

## 2019-2020 Year-End Committee Report Form

**Committee:** Athletics Board

**Chair:**  
Colleen Johnson

**Chair-Elect for 2020-2021:**

Colleen Johnson  
colleen.johnson@sjsu.edu

**Number of Meeting held:**  
8  
(7 regular meetings; 1 meeting  
focused on reviewing and  
understanding Board Policy)

(Please include phone/zip/email if available)

### Items of Business Completed 2018/2019

1. Received updates on Athletics Dept. from Athletics Board members, visiting coaches/staff and students from a variety of sports.
2. Received news that previous updates to policy were not approved and revisited current policy to further review and understand the purpose of the board from the understanding of board members and upper Administration. Began process of updating policy to eventually submit changes to O&G.
3. Interviewed three head and three assistant coaches for award for the head and assistant academic coach of the year award, presented at the annual Athletic Department Sammy Awards.

### Unfinished Business Items from 2018/2019

1. Discussion/decision to replacing one student from AS (Co-Curricular Activities) with a student-athlete from SAAC Executive Board.
2. Follow up on letter some board members received from a group of athletes (also published in the Spartan Daily end of Spring 2019).

### New Business Items for 2019/2020

1. Review the Athletics Board policy with all members present to fully understand and be on the same page about the expectations and purpose of the board.
- 2.

**Please return to the Office of the Academic Senate (ADM 176/0024) by June 4, 2020.**

**Athletics Board Meeting  
Friday, September 13, 2019  
9:00 to 10:30 a.m. – TH 110**

**AGENDA**

1. Introductions and review charge of Athletics Board<sup>1</sup>
2. Approval of May 10, 2019 Meeting Minutes
3. Minutes:
  - a. September 13 –
  - b. October 11 –
  - c. November 8 –
  - d. December 13 -
4. Coach visit – Coach Brad Wick, Men’s Cross Country - **TIME CERTAIN 9:00**
5. Election for chair and vice chair
6. Athletics Director Report
7. FAR Report
8. Spartan Foundation Report
9. GEDAC Report
10. SAAC meetings and Athletics Board attendee assignments
11. Other Business
  - a. Faculty not submitting textbook requests to bookstore on time – David
  - b. Counseling visit policy change – Colleen
  - c. Senate Committee Chairs meeting on 9/5 - Cole
  - d. Visitors and reports for this academic year
  - e. Board members attending games and practices
  - f. Encouraging students and employees to attend games
  - g. Others?

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<sup>1</sup> University Policy F07-2 - <http://www.sjsu.edu/senate/docs/F07-2.pdf>. Signing of S19-4 (4/25/19) will change student membership on the Board.

**Athletics Board Meeting  
Friday, October 11, 2019  
9:00 to 10:30 a.m. – Clark 412**

**AGENDA**

\*Marie out; Masaki out; Seung Ho out; Cole late\*

1. Introductions
2. Approval of September 13, 2019 Meeting Minutes
3. Minutes:
  - a. October 11 – David Rasmussen
  - b. November 8 – Masaaki Tsuruike
  - c. December 13 – Annette Nellen
4. Coach visit??? – Coach \_\_\_\_\_
5. Athletics Director Report
6. FAR Report
7. Spartan Foundation Report
8. GEDAC Report
9. Other Business
  - a. Athletics Board membership makeup
    - i. Communicate with SACC and student athletes -- designee on board.....anything else?
  - b. Counseling visit policy change – Colleen
  - c. Visitors and reports for this academic year
  - d. Senate Committee Chairs meeting on 9/5 - Cole
  - e. Board members attending games and practices
  - f. Encouraging students and employees to attend games
  - g. Institute for the Study of Sport, Society and Social Change – Akilah Francique, Executive Director
  - h. Athletics Board Description and Charge
  - i. Others?



**Athletics Board Meeting  
Friday, November 8, 2019  
9:00 to 10:30 a.m. – TH 110**

**NO MEETING TODAY AS MAJORITY OF BOARD UNABLE TO ATTEND**

**Athletics Board Meeting  
Friday, December 13, 2019  
9:00 to 10:30 a.m. – Tower Hall 110**

**AGENDA**

1. Introductions (re-introductions)
2. Approval of October 11, 2019 Meeting Minutes
3. Minutes:
  - a. December 13 – Annette Nellen
  - b. January 24??? –
  - c. February 14 –
  - d. March 13 –
  - e. April 10 –
  - f. May 8 –
4. Coach visit – Sage Hopkins, Women’s Swimming Head Coach
5. Athletics Director Report
6. FAR Report
7. Spartan Foundation Report
8. GEDAC Report
9. Other Business
  - a. Board meeting times: change or not change?
    - i. Proposal to meet in January 2020; possibly Friday January 24<sup>th</sup> (could be before or after semester starts)
  - b. Senate Committee Chairs meeting on 9/5 – Cole
  - c. Copies of current student athlete handbook for committee members
  - d. Athletics Board Description and Charge
    - i. TABLED UNTIL 2020 for further discussion
  - e. Visitors and reports for this academic year
    - i. Process of getting student athlete experiences
  - f. Board members attending games and practices, purpose? - ongoing
  - g. Encouraging students and employees to attend games; integrating South Campus with Main Campus – ongoing

- i. Barriers or misunderstandings (i.e. budget, stereotypes)
- h. Institute for the Study of Sport, Society and Social Change – Akilah Francique, Executive Director
  - i. Invite for February??
- i. Others?



**Athletics Board Meeting  
Friday, February 7, 2020  
9:00 to 10:30 a.m. – Tower Hall 110**

**NO AGENDA FOR TODAY**

**Meeting will be focused on reviewing the Policy/Charge of the Athletics Board to ensure that all members have read and understand the Policy as written as well as to discuss possible modifications and updates.**



**Athletics Board Meeting  
Friday, February 14, 2020  
9:00 to 10:30 a.m. – Administration 167**

**AGENDA**

1. Attendance: \*Eileen, Lisa and Brandon notified prior to meeting about their absence\*
2. Approval of December 13, 2019 Meeting Minutes
3. Minutes:
  - a. February 14 – ????
  - b. March 13 – ?????
  - c. April 10 – **(President Papazian visitng today!)**
  - d. May 8 – ?????
4. Policy and Charge
  - a. Thanks to everyone who contributed to discussion and work on policy
  - b. We are at a holding point with modifying as the policy was updated just last year; Colleen and Lisa in communication with Ravisha; can make a referral to senate and O & G
5. Athletics Director Report
6. FAR Report
7. Spartan Foundation Report
8. GEDAC Report
9. Other Business
  - a. Updated version of student athlete handbook online
  - b. Visitors and reports for this academic year
    - i. Process of getting student athlete experiences? No longer doing?
  - c. Board members attending games and practices, purpose? - ongoing
  - d. Encouraging students and employees to attend games; integrating South Campus with Main Campus – ongoing
    - i. Barriers or misunderstandings (i.e. budget, stereotypes)
  - e. Tamar and Colleen spoke on sport psychology to head coaches for clarification



- f. Institute for the Study of Sport, Society and Social Change – Akilah Francique, Executive Director
  - i. Invite for March or May?

**Athletics Board Meeting  
Friday, March 13, 2020  
9:00 to 10:30 a.m. – Tower Hall 110**

**AGENDA**

1. Attendance:
  - a. Welcome Ryan Ward, designee from Chief of Staff and President (temporarily)
2. Approval of December 13, 2019 AND February 14, 2020 Meeting Minutes
3. Minutes:
  - a. February 14 – Eileen
  - b. March 13 – Tamar
  - c. April 10 – **(President Papazian visitng today!)**
  - d. May 8 – Cole with backup of David
4. Policy and Charge
  - a. We are at a holding point with modifying as the policy; Colleen has met with Bethany from O & G and will continue working together with Lisa –will bring edits to board for feedback when ready.
5. Athletics Director Report
6. FAR Report
7. Spartan Foundation Report
8. GEDAC Report
9. Other Business
  - a. Discussion and confirmation of topics presented to Academic Senate on March 23 (attendees: Colleen, Eileen, Marie, Tamar, ??)
    - i.
  - b. Awards – move forward or discontinue?? We do not have funding; were getting through President’s Office and Academic Senate does not have funds to give us.
    - i.
  - c. SAAC student athlete board member HAS NOT BEEN PASSED. They are still welcome to come and participate and needs to be noted in minutes. **CANNOT** vote.

- d. Revisit update communication regarding SAAC and student athletes? Invite SAAC exec board to May meeting?
- e. Board members attending games and practices, purpose? - ongoing
- f. Encouraging students and employees to attend games; integrating South Campus with Main Campus – ongoing
  - i. Barriers or misunderstandings (i.e. budget, stereotypes)
- g. Institute for the Study of Sport, Society and Social Change – Akilah Francique, Executive Director
  - i. Contacted – have not heard back yet



**Athletics Board Meeting  
Friday, April 10, 2020  
9:00 to 10:30 a.m. – Via ZOOM**

**AGENDA**

1. Attendance:
  - a. Welcome Ryan Ward, designee from Chief of Staff and President (temporarily)
  
2. Approval of March 13, 2020 minutes
  
3. **Visit from / meet with President Papazian today.**

**Athletics Board Meeting  
Friday, May 8, 2020  
9:00 to 10:30 a.m. – Via ZOOM**

**AGENDA**

1. Attendance:
  - a. Congratulations.....to.....
2. Approval of Minutes
  - a. March 2020 (thank you Tamar!) and April 2020 (thank you Eileen!)
  - b. February 14, 2020: in process
3. Minutes:
  - a. May 8 – Cole with backup of David
4. Athletics Director Report
5. FAR Report
6. Spartan Foundation Report
7. GEDAC Report
8. Other Business
  - a. Academic Coach Awards:
    - i. Completed interviews and thanks to David and Annette for helping.
    - ii. Joanne Bowers-Women’s Gymnastics for Head Coach and Christa Youngern-Track and Field for Assistant Coach
    - iii. Video announcement....any volunteers?
  - b. Chair of Athletics Board..... needs to be decided now rather than Fall 2020 for Academic Year 2020-21. Colleen on sabbatical in Spring 2021
  - c. Information shared/reported with the Board from Athletics Department.
    - i. The Board is not involved in personnel issues among other areas but clarification needed of what is relevant and should/could be shared and what is not (i.e. searches/changes in coaching and administration positions – should that be shared or not and why?)

- ii. Incorporate in one of reports? Responsibility of Board to ask questions?  
Example provided.
- d. Image of SJSU Athletics and Department (to general campus, students, student athletes, faculty, staff, alumni, public etc.)
  - i. Audit of Spartan Foundation Donations (April 2020) (President has posted the audit and response)
  - ii. USA Today Article (April 2020) (President has sent out and posted response)
  - iii. Spartan Dailey and documents to Board members (May 2019)
- e. How to incorporate/share and pay tribute to student athlete accomplishments? Maybe run down at beginning of each meeting. Perhaps card sent from Athletic Board to student athletes? Other ideas and thoughts?
- f. REMINDER: SAAC student athlete board member HAS NOT BEEN PASSED. They are still welcome to come and participate and needs to be noted in minutes. CANNOT vote. Need to be written in minutes if they are in attendance.
- g. Encouraging students and employees to attend games; integrating South Campus with Main Campus- **no current athletic events/activities due to COVID-19 and Shelter in Place.**
  - i. Barriers or misunderstandings (i.e. budget, stereotypes)
- h. **HOLD and revisit in Fall 2020.** Communication regarding SAAC and student athletes? Invite SAAC exec board to May meeting or have lunch to get to know and connect.
- i. **HOLD and revisit in Fall 2020.** Institute for the Study of Sport, Society and Social Change – Akilah Francique, Executive Director
  - i. Contacted – busy and scheduling conflict....try again in Fall 20

**Minutes for Athletics Board Meeting**  
**September 13, 2019**  
**9:00 am – 10:30 am, Tower Hall 110**

**Members Present:** Annette Nellen, Tamar Semerjian, Marie Tuite, David Rasmussen, Cole Armstrong, Branden Parent (AS President), Masaaki Tsuruike, Eileen Daley (minutes writer), Colleen Johnson

**\*\*Brad Wick** (Head Cross Country Coach – guest)

**Absent:** Katrina Festejo, Lisa Millora, and David Neighbors

**Vacant:** 1 faculty at-large seat

**Approval of Minutes from May 10, 2019:** The minutes were approved as written.

Brad Wick – primarily recruits instate due to minimal scholarships given within the sport. It is a challenge for our students related to impaction and guarantees from other campuses to be admitted into a specific major. High latino/latina population on the cross country program.

**Future Minutes** – David (Oct.), Masaaki (Nov.), Annette (Dec.).

**Review of UPF07-2 and Athletics Board Charge:** Annette outlined the objective of the Athletics Board and explained the purpose of the Board's work. The Athletics Board reports to the President and Academic Senate. We have previously invited Head Coaches in order to speak about their coaching philosophy and program. Marie explained to the group that the NCAA has a bylaw suggesting an Athletics Board on each campus. She also thanked the Associated Students for their attendance and participation.

**Student Athlete Advisory Committee (SAAC)** – Eileen will invite the SAAC president or vice president to future Athletics Board meetings. We will be setting a date/time for our monthly meetings with all SAAC representatives and the new SAAC Advisor starts here at SJSU on September 23.

**Faculty Athletic Representative** – Tamar has been attending the Director's Council bi-monthly meeting and Head Coaches monthly meetings in order to have a presence within the department to assist coaches, student-athletes, and administrators as the university liaison. She continues to meet with teams. She would like to partner with SASS in order to improve student-athlete advising. She would also like to work with Marie to provide coaches workshops. She also recommended to provide the Athletics Board with the Athletics Organizational Chart in order to help them understand reporting mechanisms.

**Athletics Board Membership Update** - Brandon will invite the Co-Curricular (Catrina) from Associated Students to return to the Athletics Board meeting until the President approves of a SAAC representative replacing the second member. A SAAC representative will also be invited as a guest to future Athletic Board meetings until the official change. We will reach out to the SAAC Executive Committee for the availability of the President and/or Vice President.

Members nominated for Athletics Board Chair – Colleen Johnson and Annette Nellen (Annette withdrew her name). Colleen accepted this nomination. Cole Armstrong was nominated for Vice Chair. Both Colleen and Cole accepted their nominated roles.

### **Athletic Director's Report**

Marie is very appreciative of the academic assistance/advocacy that the Athletics Board has provided over the years (e.g. textbook availability based on professor's inputting information for their classes well before each semester begins). She sees the Athletics Board as heightening awareness and understanding from the student-athletes' perspective.

Great summer in Athletics! Summer school, Summer Bridge, and Mubadala were very successful.

Conference affiliations outlined: Cross Country, Women's Volleyball, Football, and Women's Soccer are in the Mountain West. Men's Water Polo competes in the Golden West Conference. And, the Men's Soccer team is in the Western Athletic Conference.

Thrilled with SRAC opening and three more teams back on campus in the pool (Women's Water Polo, Men's Water Polo, and Women's Swimming)!

### **Athletic Compliance**

David provided a reminder how imperative it is for faculty to submit required academic materials early, so that students are able to prepare and get support to pay for their textbooks.



**Athletics Board Meeting**

**Friday, October 11, 2019**

**9:00 to 10:30 a.m. – Clark 412**

**MINUTES**

\*David Neighbors out; Masaki out; Seung Ho out\*

1. Introductions
  - a. Colleen, Eileen, David R., Marie, Lisa, Katrina, Cole, Tamar, Brandon, Annette Matheo Hurtado, Academic Eligibility Coordinator, visiting today
2. Approval of September 13, 2019 Meeting Minutes
  - a. Approved as written
3. Minutes:
  - a. November 8 – Masaaki Tsuruike
  - b. December 13 – Annette Nellen
4. Coach visit—none today
  - a. Matheo Hurtado visiting- certifies all continuing eligibility, handles NCAA academic reporting—APR and GSR
  - b. Academic Progress Rate—real-time metric implemented by NCAA to measure term by term how DI student-athletes are doing academically.
    - i. Cohort made up of SAs on athletic aid, eligible for two “points” each FT semester
    - ii. Eligibility point---meeting all NCAA academic eligibility requirements, must meet progress-toward-degree requirements, graduate within five years, etc.

- iii. Retention point—if SA leaves school or doesn't enroll full-time without graduating *or meeting a legislated exception* (for transfers, etc.), they lose the retention point.
- iv. Team's total points are tabulated, team score is basically a percentage.
  - 1. Baseline score of 930 (93%) is minimum required by NCAA before penalties are imposed
  - 2. NCAA tracks single-year APR scores and multi-year scores (rolling score over a four-year period)
  - 3. Penalties are imposed if the multi-year score drops below 930.
    - a. Penalties can include reduced practice time, ban from postseason competition, required study hall, etc.
    - b. Coaches making roster decisions must consult with academics so they are aware of how the changes may impact their team APR score.
- v. Annalisa Duarte—SAAC Coordinator
  - 1. Three weeks in, will work with Eileen's staff and SAAC

## 5. Athletics Director Report

- a. Sports categorized by seasons—currently the fall sports are in season (as their championships are held in the fall)
  - i. MFB, WVB, MSO, WSO, MXC, WXC, MWP
  - ii. Conference competition underway for most sports now
  - iii. MSO and WSO won conference openers, WVB is struggling right now.
  - iv. MXC and WXC will compete at Santa Clara on Oct. 19<sup>th</sup>, then MWC championships 11/2
  - v. SJSU seems to often start slow but finish strong, so we anticipate improvement going forward in these fall sports
- b. Marie, Eileen, and Tamar just returned from MWC meetings
  - i. Lots of discussion about football media rights and MBB scheduling
  - ii. MFB media rights agreements will be expiring soon and will be up for negotiation

- iii. Have to consider amount paid, days the games are played, what channel it will be on, etc. At SJSU we will play at any time on any day, looking to get the greatest payout.
- iv. Women's softball tournament to be added for conference championship
- c. SB 206
  - i. CA bill would allow SAs to profit off their name/image/likeness
  - ii. Multiple additional states have introduced or proposed similar legislation
  - iii. NCAA working group to present preliminary report at the end of October

## 6. FAR Report

- a. FARs also spoke about NIL at MWC and 1A FARs meeting in DC
- b. Interesting to hear panels on academic misconduct, etc., as well as comparing the roles of FARs across different campuses
- c. Sports gambling and the changes coming state by state; need to educate student-athletes and staff
  - i. A lot of SAs come in to college already having gambled, don't see anything wrong with it
  - ii. Data shows that athletes believe more of their cohort are gambling than actually are; if they believe others are doing it, they are more likely to participate.
  - iii. Modules available for education on sports gambling for student-athletes
- d. Academic misconduct is a hot topic in NCAA circles; varying opinions on how much the NCAA or athletic departments should be involved in determining academic rigor and what entails academic misconduct.
  - i. At times instructors are not harsh enough. We always encourage campus personnel to treat student-athletes the same way they would any student on campus.
- e. Transfer portal—FARs are monitoring to see what impact it will have going forward as we have more data.
- f. Grade changes—if SAs have grade changes which impact eligibility, should the FAR receive notification?

- i. Eileen stated that she does not believe grade changes occur often, if at all, as related to our student-athletes
      - ii. We require extensive documentation for drops after the deadline, etc.— follow all university procedures and policies
- 7. Spartan Foundation Report – David out.
- 8. GEDAC Report
  - a. Been vetting scholarship distribution related to SJSU enrollment
- 9. Other Business
  - a. Athletics Board membership makeup
    - i. Communicate with SACC and student athletes -- designee on board
      - 1. Will want to have SAAC rep on board going forward
      - 2. First SAAC meeting Oct 22, 8-9 pm
      - 3. Pres. Papazian would like to attend, perhaps once each semester.  
Lisa will have Zayna reach out to Annalisa to attempt to schedule a time and date.
  - b. Counseling visit policy change – Colleen
    - i. Moved to eight sessions per year for all students (on fiscal year)
    - ii. 8-5 schedule has created some scheduling difficulties for students— looking to explore varying schedules, but have not been able to up to this point (including weekends, etc.).
    - iii. Students have asked if they can pay for extra sessions, trade, etc.; unfortunately they are limited to just the eight sessions.
    - iv. Working with Stephanie Conrad (athletic trainer) implemented new “Spartan Buddy” program; pair an injured SA with another SA who may have suffered a similar injury.
    - v. Working toward monthly workshop discussion to tackle different topics faced by SAs
  - c. Visitors and reports for this academic year
    - i. Extend invitation to the president

- ii. Do we want to invite a group of athletes to come again? If so, what would the structure and purpose be? Marie voiced concern for the purpose of having a group of athletes come to visit.
    - 1. Will revisit next month.
- d. Students helping out in Athletics
  - i. Cole is working on formalizing an arrangement within Kinesiology to have something going forward again
- e. Institute for the Study of Sport, Society and Social Change – Akilah Francique, Executive Director
  - i. Colleen believes it would be fruitful to have her come and speak to the board; her topic this year is mental health
  - ii. Would be good to see if any athletes are interested in sharing their stories, etc.
- f. Athletics Board Description and Charge
  - i. President mulling specific amendments and changes to the policy, so we should push this conversation to December or January

**Minutes for Athletics Board Meeting**

**Friday, December 13, 2019**

**9:00 to 10:30 a.m. – Tower Hall 110**

Member Present: Annette Nellen, Branden Parent (AS President), Cole Armstrong, David Neighbors, Tamer Semerjian, Collen Johnson, Marie Tuite, David Rasumussen, Seung Ho, Masaaki Tsuruike (minutes wrtiter)

Visitor for 15-20 min: Sage Hopkins (Head Coach of Women's Swimming Head Coach)

Absent: Eileen Daley, Lisa Millora

1. Introductions (re-introductions)
2. **Approval of October 11, 2019 Meeting Minutes:** the minutes were approved.  
Future meeting schedules were discussed and determined on February 7th as well as 14th starting at 9 AM  
  
Minutes: Masaaki Tsuruike took minutes for this meeting and he will take a sabbatical leave in the next spring semester. Annette Nellen will take minutes in spring.
3. **Athletic Board Meetings were scheduled as follows:**
  - a. February 7 (focus on policy) and 14
  - b. March 13
  - c. April 10, President Papazian will visit the meeting
  - d. May 8
4. **Coach Visit - Sage Hopkins, Women's Swimming Head Coach:** described their recruits from California, Colorado, or Washington States in addition to Spain, South African and New Zealand. Coach Hopkins raised concern for resources for student athlete mental health and wellness overall. He also described that the team works with Stanford University about studying breathing visual performance. From the perspective of recruiting, incoming athletes are screened and responded to fit to coach philosophy. Coach Hopkins stressed his athletes

having academic first. In the practice his athletes develop win and lose stimulation in the mind to overcome competitions and gain confidence. The members of meeting recognized a variety of mental health issues and necessity of counselling for some of the athletes.

#### **5. Athletics Director Report**

Marie provided information on upcoming big games (winning of Valley Trophy from beating Fresno State) and start of winter sports. Marie shared that that Athletic Development has been put back under Athletics

The members of meeting asked about resources, such as strength coaches. Marie explained some limited resources. Athletics will seek more budget that enables them to hire additional resources

Marie described athletic long-term goals including students' GPA, graduation rate, fund raising, vision, TV programs.

#### **6. FAR Report**

Tamar explained academic advising for student-athletes, connecting with directors and faculty liaisons and student-athletes supported by departments. Shared idea of reaching out to chairs of highly impacted student athlete programs. Shared may be beneficial to educate Athletics (coaching/staff) on sport psychology – what it is and is not and qualifications.

#### **7. Spartan Foundation Report**

David Neighbors explained National Signing Day upcoming in February for those who participate in NCAA sports, and President Cup Golf Tournament, held on May 8.

#### **8. GEDAC Report**

#### **9. Other Business**

- a. Meetings will be held on February 7th and 14th at 9 AM.
- b. Senate Committee Chairs meeting on 9/5 – Cole attended and explained he was trained about the structure of meeting.
- c. Athletics Board Description and Charge – scheduled meeting with this focus on Feb 7
- d. Updated Student Athlete Handbook – it is accessible online
- e. Visitors and reports for this academic year  
Scott Shaw, Director of Sports Medicine could be invited to join the meeting.

- f. Board members attending games and practices, purpose: the members who interested in attending practices will let Colleen know.
- g. Encouraging students and employees to attend games; integrating South Campus with Main Campus: Marie explained many of the athletic events are held on main campus but others are held on South Campus. Idea of working with housing/RAs for programming related to athletic events. It is urgent to integrate two campus to promote athletic events. Marie explained the athletics will hire a new portion, Assistant Director Student Athlete Wellness, who will work on overseeing student's wellbeing.
  - i. Barriers or misunderstandings: Marie explained there were large issues on main campus regarding environments that students and faculty members attend to games, such as not indicating a college football rivalry with the Fresno State football team, and the San Jose State football team won this year.
  - ii. Need to do better to incorporate SJSU into Athletics and Athletics into SJSU and embrace what we stand for as institution (i.e. social justice influence) and our accomplishments
  - iii. Cole described students who studied marketing, free tickets for friends and talked about winning games.

**h. Institute for the Study of Sport, Society and Social Change**

Akilah Francique, Executive Director – all agree it would be great to have her join in future meeting and she is still getting acquainted and settled within the University.



FEBRUARY MEETING MINUTES ASSIGNED TO EILEEN DAILYE AND WERE LOST



## Athletics Board Meeting

Friday, March 13, 2020

9:00 to 10:30 a.m. – Tower Hall 110

### MINUTES

1. Attendance: Colleen Johnson, Eileen Daley, Seung Ho Chang, David Rasmussen, Marie Tuite, Cole Armstrong, Annette Nellen, David Neighbors, Brandon Parent
2. Absent: Kim Giggey (SAAC)
3. Introduction of Ryan Ward. President's designee taking over from Lisa Millora.
4. Approval of December 13, 2019 AND February 14, 2020 Meeting Minutes, m, s, p.
5. Minutes:
  - a. February 14 – Eileen
  - b. March 13 – Tamar
  - c. April 10 – **(President Papazian visiting today!)**
  - d. May 8 – Cole with backup of David
6. Policy and Charge
  - a. We are at a holding point with modifying as the policy; Colleen has met with Bethany from Organization & Governance (O&G) and will continue working together with Lisa.
  - b. Colleen met with Bethany Shifflett (Chair of O&G) to discuss the modified policy and charge. Lisa is on the O&G committee. Ryan may take over her position there. They are working on edits. Those will come back to UAB for feedback, before going to the Senate.
7. Athletics Director Report
  - a. Yesterday the MW made a determination that they were cancelling all spring contests, indefinitely. Initially thought that the sports would re-engage, and there might be an opportunity to compete. Particularly concerned about seniors. Have

exceptional student athletes in the spring sports who are seniors. After MW announcement came out, NCAA announced all championships were cancelled. Marie decided that all athletic facilities are closed, doing deep cleaning. Sports medicine is open for those who need treatment, advising is open, tutoring is open, coach meetings are fine. Just the athletic portion has shut down.

- b. As the university is moving online, heightened concerned for SAs, who may struggle with the online format, especially for those who might be underprepared for academic work generally. Also concern that SAs may not be motivated to do well in school if they do not see a pathway to future athletics. Athletics is working hard to support SAs in their academic work. Peer mentors being trained on new platforms to help with tutoring.
- c. Beach volleyball courts ribbon cutting was well attended.
- d. 3 projects this year
  - i. Spartan athletic center
  - ii. Softball/tennis facility Should be completed May 1.
  - iii. Phase 1 of baseball stadium to generate \$1.5 mill for practice facility.
- e. Have a new head volleyball coach. Trent Curston. Would like him to come and meet the UAB in April. Excited for him leading indoor and beach volleyball.
- f. Several openings in athletics.
  - i. Senior associate for athletic development
  - ii. Events
  - iii. Graphic design
  - iv. MW digital live stream for the 22 sports
- g. No on campus or off campus recruiting indefinitely
- h. Will NCAA increase eligibility for another year. Has implication on scholarships for next year.

## 8. FAR Report

- a. Mountain West Conference meeting was held in March, FARs met.
- b. Discussion of implication of Name Image and Likeness issues at the Mountain West Conference level, as well as nationally.
- c. Transfer rules are also being discussed.

9. Spartan Foundation Report

- a. Have not met since our last meeting

10. GEDAC Report

- a. Independent review going on
- b. Look forward to hear where the feedback indicates to make changes

11. Other Business

- a. Discussion and confirmation of topics presented to Academic Senate on March 23  
(attendees: Colleen, Eileen, Marie, Tamar, David)
  - i. May also have Laura Alexander do a short informational presentation
  - ii. Tamar will talk about NIL, and transfer rules.
  - iii. Eileen says that they may want updates regarding COVID-19 adjustments
  - iv. David will also present from compliance
  - v. Marie asks—what do we want them to know and what do they want to know.
  - vi. AS rep. Academics are the things that they want to talk about. Speaking to how funding is being spent would be helpful
- b. Awards – move forward or discontinue?? We do not have funding; were getting through President’s Office and Academic Senate does not have funds to give us.
  - i. Eileen says that we can do that. Athletics can pay for that. Eileen has the nominations. Concern that if athletics pay for it, then it is not coming from the athletics board but athletics.
  - ii. Eileen says these awards are important to the coaches. Don’t want to cancel that. These awards are really important.
  - iii. Annette suggests a lower cost award. Academic Senate did not have money to fund.
  - iv. Athletics will fund the award this year.
  - v. Colleen will send out times to meet with nominees to meet for interviews.
- c. SAAC student athlete board member HAS NOT BEEN PASSED. They are still welcome to come and participate and needs to be noted in minutes. CANNOT vote.
  - i. SAAC representatives are welcome to attend the meetings. They are not a voting member until fall 2020.

- ii. That means that the AS extramural rep needs to be attending meetings. It was suggested that they were not on to board, but they continue to be a voting member. (3/4/2019 amendment C to the policy) S19-2 to be implemented fall 2020
  - iii. Motion by Anette Nellen, Second by Semerjian: ***Continue to have a representative from SAAC as a non-voting member on UAB. In Fall 2020 per S19-2 the SAAC representative will become a voting member.***  
Passed unanimously.
  - iv. Brandon will notify the AS representative that they should return to the meeting.
- d. Revisit update communication regarding SAAC and student athletes? Invite SAAC exec board to May meeting?
  - i. Suggest that SAAC come to the May meeting. Give exec board 15 minutes to discuss their ideas and make introductions.
  - ii. Colleen will send SAAC an invitation to come to meeting Friday May 8<sup>th</sup> at the beginning of the meeting. 9 am time certain.
- e. Board members attending games and practices, purpose? – ongoing
  - i. Not relevant this semester.
- f. Encouraging students and employees to attend games; integrating South Campus with Main Campus – ongoing
  - i. Barriers or misunderstandings (i.e. budget, stereotypes)
  - ii. Marie has sponsored a lunch with new faculty to introduce them
  - iii. Honor faculty at every football game
  - iv. Other faculty appreciation events.
  - v. How do we tell the story of athletics to the faculty
  - vi. Provosts academic division challenge academic affairs vs presidents office. Should be academic affairs vs faculty. Why didn't student affairs participate
  - vii. Focus groups on faculty perceptions of athletics
  - viii. Personal invites can be important

- ix. Chang suggested a program where the student athlete invites faculty members to their events. Particularly for Olympic sports, not just football and basketball. Helps with SA academic performance, they feel cared for by faculty and faculty understands more about what SA is doing outside of the classroom.
  - x. Ryan asks what is the mechanism to get this message to the athletes. Is this through the coaches? Also asks how are we marketing sporting events. Team captains? Coaches? Academics?
- g. Institute for the Study of Sport, Society and Social Change – Akilah Francique, Executive Director
- i. Contacted – have not heard back yet

April 10, 2020

## Athletics Board Minutes

Mary Papazian, Branden Parent, Eileen Daley, Marie Tuite, David Rasmussen, Cole Armstrong, Sung Ho, Tamar Semerjian, Seung Ho, Annette Nellen, Ryan Ward,

Colleen Overview – have been reviewing the policy and charge of the board; currently in the process of updating policy; this is more of an advisory board; SAAC member

Dr. Papazian – really appreciate Colleen’s leadership and Annette’s historical perspective of the Board; shared governance is not co-management and an important distinction, which supports the direction that this Board is going in; shared governance is critical; we compete at a very high level and treat our students as student-athletes first and use the power of athletics to promote commitment, excellence, leadership; athletics is a very public space, they live under a lot of rules, and above all, we want to succeed as students; core activity of the university and critical that their voice is heard and valued; most of our student-athletes will not go professional and need to learn -----; the Board can be an area where ideas are generated, help the university more broadly, be engaged in what is going on, be fans, be mentors, etc.; the board is a nexus because multiple representatives from the campus are members; “thoughtful promoters”; athletic participation builds leadership (tremendous experience) – extraordinarily powerful; help the campus understand the value of athletics and student-athletes; we will more than likely not be able to participate in sports over the next year at the same level (nationally) until there is a vaccine for COVID-19; we will be living in ambiguity for quite a while; we will continue to support our student-athletes with advising, mental health, academics, and overall wellbeing; “when students speak, we listen” – reference to E.F. Hutton commercial; the role of the athletics board is key to the success of our student-athletes

Where will college athletics go? – this will bring many things front and center

How will this affect college athletics? We will not go back to “normal” in terms of returning to where we were before the pandemic. Across the country Division I, II, and III programs are trying to ; the NCAA lost billions of dollars from the cancellation March Madness (basketball tournament)

NCAA Rules – will they be relaxed in some ways; we do not know what the impact will truly be until everything begins to unfold; changes will be accelerated; “we’re building the plane while we’re flying it”; what will occur if the NCAA changes the transfer rules and student-athletes are permitted to play immediately after transfer instead of sitting a year of residence

Annette’s input – lots of change has occurred over the years and impressive things have happened with a greater focus on the STUDENT-athlete; healthy programs; the physical distance disconnect; would like to focus on continuing getting our students engaged in Athletics; student-athletes are our students

Colleen's question: Should the Ass. AD for Student-Athlete Wellness and Leadership Development? Dr. Papazian mentioned that you want to have broad representation from the board. Maybe this position attends every semester to provide updates. Possibly have a rotation and aim to invite more voices from a wide spectrum of campus representatives.

What are you worried from a student's perspective? Mainly focusing on my classes, not concerned at this time. Currently working with an overload of academics with deadlines all at the same time/date.

How is faculty doing? Cole – am I doing enough for my students? Am I providing lecture information that is of value to them?

What can we do over the summer to ease what we are going to face in the Fall? We need to be flexible, supportive, and nimble.

Branden's question? What are we doing for our student-athletes to support them right now?

Athletic Director's Update:

- 1) Understand the value of the athletics program, understanding expectations from the AD's perspective;
- 2) 14-18 athletes that would like to return to play (seniors that were unable to perform in their sport
- 3) The board needs to know what's important to the AD (core values), so that you are able to represent our vision to the main campus
  - a. Recruit young men and women that have good moral compasses,
  - b. Student-athlete wellbeing and compliance are the most important to you
  - c. We align with these core values even if it disadvantages us competitively
- 4) New title (CHO – Chief Hopeful Officer)
- 5) Challenging our student-athletes and staff to stay strong
- 6) Encouraging everyone to work on professional development
- 7) Connecting to our student-athletes is key right now
- 8) On hold with all of our positions, with the exception of our new Deputy Athletic Director for Development starting May 1 (revenue generation, etc.)
- 9) Facilities are still moving forward; second layer of parking structure on south campus is done; Softball and Tennis building is still being built remotely
- 10) Mubadala is still scheduled during the first week of August (will continue to review)
- 11) Fall sports might be pushed back to September or October
- 12) Tough budget decisions moving forward (summer school and summer bridge on hold)

Branden's Updates –



- 1) Student-led SAMMY app (renewed) that can assist with elections, highlight athletic events that are home/key events to provide more engagement to a student



**Athletics Board Meeting  
Friday, May 8, 2020  
9:00 to 10:30 a.m. – Via ZOOM**

**MINUTES**

1. Attendance:
  1. Colleen Johnson, David Rasmussen (co-recorder), Tamar Semerjian, Seung Ho Chang, Cole Armstrong (co-recorder), Marie Tuite, David Neighbors, Annette Nellen, Katrina Festejo, Branden Parent, Ryan Ward. Kimberlee Giggey
  2. Congratulations to all student athletes.
2. Approval of Minutes
  1. March 2020 - M/S/P and April 2020 - M/S/P
  2. February 14, 2020: in process
3. Congratulations:
  1. All student athletes who made Dean's list and President's list.
  2. Congratulations to Eilleen Daly for her position with the NCAA Division 1 committee on Academics.
4. Athletics Director Report
  1. 106 student athletes honored who would have participated in honors convocation.
  2. 19/20 year would have been a very exceptional year, especially academically.

Particular highlights:

    - i. Golfer of the Year - Natasha Oon
    - ii. Newcomer of the year - Men's Golf
    - iii. Multiple All-MWC performers.
    - iv. Seniors have been invited to return. Coaches must stay within roster/budget limits.
      1. 16-17 seniors likely returning.
      2. All incoming freshman's NIL will be honored.
      3. This is an issue of roster management for coaches.
  3. Rob Clark: new Deputy Director for Athletics Development. Focused on Athletics Development and revenue generation.

4. Athletics Department consistently working to stay engaged with student-athletes, coaches, departmental leadership, donors.
5. 'Heart for San Jose' started by Athletics, raising money for local non-profits by selling apparel and masks. Very successful to date.

#### 5. FAR Report

1. Consistently meeting with Athletics (coaches, directors).
2. Many questions and discussions of Fall and future.
3. Academic Eligibility Coordinator search ongoing.
4. Three teams selected for NCAA questionnaires.
5. Coaches recruiting exams. Working with David Rasmussen regarding how to complete these exams.
  - i. David R: MWC trying to figure out how to complete the exams/alternative solutions.
6. NIL being looked at by NCAA - likely to have some proposals for the Fall, which would likely be voted on in January.
7. Many FAR related NCAA meetings in the Fall cancelled.

#### 6. Spartan Foundation Report

1. Meeting held Friday 5/1/20. Met with Coach Craighead.
2. Covid-19 has really impacted many different groups. David highlighted Christian Webb, who has become involved in the community and has recruited other football student athletes to help out with many different endeavors.

#### 7. GEDAC Report

1. Waiting for the (darn) audit to be completed.

#### 8. Other Business

1. Academic Coach Awards/Spartan Zoomies:
  - i. Completed interviews and thanks to David and Annette for helping.
  - ii. Winners: Joanne Bowers-Women's Gymnastics for Head Coach and Christa Youngern-Track and Field for Assistant Coach
  - iii. 20-30 second video which will be included in the Spartan Zoomies. Top women's/men's GPA, amongst others. Tamar Semerjian enthusiastically agreed to complete the meeting.

- iv. Spartan Zoomies will be held **May 22nd @ 10:00am**
- 2. Chair of Athletics Board 2020-2021
  - i. Colleen nominated and seconded to continue for Summer 2020 and Fall 2020 understanding that she will be on sabbatical in Spring 2021 and will need another Chair. Colleen agreed and will remain in her position.
- 3. Information shared/reported with the Board from the Athletics Department.
  - i. The Board is not involved in personnel issues among other areas but clarification needed of what is relevant and should/could be shared and what is not (i.e. searches/changes in coaching and administration positions – should that be shared or not and why?)
    - 1. Example provided: Deputy Director of Athletics Steve O'brien no longer being with athletics. This is an issue for the Athletics Board because this person would be the second in line to join Athletics Board meetings should the Athletic Director not be able to attend.
    - 2. Athletics Board would like to be made aware of pertinent changes to personnel which impact board functions, such as the example listed above.
    - 3. FAR Semerjian to take forward ideas for how Athletics Board (or a member from the board) can participate in searches, hiring, open forums, etc.
  - ii. Incorporate in one of reports? Responsibility of Board to ask questions? Example provided.
- 4. Image of SJSU Athletics and Department (to general campus, students, student athletes, faculty, staff, alumni, public etc.)
  - i. Audit of Spartan Foundation Donations (April 2020) (President has posted the audit and response)
    - 1. AD Tuite appreciative of the audit. Viewed as a way to learn and improve and make Athletic's Department better. Audit is available online at SJSU FYI page.
  - ii. USA Today Article (April 2020) (President has sent out and posted response)

1. Empathetic response from AD Tuite, committed to look into everything fully.
- iii. Spartan Daily and documents to Board members (May 2019)
  1. AD Tuite: 19 page letter signed by student athletes. President posted a response to campus. A process from the President's office is underway. President Papazian's office will respond when her process is complete. Board encouraged to follow up with the office of the President for information on the issue. Neither Athletics Board, nor Athletics Department have received information to date. Board encouraged to discuss what they would like to inquire about potentially amongst voting members. Encouraged to trust in the University President.
  2. FAR Semerjian mentioned that she consistently inquires on issues with President Papazian and Lisa Millora. They are consistently looking into all issues listed above.
5. Chair Johnson discussed how to incorporate/share and pay tribute to student athlete accomplishments? Maybe run down at the beginning of each meeting. Discussed a card sent from the Athletic Board to student athletes who have won awards.
  - i. Semerjian to follow up with Lawrence Fan.
6. REMINDER: SAAC student athlete board member HAS NOT BEEN PASSED. They are still welcome to come and participate and needs to be noted in minutes. CANNOT vote. Need to be written in minutes if they are in attendance.
  - i. Chair Johnson to continue this effort.
7. Encouraging students and employees to attend games; integrating South Campus with Main Campus- **no current athletic events/activities due to COVID-19 and Shelter in Place**.
  - i. Barriers or misunderstandings (i.e. budget, stereotypes)
9. Misc:
  1. Summer Bridge likely on hold for Summer 2020.
  2. Voting member only meeting has been suggested for the Fall of 2020.

3. Chair Johnson discussed what the focus of Athletics Board meetings should be and how agendas should be structured.
  - i. It was suggested that Board members be more active in asking questions and following up on previous and pertinent issues.
    1. David Neighbors encouraged the Athletics Board to continue to ask questions with the importance of the safety of the student athletes in mind.
  - ii. FAR Semerjian encouraged SAAC to continue to actively participate in meetings.
  - iii. SAAC President mentioned that more specific roles for SAAC are being rolled out. Handbook developed and roles have been implemented.
    1. Chair Johnson will discuss with SAAC how best to transition into the Fall to maintain SAAC consistency.
4. AS President Parent raised the question of how athletes are feeling given all pressures of 2019-2020.
  - i. SAAC rep mentioned student athletes encouraged by having an anonymous tip line/reporting mechanism available to student athletes. Also, discussed how SAAC is very focused on helping student athletes. Real Recruit (company) is the platform which receives incoming messages. Many Mountain West schools use similar platforms. Revisit in Fall 2020.
5. **HOLD and revisit in Fall 2020.** Communication regarding SAAC and student athletes? Invite SAAC exec board to May meeting or have lunch to get to know and connect.
6. **HOLD and revisit in Fall 2020.** Institute for the Study of Sport, Society and Social Change – Akilah Francique, Executive Director
  - i. Contacted – need to contact again in Fall 2020