Notice of Meeting
UNIVERSITY OF HAWAI'I
BOARD OF REGENTS COMMITTEE ON INTERCOLLEGIATE ATHLETICS
Members: Regents Acoba (Chair), Westerman (Vice-Chair), Acopan, Bal, and Higaki
Date: Wednesday, March 3, 2021
Time: 9:45 a.m.
Place: Virtual Meeting

In light of the evolving COVID-19 situation, protecting the health and welfare of the community is of utmost concern. As such, this will be a virtual meeting and written testimony and oral testimony will be accepted in lieu of in-person testimony. Meetings may be monitored remotely via the livestream pilot project. See the Board of Regents website for information on accessing the livestream: www.hawaii.edu/bor. Mahalo for your consideration.

AGENDA

I. Call Meeting to Order

II. Approval of Minutes of the November 5, 2020 Committee on Intercollegiate Athletics Meeting, and the February 4, 2021 Joint Meeting of the Committee on Intercollegiate Athletics and Committee on Budget and Finance

III. Public Comment Period for Agenda Items:

All written testimony on agenda items received after posting of this agenda and up to 24 hours in advance of the meeting will be distributed to the board. Late testimony on agenda items will be distributed to the board within 24 hours of receipt. Written testimony may be submitted via the board’s website through the testimony link provided on the Meeting Agendas, Minutes and Materials page. Testimony may also be submitted via email at bor.testimony@hawaii.edu, U.S. mail, or facsimile at (808) 956-5156. All written testimony submitted are public documents. Therefore, any testimony that is submitted for use in the public meeting process is public information and will be posted on the board’s website.

Those wishing to provide oral testimony for the virtual meeting may register here. Given constraints with the online format of our meetings, individuals wishing to orally testify must register no later than 7:00 a.m. on the day of the meeting in order to be accommodated. It is highly recommended that written testimony be submitted in addition to registering to provide oral testimony. Oral testimony will be limited to three (3) minutes per testifier.

IV. Agenda Items

A. Coaches Corner: Todd Graham, University of Hawai‘i (UH) at Mānoa Head Football Coach

For disability accommodations, contact the Board Office at 956-8213 or bor@hawaii.edu. Advance notice requested five (5) days in advance of the meeting.
B. Update on Health and Safety Matters Relating to Student Athletes, Coaches, and Staff
C. Update of the Athletic Budget and Financial Integrity of the UH Mānoa and UH Hilo Athletic Departments
D. Scheduling of Athletic Events for UH Mānoa and UH Hilo
E. Update on Strategic Visioning Committee Recommendations
F. Aloha Stadium and Football Facilities Update

V. Adjournment
Note: On January 30, 2020, the World Health Organization declared the outbreak of COVID-19 a public health emergency of international concern, subsequently declaring it a pandemic on March 11, 2020. On March 16, 2020, Governor David Y. Ige issued a supplementary proclamation that temporarily suspended Chapter 92, Hawai‘i Revised Statutes, relating to public meetings and records, “to the extent necessary to enable boards to conduct business in person or through remote technology without holding meetings open to the public.”

I. CALL TO ORDER

Chair Simeon Acoba called the meeting to order at 9:06 a.m. on Thursday, November 5, 2020. The meeting was conducted virtually with regents participating from various locations.

Committee members in attendance: Chair Simeon Acoba; Vice-Chair Robert Westerman; Regent Kelli Acopan; Regent Eugene Bal; and Regent Wayne Higaki.

Others in attendance: Board Chair Benjamin Kudo; Regent Randy Moore; Regent Jan Sullivan; Regent Michelle Tagorda; Regent Ernest Wilson (ex officio committee members); President David Lassner; Vice President (VP) for Administration Jan Gouveia; VP for Community Colleges Erika Lacro; VP for Legal Affairs/University General Counsel Carrie Okinaga; VP for Research and Innovation Vassilis Syrmos; VP for Information Technology/Chief Information Officer Garret Yoshimi; VP for Budget and Finance/Chief Financial Officer Kalbert Young; UH Mānoa (UHM) Provost Michael Bruno; UH Hilo (UHH) Chancellor Bonnie Irwin; UH West O‘ahu Chancellor Maenette Benham; Executive Administrator and Secretary of the Board of Regents (Board Secretary) Kendra Oishi; and others as noted.

II. APPROVAL OF MINUTES

Vice-Chair Westerman moved to approve the minutes of the September 3, 2020, meeting, seconded by Regent Bal, and the motion carried with all members present voting in the affirmative.

III. PUBLIC COMMENT PERIOD

Board Secretary Oishi announced that the Board Office did not receive any written testimony, and that no individuals signed up to provide oral testimony.
IV. AGENDA ITEMS

Prior to commencing with the agenda, Chair Acoba congratulated UHM Athletic Director (AD) David Matlin and UHM head football coach Todd Graham on a successful road trip, particularly with regard to maintaining the health and safety of the student athletes, coaches, and staff, despite the challenges posed by the COVID-19 pandemic.

A. Impacts of COVID-19 on University of Hawai‘i Athletics:

1. **Update on the Health and Safety of Student Athletes, Coaches, and Staff (New information received since the September 3, 2020 meeting)**

AD Matlin began by stating that the UHM Athletic Department (UHM Athletics) medical, training, and strength and conditioning staff have been doing a phenomenal job of maintaining flexibility and responding to the ever-changing nature of the COVID-19 pandemic to ensure that the health and safety needs of student-athletes, coaches, and staff are met. He introduced Jonathan Sladky, M.D., the university’s team physician, who would be providing an update on the various health and safety issues involving UHM Athletics in the context of COVID-19.

Dr. Sladky stated that UHM Athletics monitors COVID-19 response actions throughout the country and continues to collaborate with, and receive guidance from, entities at both the national and local level to ensure that its response efforts are consistent and maintain the flexibility to quickly adapt to ever-changing situations. Guidance from the Centers for Disease Control and Prevention (CDC) also serves as a valuable resource when establishing COVID-19 plans and protocols. Additionally, a number of interdepartmental groups such as the UHM Athletics COVID-19 Committee and Student-Athlete Advisory Council play a vital role in formulating response efforts.

Screening and testing protocols for COVID-19 that have been implemented by UHM Athletics, as well as the various means of COVID-19 testing and resources being used to conduct testing, were briefly reviewed. To date, UHM Athletics has conducted about 2,600 tests, ten of which have been confirmed as COVID-19 positive. Dr. Sladky noted that no evidence exists of community spread occurring among student athletes as a result of participating in athletic activities.

As athletic competition begins to commence across the country, and with a modified football season currently in progress, UHM Athletics has begun formulating travel protocols for its sports programs. Dr. Sladky reported that travel protocols for the football program have already been implemented and are functioning well and that travel protocols for the men’s and women’s basketball programs are currently being finalized as travel in those sports is anticipated to begin shortly. It was stated that UHM Athletics’ travel protocol program was established in accordance with guidelines recommended by the Hawai‘i State Department of Health (DOH), the National Collegiate Athletic Association (NCAA), and athletic conferences, and uses a multilayered approach that includes regular COVID-19 testing, health screenings and monitoring, and contact tracing. Protocols for football program opponents traveling to
Hawai‘i for athletic competition have also been established and implemented. Dr. Sladky also briefly reviewed COVID-19 return-to-play and athletic practice protocols.

Vice-Chair Westerman inquired as to whether testing of officials for athletic events such as referees and umpires was the responsibility of the university or the conference to which the officials belong. AD Matlin replied that the conference is responsible for the testing of officials for athletic events and that the testing protocols for these individuals comply with all conference established guidelines. However, the university has faced some logistical challenges in ensuring that athletic officials traveling to Hawai‘i meet the State’s pre-travel testing requirements because of the lack of approved pre-travel testing partners in locations from which the official may be traveling.

Referencing a comment that athletes participating in football are tested three times a week, Regent Bal asked whether these tests were conducted on each individual athlete or a sampling of athletes. Dr. Sladky responded that UHM’s testing protocols require that each individual athlete, coach, and staff member associated with a sport that is in season be tested three times a week.

UHH AD Patrick Guillen provided an update on the various COVID-19 health and safety issues involving UHH Athletics reviewing some of the risk mitigation measures currently in place, as well as protocols regarding screening and testing, return-to-play, and athletic practice, that have been implemented. He stated that, as of September 20, UHH Athletics has conducted 176 COVID-19 tests, three of which have been confirmed as positive. All three student-athletes who tested positive followed established protocols and strict quarantine guidelines and were cleared by DOH once subsequent testing indicated that they were no longer positive for COVID-19. It was noted that travel and testing strategies and protocols for athletic competition, including requirements that student-athletes be tested on a weekly basis, are currently being developed even though athletic competition has not yet begun for any of the UHH Athletics programs.

2. Financial Matters: UHM (continued from September 3, 2020) and UHH:

(a) Review of the Annual Athletic Budget and Financial Integrity of the Athletic Department

(b) Student Athletic Fees

AD Matlin stated that UHM Athletics is facing a dynamic and uncertain situation that is unprecedented in intercollegiate athletics. He provided a brief financial update for UHM Athletics stating that it is currently projecting a deficit of $8.9 million which is a reduction of $400,000 from its original deficit projection of $9.3 million. Assumptions used to establish the deficit projection, including an anticipated reduction in general fund appropriations of 16 percent and budget impacting factors beyond the control of UHM Athletics, were also reviewed.

Despite UHM Athletics’ efforts to reduce costs and increase revenues, fiscal challenges continue to be an issue. AD Matlin stated that the factor with the most impact to the variable budget of UHM Athletics is the ability for the university to take part
in athletic competition which affects multiple self-generated revenue streams for the department but noted that the determination to proceed with athletic competition is made by external entities. Major self-generated revenue streams such as ticket sales, media revenues, corporate partner revenues, athletic apparel rites and sales, and concession revenues are all significantly affected by the lack of athletic competition, particularly in relation to the fall sports which generate the most revenue for UHM Athletics. He reviewed some of the efforts undertaken to try to blunt the loss of these revenues, such as offering an option for season ticket holders to donate a portion of their payments to UHM Athletics, and stated that UHM Athletics continues to work closely with corporate sponsors, boosters, donors, and other stakeholders to ensure the long-term economic viability and sustainability of athletics at UHM.

The work of a strategic visioning committee established to, among other things, provide strategic advice for the future of athletics at UHM, assess actions that can be taken to bring revenues and expenses into alignment, and find ways to address current and future challenges and opportunities for UHM Athletics to achieve sustainability, was reviewed by AD Matlin who stated that committee meetings commenced on September 30, 2020. To date, the committee has established its organizational structure to allow for comprehensive discussions to occur in an efficient and effective manner, created a focused plan for the work to be conducted, identified areas it intends to evaluate, and generated a meeting schedule. The committee anticipates completing its work and formulating a plan for UHM Athletics by the end of this calendar year.

AD Matlin reviewed the UHM student athletic fee and the amount of refunds provided to students for both the spring and fall semesters due to the cancellation of athletic activities as a result of the COVID-19 pandemic. He noted that partial refunds were provided to students for fiscal year (FY) 2020 based on the suspension of sports in the middle of spring season and that a full refund of student athletic fees is anticipated for the fall semester as numerous athletics events have been postponed or cancelled and current policy does not allow for fan attendance at athletic events that are taking place. To date, UHM Athletics has refunded approximately $300,000 in student athletic fees for the spring 2020 semester and anticipates refunding approximately $750,000 for the fall 2020 semester.

Regent Acopan inquired as to whether there has been discussion on moving forward with proposed increases to the UHM student athletic fee given the current economic situation. AD Matlin replied that increases in the UHM student athletic fee are currently being discussed by the strategic visioning committee which hopes to have proposals on how to proceed on this issue by the end of the calendar year. At the moment, however, plans to increase the UHM student athletic fee are in limbo.

Noting that student athletic fee refunds for the spring semester were calculated on a pro-rata basis, Chair Acoba asked why this same methodology was not used for the fall semester. AD Matlin explained that the same methodology was used to provide student athletic fee refunds for the fall semester. However, unlike the spring semester where students were able to attend some sporting events, student participation will not be allowed at any sporting events held during the fall. As such, the pro rata refund for the fall semester would equate to a return of 100 percent of the student athletic fee. Chair
Acoba remarked that perhaps refunds for the student athletic fee for the fall should have accounted for athletic department benefits, other than attendance at sporting events, afforded to students. AD Matlin concurred but noted that the agreement with students regarding the student athletic fee required UHM Athletics to fulfill certain obligations that it is unable to fulfill and so a decision was made to refund 100 percent of the fee.

Chair Acoba stated that, while UHM Athletics assumed a 16 percent reduction in general fund appropriations it was reported at the Committee on Budget and Finance meeting that general fund reductions are anticipated to be more likely in the range of ten percent and would apply to discretionary funds which should assist UHM Athletics with its fiscal situation. AD Matlin replied that this would assist UHM Athletics to a small degree as most of the funds for UHM Athletics are self-generated and derived from external revenue streams. However, since some athletic monies come from general funds, he would analyze the impact a lower reduction of general fund revenues would have on UHM Athletics. Chair Acoba asked what percentage of funds received by UHM Athletics was self-generated. AD Matlin stated that self-generated revenues accounted for between 65 and 70 percent of the funds received by UHM Athletics.

Referencing the strategic visioning committee, Chair Acoba asked if the work of the committee would result in improving the future for UHM Athletics. AD Matlin stated that the committee is composed of individuals who have a tremendous amount of passion for UHM Athletics. It has already proposed 25 to 30 ideas to improve the long-term economic viability and sustainability of athletics at UHM and he is optimistic that discussions on these ideas and other issues will be fruitful and will result in meaningful, long-term improvements being made to UHM Athletics.

AD Guillen reported on the FY 2021 fiscal projections for UHH Athletics stating that UHH developed two budget projection scenarios. The first scenario which is being referred to as the “minimum sports schedule” scenario ensures that UHH meets NCAA minimum athletic competition requirements and relies heavily on scheduling multiple athletic competitions among fellow in-state NCAA Division II schools. UHH Athletics projects to stay within budget and realize a $74,978 surplus under this scenario. The second scenario, referred to as the “modified sports schedule” scenario, involves a modified sports schedule whereby fall and winter sports that have been postponed are allowed to proceed at a later date. Under this scenario, UHH Athletics would exceed the NCAA’s minimum athletic competition requirements and would result in a projected deficit of $95,492, although this figure may be reduced depending on future actions of the Pacific West Conference (PacWest).

Chair Acoba asked what the difference was between UHH Athletics' two budget projection scenarios. AD Guillen replied that the main difference between the two scenarios was that the modified sports schedule anticipated increased travel-related expenses due to participation in a larger number of athletic events on the mainland. Chair Acoba asked if it was anticipated that the PacWest will modify competition schedules in a way that will require increased travel for UHH Athletics and if so, would UHH Athletics be committed to these travel schedules or attempt to find some other solution to address this issue. AD Guillen replied that the PacWest is continuing to work on athletic competition schedules but that there should be some clarity to the situation
once the presidents and chancellors of PacWest member institutions meet next week.
If it is determined that the PacWest will require greater amount of travel to take part in
athletic competitions, AD Guillen will confer with Chancellor Irwin as to how UHH
Athletics will proceed on this matter.

Referencing UHH Athletics’ assumption of a 20 percent reduction in the receipt of
general fund revenues that was incorporated into its budget projections, Chair Acoba
inquired as to methodology used to determine that level of budget reductions.
Chancellor Irwin replied that UHH assumed that there would be a 16 percent reduction
of general fund revenues received from the State based on original budget projections.
Budget figures were than modified based upon specific situations affecting the units
under her jurisdiction, as well as the essential nature of each unit, and she requested
that UHH Athletics develop a budget scenario that considered a 20 percent reduction in
funding.

Board Chair Kudo asked whether there has been any effort made by universities that
are struggling financially, or are on the verge of eliminating athletics due to the
economic impacts of the COVID-19 pandemic, to lobby the NCAA to at least temporarily
ease its minimum eligibility and competition requirements for each of the athletic
divisions under its jurisdiction so as to allow collegiate athletics to survive. AD Matlin
responded in the affirmative noting that the NCAA has amended some of its competition
requirements for Division I schools. AD Guillen added that Division II schools have also
lobbied the NCAA for reductions in competition requirements and that the NCAA has
responded by reducing minimum-game requirements. He noted that Division II schools
have also asked that these reductions be kept in place for the next several years.

3. Summary on Scheduling of Athletic Events

AD Matlin reported that the uncertainty and wide-reaching impacts of the COVID-19
pandemic continue to affect the scheduling of athletic events and the situation remains
fluid. Although the football season, which had initially been postponed, is now in
progress, the number of games being played has been reduced by approximately one-
third. The men’s and women’s basketball seasons will move forward and a BWC
conference schedule has been established that consists of 10 road games and 10 home
games. Details of the basketball schedules are currently being worked out but it is
anticipated that they will include back-to-back competition rather than the standard
home-and-home competition thereby reducing a school’s travel costs as well as
reducing possible exposure to COVID-19. Scheduling for the remainder of UHM’s
athletic teams is also being reviewed in anticipation of the seasons for those sports
being reinstated. It was noted that for several sports, the NCAA has authorized waivers
to Division I schools that will allow them to play more Division II schools to meet their
competition requirements and UHM Athletics will be in talks with UHH Athletics and
other in-state Division II schools on scheduling athletic contests between the respective
institutions.

AD Guillen stated that, like UHM Athletics, the scheduling of events for UHH
Athletics teams is fluid. The PacWest has yet to establish conference schedules for any
sports competitions although the framework for both fall and spring competitions is
currently being developed with a priority being placed on basketball schedules as this is the first sport expected to begin competition. Fall sports have been postponed until the spring and schedules will be adjusted accordingly. The schedules for spring sports are expected to be delayed by several weeks and it is anticipated that number of athletic contests will be reduced.

Chair Acoba asked whether UHH Athletics competed in any other sports besides basketball for the winter season. AD Guillen responded that UHH Athletics did not have any other winter season sports besides men’s and women’s basketball.

B. Committee Work Plan Discussion

1. Committee’s Role in Monitoring and Overseeing the Athletics Program in the Context of COVID-19

Chair Acoba commented on the importance of the committee’s role in monitoring and overseeing the athletics program in the context of COVID-19 stating that the committee’s first priority is ensuring and safeguarding the health and safety of the university’s student athletes. As such, he believed it was crucial that the committee be kept apprised of steps the athletics departments and athletics programs are taking to address the issues and challenges they are facing as a result of COVID-19.

Vice-Chair Westerman commended both the UHM and UHH Athletics on the excellent work being done to address issues of exposure to, and the spread of, COVID-19 among student-athletes and stated that the committee should continue to monitor this situation and receive regular updates similar to those received during this meeting. He also opined that the committee might consider ways in which it can help the athletic departments in lobbying for the temporary easing of the NCAA’s minimum competition requirements during the COVID-19 crisis.

Regent Bal stated that today’s agenda is representative of what the committee’s role should be given the current situation with COVID-19 and agreed that the committee’s focus should be on the health and safety of the student athletes. He also praised the work of both UHM and UHH Athletics in responding to the crisis. In his opinion, the committee also needed to continue monitoring the financial aspects and impacts of COVID-19 on the athletics programs, as well as the future vision for UH Athletics.

Regent Higaki echoed the previous comments stating that the university is setting the example for the State to follow with regard to its COVID-19 response.

2. Committee Work Plan

Chair Acoba asked if there were any comments on the Committee Work Plan (Work Plan).

Vice-Chair Westerman stated that, after holding the first two committee meetings, he believes that the Work Plan is sound, adequately encompasses all the issues that need to be addressed by the committee, and should continue to be used to establish the committee’s goals, objectives, and agendas for the rest of the academic year.
Chair Acoba commented that it appeared committee members agreed with the Work Plan as drafted and therefore it will continue to be used to set the committee’s agendas.

Regent Sullivan arrived at 10:13 a.m.

C. **Update on Legislation and NCAA Policies Related to Postsecondary Student Athlete Compensation for the Use of Name, Image, or Likeness (NIL)**

Vince Baldemor, Associate Athletics Director (AAD) for External Affairs, provided an update on the NIL issue, stating that the NCAA has been engaged in the process of creating NIL policies and regulations with its member institutions over the course of the past year and that a vote on proposed NIL policies and regulations is scheduled for January 2021. UHM Athletics has been actively and extensively engaged in the process for creating NIL policies and, like other athletic departments across the nation, will continue to monitor its progress. AAD Baldemor reviewed the proposed policy changes and NIL activities that will be allowed and prohibited for both student athletes and their associated universities under these proposed policies although he stressed that discussions continue to occur and all of the proposals to date are subject to change.

Vice-Chair Westerman inquired as to whether the NIL policies only applied to NCAA Division I schools. AAD Baldemor replied that NIL policies would be applicable to all divisions of the NCAA. AD Matlin confirmed that NIL policies would also apply to Division II schools and impact universities such as UHH.

Chair Acoba asked if the NIL policies will allow student-athletes to hire professional marketing consultants. AAD Baldemor responded that the hiring of professional consultants, such as agents and marketing individuals, is part of the ongoing conversation and discussion regarding the NIL issue. AD Matlin added that the NCAA appears to be on the verge of adopting NIL policies that will allow student-athletes to hire professional consultants. Although the framework for the NIL policy that would allow this activity to occur appears to be sound as it currently stands, he stressed the importance of ensuring that the framework contains safeguards to protect student-athletes from unscrupulous professional consultants. Chair Acoba asked if the university favored allowing student-athletes to engage with professional consultants. AD Matlin replied that the hiring of professional consultants will be inevitable if student-athletes are given the opportunity to monetize their name, image, or likeness. However, he underscored that student-athletes must receive proper guidance in selecting professional consultants who will work with their best interest in mind and stated that the use of a third-party administrator to assist student-athletes in the vetting of professional consultants is a possible solution to this concern. AD Guillen added that the major key to this particular issue is the proper education of student-athletes so as to allow them to make appropriate and informed decisions when selecting professional consultants.

Stating that there may be instances where a NIL contract may conflict with a student-athlete’s ability to take part in athletic competition if certain conditions are not met, Vice-Chair Westerman questioned whether the NIL policy would include conflict resolution as one of the duties of a third-party administrator. AD Matlin replied that, to the best of his knowledge, NIL policy discussions regarding the use of a third-party
administrator did not take this issue into consideration and is something he will mention during conference discussions on this topic.

President Lassner stated that over 20 states have already proposed or passed legislation regarding NIL that is unique to their state and that many of these state laws are not compatible with each other. This will make it difficult for intercollegiate athletics to function on a national level even if the NCAA NIL policies are adopted. Federal legislation regarding NIL is also being considered that would preempt both NCAA policies and state laws. He noted that there remain a number of concerns with NIL policies and legislation regarding increasing financial inequities among schools and programs, and increasing inequities among student-athletes within schools and within teams.

D. Booster Club Support and Fan Outreach at UHM

AAD Baldemor reported on UHM Athletics’ efforts to connect with the community, increase fan support, generate interest in the athletic programs, strengthen and develop relationships with corporate sponsors, and create new revenue streams in conjunction with its booster clubs. He presented an overview of the various approaches being used to achieve these goals, including the increased use of social media platforms to augment mainstream media efforts, and provided examples of the numerous outreach and fundraising efforts undertaken by UHM Athletics such as a Halloween food drive, a social media fan cave promotion, the creation of a pledges for touchdowns program, and virtual golf tournaments and galas. As a result of these efforts, interest in UHM Athletics is increasing as evidenced by it currently being ranked 41st out of 130 Football Bowl Subdivision universities, 7th among the Group of 5 universities, and 2nd in the MWC with regard to social media interactions and searches.

V. ADJOURNMENT

There being no further business, Regent Higaki moved to adjourn, seconded by Regent Acopan, and with all members present voting in the affirmative, the meeting was adjourned at 10:51 a.m.

Respectfully Submitted,

Kendra Oishi
Executive Administrator and Secretary of the Board of Regents
I. CALL TO ORDER

Chair of the Committee on Intercollegiate Athletics Simeon Acoba called the joint meeting to order at 9:00 a.m. on Thursday, February 4, 2021. The joint meeting was conducted virtually with regents participating from various locations.

Committee on Intercollegiate Athletics members in attendance: Chair Simeon Acoba; Vice-Chair Robert Westerman; Regent Kelli Acopan; Regent Eugene Bal; and Regent Wayne Higaki.

Committee on Budget and Finance members in attendance: Chair Jan Sullivan; Vice-Chair Randy Moore; Regent Alapaki Nahale-a; Regent Michelle Tagorda; and Regent Robert Westerman.

Others in attendance: Board Chair Benjamin Kudo; Regent Ernest Wilson (ex officio committee members); President David Lassner; Vice President (VP) for Administration Jan Gouveia; VP for Community Colleges Erika Lacro; VP for Legal Affairs/University General Counsel Carrie Okinaga; VP for Research and Innovation Vassilis Syrmos; VP for Information Technology/Chief Information Officer Garret Yoshimi; VP for Budget and Finance/Chief Financial Officer Kalbert Young; UH-Mānoa (UHM) Provost Michael Bruno; UH-Hilo (UHH) Chancellor Bonnie Irwin; UH-West O‘ahu Chancellor Maenette Benham; Executive Administrator and Secretary of the Board of Regents (Board Secretary) Kendra Oishi; and others as noted.

II. PUBLIC COMMENT PERIOD

Board Secretary Oishi announced that the Board Office did not receive any written testimony, and no individuals signed up to provide oral testimony.

III. AGENDA ITEMS
A. **Review of the Findings and Recommendations of the Athletics Blue Ribbon Committee**

   UHM Athletic Director (AD) David Matlin explained that an Athletics Blue Ribbon Committee, also known as the Strategic Visioning Committee (SVC), was formed in the fall of 2020 in light of the deficits and increasing economic challenges that the UHM Athletic Department (UHM Athletics) will undoubtedly encounter in the near future given the current fiscal conditions being experienced by intercollegiate athletics nationwide. Among other things, the SVC was tasked with providing strategic recommendations for the future of athletics at UHM; assessing actions that can be taken to bring revenues and expenses into alignment; discovering ways to address current and future challenges; finding possible opportunities for UHM Athletics to achieve sustainability; and formulating a plan to address these issues by the end of the calendar year.

   The membership and organizational structure of the SVC, as well as the process used to gather information and develop recommendations for UHM Athletics, was reviewed by AD Matlin. He noted that the SVC created a focused workplan that took a more comprehensive approach to address the issues facing UHM Athletics; established committees and subcommittees to focus discussions on areas identified as needing evaluation and assessment; and used baseline data and information shared by UHM Athletics, along with information attained through various meetings, to formulate its plan and recommendations.

   AD Matlin briefly reviewed the myriad of options, strategic suggestions, and recommendations made by the SVC stating that its work was guided by several overarching themes that included increasing the effectiveness and efficiency of UHM Athletics; greater integration of academics and athletics; increasing student and fan engagement and support; enhancing and improving partnerships with the community and relevant entities such as the Hawai‘i Tourism Authority (HTA); outsourcing certain UHM Athletics’ functions to take advantage of expertise in areas such as corporate sales, marketing, fundraising, and brand management; and expanding outreach and marketing efforts, particularly in the Asia-Pacific region, that will be beneficial to both athletics and academics. The SVC also stressed the importance of UHM Athletics maintaining its current Division I level status, as well as conference affiliations, as athletic programs are beneficial to university students and athletes, as well as the community and the State.

   UHM Athletics continues to evaluate and analyze the feasibility and quantifiable impacts of the recommendations offered by the SVC taking into consideration a number of factors including the financial impacts to UHM Athletics; timeframe to the realization of benefits after implementation; and resource and approval requirements. Consideration of these factors will allow UHM Athletics to proceed with the recommendations and opportunities presented in an efficient and effective manner. Nevertheless, UHM Athletics is currently working on the implementation of selected recommendations that are presently feasible, developing plans for addressing other recommendations, and will continue to build on the efforts of the SVC.
Chair Acoba commended UHM Athletics on the exceptional job it has done on managing the impacts of the COVID-19 pandemic as well as the successes realized in advancing the athletic programs at the university. Of special note was the initiative and expertise of AD Matlin and the athletic department in obtaining an invitation for the football team to participate in a post-season bowl on the mainland with all the benefits that accrue and additionally winning the bowl game.

Noting that a recommendation made by the SVC was to establish online apparel opportunities, Chair Acoba stated that it was his understanding that a company already performed this function for UHM Athletics. AD Matlin responded that, at present, UHM Athletics has an agreement with a sports equipment company to provide equipment and apparel and works with the UHM bookstore to sell athletics-related items online. This recommendation proposes that agreements with third-party companies that specialize in online retailing of athletic wares be established to broaden sales of all UHM Athletics-branded merchandise thereby potentially expanding market share, increasing brand exposure, and generating additional revenue.

Regent Acopan stated that one of the overarching themes that guided the SVC was enhancing and improving community partnerships and asked about the extent to which this was already occurring with regard to UHM Athletics. AD Matlin replied that community support of an athletics program is essential to its sustainability and that UHM Athletics understands that it must be a good community partner. As such, UHM Athletics attempts to remain as engaged as possible and regularly searches for opportunities to assist the community. He highlighted a number of community-driven initiatives in which UHM Athletics actively participates in each year, including literacy programs, get-out-the-vote campaigns, and coaching clinics throughout the state.

Chair Sullivan expressed her concerns regarding an SVC recommendation regarding the increasing of student-athletic fees as a possible means of generating immediate revenue for UHM Athletics. She stated that, while this issue has been discussed in the past, UHM Athletics needs to remain cognizant of the financial difficulties presently facing students given the current economic downturn when considering this recommendation. She also stated that there must be a balance between the amount of the financial needs facing UHM Athletics that is borne by the students and the amount that is borne by the general community. AD Matlin acknowledged this dilemma and concurred with Chair Sullivan's comments.

Referencing an SVC recommendation concerning reductions in compensation for administrative and coaching staff, Chair Acoba asked how these reductions would be accomplished. AD Matlin replied that it remained unclear how fiscal savings through reduced compensation for administrative and coaching staff would be accomplished. He noted that some personnel cost-savings had already been achieved through retirement, attrition, the implementation of a hiring freeze, and the application of a 9.23 percent salary reduction for executive and managerial employees. However, the salaries for coaches and other administrative personnel are governed by collective bargaining agreements and any compensation reduction with regard to these individuals
will require negotiation and consultation with appropriate collective bargaining unit representatives. In addition, any potential cost savings from a 9.23 percent reduction in salaries for all personnel belonging to collective bargaining units in the form of two-day-a-month furloughs will not be realized as this action will no longer be implemented as originally proposed by the State.

Chair Acoba commented that the idea of working more collaboratively with HTA in establishing initiatives that were beneficial to UHM Athletics appears promising and asked whether someone from UHM Athletics, aside from the AD, is assigned to work with HTA on this issue. AD Matlin stated that, to date, he has been the primary individual working with HTA on a number of promotional events that have taken place over the last few years but that it would be prudent to specifically assign an individual from UHM Athletics to take the lead and focus on this particular issue.

Regent Wilson opined that the expertise, knowledge, passion, and drive of faculty and students of various programs and fields of study at UHM, such as the School of Travel Industry Management and Shidler College of Business, are an often-untapped resource and that UHM Athletics should seek to involve individuals from these programs to assist with the development and implementation of some of the SVC’s recommendations. He noted that such a relationship would not only be beneficial for UHM Athletics but could also provide real-world experience for students in their chosen field of study. AD Matlin agreed with these sentiments and remarked that UHM Athletics has worked with various academic programs at UHM in the past, highlighting a proof-of-concept athletics’ master plan for 2050 project that was conducted by the School of Architecture and used to secure funding from the Legislature for proposed design work. He stated that UHM Athletics will continue to look for opportunities to work collaboratively with academic programs in the future.

Chair Acoba noted a recommendation to develop alternative retirement plans for certain personnel of UHM Athletics that was made by the SVC and asked what that concept entailed. AD Matlin replied that this concept involved the creation of a portable retirement plan that would help reduce some of the fringe-benefit costs for UHM Athletics that are associated with retirement while providing coaches, many of whom do not achieve a vested status with the State, with a transferrable retirement option. However, uncertainty remains on the details involved in creating this type of retirement plan which would require the enactment of legislation.

Mentioning the proposed recommendation to outsource certain functions of UHM Athletics, Chair Acoba questioned whether the primary purpose of this recommendation was to reduce expenses. AD Matlin stated that while this recommendation could potentially reduce expenses, he believed the main purpose of this recommendation was to gain expertise and increase resources that may not be readily available to the university in a more efficient and effective manner, as well as to develop revenue-enhancement opportunities.
B. Future Financial Projections and Strategies for University of Hawai‘i Athletics including Potential Stadium Facilities Upgrades

AD Matlin stated that UHM Athletics, like other institutions, is facing a dynamic and uncertain situation that is unprecedented in intercollegiate athletics. Despite UHM Athletics’ efforts to reduce costs and increase revenues, fiscal challenges continue to be an issue. UHM Athletics is currently projecting a net deficit of $5.5 million for fiscal year (FY) 2021 which was attributable to substantial reductions in generated revenue due to the impacts of COVID-19 being tempered with equally substantial reductions in operating expenses. He briefly reviewed some of the factors impacting the ability of UHM Athletics to generate significant revenues, as well as efforts undertaken to reduce expenses; reported on estimated revenue and expense forecasts for UHM Athletics through FY 2025, noting that the fiscal impacts related to COVID-19 are anticipated to continue through FY 2023; and provided examples of possible effects the implementation of several SVC recommendations would have on the future finances of UHM Athletics beginning in FY 2022.

While Aloha Stadium has been an effective facility for a number of decades and has had numerous positive impacts on the UH football program, its deteriorating condition and lack of amenities considered standard in modern football stadiums has resulted in the decision to demolish the current facility and begin construction of the New Aloha Stadium Entertainment District (NASED). Although UHM Athletics remains committed to working with the Stadium Authority in developing a partnership and returning to Aloha Stadium once the NASED is completed, current plans to demolish the existing stadium has required UHM Athletics to find a new venue that would potentially allow fan participation to host home games for the university’s football team for possibly the next three to four years.

AD Matlin summarized the wide range of factors considered in identifying and selecting a suitable location to host home games. Some of these factors included overall costs and potential for revenue generating opportunities, as well as the ability to address the health and safety needs of players, students, and fans; meet National Collegiate Athletic Association (NCAA) and Mountain West Conference (MWC) requirements or obtain waivers from these requirements; and accommodate anticipated fan attendance while providing facilities that were easily accessible for both students and fans. While a number of alternatives including the use of existing off-campus facilities and neighbor island venues were considered, the Clarence T.C. Ching Athletic Complex (Ching Athletic Complex) on the UHM campus was selected as the most feasible option. He noted that work has already begun on identifying and planning for improvements to the Ching Athletic Complex to accommodate home games and highlighted some of the required improvements such as the expansion of seating capacity; addition of supplemental restroom facilities; development of press boxes and media accommodations; and enhancement of food, beverage, and merchandising options to address fan expectations. However, it was underscored that if the unavailability of a stadium within the NASED extends beyond a few years, further improvements to the Ching Athletic Complex may be required.
Concerns expressed regarding the ability of the Ching Athletic Complex to accommodate anticipated attendance for football games and the cost estimates to make the necessary improvements, were addressed by AD Matlin who stated that crowds of up to 20,000 individuals have been accommodated in the past. He also outlined current estimates for facility improvements which equate to an overall amount of approximately $6 million.

AD Matlin outlined the next steps in the process for the utilization of the Ching Athletic Complex as the home field for university football including working with the Stadium Authority to determine if items such as scoreboards can be borrowed to help minimize costs; determining any additional NCAA or MWC requirements that may be impacted by playing football at the facility and developing plans to address these issues; and identifying external funding sources to assist in offsetting costs for necessary improvements. He also stated that UHM Athletics will continue dialogues with the Stadium Authority and others in establishing partnerships regarding NASED because a new, modern stadium complex is a game-changer for any college football program and could provide significant revenue generating activities that would not only be beneficial for UHM Athletics, but for the entire community.

Regent Higaki asked whether tailgating will be allowed at games held on the UHM campus and, if so, whether consideration has been given to any negative impacts this may have on the physical environment of the campus. AD Matlin responded that tailgating will not be possible, at least for this year, but that UHM Athletics is looking at alternatives where it can host a controlled tailgating experience on campus.

Noting that the country and state are in the midst of a pandemic, Regent Tagorda asked whether social distancing protocols are being taken into consideration when determining fan capacity for on-campus football games. AD Matlin replied that UHM Athletics has taken social distancing considerations into account with regard to holding sporting events on campus. While it is hopeful that continued vaccination efforts will allow for sporting events such as football games to be held in the fall with less-restrictive social distancing requirements, it remains uncertain whether or not this situation will occur. However, UHM Athletics is assuming that the ability to host on-campus football games with 10,000 fans in attendance will be allowed over the next three-year period.

Additional comments and discussion occurred regarding the possible long-term benefits an on-campus football stadium could provide in terms of increased student engagement that could translate into a larger fan base for the program, as well as revenue-enhancement possibilities through the rental of facilities for external events.

Chair Sullivan questioned what the timeframe was for completing the necessary improvements to host on-campus football games and whether this could be accomplished by the fall. AD Matlin responded that some of the requirements, such as turf replacement, need to be addressed as soon as possible, while others, such as the enhancement of merchandising options, can be accomplished through a phased-in approach. He stated that the improvements are currently being prioritized and opined
that immediate requirements could be addressed by the fall, although it will be challenging.

Chair Sullivan asked if reports that the Stadium Authority offered to allow the university football team to play its upcoming season at Aloha Stadium without fans with a concomitant reduction in fees for use of the Stadium were accurate. AD Matlin acknowledged that the Stadium Authority offered to allow the university football team to play at Aloha Stadium without fans in attendance but that a reduction in fees was not a provision of the offer. However, UHM Athletics did not believe acceptance of the offer would be in the best interest of the university since a venue to host football games would need to be acquired in the near future because of the anticipated demolition of Aloha Stadium and it felt that beginning construction of the NASED as soon as feasible would be the most beneficial course of action for all parties involved.

Noting that UHM Athletics accounted for the cost of renting bleachers in its operating budget, Chair Sullivan asked whether it would make more economic sense to purchase the bleachers using capital improvement funds. AD Matlin replied that a decision on the bleachers has not been made and UHM Athletics is considering both the option of renting the bleachers or purchasing them. He agreed that the purchase and installation of permanent bleachers could be more economically feasible because it would allow capital improvement funds to be used and could be an asset that would increase the possibility of attracting revenue generating opportunities through future facility rentals for events such as high-school football games or graduations and concerts, but noted that construction permitting is one factor under consideration in weighing the options. Given the timeframe, Chair Sullivan suggested that the athletic department give serious consideration to purchasing the bleachers using capital improvement funds rather than renting the stands through the operational budget which is already significantly in the red.

Chair Sullivan questioned whether spending $6 million to accommodate an on-campus football facility would require an equivalent amount to be spent on women’s athletics in accordance with Title IX. AD Matlin responded that UHM Athletics has checked with Title IX compliance officials and there are no Title IX implications with regard to this issue. He noted that the litmus test for Title IX compliance with regard to facilities is not about the amount of money spent on facilities but rather if equivalent facilities exist for men’s and women’s athletics. However, it is an issue that needs to be continually monitored.

Referencing the figure of an estimated $4.2 million for necessary improvements to the Ching Athletic Complex cited in the CIP budget, Chair Acoba asked if these were one-time costs and whether these figures were reflected in UHM Athletics’ long-term fiscal projections presented earlier. AD Matlin responded that the CIP funding was a one-time cost that would most likely occur on the front-end. He also stated that, while the long-term financial projections presented earlier included the operating costs for hosting games at the Ching Athletic Complex, they did not include capital costs.
Chair Acoba questioned how UHM Athletics planned on addressing its long-term deficits. AD Matlin replied that it will take a multi-pronged approach and effort to address the long-term deficits. UHM Athletics will continue to look at implementing the recommendations of the SVC where appropriate, search for additional revenue generating opportunities, and work to control and limit expenditures including through adherence to actions already implemented and undertaken.

Chair Acoba requested clarification about a statement made that the complete prohibition of fans at Aloha Stadium for 2021 would not be a viable option for UHM Athletics. AD Matlin responded that the football program would realize significant impacts on numerous levels if UHM Athletics were to accept the previously mentioned offer to allow games to be played at Aloha Stadium sans fans for the 2021 season. He noted that the inability to have fans attend games at Aloha Stadium while other football programs across the country are anticipating fan attendance on some level for the 2021 season with COVID-19 precautions in place would create an uneven playing field and disproportionately impact the football program in terms of, among other things, lost revenues, decreased engagement with fans that would result in a dwindling fan base, and recruiting talented student-athletes.

Assuming the COVID-19 pandemic ends and the maximum amount of 10,000 fans accommodated by the Ching Athletic Complex attend each game, Vice-Chair Moore asked what the anticipated net revenue difference would be for UHM Athletics playing games on campus versus playing games at Aloha Stadium pre-pandemic. AD Matlin replied that UHM Athletics is anticipating it will realize an annual loss of $400,000 in net revenue by playing games at the Ching Athletic Complex versus playing at Aloha Stadium with pre-pandemic fan attendance.

Referencing a comment made that the Stadium Authority believes the NASED will be completed by 2024 or 2025, Board Chair Kudo questioned whether this was a realistic timetable given the long delays often experienced by State projects in the past. AD Matlin replied that the 2024 – 2025 or later completion date is what UHM Athletics is estimating the timetable will be for completion of the NASED based upon available information. However, the Stadium Authority still believes that completion of the NASED by 2023 is possible.

Vice-Chair Westerman asked whether UHM Athletics anticipated it would ever overcome the expected net revenue loss from playing games at the Ching Athletic Complex and whether it believed use of this venue for playing home games would be a long-term option. AD Matlin replied that playing games on-campus offers some revenue generating potential and could serve as a short-term opportunity to generate increased interest and engagement in the program, particularly among students. However, UHM Athletics will continue to have discussions with the Stadium Authority about an anticipated return to the NASED once it is completed.

IV. ADJOURNMENT
There being no further business, Vice-Chair Moore moved to adjourn, seconded by Vice-Chair Westerman, and with all members present voting in the affirmative, the meeting was adjourned by Chair Sullivan at 10:13 a.m.

Respectfully Submitted,

Kendra Oishi
Executive Administrator and Secretary
of the Board of Regents
University of Hawai‘i at Mānoa Athletics

Presentation to

Board of Regents
Committee on Intercollegiate Athletics

Health & Safety, Budget, Scheduling, Strategic Visioning Committee, and Football Venue Updates

March 3, 2021
Coaches Corner
Head Football Coach – Todd Graham
Health & Safety Matters Relating to Student-Athletes, Coaches and Staff Update
COVID-19 Health & Safety
Agenda

• Policy Guidance and Collaboration (Review)
• Testing Methods and Results
• Spring Testing Protocols
• COVID-19 Travel Protocols
• Sport Status – Return to Play
• Mental Health
COVID-19 Health & Safety Measures
Collaboration & Cooperation Among Entities

Mandates, guidance, resources, from governmental, conference, and other entities

- Student Health Center
- General Counsel
- UHM Athletics COVID-19 Committee
- Student-Athlete Well-Being Committee
- Student-Athlete Advisory Council
- Big West medical team collaboration

UHM Athletics represented by staff and/or student-athletes on number of University-level and conference-level working committees

Staff, team, facility COVID-19 protocols and practices

March 3, 2021
COVID-19 Health & Safety Measures

*Testing Methods and Results*

- Testing methods
  - Surveillance (out of season)
  - Screening (in season)
  - Exposure / Symptomatic

- Testing results as of February 24, 2021

<table>
<thead>
<tr>
<th></th>
<th>Total Tests</th>
<th>Total Positive</th>
<th>Total Negative</th>
<th>Positivity Rate</th>
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</thead>
<tbody>
<tr>
<td>9,740</td>
<td>24</td>
<td>9,716</td>
<td></td>
<td>0.25%</td>
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</tbody>
</table>

- Spring Tests

<table>
<thead>
<tr>
<th></th>
<th>Total Positive</th>
<th>Total Negative</th>
<th>Positivity Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2,772</td>
<td>7</td>
<td>2,765</td>
<td>0.25%</td>
</tr>
</tbody>
</table>

Positivity Rate As of February 26, 2021
- State 1.2%
- Oahu 1.0%

As of Jan 1, 2021
- State 3.1%
- Oahu 3.1%
# Spring Testing Protocols

<table>
<thead>
<tr>
<th>Risk of Transmission Sports</th>
<th>Testing Protocol</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>High Risk of Transmission Sports</strong></td>
<td>Every member of “Tier 1” (inner bubble, athletes and coaches) is tested 3 times per week; testing is by rapid antigen, PCR, or combination of both</td>
</tr>
<tr>
<td><strong>Intermediate Risk of Transmission Sports</strong></td>
<td>Every member of Tier 1 is test once per week; testing is by PCR</td>
</tr>
<tr>
<td><strong>Low Risk of Transmission Sports</strong></td>
<td>50% of Tier 1 is tested every week (so each individual is tested every 2 weeks); testing is by PCR</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Testing Method</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>PCR Testing</strong></td>
<td>PCR testing is primarily achieved at this time through partnership with JABSOM Tropical Medicine lab, but partnerships with Clinical Labs continue to remain important as well</td>
</tr>
<tr>
<td><strong>Rapid Antigen Testing</strong></td>
<td>Rapid antigen testing is performed using Abbott BinaxNow, as well as Quidel Soffa 2</td>
</tr>
</tbody>
</table>
COVID-19 Health & Safety Measures

COVID-19 Travel Protocols

- The University has reached out to the Hawai‘i Department of Defense and Department of Health to establish protocols for competition and team travel.

- Visiting Team Protocols including Safe Travels Hawai‘i, UH LumiSight, and screening at our venues have been developed and are shared with each team (officials, too) that plays at one of our venues.

- Multilayered program that includes personal protective measures, regular COVID-19 testing, health screenings, monitoring, and contact tracing, in accordance with guidelines approved by the DOH, the National Collegiate Athletic Association (NCAA), and our conferences

- Vaccination update
COVID-19 Health & Safety Measures
Sport Status – Return to Play

- Football concluded a successful season in December
- Soccer, Wahine volleyball, and cross country seasons were postponed in the fall and cancelled by the Big West Conference in the spring.
- Men’s and women’s basketball and men’s and women’s swimming and diving are completing their competitive seasons.
- Spring teams are practicing and preparing for competitive seasons.
- No fans have been permitted.
- Conferences are requiring Attestation Forms from competing teams
  - Attest that University, Conference, and State/County testing requirements and protocols required at the site of competition have been observed.
The well-being and mental health of our student-athletes is our highest priority.

**Proactive / Preventative Efforts:**
- TalkSpace, newsletters and information, large scale presentations, CSDC / UH Athletics staff, coaches, counselors, academic advisors, and learning specialists.
- **Counselors in Residence (CIR)** – CSDC therapists who live in the residence halls to support on campus residents after hours and on weekends.

**Reactive / Treatment:** Students may contact CSDC or local mental health hotlines directly, or may be triaged through our medical staff
- **Acute, Emergent:** CSDC Blue Line, Queen's Psych ER, Castle Psych ER
- **Acute, Non-emergent:** UH Athletics counselors, CSDC counseling, Queen's Counseling Services
- **Chronic:** UH athletics counseling, CSDC counseling, Queen's Counseling Services
COVID-19 Health & Safety Measures

Summary

• Screening, personal protection policies (masking, social distancing, etc.) and testing policies have limited or even stopped community spread within athletics
  – There are zero known or suspected cases of transmission of Covid19 during UH athletics activities / in UH athletics facilities

• There remains a high level of uncertainty going forward, resulting in an extremely broad range of contingency scenarios and contingency plans

• Continue to monitor available information from the CDC, Governor’s Office, Department of Health, Mayor’s Office, and the University and work with colleagues in the Big West and Mountain West Conference to implement best practices

• Remain in line with or exceed recommendations and guidelines across all levels in UHM Athletics’ response to the coronavirus pandemic

• Continue to monitor the well-being and mental health of our student-athletes
Athletic Budget and Financial Integrity Update
# Budget & Financial Integrity Update

## Adjusting to COVID-19 Impacts (FY2021)

<table>
<thead>
<tr>
<th>BOR View</th>
<th>Update</th>
<th>BOR View</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenues</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ticket Sales &amp; Premiums</td>
<td>($6,445,000)</td>
<td></td>
</tr>
<tr>
<td>TV &amp; Radio</td>
<td>(1,286,900)</td>
<td>(65,206)</td>
</tr>
<tr>
<td>External Support</td>
<td>(1,808,161)</td>
<td>216,000</td>
</tr>
<tr>
<td>Conference Distributions</td>
<td>(400,000)</td>
<td></td>
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<tr>
<td>Concessions</td>
<td>(790,000)</td>
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<tr>
<td>Guarantees</td>
<td>(1,400,000)</td>
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<tr>
<td>Corporate Sponsorship</td>
<td>(1,300,000)</td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>(795,980)</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>($14,226,042)</td>
<td></td>
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</tbody>
</table>

| **Expenses** | | | |
| Salaries, Wages & Benefits | $2,466,873 | | $2,466,873 |
| Reduced Team Travel Costs | 2,632,493 | | 2,632,493 |
| Supplemental Meals Reduction | 121,354 | | 121,354 |
| Administrative Department | 524,562 | | 524,562 |
| Guarantees | 1,472,325 | | 1,472,325 |
| Recruiting | 540,060 | | 540,060 |
| Team (Materials & Supplies, Other) | 287,421 | | 287,421 |
| Sport Camps & Facilities Rental | 630,000 | | 630,000 |
| **Total** | $8,675,088 | | $0 |

**Net Impact from COVID-19** | ($5,550,954) | $150,794 | ($5,400,160)
## Budget & Financial Integrity Update

### Financial Results & Estimates

### 2019

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<thead>
<tr>
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<tbody>
<tr>
<td><strong>Budgeted/Projected (Pre-COVID)</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Revenues</td>
<td>- -</td>
<td>$39.9M</td>
<td>$42.1M</td>
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<td>$42.1M</td>
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<tr>
<td>Expenses</td>
<td>- -</td>
<td>43.1M</td>
<td>44.9M</td>
<td></td>
<td>44.9M</td>
</tr>
<tr>
<td>Net</td>
<td>- -</td>
<td>($3.2M)</td>
<td>($2.8M)</td>
<td></td>
<td>($2.8M)</td>
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</table>

### COVID Impact

<p>| | | | | | |</p>
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</tr>
</thead>
<tbody>
<tr>
<td>Revenues</td>
<td>- -</td>
<td>($1.9M)</td>
<td>($14.2M)</td>
<td>$0.1M</td>
<td>($14.1M)</td>
</tr>
<tr>
<td>Expenses</td>
<td>- -</td>
<td>(1.3M)</td>
<td>(8.7M)</td>
<td></td>
<td>($8.7M)</td>
</tr>
<tr>
<td>Net</td>
<td>- -</td>
<td>($0.6M)</td>
<td>($5.5M)</td>
<td>$0.1M</td>
<td>($5.4M)</td>
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### Current Projections

<p>| | | | | | |</p>
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</thead>
<tbody>
<tr>
<td>Revenues</td>
<td>$40.3M</td>
<td>$38.0M</td>
<td>$27.9M</td>
<td>$0.1M</td>
<td>$28.0M</td>
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<tr>
<td>Expenses</td>
<td>43.2M</td>
<td>41.8M</td>
<td>36.2M</td>
<td></td>
<td>36.2M</td>
</tr>
<tr>
<td>Net</td>
<td>($2.9M)</td>
<td>($3.8M)</td>
<td>($8.3M)</td>
<td>$0.1M</td>
<td>($8.2M)</td>
</tr>
</tbody>
</table>
Scheduling of Athletic Events Update
Strategic Visioning Committee Update
Aloha Stadium and Football Facilities Update
Home Venues of UH Football

Summary

- UH Football “home” games result in an estimated $3.4M net positive contribution to the athletic budget which helps support the program and all other sports.

- It’s financially more advantageous:
  - To play football games, rather than not play games - - no matter where the games are played.
  - To play in front of fans, than to have no fans in attendance.
  - Given that Aloha Stadium cannot accommodate fans during the 2021 season and will not be available during the 2022 and 2023 seasons, to begin playing at the Clarence T.C. Ching Athletic Complex from the 2021 season.

- A new stadium would be a “game changer” for UH Football and present an opportunity to significantly increase its net positive contribution to the athletics’ budget.

- Any delay in the completion and availability of the new stadium for UH Football will have a significant negative financial impact on the program (~$0.4M - $2.4M).

- Meetings with community organizations in progress and have so far been generally very positive.
Impact of Football to Athletics Program

Significant Net Positive Contribution

Aloha Stadium With Fans

• Stadium-level capacity (i.e., 50,000 seats) and revenue generation

• Games at stadium historically generate roughly $3.4M annual net positive contribution
  – Revenues (e.g., ticket sales, reserved parking, corporate sponsorships), less game day expenses billed by the stadium

• Playing games without fans would eliminate the positive contribution from football since the contribution is primarily due to “fan-based” revenues

Retaining Positive Contribution

• Net positive contribution from football critical to athletic program
  – Supports athletic department operations as well as other sports (most which are non-revenue generating)

• Loss of positive contribution from UH Football would put severe budget pressure on all other sports and overall program budget deficit

Important to retain as much of the annual net positive contribution from playing football games as possible

Key to generating net positive contribution is fan attendance and fan-based revenues

March 3, 2021
Net Positive Contribution from UH Football
Venue and Fan Attendance Scenarios

Net Contribution from UH Football home games to Budget and Other Sports

<table>
<thead>
<tr>
<th>Scenario</th>
<th>Contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Historical Net Positive Contribution (Aloha Stadium 50,000 Capacity with Fans)¹</td>
<td>$3.4M</td>
</tr>
<tr>
<td>Aloha Stadium (Without Fans - - i.e., 2021 season)²</td>
<td>(0.2M)</td>
</tr>
<tr>
<td>Ching Complex (With 10,000 Fans)³</td>
<td>3.1M</td>
</tr>
<tr>
<td>Ching Complex (Without Fans)⁴</td>
<td>(0.1M)</td>
</tr>
</tbody>
</table>

¹ Net positive contribution based on 2019 season actuals (i.e., last full season of games and fans in attendance at Aloha Stadium)

² Based on 2020 season actuals (i.e., season at Aloha Stadium played without fans)

³ Estimated based on Ching Complex seating increased to 10,000 and fan attendance at capacity. Fan attendance will be in accordance with whatever COVID requirements are at that time. Even if fan attendance is required to be socially distanced in 2021, the cumulative financial results over the minimum three-year period supports improving the Ching Complex to accommodate fans.

⁴ Assumes no fan-based revenues or costs such as ticket takers, ushers, clean up of bleachers, etc.
UHM Athletics seeking funding for improvements at Ching Complex that will allow it to better preserve fan-based revenues and partially offset the negative financial impact of losing Aloha Stadium as a venue

- Improvements necessary for the 3+ years that UH Football may be playing at Ching Complex. But they will also benefit other sports and users of the facility, even beyond when UH Football returns to Aloha Stadium.
- Athletics is seeking other sources of funding, such as donor contributions, to help offset portion of the costs. At this stage of the process it’s uncertain how much, if any, might eventually be offset by contributions.

<table>
<thead>
<tr>
<th>Description</th>
<th>Operating</th>
<th>Capital Improvement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grandstands</td>
<td></td>
<td>$1,900,000</td>
</tr>
<tr>
<td>Other (e.g., Porta Potties, Shuttles)</td>
<td>TBD</td>
<td>TBD</td>
</tr>
<tr>
<td>Add benches to Ching Complex bleachers</td>
<td></td>
<td>$200,000</td>
</tr>
<tr>
<td>Relocate Aloha Stadium Scoreboards, Video Boards, and Game Clocks. New ‘Ewa-side Scoreboard and Sound System for Ching Complex</td>
<td></td>
<td>$1,164,000</td>
</tr>
<tr>
<td>Pole Vault / High Jump Relocation</td>
<td></td>
<td>$150,000</td>
</tr>
<tr>
<td>Ching Complex Concession Rooms</td>
<td></td>
<td>$712,000</td>
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| Consultant Estimate for Additional Improvements for Hosting Football (Press Box, Electrical) |           | $2,000,000 $2

1An initial quote and assuming permitting and other conditions will allow UH to “buy” as oppose to “rent” to save costs
2Estimate provided by consultant, $1.65M plus escalation and contingency

March 3, 2021
Clarence TC Ching Athletic Complex

Current Timelines

New Turf, Scoreboard and Information Systems:

Replace Artificial Turf

- Bids Due: 2/25/2021
- Construction NTP: 3/25/2021
- On-site construction (3 mos): April – June 30, 2021

Scoreboards

- Pricing (Daktronics): 2/25/2021
- Issue NTP: 3/1/2021
- Ship scoreboards: Mid-June 2021
- Installation: July 2021

Information Systems (Game Clocks)

- Relocate from Aloha Stadium: July 2021

Grandstands, Press Boxes, Concessions, Various Infrastructure:

Grandstand at Makai Sideline

- Pricing and NTP: 3/5/2021
- Design, manufacturing, shipping: March – July 2021
- Installation: 8/1/2021 – 8/16/2021

Prefabricated press boxes at Ching Complex

- Pricing and NTP: 3/10/2021
- Design, manufacturing, shipping: March – July 2021
- Installation: By 8/16/2021

Concessions, Ching Complex Phase II Project

- Interior plumbing improvements: April – July 2021

Various Infrastructure (Press boxes, TV, Gates, Portable Concessions, Portable Restrooms)

- Design: March – April 2021
- Construction (under Ching Complex Phase II project): May – July 2021

First game: September 4, 2021

- Timelines “aggressive” and subject to change
- Strong community support
- Strong cooperation and teaming among many stakeholders
• Continue to develop plans for hosting UH Football at Clarence T.C. Ching Athletic Complex

• Identify improvements and develop estimates of costs
  – Work with Stadium Authority and other stakeholders to see what can be “borrowed” to minimize costs

• Identify funding that can offset costs

• Continuing meeting with the surrounding community and other stakeholders to provide information and identify concerns

• Address NCAA and conference requirements that may be impacted by playing at Clarence T.C. Ching Athletic Complex

• Continue dialogue with Stadium Authority and others regarding the new stadium plans

March 3, 2021
University of Hawai‘i Hilo Athletics

Presentation to
University of Hawai‘i
Board of Regents
Committee on Intercollegiate Athletics

COVID-19 Student-Athlete Health & Safety Update / FY 2021 Budget Snapshot

March 3, 2021
COVID-19 Student-Athlete Health & Safety Update

• Performed COVID-19 testing for all student-athletes and coaches (176) on September 20, 2020, prior to beginning any practices.
• Three SA tested positive (1.7%). All DOH COVID-19 guidelines were strictly followed and all student-athletes successfully quarantined and were eventually cleared by the DOH.
• Small group practices with physical distancing and face coverings began on October 12, 2020.
• COVID-19 health and safety policies and measures have worked well.
Since September 20, 2020, and the beginning of practices and competition in January 2021, we have conducted 2,135 with a total of 5 positive cases.

- 0.23% positive rate
- Testing Methods: PCR, Surveillance testing, daily screenings
- Testing will continue to follow DOH, County of Hawai‘i, UH, NCAA and PacWest Conference guidelines
COVID-19 Student-Athlete Health & Safety Update

- Have worked with UH Manoa, OGC, AG Office, State DOH, and County of Hawai‘i in developing COVID-19 guidelines, and protocols for return to play and travel have been approved and are working well
- Multilayered program that includes regular COVID-19 testing, daily health screenings, monitoring and contact tracing in accordance with guidelines recommended by the DOH, NCAA and PacWest Conference
- Hawai‘i pod opponents (HPU/Chaminade) traveling to Big Island are closely following protocols in regards to testing and screening.
- Partnership with Premier Medical Group has gone extremely well. Once we begin full contact practices in soccer, volleyball and basketball Premier Medical will be testing our student-athletes on a weekly basis.
COVID-19 Student-Athlete Health & Safety Summary

• Daily screenings, personal protection policies and testing policies and guidelines have been effective in limiting COVID-19 exposure and cases.
• We will continue to strictly monitor our protocols and guidelines to ensure effectiveness and efficiencies and create contingencies as needed.
• We continue to keep current on information from CDC, DOH, County of Hawai‘i and UH while also engaging consistently with PacWest Conference and NCAA regarding best practices.
FY 2021 Budget Summary Projection

MODIFIED SPORTS POD SCHEDULES:

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<tbody>
<tr>
<td>Revenue</td>
<td>$2,577,233</td>
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<tr>
<td>Reduction to Act 264, G &amp; TFSF</td>
<td>($172,505)</td>
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<tr>
<td>Total after Reduction</td>
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<td>Expenses</td>
<td>$2,022,335</td>
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<td>Balance (surplus)</td>
<td>$382,393</td>
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Mahalo Nui Loa!