

## PROVOST'S ATHLETICS OVERSIGHT COUNCIL

Draft Minutes November 3, 2021

12:30-1:30PM in HS1001

**In attendance:** Lisa Bauer, Patrick Vickers, Randy Kennedy, Milton Overton, Aaron Howell, Tamica Jones, Daniel Niederjohn, Austin Brown, M.A. Karim, Mark Geil, Thomas Doleys, Ivan Pulinkala, Mindy DeBruce, Aaron Goodwin, Amani Johnson

**Welcome, and Introductions:** Chair Niederjohn opened the meeting and facilitated introductions.

**Approval of Minutes:** Minutes of September 1, 2021 were approved.

**State of the Department:** Milton Overton, Director of Athletics feels this will be the absolute best year in the history of our program and we are having great student attendance ever at athletic events. He distributed a Points of Pride handout (Attachment a) and shared team successes, a brief Strategic plan update including facility upgrades, continued future improvements, opportunities for the committee to attend athletic events and practices, academic highlights and SAAC.

He thanked the institution for the financial support that will allow us to continue moving forward with improved facilities. What's happening now helps us to continue recruiting quality athletes and increases pride in our institution.

Tamica Jones provided further information on the Strategic Plan including a Report on Findings: How well we are doing and where we are going. The PAOC can help by enhancing campus collaboration, identifying resources for the journey, and sharing connections – people, research opportunities. Suggestions for opportunities should be sent to Ms. Jones. Dr. Niederjohn commented on sharing this to the campus community. Everyone on this committee should take responsibility to get this word out.

Regarding a question about conference realignment, AD Overton responded that with market shifts (NIL, transfer portal, etc.), we must adjust. There is an investment to make, but a huge upside. We must position the athletic department for the opportunity for bigger and better things. He is excited about the opportunities we have in the marketplace now.

**Student-Athlete Welfare and SAAC Update:** Mindy DeBruce, Associate Athletic Director, Administration shared the success of the first SAAC meetings. Ideas are flowing and SAAC is a great think tank opportunity. Sub-groups have worked on ideas and associated tasks that they could accomplish.

Ms. DeBruce is encouraged by their leadership and willingness to participate; it is a safe space for collaboration. Some highlights mentioned were fueling stations, nutrition plans, support from other KSU entities, working with CARE Services, and Homelessness Awareness Week. KSU participates in a food collection competition in ASUN. We need to surpass 4000 items to do better than last year and are encouraging donations online. Everyone can also bring non-perishables to the Friday volleyball game.

Amani and several others recently participated in a Diversity and inclusion Social Media Campaign. It was great to see the group work through their jitters and to hear the perspectives of this diverse group. Amani is also sitting with Mindy on the President's task force on race.

Ms. DeBruce shared that the best thing she has seen from SAAC is the student athletes' desire to be personally responsible for marketing our on-campus competitions. They are a great group working to improve their environment and not sit around complaining.

**Compliance Report and NCAA News:** Mindy DeBruce, Associate Athletic Director for Administration, shared that Athletics is working on engaging another internal review from the gender equity perspective. The last one was three years ago.

A new policy, effective August 22, in which we will survey all new incoming prospects or transfers on previous sexual violence or misconduct is being reviewed and will be put into place. Fortunately, we have great partners at KSU and those offices are of great help.

Ms. DeBruce updated the group on Name, Image and Likeness and shared that they are looking for partners to help the students with deals and/or sponsorships. At this time, most deals have come from social media. The Athletic Department has learned a lot and continues to work with Stratcom and Legal Affairs. Overall, our athletes are being responsible.

Two main items regarding legislation are 1) Camps and Clinics and 2) the special upcoming meeting regarding overhaul of the NCAA constitution.

**Student-Athlete Academic Update:** Randy Kennedy, Associate Athletic Director, Academic Services, reports that academics are going well. With four weeks left in semester, his unit is encouraging the importance of finishing strong with athletes. He presented recent APR information and the report is good. 10 of 16 teams scored a perfect 1000. All students are above 950 for multi-year rate, many above 960.

His department will be moving into the Academic Learning Center on December 14.

Easy access to Supplemental Instruction and the SMART Center, as well as being above the Career center, puts them in a great location. Student Athletes can come and get great support nearby.

There are 24 athlete graduates in December, and Athletics is glad to be able to once again, have a graduation reception. He provided updates on missing classes due to competitions, software package reviews and Target X, and progress reports.

**FAR and Admission Advisory Committee Update:** Dan Niederjohn, Faculty Athletics Representative and Associate Professor of Psychology provided highlights from the End of Season Survey: (Attachment B). This survey is an opportunity for students to voice concerns and share their experience at KSU. The survey shows the last three years for comparison; student athletes have been under a great deal of stress, and this helps find patterns of concern.

Most areas have been consistent. Areas of concern will be addressed, including the increase in student athletes who feel that their voice is not heard. There was a low survey response rate this year, maybe 25%. Discussion ensued with suggestions for improving this response rate.

Dr. Niederjohn addressed the attendance policy and indicated that they continue working with faculty on attendance issues. His team is reviewing the language so that the policy is very clear. He hopes to have a report by the next meeting.

Admissions advisory committee will meet this afternoon and has student athlete applicants to review. He thanked Dr. Kennedy for the great APR data and indicated that is extremely helpful for these applicant reviews.

### **Other Business**

Future Meeting Dates are February 2, 2022 and April 27, 2022.

Chair Niederjohn adjourned the meeting at 1:45.

Minutes of the November 3, 2021 meeting were approved on February 2, 2022.

DocuSigned by:

*Lisa Bauer*

February 2, 2022

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*Lisa Bauer*  
*Dan Niederjohn*

February 2, 2022

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Dr. Dan Niederjohn



**PROVOST  
ATHLETIC  
OVERSIGHT  
COUNCIL  
MEETING**

November 3, 2021

# POINTS OF PRIDE

- Football defeated Gardner-Webb for a 7-1 start and No.8 FCS ranking. KSU received two Big South Player of the Week honors, and is tied atop the Big South standings. KSU plays at Robert Morris Saturday.
- Women's soccer will play in the ASUN Championship for the third consecutive season after defeating Central Arkansas and Bellarmine. KSU plays at Lipscomb Saturday.
- Volleyball has won seven-consecutive matches and Lauren Chastang is aiming to become the 10<sup>th</sup> player in ASUN history with 1,500 career kills. KSU hosts Stetson and FGCU this weekend.
- The KSU women's cross country team finished fifth and the men placed ninth at the ASUN Championship. Sarah Hendrick and Katie Meyer earned second-team all-conference honors and Gavin Frick was named to the all-freshman team.
- Brock Healy led the men's golf team to a team and individual title at the Pinetree Invitational, where the Owls bested a field of 11 teams.



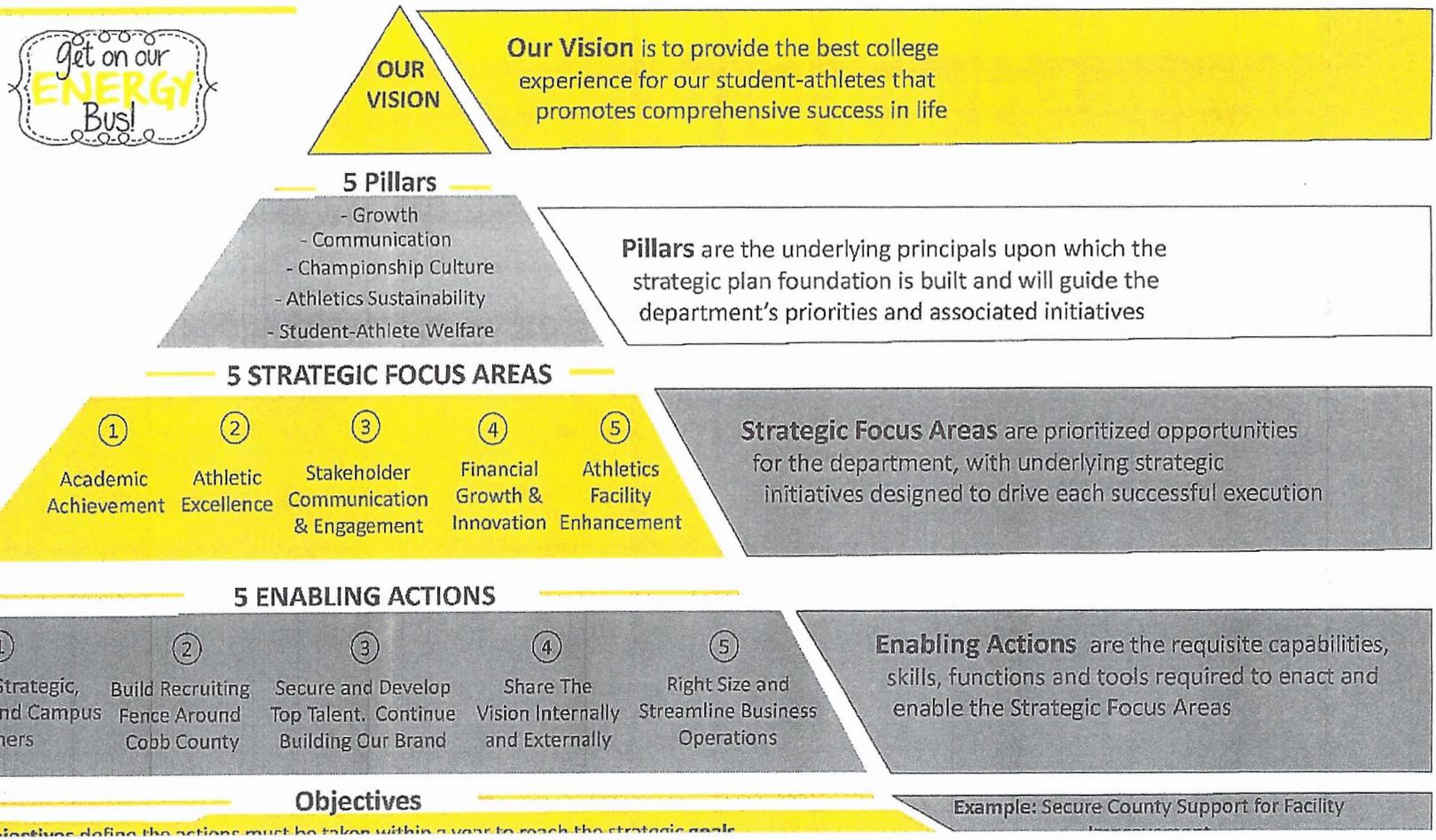


# ATHLETICS STRATEGIC PLAN UPDATE

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## KSU ATHLETICS STRATEGIC PLAN GUIDING FRAMEWORK

*BUILDING CHAMPIONS IN THE CLASSROOM, ON THE FIELD, IN THE COMMUNITY AND IN LIFE*



# FINDINGS: 8 OVERARCHING CHALLENGES

- Define our program's identity
- Personnel
- Identify new resources for the journey
- Campus support and subsidy
- Strengthen connectivity and unit engagement
- Enhance campus collaboration and new levels of support
- Reduce and eliminate enabling factors
- Mitigate Risk



# ATHLETICS STRATEGIC PLAN INITIATIVES

5 Pillars	5 Strategic Focus Areas	5 Enabling Factors	Initiatives
Student Athlete Welfare	Academic Achievement	Increase Strategic Corporate & Campus Partners	SASS Move to Academic Learning Center, Nutrition Resource Allocation, New Weight Room and Expanded Sports Medical Space
Athletics Sustainability	Athletics Facility Enhancement	Build Recruiting Fence Around Cobb County	All Sport ASUN Conference Consolidation / ASUN Football League NIL Black and Gold Enterprise Program in partnership with the KSU School of Business
Championship Culture	Athletic Excellence	Secure & Develop Top Talent & Continue to Build Owl Brand	Competitive Market PayScale Analysis, Professional Development Planning, Owl of the Month Staff Recognition Program and Leadership Coffees
Communication	Stakeholder Communication and Engagement	Share the vision internally and externally	KSUAA Strategic Plan Launch KSUAA Points of Pride Share
Growth	Financial Growth & Innovation	Right Size & Streamline Business Operations	\$100M Naming Rights Proposals \$1.4M FY21 Sponsorship Goal (97%) \$2M FY21 Fundraising Goal (50%)



# HOW CAN YOU HELP?

Identify new resources for the journey  
Enhance campus collaboration and new  
levels of support

- Support Teams - Season Tickets
- Plan a “Department Night Out” with Owls
- Identify Researchers and Sponsors
  - Enhance Student athlete wellbeing
  - Enhance Student athlete experience



# Athletics Refueling Station

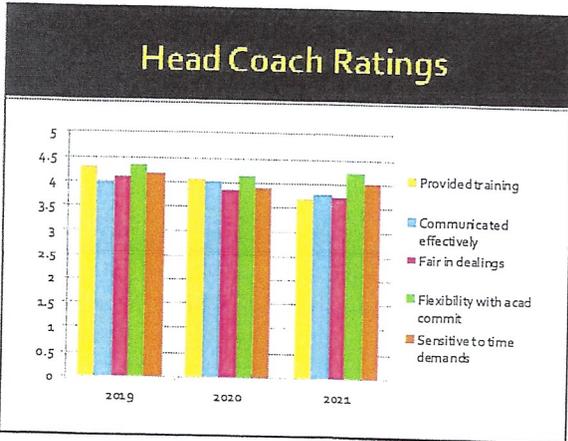




# Owls in the Community



11/3/2021




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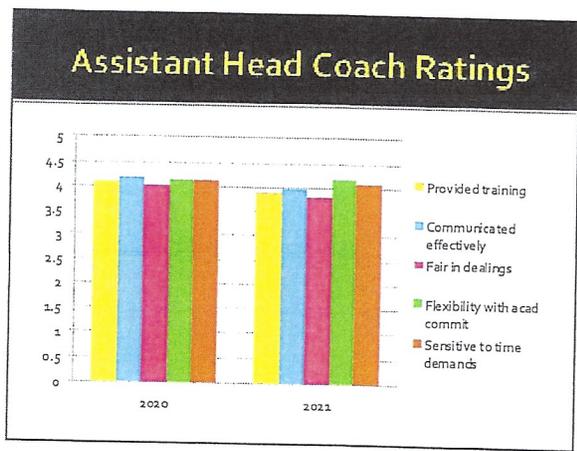
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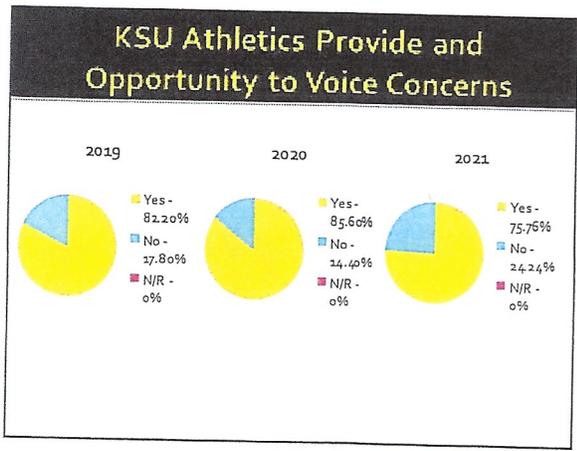
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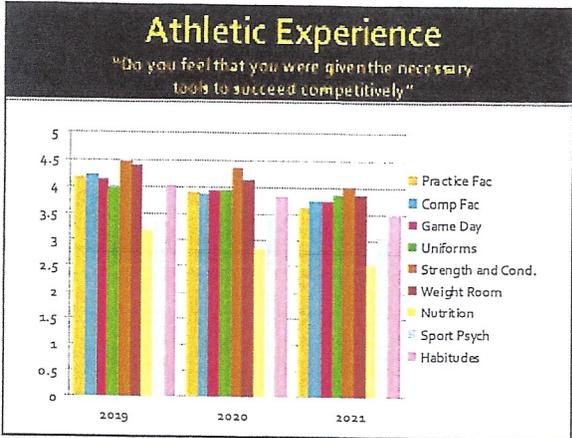
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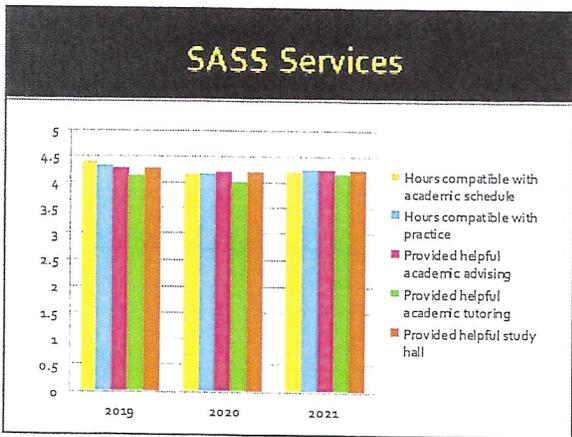
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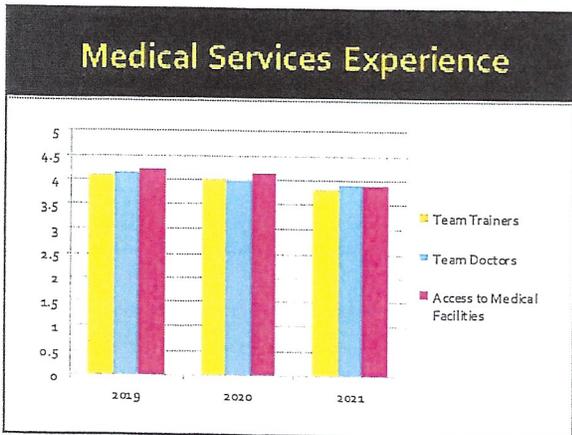
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