Gender, Diversity, and Student Athlete Well-being Subcommittee

Meeting Minutes

November 1, 2010

PC 521

Attendance: Charmaine DeFrancesco (CD); Sharon Eaddy; Julissa Castellanos; Phillip Lloyd Hamilton; Larry Lundsford; Denise Halpin; Shirylon McWhorter; Rob Frye; Krish Jayachandran; Liz Borrell-Augustin; Robert Dollinger; Stephen Fain; Meagan Shilian

I. Approval of agenda - CD distributed agenda for meeting. Agenda approved. Several members absent and meeting will be kept brief due to unforeseen meeting conflict.

II. Approve minutes from last meeting 10/11/10 – Approval of minutes from last meeting postponed until final version of minutes is confirmed posted on SharePoint.

III. Update from chair

a. Last week Steering Committee met and notes from meeting shared via e-mail earlier today.

b. CD provided the committee with an overview of accomplishments thus far:

i. Gender working group:

1. Independent consultant hired and met with committee. No report as of yet but should contain report on discrepancies based on percentages of enrollment and issues regarding staffing and salaries.

2. McWhorter: An issue that surfaced is difference in transportation methods for men and women teams. Asked Lundsford to comment.

3. Lundsford: Of the 14 categories, four areas that stand out over the other 10 are salaries, which note needs to be made regarding the year of hire of football head coach. Nonetheless, the 6% growth rate in salaries for women is within norm. Administrative salaries also have this pattern. Additional support staff needed for other areas and have been added. Game expenses, men’s days for security is higher, examples volleyball vs. football and rate for Sun Belt salaries of refs, but medical expenses were higher for women. Recruitment differs because recruited in state for women and men nationally to explain travel discrepancy. Some women sports do not spend what they are given in recruitment. Fain and Berg comment – coaches are allowed to reallocate and one demonstration is more female scholarships awarded due to reallocation.

ii. Diversity:

1. Focus groups looked at staff differences but thus far HR policies are adhered to and affirmative action plan in place. There is a good relationship with MPAS and Disability Services.

iii. Student Athlete Well Being:

1. Focus groups discussed housing, meals plans and transportation. One issue of note was reimbursement for out of pocket expenses, particularly related to travel.

2. Dollinger: In regards to health concerns, the health report is extensive and commendable. Particular attention has been paid for example to sickle cell. Perhaps one note would be regarding the delivery of OTC medications.

3. Fain: It is important to mention that athletes were critical of things but that overall there was a general sense of satisfaction. The focus was that things are better and making improvements to all that is already available.

IV. Charge to committee (CD) – November 15 is due date for all working groups to submit their section to Charmaine. A sample was distributed for completing sections and committee is encouraged to look at Denver and Wisconsin examples. Committee also reminded provide citations. Gender consultant report should be available by Friday for working group to incorporate into their section. For other improvement plans, chair suggests using the National Health Institute template. Chair will work with Susan to finalize the draft over the Thanksgiving break.

V. Adjourn