Gender, Diversity, and Student Athlete Well-being Subcommittee
Meeting Minutes
September 20, 2010
PC 112

Attendance: Charmaine DeFrancesco (CD); Robert Dollinger; Sharon Eaddy; Larry Lundsford; Shirlyon McWhorter; Duane Wiles; Liz Augustine; Victoria Milucci; Ciprian Mejia; Jennifer Doherty-Restrepo; Stephen Fain; Krish Jayachandra; Julie Berg; Danijela Tomic; Susan Himburg

I. Introductions and purpose of meeting
   a. CD: Purpose of meeting is to break down the sections into three subcommittees, one for gender, one for diversity and one for well being. A handout with the assignments by subcommittee was distributed. Each of these subcommittees will have a lead as follows:
      i. Gender – Shirlyon McWhorter
      ii. Diversity – Krish Jayachandra
      iii. Well-being – Steve Fain
   b. Each of these subcommittees are expected to gather the information pertinent to their sections in the self-study. Although these subcommittees are assigned, cross reference and input is encouraged.
   c. CD introduces Jessie, 1st year doctoral student, that will help with data gathering and serve as hub for data collection.
   d. CD explained data will be from formal reports, examples Title 9 report and Equity in Athletics Disclosure Act (EADA) report. Julie will assist with the EADA reports and Shirlyon will have access to the Title 9 reports. Each group has to access to review these reports. Exit interviews will be another form of data. Liz and Jessie will quantify this data for the committee. The subcommittees are welcome to do focus groups with athletes, coaches, employees as well as visit facilities. These things can be coordinated with Julie or Liz as subcommittees decide on what data they would like to gather for their reporting requirements. Julie and Liz will also suggest and arrange for appropriate place and time of these meetings with athletes.
   e. Reports will be available on SharePoint. Susan explains SharePoint and will follow up meeting with information on settings and using the system.

II. Organization and assignment of tasks
   a. Gender - Operating principle 3.1
      i. Measures 1-4 will be answered by Julie. List conditions for certification (3.1) will have a standard answer, "Certified without conditions." For #2 Julie has started looking at the map from the past report.
      ii. Julie and Shirlyon will have AEDA and Title 9 reports to address measure 5 & 6.
      iii. For measure 7, the subcommittee is asked to review the AEDA data for the three most recent, available academic years. These will be made available through SharePoint. The years available are: 06-07, 07-08, 08-09. AY 08-09 most recent data.
      iv. Julie will be key person on #8- financial data. Julie added that Alex Duque will assist in compiling these reports.
      v. Addressing #9 turn to pages 75-76, which have the areas that should be reviewed. Julie will work on all of these and CD suggested subcommittees meet with Julie regarding this measure. Also, Meredith is new director of the Student Athlete Academic Center (SAAC) and maybe a resource. There will be
accessibility to coaches; Julie can coordinate with Derrick Mayfield for facilities inspections and reports and for medical Kerrie Rittle (SP?).

1. The committee agrees that visits to facilities are a good idea and Liz can set up focus groups with athletes.

2. Housing – Sue Beebe and Roger Clegg for dining. For publicity and awards Paul Dotson or Liz. Julie for support services, recruitment of athletes, and retention but also Dana Sacco and Monique in SAAC.

3. Susan mentioned that the committee on Academic Integrity will be looking at similar areas and that there can be a crossover of data gathering.

4. There was a brief discussion of the role of Appeals in addressing retention and ensuring that practices are applied equally.

5. The contacts for students included in decision and leadership are Liz, Angel Garcia and Beverly Dalyrmple.

6. Julie mentioned that much of the information is also available because of required reports to the FL Department of Education regarding the 15 areas to be analyzed.

vi. Plan for improvement section must address all 15 areas. CD suggested that data collection conclude before subcommittee addressed this question.

vii. Measures 11 &12 will fall to Julie. Danijela asked whether University policy will be evaluated as part of this measure and the response was that committee can look at all issues across the university and not just within athletics.

b. Diversity – Operating principle 3.2

i. Measure 1 – standard response. Julie and Liz are leads on measure 2, which include last self study three areas: 1) no African Americans on Sr. administrative staff in 2001 steps to achieve strategies used by HR – improved; 2) new sports cont. excellence in recruiting ; 3) improve graduation rates of minority athletes.

ii. Measures 3-6, Julie will address, in following with general University policies.

iii. Measure 8-10 – Julie and Dana for recruitment and athletic policy.

iv. Measure 11-13 – Yasmin in IR will analyze and provide data on ethnicity.

v. Measure 14 will use program areas on page 77. Suggestions made for gather data from International Student and Scholar Services (ISSS), Multicultural Programs (MPAS) and other climate surveys.

c. Student Athlete Well-being – Operating principle 3.3

i. Measure 1&2 – Julie and #4 will come from exit interviews. Exit interview is viewed by committee and is comprehensive of question asked.

ii. Liz will cover 5&6 with assistance from Steve and Steve will take #7.

iii. Information for measures 8&9 can be found in student handbook, which will be uploaded. Committee is reminded that text must be placed in narrative instead of referring reader to attachment.

iv. Liz, with some assistance from Meredith and Steve, will be the contact for measures 10-13.

v. This subcommittee does not have to be as specific as gender and diversity and plan for improvement is not required, however, if findings lead subcommittee to provide areas of improvement one can be included.

d. Important dates

i. By October 4, each subcommittee lead should provide Susan with data collected so far
ii. Next meeting October 11 at 2:00 p.m., Susan will confirm if PC 112 is available.
iii. End of November – timeline/work plan