MINUTES

BOARD OF REGENTS’ COMMITTEE ON INTERCOLLEGIATE ATHLETICS MEETING

NOVEMBER 4, 2015

I. CALL TO ORDER

Committee Chair Jeffrey Portnoy, called the meeting to order at 1:17 p.m. on Wednesday, November 4, 2015, at the University of Hawai‘i at Mānoa, Information Technology Building, 1st Floor Conference Room 105A/B, 2420 Correa Road, Honolulu, Hawai‘i 96822.

Committee members in attendance: Committee Chair Jeffrey Portnoy; Committee Vice Chair Simeon Acoba; Regent Barry Mizuno; Regent Michelle Tagorda; Regent Stanford Yuen.

Others in attendance: Board Chair Randy Moore; Regent Wayne Higaki; Regent Coralie Matayoshi; Regent Michael McEnerney; Regent Lee Putnam; Regent Ernie Wilson (ex officio committee members); President David Lassner; Vice President for Administration Jan Gouveia; Vice President for Legal Affairs and University General Counsel Carrie Okinaga; Vice President for Research Vassilis Syrmos; Interim UH Mānoa (UHM) Chancellor Robert Bley-Vroman; UH Hilo (UHH) Chancellor Don Straney; Executive Administrator and Secretary of the Board of Regents Cynthia Quinn; and others as noted.

II. APPROVAL OF THE MINUTES OF THE SEPTEMBER 2, 2015 MEETING

Regent Yuen moved and Board Chair Moore seconded the motion to approve the minutes of the September 2, 2015 meeting, which was unanimously approved.

III. PUBLIC COMMENT PERIOD

Executive Administrator and Secretary of the Board Cynthia Quinn announced that the Board Office received no written testimony, and no individuals had signed up to give oral testimony.

IV. AGENDA ITEMS

For Information

1. Update on Status of Athletics Management and Programs and Student Athletes Academic Progress Report for UH Mānoa

AD Matlin noted that the Athletics Department is planning a deep dive at the next board meeting on the department’s financials, a health and wellness presentation in January 2016, and a Title IX and Compliance presentation in February or March 2016.
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Associate Athletics Director – Senior Woman Administrator Marilyn Moniz-Kaho’ohanohano, Assistant Vice Chancellor of the Office of Undergraduate Education Dr. Ron Cambra and Faculty Athletics Representative Dr. David Ericson provided a powerpoint presentation on the Student-Athlete Academic Performance Report which covered Academic Performance Rate (APR), UH Graduation Success Rate, and Graduate Success Rate (GSR) by sport; the Federal Graduation Rate (FGR) by year; a chart on APR/GSR/GPA by sport and year; Missed Class Days by sport; Grade Point Average (GPA) by year; Grade Comparison by Semester; History of the Nagatani Academic Center & Academic Support Services from 2000-2015, Student Athlete Academic Services (SAAS), and Future Plans of SAAS; the 4 Year Graduation Plan; Academic Improvement Plans; Department Academic Plan; the Institutional Performance Program (IPP)-APR; the NCAA APR; Comparisons to Peers by Sport and Conference; the IPP-GSR; Review and Assessment; and Student-Athlete Recognition Programs.

AAD Moniz-Kaho’ohanohano explained that the report relates to currently over 400 student-athletes at UHM, and recounted the improvements made over the past 15 years to transform the academic culture that placed academics directly under the AD and compliance under the AAD, and the NCAA institution of the APR and GSR metrics for all schools across the nation to measure progress in academic performance and graduation rate on a national level to compare themselves to peers and set standards. The first set of data was reported in 2003-2004, although UHM was tracking since 2001.

She reported how given Hawai’i’s geographical location, missed class time and retention of student athletes are the biggest challenges. Despite policies changes to cut down on missed class time, UHM student-athletes miss more class time than any other school in the nation due to travel. The department has been tracking missed class days for over 10 years, the data broken is down into conference, non-conference, tournament and post-season competition, and shows that the teams are within the target range set for under 15 missed class days per semester in a regular season.

Regarding GSR, she explained how the NCAA requires data to be reported by on certain sports, and by aggregate for all other sports. She reported how the UHM data shows steady improvement in the GSR both in Hawai’i and nationally, although GSR accounts only for scholarship athletes and does not include transfers who have graduated from another institution.

She further explained how the GSR is still a more complete and accurate look at actual student-athlete success because it takes into account the full variety of participants in Division I athletics and tracks their academic outcomes. Women’s teams have higher scores, but both the men’s and women’s teams are within the acceptable range. Over time, student-athletes generally perform higher over time than all student counterparts. The UHM GSR increased 2 points from 76% to 78%, and the national rate has risen from 82% to 83%. UHM averages 100 student-athletes graduating every year. Football players are on a longer 4.5 year schedule, shifting graduation from May to December, with a few completing their degrees in spring. In contrast, the FGR assesses only first-time, full-time freshmen in a given cohort, only counting them as academic successes if they graduate within a six year period of initial enrollment, and not taking into account the
large number of transfer students in higher education. This rate shows the direct comparison between the student-athlete and the general student body.

AAD Moniz-Kaho’ohanohano explained that the 2014-2015 APR is not finalized, but shared preliminary numbers with the committee. Regarding the APR, only scholarship athletes are counted in the APR. In terms of GPA average by sport, over half of UH’s student-athletes are scholarship athletes with a 3.0 GPA and above. The student-athlete academic center tracks this by sport. No current teams are below a 930 point threshold. Schools have a minimum of 930 point threshold requirement, otherwise they cannot participate in post season play the next school year. The APR is based on eligibility and retention, each student has 4.2 each semester, which is multiplied by 1000.

A chart was shown that compared APR, GPAs by team, GSR, and goals compared to national counterparts. The data showed that all UH teams are at or above the national GPA for their sport, which UH sets at 3.0 for all teams except football. No teams are below the 930 threshold, and the department is closely monitoring men’s basketball.

A report was given on how the academic and advising was provided to support the athletes in tutoring, mentoring and during travel. First-year retention was identified as one of the biggest challenges, and the GradesFirst program was highlighted on how it tracks student athlete progress for advisors, student-athletes and coaches.

Some members inquired as to proper oversight to ensure academic integrity and effectiveness of tutoring services; efforts to improve areas below average; GSR comparison to the non-athlete; and benefits for non-scholarship athletes. AVC Cambra explained that checks and balances are in place to ensure integrity, including thorough tutor training, team training, peer monitoring and student feedback on the effectiveness of tutoring sessions. Tutors accompany student-athletes on certain trips and monitor what is happening on the road. FAR Ericson added that he reports directly to the UHM Chancellor, and is focused on the academic integrity and welfare of student-athletes. He reported that UHM’s APR goal was to be above 50% of all Division I schools, and last year UH improved from 967 to 981 points, which could yield 60% if they continue on the 981 trajectory. The football team is above both the national average for Division I schools and the average for peers in the Mountain West Conference, and last year was particularly good.

Regarding teams ranked below the Division I average—specifically women’s volleyball, women’s golf, and men’s swimming—FAR Ericson explained that they constantly update improvement plans for each sport and assess declines. Small teams like women’s golf, can have a tremendous impact from a single transfer or withdrawal, even though the team is very solid academically. Women’s volleyball APR went from 962 to 966. AD Mattlin noted that retention is the biggest challenge, and the department needed to review recruiting successes and focus on retention. AAD Moniz-Kaho’ohanohano added that there were no NCAA sanctions attached to GSR, whereas there are immediate sanctions for APR (e.g., practice, recruiting, and scholarship sanctions) if a team dips below 930.
AAD Moniz-Kaho’ohanohano explained the department was on a four year plan for graduating student-athletes using the summer school, pre-enrollment and post-eligibility aid programs. This year, there are two football players graduating in 3.5 years because they played freshmen year and attended summer school. There are currently over 200 student-athletes attending summer school on a regular basis utilizing the NCAA student-athlete opportunity fund and the gift from the Waterhouse Charitable Trust. Pre-Enrollment is the bridge program for all incoming freshmen and new students from football and basketball coming into the program.

The average graduation rate for UHM regular students is 5 to 6 years, with student-athletes graduating more quickly than non student-athletes. Summer school has helped steadily decrease the number of fifth year student-athletes. The department celebrates academic success, and this year six sports have achieved the perfect 1000 for a single APR rate and will be receiving awards from the department. In addition, the department provides non-eligible scholarship athletes an additional year of scholarship to complete their degree. There were 340 students-athletes on scholarship, and approximately 100 non-scholarship student-athletes. Those non-scholarship student-athletes (walk-ons) get the same benefits the scholarship student-athletes receive (e.g., practice, travel, uniforms, complimentary tickets, medical services, and academic services) except for the scholarship. NCAA rules restrict the training table to scholarship student-athletes, but non-scholarship student athletes can pay to partake in training table. The NCAA does not require the money for the supplemental meals to come out of the student-athlete’s scholarship, so walk-ons benefit from that program.

Having no further questions, Committee Chair Portnoy thanked AD Matlin and the entire department for the tremendous job in providing such a detailed presentation.

2. Status of Athletics Management and Programs and Student Athletes

Academic Success Rate Report for UH Hilo

UHH Chancellor Straney explained that Division II schools have the same issues, expectations regarding graduation and academic success as Division I schools, but generally do not have the resources to provide the direct support for athletes, largely accomplished through the atmosphere created in the athletics department by the athletic director and the hard work of coaches both on and off the field.

UHH Faculty Athletic Representative Randy Hirokawa provided a powerpoint presentation on the annual academic report for UHH student-athletes. He covered the three main areas of concern for Chancellor Straney on classroom performance, retention and graduation. Overall, the cumulative GPA used to measure classroom performance is on par with regular students; student-athletes generally do better overall on retention than the general student population. However, graduation is the area of greatest concern, and adding a fifth year scholarship or providing a few academic support staff would help student-athletes graduate.

Athletics Director Patrick Guillen explained how Division II utilizes Academic Success Rate (ASR) instead of APR, and that UHH has the same issues with missed class time due to mainland travels, which will always be an issue that needs to be addressed and
recognized moving forward. The NCAA released the ASR for Division II today, and UHH is at 66%. He explained the difference between Division I and Division II being ASR is non-athletic grant-in-aid as well as athletic grant-in-aid, and includes incoming transfers (e.g., mid-year, junior college) and freshmen on scholarship. ASR provides a better picture of how student-athletes are doing compared to the federal rate, which tends to be lower because it only counts students on athletic grant-in-aid or scholarship. Coaches do an excellent job of identifying, recruiting, and retaining solid, student-athletes, and if that upward trend is to continue they will need additional support for fifth year scholarships and academic support advising, which is currently being done by the women's basketball coach. Despite the challenges they face, the department does a very good job with the resources they have.

Committee Chair Portnoy thanked AD Guillen and the entire department for providing the information.

3. **Procedural Status of NCAA Enforcement Action Regarding the UH Mānoa Men’s Basketball Program**

VP Okinaga explained how the NCAA Bylaws are very clear that until the final decision is rendered, all facts regarding the infractions hearing and any interactions are confidential. She recounted that the hearing occurred last month and a ruling is not anticipated for another one to three months.

4. **Discussion of Procedures for Contracting with Head Coaches**

Committee Chair Portnoy explained and AD Matlin reiterated how UH is the only Division I institution in the country whose head coaches are members of a public employee union that influences hiring and termination, the matter has been discussed with the president and the regents as part of a broader analysis of union management issues, and a subject the committee will be looking at moving forward.

President Lassner recounted how this matter was discussed at the legislative hearing last week by some legislators offering the university assistance. Broader issues were recognized, and also the university is in the middle of interest arbitration with the Hawai‘i Government Employees Association (HGEA), and the university has other issues with HGEA, which currently represents these employees who are among the highest dues paying employees at the university. His preference was to begin discussions as the appropriate approach.

Committee Chair Portnoy clarified how despite repeated media speculation about the regent’s role regarding coaches, and reiterating what the president and athletic director have said repeatedly, the board’s role is limited to contracts in excess of three years, and salaries exceeding the board-approved range by 25% and/or exceeding $500,000 annually.

V. **ADJOURNMENT**
There being no further business, on the motion of Regent Yuen and second by Regent Mizuno and with unanimous approval, the meeting was adjourned at 2:25 p.m.

Respectfully Submitted,

/S/

Cynthia Quinn
Executive Administrator and
Secretary of the Board of Regents