you complete 6 of the 8 you get a certificate at the end of year.
 - ii. Board of Trustees voted to use money to build a WBB and MBB practice facility, plus athletic training space and film room.
4. Discussion Topic: Student-Athlete Professional Development
 - a. Overview of role and programming provided to SAs (Ashley)

- i. In the late 80s NCAA started talking about SA life skills development. Was focused on leadership and career development and community engagement. Larger schools may have 6-7 people in roles overseeing SA development. At the mid-major level, the role may be 10% of a person's job.
 - ii. Ashley implemented a 4 year curriculum. SAs attend one workshop in the Fall and one in the Winter. Things to be successful now and in the future. Topics are timed to be presented when student-athletes are most likely to find the information useful.
 - iii. Past 20 years have focused on leadership, make a resume, get internships, get a job etc. Now trying to add a focus on critical skills – added a workshop to discuss how to have crucial and civil conversations with Dave Dulio.
 - iv. Sometimes partner with sponsors (e.g., credit union for financial literacy).
 - v. Provides one-page summaries of workshops to send around afterward to keep as reference or provide to those who missed the workshop.
 - vi. Would like to have more staff to have one-on-one meetings with SAs to help them with their specific needs/goals.
 - b. Discussion of ESS data and Senior Exit interviews on SA development programs (See attached)
 - i. Overall quantitative evaluations are very positive
 - ii. Qualitative comments are also generally positive, but some student athletes report feeling that the programming is too time-intensive, or that they did not take advantage of it when they should have.
 - c. What are strengths and challenges of the current programming structure? (e.g., how to maintain SA engagement, what programs could/should be added or expanded? staffing concerns? coach buy-in?)
 - i. Need more staff to provide one-on-one guidance
 - ii. Coach buy-in is not that important because the programming is required, which is directed by the AD.
 - d. Should we assess SA perceptions of usefulness of the programs? If so, how?
 - i. Yes, would be good to get feedback about what's being learned by SAs in the programming – with the understanding that some will always say that it was not useful/worth their time.
 - ii. Pre-post quick online survey they can complete in the moment on their phones may be best.
5. Future Meetings:
- a. Friday October 6th 11am-12pm – Sexual Violence
 - b. Friday November 10th 11am-12pm – Housing and/or Financial Aid
 - c. Tuesday December 5th 2-3pm – Transformation Committee

SIAC Meeting Minutes

October 6th, 2023

In Attendance: Melissa McDonald, Steve Waterfield, Ashley Stone, Ian Cleary, Jillian Rice, Evan Dermidoff, Terry Dibble, Lori Hodorek

Guest: Detective Shona Collins

1. Updates from committee members, if applicable
 - a. Steve – Updates from the HL Council meeting:
 - i. Legal challenges to NCAA related to the consideration of SAs as employees. One case includes 3 SAs who are seeking NIL back-pay. If it becomes certified, it could have a large consequence.
 - ii. Discussion of AI impact on sports (e.g., AI writing press releases)
 - b. Ashley
 - i. Nutrition position: New full time position 50% of time in health sciences as professor, 50% as dietician in athletics.
 - ii. Noah Francis – Recent hire for 20hrs a week as a sports psychologist
 - iii. DEIB space – Monthly forums with short activities available to everyone to complete
 - iv. NIL session available for folks to attend
 - v. Breast Cancer Walk – Cheering on participants in the Walk
2. Discussion Topic: Sexual Violence
 - a. Guest Introduction: Detective Shona Collins of the OUPD
 - b. Overview of programming provided to student-athletes
 - i. Men's program: compliance and consent, what's the difference, what's illegal, what's against student code of conduct. Discuss alcohol/drugs, withdrawal of consent, domestic violence, walking away from a fight, walking away from domestic violence, roles for engagement in a relationship. Asks for feedback at the end of each meeting and always gets good feedback. Good to provide them with an introduction to a liaison at the police department in case they need advice in the future.
 - ii. Adding bystander intervention training (wide range of concepts, including e.g., sexual violence, domestic violence, human trafficking)
 - iii. One love: Education about healthy relationships – Includes watching a video about a relationship that goes wrong very quickly. Helped a SA end a violent relationship.
 - iv. Domestic violence and stalking
 - v. RAD (Rape aggression defense) for women – There is a course for men, but there has not been sufficient interest to hold it. Hard to teach with athletics because 9 hours are needed. Discusses abduction and leaving a sexual assault event. Usually women's favorite

programming, they've said that the program gives them permission to say no.

- vi. Incorporates mental illness into all of her programming – stresses the importance of watching out for each other.
- c. Overview of sexual violence programming for SAs and Serious Misconduct Attestation (Ashley/Detective Collins)
 - i. Men's programming every year, Women's programming every 3 years.
 - ii. In 2021 the NCAA announced that every SA (starting in 2022-23) must complete a serious misconduct attestation process. NCAA provided a best practices document to advise institutions about how to implement the process. Student-athletes now complete an annual disclosure of serious misconduct that they have been convicted of or plead guilty to, or any serious misconduct charges that are pending or still in process.
- d. Discussion of end-of-season survey data on sexual violence (Melissa)
 - i. Survey asks student-athletes to indicate whether they have experienced a number of safety and wellbeing concerns during their most recent season.
 - ii. Although reports of sexual violence are rare, they do occur.
 - iii. No follow-up questions are asked, so it is difficult to address those reports in a meaningful way
- e. Committee Questions / Feedback
 - i. Should follow-up questions be added to the survey?
 1. What kind of sexual violence? There may be too many possibilities to assess in a short survey. Not clear if that information would be helpful. Survey already provides the student code of conduct definition of sexual violence.
 2. Should at a minimum collect information on the relationship between the victim and alleged assailant.
 3. Anonymity of the survey could lend itself to a risk of false allegations. Could ask students to report allegation to the Dean of Students or Police. However, only 4-8% of reports are false – and those usually fall apart quickly during investigation.
 4. To follow Cleary Act, we need to know whether the event occurred on campus or at an OU sponsored event.
 5. If you get information that it's a teammate – anonymously reported, what is the next step? Can tailor education to the team.

3. Future Meetings:

- a. Friday November 10th 11am-12pm – Housing and/or Financial Aid
- b. Tuesday December 5th 2-3pm – Transformation Committee

SIAC Meeting Agenda

November 10th, 2023

In Attendance: Melissa McDonald, Steve Waterfield, Ashley Stone, Mari Tilashalski, Jillian Rice, Lori Hodorek, Dan Aloj, Cortney Heileman

1. Updates from committee members, if applicable
 - a. MSOC heading to HL championship
 - b. WXC won the HL championship
 - c. VB made the HL tournament
 - d. E-Sports tournament Wednesday December 8th
 - e. Annual NIL education for coaches, SAs, staff. Myth that there is a lot of effort that goes into it, but some deals are very simple. Working with Opendorse to get links to opportunities to add to newsletter. SAs can fill out their hobbies/interest on the profile to get more deals.
 - f. DEIB e-space – New topic: Being comfortable getting uncomfortable
2. Discussion Topic: Housing & Financial Aid
 - a. Guest Introductions:
 - i. Robert King: Senior Director of University Housing
 1. Been in higher ed for 20+ years, SLAC, R1, all over the US.
Trying to shape a cool residential experience for OU students.
 - ii. Matt Belanger: Assistant Director for Assignments and Summer Conferences
 1. Puts students into placements, oversees rooming assignment periods. Works closely with data folks, transferring information into banner. In the summer, oversees housing placements for camps, conferences, and summer students.
 - b. Review of End-of-season survey data on Housing & Financial Aid (Melissa)
 - i. Quantitative evaluations are average and above average across teams, but qualitative comments suggest that some student-athletes are frustrated with their experiences working with housing, particularly around the quality and clarity of communication regarding early/late dates for move-in/out and roommate selection.
 - c. Intersections of compliance with housing and financial Aid (Mari)
 - i. What NCAA rules have implications for how/when student-athletes receive financial aid, move in/out, etc.
 1. Extra benefits: Not permitted to give a SA something just because they are a SA, the benefit needs to be available to everyone. SAs have priority registration and housing, so they pick their housing first (as do some special groups of the general student body), but have to abide by same rules as regular student body. Housing expanded apartments access to sophomores and older. Because SAs can pick first, they would

make up more than 50% of the housing contracts in the apartments, which is not permissible. Had to stop sophomore Student-Athletes from housing in the apartments so they don't exceed 50% of those contracts.

2. Roommate Matching: Previously, SAs could only match with one other roommate, so pairs of 2. Resulted in being paired with 2 SAs and 2 students from the general student population. Not ideal for either pairing because of conflicting schedules (SAs have early mornings). Now they can pick in groups of 4, which has been a big improvement.
3. Move-in: Soccer and XC move-in early. Scholarships can't pay for any housing dates prior to their report date. Give housing their intended move-in date, but SA may move in prior to what's covered. So SA has to pay some cost of their housing.
4. Move-out: Challenging move-out dates because it depends on success in tournaments. NCAA provides some leeway (fact-specific) to add additional dates to stay if that date is the only travel opportunity home.
5. Scholarship coverage of upgraded housing: Upgraded housing (e.g., Hillcrest single suites, Oakview honor's college rooms, two person apartments) costs more than the institutional budgets that are based on standard housing rates. Difference would result in a bill for SAs who are on full scholarships. Had to add the additional dollar amount to scholarship on top of the 100% coverage. However, changes were made last year, so that no bill is issued – results in fewer tender revisions.
6. Digital scholarship paperwork now – much easier. Used to be paper copies, now it is available in ARMS at any time.
7. NCAA is always changing scholarships. Now, you cannot change or cancel a scholarship for non-academic reasons. Used to be able to cancel a scholarship for poor athletic performance. Working to adjust paperwork for these changes. Financial aid has been great for being flexible in making changes.

d. Housing (Robert & Matt)

- i. What should student-athletes to know about housing timelines, (e.g., housing contracts, room change requests, room selections)

1. 2023

- a. October 1- Fall 2024-winter 2025 contracts available (new, incoming first-year students only)
- b. November 1- Winter 2024 contracts available
- c. November 22-26- Thanksgiving Recess
- d. December 7- Late Stay request deadline (Semester Recess)

- e. December 15- Residence Halls close at 6 pm
- 2. 2024
 - a. January 3- Residence Halls reopen at 10 am
 - b. January 17-31- Final Room Reassignment period for 2023-2024 academic year
 - c. February 1- Fall 2024-winter 2025 contracts available (current resident, commuter and transfer students)
 - d. February 23- March 3- Winter Recess
 - e. March (exact date not set)- Room Selection for returning students
 - f. April 1- Summer 2024 contracts available
 - g. April 9- Late stay request deadline (End of semester)
 - h. April 24- Residence Halls close at 6 pm
- 3. Two room change periods, two early/late stay periods.
- 4. Starting last year, midsemester breaks (Thanksgiving, Winter Recess) won't cost anything anymore. Used them to complete health and safety checks, but those will now be done during times when students are residing in housing.
 - a. Safety checks are unannounced. SAs in the apartments have complained that there is a knock on the door, but not sufficient time to respond, and then the housing staff entered. What is the process? Posted a week in advance that they will happen during a two-week timeframe. Staff is instructed to knock twice with a pause in between. If they hear anything from inside, they pause to provide them time to get ready. 15-20% of rooms are occupied during entry. Consent for checks is in contract.
- 5. Early arrival period extended by two days, looking to see if it could be extended to a full-week before school. Summer contract period ends on the 26th, so there was a gap between that and the move-in and start of services (e.g., dining).
- ii. What other deadlines should student-athletes be aware of?
 - 1. Late stay request deadlines – if coaches know they are going to request them, getting them in early – who is planning on staying. Better to expect them to say and then not stay, than vice versa.
 - 2. Mari was middle-person in housing conversations, but now Coaches can talk to housing directly.
 - 3. By when do you need to know who is moving in early, and who is staying late?
 - a. Will communicate a concrete date to coaches

- b. Summer is a struggle because housing is occupied by camps. Don't want to make SAs move into one space and then move.
 - iii. What are the policies regarding priority registration and housing for student-athletes?
 - 1. No early priority registration period. Earlier submission requests are processed earlier. Athletes get priority bump.
 - a. An algorithm is used to determine priority. Grad students, DSS students, etc. get higher priority. Everyone gets a number that determines priority.
 - iv. What challenges does the student-athlete population present to housing – and what ideas do you have, or what resources do you need, for addressing those challenges?
 - 1. Biggest challenge is SA who fall outside this regular timeline, e.g., if athlete doesn't know they are going to play with OU until the middle of July the current process presents barriers to make that happen. Predecessor was working on setting aside spaces that were sort of saved for athletes – similar process for honor's students. Spaces to backfill.
 - v. Dining expansions
 - a. OU-uber-style-eats
 - b. Vandenberg has full time dining hours, Hillcrest is reduced hours. Currently not enough occupancy to have long hours.
 - i. 3k beds – 2150 occupied. We were fuller pre-pandemic. Dropped as low as 1400 during pandemic. Working our way slowly back, 75%.
 - c. Have the ability to adjust dining to reduce cost (e.g., based on costs for specific foods). Ghost kitchens – facility could operate for 12+ hours, meals available at specific meal times.
 - d. Breakfast transfer meals in the Hive at hillcrest.
- 3. Future Meetings:
 - a. Tuesday December 5th 2-3pm – Transformation Committee

SIAC Meeting Agenda

December 5th, 2023

Members Present: Melissa McDonald, Steve Waterfield, Mari Tilashalski, Ashley Stone, Dan Arnold, Dan Aloj, Jillian Rice, Lori Hodorek, Fritz McDonald, Terry Dibble

Guest: Mitch Alters

1. Updates from committee members, if applicable
 - a. Ashley
 - i. Final SA development workshop for the semester. Guest speaker on transitioning to life outside of sports. SAs really enjoyed it.
 - ii. SAAC Friendsgiving tonight
 - iii. HL is doing a toy-drive on Dec 11th – OU donations will go to the Detroit Children's Hospital
2. Guest Introductions:
 - a. Mitch Alters: Head Coach Swim & Dive
 - i. Former student-athlete at OU Swim and Dive
 - ii. Eventually returned to OU as Associate coach under Pete Hovland
 - iii. This is his first season as head coach
3. Review the purpose of Transformation Committee and the recent updates to the NCAA Division I Council "Roadmap" for enacting Transformation Committee Recommendations
 - a. Approved for August 2024:
 - i. Empowerment at each institution to the HCA (Health Care Administrator) – that person is the authority responsible for the health, safety, and welfare of student-athletes
 1. Regular review of mental, physical, and safety protocols. HL is attempting to provide uniformity across member institutions
 - ii. Periodic audit of compliance. Not clear what this will look like yet.
 - iii. Changes to holistic model.
 1. Medical coverage for 2 years following graduation or exhausted eligibility. At OU it seems that our current secondary insurance provider will cover these.
 2. Will now have to offer degree completion funds for 10 years from separation date. Does not apply to transfer SAs or graduate students. Applies to any head count sport or SA with the equivalence of a full-ride, including a scholarship with 50% of funds from athletics and 50% from the university.
 - a. Not clear where OU funds would come from at this point. Not enough in scholarship funds. Some endowment funds for degree completion.
 - b. Power 5 has been doing this for awhile
 - b. Approved for August 2025

- i. Attest that coaches are educated on specific topics
 - ii. Senior level administrator whose primary job responsibilities that focus on respect, understanding, and dignity (previously was DEIB). Probably changed because of state legislatures that prohibit having staff that focus on DEIB.
 - 1. Could mean hiring a new person/position.
- c. Memo from Charlie Baker – new NCAA president – started in Jan/Feb of 2023
 - i. Has been focused on legislative analysis. Trying to get a step ahead of any lawsuits and legislation.
 - ii. He has advanced the idea that universities can pay NIL to SAs directly – must be distributed according to Title IX
 - iii. Breakaway of Power 5 from DI –30k per student put aside in an educational trust fund for at least half of SAs. Then they can set their own rules regarding NIL, health, safety, welfare, recruiting, and transfer rules. Avoids SAs being employees – based on NIL not a salary.

SIAC Meeting Agenda

February 9th, 2024

In attendance: Melissa McDonald, Steve Waterfield, Ashley Stone, Mari Tilashalski, Dan Arnold, Dan Aloj, Evan Dermidoff, Fritz McDonald, Jilian Rice, Terry Dibble, Lori Hodorek

Guest: David Brown

1. Updates from committee members, if applicable
 - a. First year workshop on crucial conversations David Dulio and Seth Swary
 - b. Career fair for Student Athletes
 - c. This Saturday Girls and Women in Sports and Fitness. Partnering with Oakland Sheriff Pal and Girl Scouts. About 500 in attendance.
 - d. Graduate school and job search workshop
 - e. Hired Madison Wyatt in our Nutrition position – Collaborative position with Health Sciences
 - f. Sports psych sessions with Seth, last one was on team conflict, next one on coach burnout
 - g. DEI topic on perspective taking
 - h. Partnering with Horizon League to promote John McClendon and the Secret Game – the first interracial basketball game
 - i. January mitten toss 1,070 mittens
 - j. Annual Food drive in February
 - k. Partnered with Student Congress to do Mindful Mondays – with Mitch, JuanPa, and Ashley
 - l. Swim and Dive championships next week
 - m. Congrats to Jillian who will be pursuing a nursing career in pediatrics
 - n. Congrats to Ian admitted to 4 medical schools - going to UM
2. Guest Introductions:
 - a. David Brown – Head Coach Women’s Tennis
 - i. Steep learning curve with compliance, housing, etc. but enjoying being out of his comfort zone. Loves the coaching part and learning the administration part.
 - ii. Getting ahead of performance psych concerns
 - iii. March and April games in Bloomfield Tennis center
3. “Making the Case for Athletics”
 - a. The Horizon League Board and Council continue to have discussions on how to best “make the case” for institutions to invest in Athletics. As a part of that conversation, Horizon League staff have gathered information to assist with identifying and highlighting areas where Athletics provides a benefit or positive impact for their campus (see attachment). Those areas include:
 - i. Exposure via media/social media
 - ii. Exposure and economic benefit to community

- iii. Revenue to the institution-including NCAA revenue and student-athlete tuition and room/board from those not receiving full scholarships,
 - iv. Academic performance of student-athletes (generally graduate and have higher GPA than student body)
 - v. Increased diversity of student body
 - vi. Contributing to the overall mission of the institution thru community service and engagement
 - b. The Board would appreciate your feedback on the following questions.
 - i. Of the areas identified, which areas would have the most impact on faculty?
 - 1. Graduation and retention rates
 - a. What helps create that rate
 - i. Head coaches – recruiting SAs that will have academic success. And people who will stay
 - ii. Jen and Josh – learning specialist and academic advisor to keep them on a good path to graduate and help students who are struggling
 - iii. Collaboration with faculty and proactive communication. Help to connect them with resources
 - iv. Progress reports return rate increased with digital version ~70-80% (up from ~50% with paper copy). Easier to address issues quickly.
 - 2. Engagement with the university – as a commuter school, a lot of students are just coming and going. Athletics stands out as a means of creating a community culture on campus. Free tickets to students.
 - 3. Creating well-rounded people with multi-faceted identities.
 - 4. Perception that student-athletes are just “jocks”- focus on dispelling that myth.
 - ii. What areas might we be missing that could help in making the case to faculty members?
 - 1. Funding – how money flows
 - c. Should SIAC play a role in promoting engagement of faculty with athletics, and if so, what means should we use to do so?
 - i. Faculty assembly meetings per school/college
 - ii. Faculty senate
 - iii. Reach out to faculty members who are advising to educate.
 - iv. CAS ad-hoc budget committee
- 4. Future Meetings:
 - a. March 8th: Mental health
 - b. April 5th: Athletic training and injury

SIAC Meeting Minutes

March 8th, 2024

Members Present: Melissa McDonald, Ashley Stone, Mari Tilashalski, Cortney Heileman
Jillian Rice, Dan Arnold

Guest: Noah Francis

1. Updates from committee members, if applicable
 - a. MBB won first round of HL tournament, going to semi-finals, Tuesday would be championship.
 - b. Girls and women in sports event, in combination with OU Rec Well and Girl Scouts, played creative games and learned about women's participation in sports
 - c. DEIB Impact summit for student-athletes and staff. Guest speaker on "Be the Change"- be the generation that reduces the -isms.
 - d. Job search and grad school workshop.
 - e. SAAC Finish canned food drive almost 1.5k cans. Softball won the competition.
 - f. SAAC March is reading month, going to elementary schools and reading
 - g. Bottomless toy chest partnership
2. Guest Introductions:
 - a. Noah Francis – Sport Psychology Clinician
 - i. Military service, medically retired due to injury. Had a big impact on him, made him want to enter the mental health field. Practices an integrative holistic approach between the mind and body.
 - ii. Former OU undergraduate and graduate student
 - iii. Was able to transition into role with help of Seth Swary
 - iv. Has his own sport psychology practice, and a private training practice.
3. Sports Performance Psychology
 - a. Overview of programming offered
 - i. See handout
 - b. Impact of programming
 - i. Review data from end-of-season surveys
 - c. Receptiveness from coaches and student-athletes
 - i. Sees about 18% of athletes on an individual basis (70% female, 30% male), has seen 100% of female teams and only 40% of male teams (all men's teams are co-ed teams).
 - ii. Gender differences may be due to stigma, perceived weakness, don't want to give anyone a reason to keep them off the field.
 - d. Challenges
 - i. Limited time of position - only here for 18 hours a week. Seeing 35-40 student-athletes, and meeting with teams and providing tailored content.

- ii. Knowledge of student-athletes, where to seek help, how to schedule.
- iii. Wants to increase participation of male student-athletes
- iv. Need to collect more data, develop more screening tools, learn to read and respond to them.
- v. Broader issues with NCAA – difficulty getting mental health and transfer waivers due to mental health. Not understanding that medication takes time to take effect. Not permitting documentation from clergy (HBCU SAs more likely to seek help from clergy)

4. Student-Athlete Mental Health

a. Update on Horizon League Mental Health Grant

- i. Last year we received money from the HL to help with SA mental wellness. Partnered with Be-Real (26 staff) who received training in Cognitive Behavior techniques for mental wellness. 14 signed up for additional training to become a facilitator. They can then lead their own BeReal sessions.
- ii. Ian Allen (swim and dive SA) is an advocate for the Hidden Opponent.
- iii. Paying for additional counseling sessions for SAs
- iv. Developing policies and procedures for responding to mental health concerns and crises, and promoting health in marginalized populations.
- v. Mindful Mondays came out of it in collaboration with BeReal trainers.
- vi. Reviewing two apps, one neuroscience-based that strengthens decision making and reaction skills. The other is a database of sessions introducing various topics (long and short presentations), such as 5min pre-performance meditation. No video yet. Noah can send student-athletes specific modules to work on.
- vii. YouWill program beginning at University
- viii. Re-explore the green-bandana project.

b. Review of data from end-of-season surveys

- i. Positive evaluations of Noah and the sport-performance psychology services offered, but SAs are not aware of all of the services they have access to via Noah.
- ii. Men are less aware of services available to them than women are.
- iii. Women report more mental health concerns
- iv. Fewer comments than previous years indicating frustration with lack of availability of mental health services.

c. Challenges

- i. Continuing to establish a culture that promotes wellness, self-identity, and life satisfaction. Not just surviving.

5. Future Meetings:

a. April 5th: Athletic training and injury

SIAC Meeting Agenda

April 5th, 2024

In attendance: Melissa McDonald, Steve Waterfield, Ashley Stone, Mari Tilashalski, Jillian Rice, Dan Aloj, Dan Arnold, Terry Dibble, Lori Hodorek

Guest: Bri Houle

1. Updates from committee members, if applicable
 - a. Black and Gold Awards April 15th, show at 7 doors at 6.
 - b. HL emphasis on sportsmanship awards to be awarded to folks from other teams. Recognizing one SA from each team. OU WSOC won an award.
 - c. WeCoach – advancing and retaining women coaches. 3 coaches and Ashley attended.
 - d. Financial literacy event for seniors
 - e. Design your life workshop for sophomores
 - f. Seth has been running sports performance psych workshops for the coaching staff. Very well received.
 - g. Wrapping party with the bottomless toy chest on Tuesday 8-5.
 - h. End of year meetings for SAs. Annual CAHOOT compliance quiz.
2. Guest Introductions:
 - a. Bri Houle – Assistant Athletic Director for Athletic Training (interim).
 - i. Started as assistant, then associate, now interim HCA
 - ii. Primarily with MSOC and Esports. Took over MBB when Jim left
 - iii. Primary health care providers for the SAs. See many of them daily, depending on season. Usually seen for pre-practice, warmup, foam roller, injury prevention.
 - iv. Cover their practices. Some require physical presence, some need to be available or on-call for (e.g., contact sports require physical presence).
 - v. Gatekeeper to physicians. Direct them to other resources (e.g., mental health, sports psych, nutrition).
3. Athletic Training and Injury
 - a. Overview of athletic training services provided to student-athletes
 - i. Modality: Wide variety (e.g., massage guns, boots, cupping)
 - ii. In-house PT post-injury, but can also contract out
 - iii. Bio-mechanics assessments
 - iv. Injury assessment. Determination of whether it is safe for them to continue in a game, or return-to-play. Sport and injury specific. Some coaches will push harder to have athletes return. Sometimes have to slow SAs motivation to return to protect their long-term health. Who ultimately make decision to withhold a SA for a season? Would likely have to come from a physician. If physician says that cannot play,

they cannot override that. If physician says they can play, trainers can be more conservative than that.

- v. Protocol for seeing the sports psychologist? No requirement, but they are encouraged to see them. Not everyone sees the benefits of that kind of treatment. Encouragement of sports psychologist to attend practices regularly to be a familiar face and check-in on at-risk SAs. Can feel like a lot of pressure to return. Trainers try to prod to see how SAs are doing mentally/emotionally.
- vi. Athletic training education is not sport-specific, but does require rotations in a variety of sport types: contact and non-contact, men's and women's, equipment and non-equipment.
- b. Review of end-of-season data on athletic training services
 - i. Overall reviews are very positive. Concerns raised are typically trainer-team specific.
- c. Integration/communication with other athletic departments and coaches?
 - i. Lots of collaboration with strength and conditioning. Training does first part of rehab, but then transition to SC for strength building
 - ii. Collaboration with Madison in nutrition and Noah in performance psychology. Return from injury often requires a lot of psychological preparation.
 - iii. Communication varies team to team depending on need.
 - iv. Coaches get an injury report, frequency depends on coach. Some coaches want a lot of information, some want just essentials.
 - v. Compliance: eligibility, medical clearance
- d. Collaboration with Henry Ford
 - i. Benefits?
 1. Very good doctors and athletic trainers. Having their knowledge is really helpful. Seth's performance psychology knowledge is helpful
 2. HF trainers and doctors can put in orders, see x-rays and scans. OU trainers cannot see the results. Can get them the treatment they need more quickly.
 - ii. Challenges?
 1. MRIs tend to take a long time to get scheduled. Not enough machines for the demand. Athletics operate on a faster timetable than the general population. Is there a better way to manage MRIs – piston's center has an imaging center we can use when not being used by professional sports teams.
 2. HF is used to working with professional athletes and general population. SAs get frustrated when doctors say we'll get you an MRI today or tomorrow, but that doesn't happen because they aren't a professional. Important to manage expectations. We can outsource the MRIs, but can be a little tricky to get the reports immediately since HF doctors don't have direct access.

- e. Challenges faced by the athletic training department?
 - i. Retention of athletic trainers (7 trainers currently, no GAs, 1 volunteer)
 - 1. Initially there were some concerns with culture – not much of a team atmosphere, each person covering their own SAs. Now will see any SA who walks in the door. Allows trainers to have time off because they are comfortable seeing SAs from other teams. Reduces burnout.
 - 2. Athletic training being pulled in a lot of different directions. Love working in athletics and with student-athletes. But now athletic trainers are being hired in hospitals, with a more 9-5 kind of job, with better pay/benefits. Easy to feel like the grass is greener on the other side. Could contribute to turnover. Need to focus on the benefits of mid-major positions, how to make it a reasonable and desirable place to work. National board providing data about average salary and sport assignments. Hoping things move to be on par with national averages. Make sure people feel that they are appreciated and not over-worked.
 - 3. Fewer athletic training programs, but existing programs have more students graduating. More athletic trainers certified than there used to be.
 - 4. How does our staffing compare to other HL schools
 - a. We are staffed better than a few, comparable with a few, but a number of schools assign fewer sports to each trainer.
- 4. Updates to NCAA Guidelines/Requirements
 - a. Review of new requirements for athletic training departments
 - i. How will changes impact current staff members and care provided to student-athletes?
 - 1. Concussion protocol (not much of a change functionally, minor changes in policy language). Used to use the SCAP-5, but now we use SCAP-6. Treatment used to be isolation and rest, waking them up every hour. But new research implies that light exercise and good rest is better.
 - a. Emergency action plan for concussions – small changes
 - 2. Post-eligibility health insurance – health care for injuries sustained while a SA, even after they leave. Already have this through our secondary insurance, so not a big shift, just a change in process.
 - b. Review of mental health best practices
 - i. Where do we meet best practices, where do we need to adapt?
 - 1. Many things we're already doing, or in the process of doing, but need more work

- a. Having sports psych on staff – our position is part-time
- b. Emergency action plan for mental health emergencies
- c. Yearly mental health screening – we used to conduct this, but haven't done so recently, will need to re-introduce. Need to identify the best screening tools, and the resources to treat those SAs who need help.