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Notice of Meeting UNIVERSITY OF HAWAI'I

BOARD OF REGENTS COMMITTEE ON INTERCOLLEGIATE ATHLETICS

Members: Regents Acoba (Chair), Bal (Vice-Chair), Acopan, Haning, and Wilson

Date: Thursday, October 7, 2021

Time: 10:30 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 June 2, 2021 Meeting
- 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: Maureen Cole, University of Hawai'i at Mānoa Women's Water Polo Coach
- B. Committee Work Plan
- C. Health and Safety Matters: UH Mānoa and UH Hilo

For disability accommodations, contact the Board Office at (808) 956-8213 or bor@hawaii.edu. Advance notice requested five (5) days in advance of the meeting.

D. Ching Complex Status and Potential Uses and Update on Aloha Stadium

E. Academics Progress Report: UH Mānoa and UH Hilo

V. Adjournment

DISCLAIMER – THE FOLLOWING ARE DRAFT MINUTES AND ARE SUBJECT TO FURTHER REVIEW AND CHANGE UPON APPROVAL BY THE COMMITTEE

MINUTES

BOARD OF REGENTS COMMITTEE ON INTERCOLLEGIATE ATHLETICS MEETING

JUNE 2, 2021

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 8:35 a.m. on Wednesday, June 2, 2021. 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; and Regent Eugene Bal.

Committee members excused: Regent Wayne Higaki.

Others in attendance: Board Chair Benjamin Kudo; Regent Randy Moore; Regent Alapaki Nahale-a; Regent Ernest Wilson (ex officio committee members); President David Lassner; Vice President (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; 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 March 3, 2021, committee meeting, seconded by Regent Bal, and noting the excused absence of Regent Higaki, 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

A. Coaches Corner: Kaniela Aiona, UHH Head Men's Basketball Coach

UHH Athletic Director (AD) Patrick Guillen introduced Kaniela Aiona, the new UHH head men's basketball coach, who would be providing a report on the UHH men's basketball program.

Coach Aiona began by speaking about his family and his life experiences, from his days growing up on Hawai'i Island through his basketball career at Honoka'a High School and Webster University, to his returning home to coach UHH in the midst of a pandemic. He stated that the UHH men's basketball team faced distinctive challenges during the 2020 season as a result of the COVID-19 pandemic including modified practice and training schedules and playing in a pod system established by the Pacific West Conference (Pac West) to limit the amount of team travel throughout the season. As a result, UHH was limited to a 12-game schedule competing against its peer institutions in Hawai'i, Chaminade University and Hawai'i Pacific University. Despite these challenges, the UHH men's basketball team proved to be very competitive on the court winning the Hawai'i pod, finishing the season with a 10 and 2 record, and narrowly missing the opportunity to compete in the National Collegiate Athletic Association (NCAA) Division II regional playoffs by one game. He expressed admiration for the effort of his team and the support provided by the community and vowed to continue working toward re-instilling pride for the UHH men's basketball program within the community, the university, and the State.

Regent Moore arrived at 8:43 a.m.

Stating that he was impressed with the ability of Coach Aiona and his entire coaching staff to impart a sense of pride in, and commitment to, a program that was based on values first, Regent Nahale-a asked how the coaches were able to impart these values on the players in such a short period of time. Coach Aiona replied that the entire coaching staff began by treating each other and the players as 'ohana which established trust and rapport between, as well as a respectful and caring attitude among, the players and coaches. It was also stressed that the concept of 'ohana not only applied to the relationship between coaches and teammates but also to the team's relationship with the community and everyone that cared about and supported the program. Once the coaches and players understood this concept and realized that they were part of something bigger than themselves, it became easier to strive toward achieving the team's goals and mission.

Chair Acoba congratulated Coach Aiona on his successful first season as the UHH head men's basketball coach and wished him success in the coming years. He also requested the Committee's indulgence in recognizing an extraordinarily selfless and generous individual, Colt Brennan, who by his personal example lifted an entire state to heights that it has rarely seen. While these kinds of acts are memorable in whatever field they occur, this particular instance occurred in University of Hawai'i Athletics and he offered his mahalo and aloha to Colt Brennan, in memoriam.

B. Title IX Update

UHM Athletic Director (AD) David Matlin introduced Lois Manin, Associate Athletic Director and Senior Women's Administrator, to provide the Title IX report on behalf of UHM.

Ms. Manin briefly reviewed the history of gender equity planning at UHM in response to Title IX noting that the first departmental gender equity plan was created in 1994 and that the athletic department is currently operating under its sixth gender equity plan which was initiated in 2017. She described the three prongs of substantial proportionality, continued expansion, and full accommodation, which are used by athletic departments across the country to provide equitable participation opportunities in athletics stating that at least one of these three prongs needed to be satisfied to maintain compliance with Title IX. Similar to other university athletic departments, the UHM Athletic Department (UHM Athletics) focuses on the issue of substantial proportionality, which requires that opportunities for participation in intercollegiate sports by gender are in approximate proportion to undergraduate enrollment. UHM has done very well in satisfying the requirements of substantial proportionality experiencing a variance of only 1.39 percent of the overall women's undergraduate enrollment percentage during the 2019–2020 academic year.

The awarding of athletic scholarships to female student athletes has also remained steady in relation to the percentage of female students participating in athletics at UHM. UHM Athletics continues working towards a goal of awarding a percentage of female scholarship dollars that is within less than one percent of the female participation percentage.

Chair Acoba asked how UHM Athletics compared to its peer institutions regarding Title IX compliance and the issue of substantial proportionality. Ms. Manin replied that university athletic departments base substantial proportionality figures upon evaluations and determinations made by the Office of Civil Rights on a national level. In general, the majority of athletic departments sets goals of maintaining the variance in substantial proportionality at between one and two percent and UHM Athletics is well within this goal. AD Matlin added that recent comparisons between UHM Athletics and its peer institutions regarding the issue of substantial proportionality have not been conducted but noted that the comparisons conducted in the past have shown that UHM Athletics compares favorably to other institutions.

UHH AD Guillen provided an update on Title IX issues at UHH stating that it uses the same three-pronged approach used by the UHM Athletics as well as the substantial proportionality metric to evaluate compliance. Although 110 female athletes and 84 male athletes participated in the seven women's sports and five men's sports UHH competes in, it was noted that these numbers were slightly lower than previous years as a result of the COVID-19 pandemic and the ability for student-athletes to opt out of participating in their respective sport for this season. Similarly, the opt out provisions and extension of player eligibility offered to student-athletes by the NCAA due to the COVID-19 pandemic impacted the UHH Athletic Department's (UHH Athletics) goal of awarding a percentage of female scholarship dollars that is within less than one percent of the female participation percentage, a goal which it has achieved for the past five years. However, UHH Athletics anticipates that its participation and scholarship figures

will improve once public health circumstances improve and student-athletes are able to return to campus. UHH Athletics' plan to achieve greater gender equity was also reviewed with UHH AD Guillen noting that a gender equity committee has been established to assess and update gender equity plans, policies, and procedures. While UHH Athletics has made progress in achieving gender equity in several areas including recruiting budgets, academic support, and coaching, it also continues working toward improving in other areas such as facilities, equipment, supplies, and athletic training. An update was also given on current and ongoing Title IX training for all coaches, staff, and student athletes.

Referencing the impact of the COVID-19 pandemic on athletic scholarships and participation numbers, Vice-Chair Westerman asked whether UHH expected the situation to improve or whether both UHH and UHM Athletics had to reevaluate the situation and adjust operations accordingly to remain in compliance with Title IX. AD Guillen replied that UHH Athletics was hopeful that the situation would improve by the fall. He reiterated that the return of student-athletes to campus will allow UHH athletics to establish more accurate roster sizes and scholarship funding, all of which were impacted by student-athlete opt-outs experienced during the past year, and thereby normalize Title IX compliance issues. AD Matlin added that UHM Athletics also believes addressing Title IX compliance will become more manageable once student-athletes begin to return to campus but that this issue must be continually monitored, and adjustments made as situations arise.

Chair Acoba asked whether UHM Athletics had sexual harassment, assault, and discrimination training for its coaches, staff, and student-athletes as part of its ongoing Title IX training and education. AD Matlin responded in the affirmative stating that UHM Athletics has a Title IX training and education program similar to UHH, that this program is required to be certified by the NCAA annually, and that UHM is in complete compliance with all requirements.

C. Academic Progress Report

Ms. Manin provided a synopsis of the academic performance rate (APR) for UHM Athletics and highlighted several of its academic successes. UHM Athletics has improved its APR score for seven consecutive years with an APR score of 986 being achieved for the 2019-2020 academic year, which is slightly above the national average APR score of 983 for the 2018-2019 academic year. Ten of UHM's 18 teams posted perfect, single-year APR scores of 1,000 during the 2019-2020 academic year with the men's volleyball team achieving its fourth perfect score in four years and women's tennis team achieving its seventh perfect score in eight years. Fourteen teams also posted multi-year APR scores of 980 or higher. As of fall 2020, UHM student-athletes maintained a semester grade point average (GPA) of 3.13 and a cumulative GPA of 3.19, a new record, with 67 percent of the 492 student-athletes earning a semester GPA of 3.0 or higher; 69 percent earning a cumulative GPA of 3.0 or higher; 41 student-athletes earning a fall GPA of 4.0; and 17 student-athletes earning a cumulative GPA of 4.0. It was noted that much of this academic success can be attributed to the efforts and hard work of the student-athletes and the Student-Athlete Academic Services staff.

Regent Wilson arrived at 9:05 a.m.

AD Guillen presented an overview of the academic performance of student-athletes at UHH for the 2020-2021 academic year. He noted and commended the academic success of UHH student-athletes mentioning that a record number of student-athletes (154) were placed on the UHH honor roll earning a cumulative GPA of 3.0 or higher. To date, UHH student-athletes have earned a one-year GPA of 3.173 and cumulative GPA of 3.192 for the academic year, with 114 student-athletes earning a cumulative GPA of 3.3 or higher. Additionally, 70 percent of UHH student-athletes earned a spring semester GPA of 3.0 or higher with 65 percent earning a cumulative GPA of 3.0 or higher. AD Guillen also presented a three-year, historical perspective of GPA by sport stating that academic progress has shown continued improvement.

An overview, by sport, of the academic success rate (ASR), overall student-athlete retention rates, and graduation rates was also provided by AD Guillen. He mentioned that UHH Athletics experienced an average retention rate of 78.2 percent as compared to the campus retention rate of 71 percent and that graduation rates have continually increased since 2015 with 35 student-athletes graduating this year.

Stating that the ASR for the latest cohort of student-athletes at UHH was 71 percent and the NCCA Division II national average for ASR was 74 percent, Chair Acoba questioned the significance of these figures. AD Guillen replied that UHH Athletics had an ASR of 67 percent for the previous academic year, so improvement is occurring. He also explained that ASR is only calculated based upon student-athletes that are on scholarship and does not factor in the academic success of non-scholarship athletes. Since a large percentage of student-athletes at UHH do not receive any scholarship money, including one-third of the UHH baseball team, the ASR may not be an accurate reflection of the academic success and progress of all student-athletes. In the future, the UHH Athletics is hoping to track information on non-scholarship athletes and include this data in its academic progress report to the committee.

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

AD Matlin introduced Amanda Paterson, Assistant Athletic Director for Compliance and Eligibility, to provide the report on NCAA policies related to NIL and transfers.

Ms. Paterson began by stating that, while the NCAA has been engaged in the process of creating NIL policies and regulations with its member institutions for over one year, uncertainty remains on the final outcome of the proposed policies and regulations. It was also noted that a vote on proposed NIL policies and regulations scheduled for January 2021 was postponed to mid- to late-June 2021 for possible implementation on July 1, 2021, leaving minimal time for athletic departments to address any changes. She 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 she stressed that discussions are ongoing and all of the proposals to date are subject to change.

Mentioning legislation under consideration by Congress regarding the issue of NIL, Vice-Chair Westerman asked whether federal legislation with respect to NIL would be preferable over legislation being pursued in individual states. AD Matlin replied that federal legislation would be preferable and that differing legislation in each state would result in confusion and make it difficult for intercollegiate athletics to function.

Chair Acoba asked whether it was anticipated that enactment of federal legislation or establishment of NCAA guidelines requiring a review of the overall structure of intercollegiate athletics would occur in the future. AD Matlin replied that some changes will most likely need to be made to the intercollegiate model for athletics in the future and that discussions on this issue have been ongoing.

Ms. Paterson also provided an update on changes to NCAA transfer rules stating that a uniform, one-time transfer rule was adopted to afford athletes participating in football, baseball, and basketball the same transfer opportunities given to athletes participating in all other sports. In short, all student-athletes will now be allowed to exercise a one-time transfer to an athletics program at another institution and become immediately eligible to participate in athletic competition. She reviewed the requirements and restrictions for obtaining a one-time transfer waiver, as well as penalties for any violations, specifically noting that direct or indirect contact with a student-athlete prior to their entrance in the transfer portal is a Level II NCAA violation. In addition, concerns were raised about the overzealous use of the transfer portal by student-athletes as a tool to determine potential prospects in their respective fields of play. AD Matlin added that UHM Athletics has undertaken efforts to educate student-athletes about the risks associated with entering the transfer portal such as the loss of scholarships and positions on teams once this occurs and commended Ms. Paterson and her staff for their efforts on this matter.

Chair Acoba requested clarification about the inability of the athletics department to retain a spot for a student-athlete once they have entered the transfer portal. AD Matlin replied that once a student-athlete enters the transfer portal, the coach of the affected team needs to recruit another athlete to replace the departing player and cannot hold a position on team for the departing player should they decide to return.

Noting that a violation of the transfer rules has serious implications, Chair Acoba asked if there were plans in place to avoid these violations. Ms. Paterson replied that she believed that ongoing education and training of coaches and student-athletes on the transfer rules is key to avoiding violations.

E. Football Facilities Update

AD Matlin provided an update on the planning for, and progress being made on, facility improvements to the Clarence T.C. Ching Athletic Complex (Ching Complex) that were necessitated by the decision to demolish Aloha Stadium and use the Ching Complex as a venue to host home games for the university's football team. He summarized the most current information available on the facility upgrades highlighting a number of projects that were already in progress or scheduled to begin including replacement of field turf; installation of grandstands, press boxes, and scoreboards; and

the construction of portable concessions and restrooms, as well as the aggressive timeline for completion of these projects to host football games during the 2021 season in accordance with NCAA Division I standards. All improvements are currently progressing on schedule and are expected to be completed by September 2021 in anticipation of the football team's opening game on September 4. Renderings of the facility improvements and design were also presented.

While the New Aloha Stadium Entertainment District (NASED) is slated for completion by 2024, AD Matlin stated that improvements to the Ching Complex were needed to meet two immediate goals: preserving as much of the annual \$3.4 million net-positive contribution received from home football games as this revenue is critical to supporting athletic department operations and non-revenue generating sports at the university and meeting NCAA Division I and Mountain West Conference requirements for football, or obtaining waivers from these requirements. He underscored the attendance requirement, noting that a university must average 15,000 or more fans per game over a two-year period. Although this requirement has been suspended for the 2021 season because of the COVID-19 pandemic, it will be reinstated in the 2022 season. As such, additional plans are being formulated to further upgrade the Ching Complex from the 9,000-seat facility currently being constructed to a 15,000-seat facility for the 2022 season. UHM Athletics is also cognizant of the possibility that the NASED will not be completed by 2024 as anticipated and is developing longer-term plans for the use of the Ching Complex beyond 2024.

Due to the limited seating capacity of the upgraded Ching Complex which has led to the demand for football tickets exceeding the supply, AD Matlin stated that it was necessary to develop a football ticket distribution plan that strived to balance inclusiveness and the needs of all stakeholders with the revenue-generating needs of the university. He provided an overview of the plan for the 2021 season and noted that additional ticketing and viewing options are being considered for future seasons.

Given the limited seating capacity of 9,000 at the Ching Complex in relation to the 16,000 season-ticket holders, Regent Bal questioned whether individuals will be afforded the opportunity to purchase single-game tickets. AD Matlin replied that this does not appear likely for the 2021 football season. Under the current ticketing plan, UHM Athletics is attempting to accommodate as many season-ticket holders as possible and has placed a number of tickets on hold to allow some season-ticket holders who do not receive a full allotment of tickets to attend at least one or two games. However, if tickets that have been committed to other groups such as students and visiting teams are returned, those tickets may be made available for single-game purchase. He noted that UHM Athletics has established deadlines to commit to ticket purchase and use to better allow for the management of the overall number of tickets available. The expansion of the Ching Complex to a capacity of 15,000 in 2022 should help to somewhat address this dilemma.

Regent Acopan asked if consideration has been given to using other university facilities such as the Stan Sheriff Center to allow fans who are unable to obtain tickets to the Ching Complex to view games and create a Mānoa experience type of atmosphere with food trucks, vendors, and concessions. AD Matlin responded in the

affirmative. However, for 2021, UHM Athletics has been limited to a capacity of no more than 10,000 persons on campus for sporting events under permits issued by the Department of Planning and Permitting (DPP) of the City and County of Honolulu for the Ching Complex improvements. Ongoing conversations are occurring between DPP and UHM Athletics to expand this number for future years.

Vice-Chair Westerman questioned whether the seating capacity of 9,000 at the Ching Complex was the maximum capacity of the facility or maximum capacity with COVID-19 social distancing guidelines in place. AD Matlin replied that anticipated maximum capacity for 2021 without social distancing guidelines was 9,000 spectators.

Regent Nahale-a asked about the process used to establish ticket prices. AD Matlin stated that UHM Athletics has a ticket committee that analyzes ticket pricing. While the ticket pricing plan has resulted in slightly higher ticket prices due to limited availability and premium seating designations to generate revenue, efforts are being made to keep ticket prices reasonable in an effort to maintain fan engagement, particularly with regard to season-ticket holders.

F. Update on Health and Safety Matters Relating to Student Athletes, Coaches, Staff, and Spectators

AD Matlin reviewed 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. As of May 2021, UHM Athletics has conducted about 14,801 tests, 34 of which have been confirmed as COVID-19 positive, for a positivity rate of approximately 0.23 percent. Efforts to vaccinate student-athletes are also ongoing. While only 66 of the approximately 460 student-athletes have been fully vaccinated, he stated that an additional 51 student-athletes have begun the vaccination series but have not yet completed the process. It was noted that the lower vaccination rate among student-athletes was due, in part, to the date of eligibility for student-athletes to receive vaccinations during the waning moments of the spring semester when many students had completed coursework and returned home. AD Matlin also discussed the impacts of the COVID-19 pandemic on the schedules and competitive opportunities for several sports.

Stating that vaccination rates among student-athletes appears to be around 26 percent, Chair Acoba asked whether UHM Athletics had plans in place to increase this number. AD Matlin replied that initiatives are in place to encourage student-athletes to receive their vaccinations and reiterated that the low vaccination percentage was due, in part, to the departure of a significant number of student-athletes from campus prior to their becoming eligible to receive the vaccine. He also stated that a vaccine clinic will be held this weekend at the athletic facilities for student-athletes, coaches, students, faculty, and staff. Dr. Jonathan Sladky, UHM's team physician, concurred with AD Matlin and noted that with further vaccine education to address any hesitancy among student-athletes and increased availability of on-campus vaccinations, the percentage of student-athletes who are vaccinated will increase once they return to campus. In addition, all students attending UHM in the fall must meet vaccination requirements which should also result in increased vaccination rates among student-athletes.

AD Guillen provided an update on the various health and safety issues involving UHH Athletics reviewing some of protocols regarding COVID-19 screening and testing that are currently in place. As of May 24, 2021, UHH Athletics has conducted 4,601 COVID-19 tests, five of which have been confirmed as positive, for an overall positivity rate of 0.11 percent. UHH athletics anticipates that nearly 100 percent of its student-athletes will have received their COVID-19 vaccinations by the time they return to campus in the fall. He noted that approximately 50 percent of student-athletes had been fully vaccinated and an additional 30 percent had received their initial vaccine dose prior to the conclusion of the 2020 fall semester and that the remainder of student-athletes who were unvaccinated had planned to receive their vaccinations upon their return home.

G. Update of the Athletic Budget and Financial Integrity of the UHM and UHH Athletic Departments

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. He provided an update to the fiscal report given to the committee on March 3, 2021, stating that the COVID-19 pandemic resulted in approximately \$14.1 million in lost revenues. Although athletic department expenses saw a concomitant reduction of \$8.7 million, UHM Athletics' projected net deficit for fiscal year (FY) 2021 remains at \$8.2 million. It was also noted that \$3.6 million in general fund appropriations for athletic department operational costs was removed from the State Budget by the Legislature and that an analysis of the impacts of the loss of this funding is currently being conducted. UHM Athletics continues to search for opportunities to decrease expenses and enhance revenues including implementing some of the recommendations of the Strategic Visioning Committee established in the fall of 2020.

Chair Acoba requested clarification on the impacts of federal relief funding on the budget for UHM Athletics. AD Matlin replied that UHM Athletics is currently working with the university administration on determining the availability of federal relief funds which may impact the final budget figures for FY 2021. President Lassner added that, prior to the conclusion of the legislative session, the intent of the administration was to allocate relief funds to a number of programs at UHM, including athletics, that have experienced precipitous revenue declines during the past year. However, general fund reductions made to UHM's operating budget by the Legislature have resulted in a re-analysis of the distribution of these funds.

AD Guillen reported on the FY 2021 fiscal projections for UHH Athletics. He stated that UHH Athletics is anticipating net revenues of \$2,404,728 after legislative funding reductions of \$172,505, and net overall expenses of \$2,036,810 which will result in a surplus of \$367,918 being experienced for FY 2021. It was noted that legislative reductions in general fund appropriations in the amount of \$400,000, in addition to a return to a more normalized form of competition which will increase travel expenses, will have negative implications for the UHH Athletics budget in FY 2022. UHH Athletics will continue to proceed with plans for competition during the next academic year in a fiscally responsible manner while providing student-athletes with a positive experience.

H. Athletics Forecast for Summer and Fall 2021

AD Matlin reported that UHM Athletics will be focusing on a number of issues throughout the summer and fall of 2021 to allow for the effective and efficient management of the department and athletic competition within the dynamic landscape of intercollegiate athletics that is anticipated due to the continuing impacts of the COVID-19 pandemic. Efforts to address rules and protocols regarding competition and spectator attendance at sporting events while ensuring the health and safety of student-athletes, coaches, staff, and spectators are ongoing. Planning for budget impacts due to the pandemic and loss of legislative funding, as well as preparing for the opening of the Ching Complex by September 2021 will continue throughout the summer. He stated that bridge programs for incoming freshmen student-athletes to help acclimate them to the collegiate experience will also be reinstated over the summer.

AD Guillen stated that, like UHM Athletics, it is anticipated that all student-athletes at UHH will return to campus in the fall and that a more normalized athletics competition schedule will be experienced in 2021. He noted that, while some fall 2020 sports were canceled, others such as soccer, men's basketball, women's volleyball, and men's tennis were allowed to compete in extremely modified schedules during spring 2021, with a number of these teams witnessing success at both the local and national levels.

I. Committee Annual Review

Chair Acoba referenced the committee annual review matrix provided in the materials packet and asked for comments from committee members. Hearing none, Chair Acoba stated that 2020 proved to be a challenging year for intercollegiate athletics both in Hawai'i and nationally and underscored several of these challenges. He acknowledged the accomplishments of both UHM Athletics and UHH Athletics; the work of the student-athletes, coaches, staff, athletic departments, and university administration under demanding circumstances; the efforts of the board office staff in assisting the committee; and the committee members for their patience and diligence throughout the year in completing the tasks set forth in the committee work plan.

V. ADJOURNMENT

There being no further business, Regent Acopan moved to adjourn, seconded by Regent Bal, and noting the excused absence of Regent Higaki, and with all other members present voting in the affirmative, the meeting was adjourned at 10:11 a.m.

Respectfully Submitted,

Kendra T. 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

Athletics Department Update

October 7, 2021



Agenda

- Coaches Corner
- Health & Safety Matters
- Clarence TC Ching Athletics Complex
- Student Academic Standing & Progress Reports



Coaches Corner

Women's Water Polo Head Coach Maureen Cole





Health & Safety Matters

Jonathan Sladky, M.D. and Lyn Nakagawa, ATC



Testing Protocols

Area	Unvaccinated	Vaccinated
Testing back into “bubble”	One PCR or multiple antigen	No testing
Surveillance testing	One PCR weekly (campus and NCAA)	No testing
During competition	For safe travels, and as required by other school policies	Rarely required by other school policies
Close contact	Quarantine 10 days, may test	Mask and distance 3-5 days, can resume normal activity after PCR at 3-5 days
“Sustained increased transmission”	Pause activity, test everyone	Pause activity, test everyone
Symptomatic with Covid-19 symptoms	Test immediately PCR	Test immediately PCR



Testing Protocols

Table 1. COVID-19 Management Considerations for Tier 1 Individuals.

		NOT FULLY VACCINATED	FULLY VACCINATED OR DOCUMENTED INFECTION IN THE PAST 90 DAYS (or more than 90 days if allowed by local authorities)			NOT FULLY VACCINATED	FULLY VACCINATED OR DOCUMENTED INFECTION IN THE PAST 90 DAYS (or more than 90 days if allowed by local authorities)
TESTING	Upon Arrival to Campus, or Return to Campus from a Summer Break	Single polymerase chain reaction/nucleic acid amplification test within three to five days after arrival, or two antigen tests on non-consecutive days within three to five days after arrival. No team training or competition until single PCR/NAAT or both antigen tests are negative.	No testing unless symptomatic, or based on a risk assessment of a documented close contact with COVID-19.	QUARANTINE & ISOLATION	Close Contacts	Quarantine in accordance with local public health authority guidance for close contact with another individual with confirmed positive COVID-19. Previous considerations regarding activity during quarantine (e.g., individual exercise if it does not cause cardiopulmonary symptoms) continue to apply.	Masking in public indoor settings for 14 days with discontinuation if a COVID-19 test is performed three to five days after exposure and is negative, or if assessment does not reveal high risk.
	Surveillance Testing	Based on level of community immunity, community spread, and local public health official recommendations. If community spread is substantial or high , weekly PCR/NAAT testing or three-times-week antigen testing.	No testing unless symptomatic, or based on a risk assessment of a documented close contact with COVID-19.		Positive Test Protocol	Isolation for 10 days and at least 24 hours have passed since resolution of fever without the use of fever-reducing medications and other symptoms have improved. Post-infection exercise consistent with cardiac considerations.	
	During Competition Season	Weekly PCR/NAAT testing or three-times-a-week antigen testing. During a week with competition: <ul style="list-style-type: none"> • PCR/NAAT test within three days of first competition of the week; or • Antigen test within one day of each competition (continue three-times-a-week antigen testing if fewer than three competitions). 	No testing unless symptomatic, or based on a risk assessment of a documented close contact with COVID-19.	ATHLETIC ACTIVITIES	Training and Competition	No restrictions.	
	Sustained Increased Transmission	If sustained increased transmission on a team, test all symptomatic individuals or individuals with close contacts, or apply a similar risk mitigation strategy. Sustained increased transmission is likely occurring if: <ul style="list-style-type: none"> • Team of ≤ 50: Concurrent positive cases of three or more. • Team of > 50: Concurrent positive cases of five percent or more. When sustained increased transmission is occurring, decisions about continued team activity should be made at the local level and with consideration given to ongoing risk of team transmission or transmission to another team during competition.		NON-ATHLETIC ACTIVITIES	Nonathletic Activities	Universal masking and physical distancing.	Masking in indoor settings.
					In-Person Interactions	Universal masking and physical distancing.	Masking in public indoor settings. Large crowd avoidance or masking where community immunity is unknown or vaccination status cannot be determined. Masking in indoor settings.



COVID-19 Health & Safety Measures

Testing Methods & Results / Vaccinations



- Testing methods
 - Surveillance (unvaccinated)
 - Exposure / Symptomatic
- Testing results last academic year 2020-21

Total Tests	Total Positive	Total Negative	<i>Positivity Rate</i>
15,221	32	15,189	0.21%

- Testing results to date this semester

Total Tests	Total Positive	Total Negative	<i>Positivity Rate</i>
1,125	16	1,109	1.42%

Of note, testing is significantly decreased due to vaccinated athletes not routinely testing, which decreases the denominator and may skew positivity rates.



Vaccinations

Men's Sports	Fully Vaccinated
Football	87.68%
Men's volleyball	89.29%
Baseball	100.00%
Men's tennis	90.00%
Men's basketball	100.00%
Men's golf	90.91%
Men's swim & dive	83.87%
Sailing	96.77%

Coed Sports	Fully Vaccinated
Cheer	95.00%
Sailing	96.77%

Women's Sports	Fully Vaccinated
Beach volleyball	88.00%
Water polo	92.31%
Softball	96.30%
Women's tennis	90.91%
Women's basketball	96.15%
Women's volleyball	100.00%
Women's golf	100.00%
Women's swim & dive	77.14%
Track & Field	97.78%
Cross country	84.62%
Soccer	96.97%

Note: Data as of October 5, 2021.

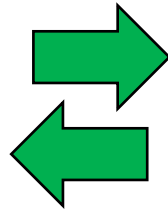


COVID-19 Health & Safety Measures

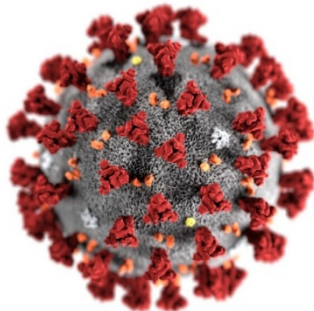
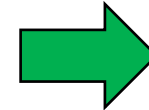
Mandates, guidance, resources, from governmental, conference, and other entities



- Student Health Center
- General Counsel



- UHM Athletics COVID-19 Committee
- Student-Athlete Well-Being Committee
- Student-Athlete Advisory Council



“The only constant is change” ...
 We continue to live in a rapidly evolving landscape, and our committees and organizations and procedures continue to evolve with changing evidence, recommendations, guidelines and requirements



Concussion Tracking

June 1 - May 30	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16
Baseball	0	5	0	0	2	0
Basketball - Men's	0	2	3	3	1	0
Basketball - Women's	2	3	2	3	5	3
Beach Volleyball	1	1	1	2	0	0
Cheerleading	0	0	0	3	2	0
Cross Country	0	0	0	0	0	0
Football	2	9	7	8	8	6
Golf - Men's	0	0	0	0	0	0
Golf - Women's	0	0	0	0	0	0
Sailing	0	2	1	4	1	0
Soccer	1	3	2	3	2	2
Softball	1	0	1	0	0	0
Swimming and Diving	0	0	1	1	2	1
Tennis - Men's	0	0	0	0	0	0
Tennis - Women's	0	0	0	0	0	0
Track and Field	1	0	1	3	2	2
Volleyball - Men's	0	1	0	0	0	0
Volleyball - women's	1	0	1	2	0	1
Water Polo	0	0	1	5	1	2

	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16
Total	9	26	21	37	26	17
Men's	2	17	10	11	11	6
Women's	6	7	8	15	8	8
Co-Ed	1	2	3	11	7	3



Mental Health

The well-being and mental health of our student-athletes is highest priority.

- **Proactive / Preventative Efforts:**

- 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 counselor*, CSDC counseling, Queen's Counseling Services
- **Chronic:** *UH athletics counseling*, CSDC counseling, Queen's Counseling Services

Kelly Soler, LCSW
Former UH student



Clarence TC Ching Athletics Complex (Ching Complex)



Clarence TC Ching Athletics Complex

Status of Transformation

H **COMING**
HOME



Status of Transformation

Game Ready

Team Effort Got it Done

- Capacity expanded to accommodate 9,300+ fans
- New and/or borrowed game day equipment (e.g., scoreboard, game clocks)
- Locker rooms for teams and officials
- Print media, TV, radio, game officials (e.g., replay), and other game day supporting needs in place
- Hospitality suites (with long term commitment of support)
- Corporate partner banners and other advertising accommodated

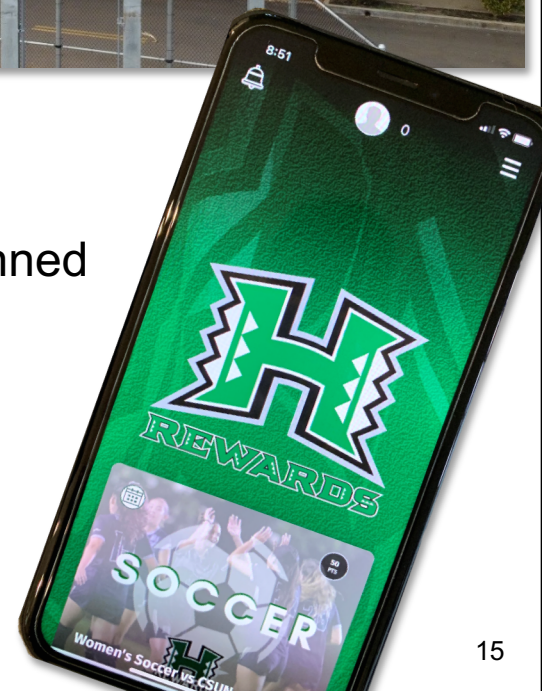




Status of Transformation

Fan Ready

- Able to host fans, when allowed
- Traffic and pedestrian management plans (tracking planned to allow adjustments as necessary)
- Concessions and merchandising
- Restroom facilities
- Scoreboard, sound system, other amenities in place
- Game day programming, promotions, contests, etc. planned
- Student groups being communicated with





NCAA and Conference Minimum Requirement

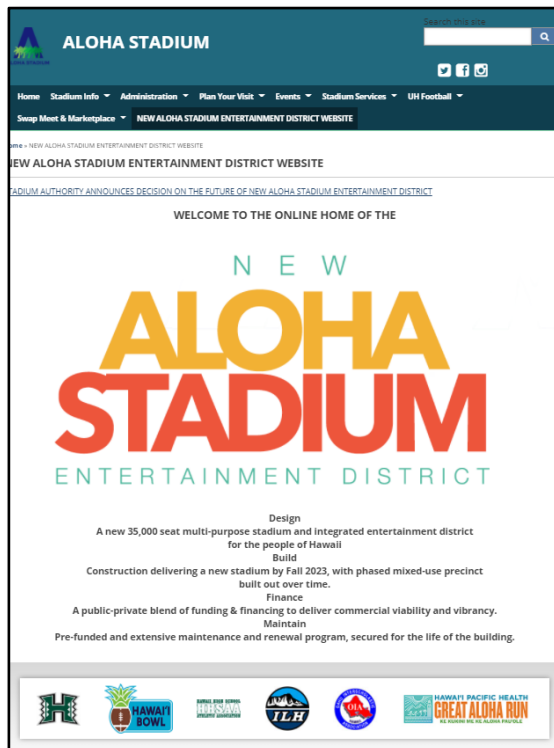
- NCAA and conference requirements
 - School must average 15,000+ fans per game measured over two-year period.
 - Because of COVID, requirement suspended for 2021 season
 - UH will be measured from 2022 and 2023 seasons
 - Must qualify or otherwise seek a waiver
- Future consideration to expand Ching Complex seating to accommodate 15,000+





Clarence TC Ching Athletics Complex

Aloha Stadium



- UHM Athletics not aware of any updates from earlier announcements by Stadium Authority to:
 - Not allow fans at any events due to safety concerns
 - Early demolition, rather than continuing operations until new stadium is built
 - Timeline to complete new stadium by 2024
- UH Athletics appreciates the Stadium's support of Ching Complex efforts



Academic Progress Update



Office of the Assistant Vice-Provost for Student Academic Success



Student-Athlete Support Services Throughout the Pandemic



- From the Spring 2020 semester through Spring 2021 semester, and most of Summer 2021, SAAS primarily supported the student-athlete population virtually
- All team study halls and tutor/mentor sessions were moved to virtual
- Fall 2021 is the semester where support services will resume being offered in the typical face-to-face format
- Despite Spring 2020, Fall 2020, Spring 2021 and most of Summer 2021 being primarily virtual, student-athletes persevered well



Student-Athlete Academic Outcomes

Fall 2020 Semester



- Fall 2020 Semester
 - Mean semester GPA: 3.3
 - Mean cumulative GPA: 3.31
- 69% of student-athletes (378 of 547) earned a semester GPA of 3.0+, and 70% (385 of 547) had cumulative GPAs of 3.0 or higher
- 19 achieved a perfect 4.0 GPA for Fall term



Student-Athlete Academic Outcomes

Spring 2021 Semester



- Spring 2021 Semester
 - Mean semester GPA: 3.18
 - Mean cumulative GPA: 3.28
- 61% of student-athletes (318 of 523) earned a semester GPA of 3.0+, and 68% (356 of 523) had cumulative GPAs of 3.0 or higher
- 10 achieved a perfect 4.0 GPA for Spring term



Student-Athlete Academic Outcomes

Mean GPA



Sport	Fall 2020		Spring 2021	
	Cumulative	Semester	Cumulative	Semester
Baseball	3.09	3.06	3.01	2.59
Basketball - Men's	3.12	3.08	2.95	2.73
Basketball - Women's	2.95	2.93	2.93	2.92
Beach Volleyball	3.62	3.64	3.47	3.44
Cheerleading	3.09	3.21	3.13	3.14
Cross Country	3.48	3.32	3.35	3.13
Football	2.77	2.48	2.81	2.61
Golf - Men's	3.09	3.31	3.03	2.88
Golf - Women's	3.16	3.20	3.22	3.37
Sailing - Coed	3.06	3.16	3.02	2.87
Sailing – Women's	3.07	3.13	3.16	3.02
Soccer	3.70	3.65	3.68	3.63
Softball	3.47	3.46	3.43	3.14
Swimming & Diving – Men's	3.45	3.42	3.50	3.43
Swimming & Diving – Women's	3.61	3.66	3.55	3.51
Tennis - Men's	3.61	3.54	3.52	3.38
Tennis - Women's	3.71	3.75	3.69	3.62
Track & Field Indoor	3.31	3.31	3.27	3.16
Track and Field Outdoor	3.31	3.31	3.27	3.16
Volleyball - Men's	3.24	3.20	3.32	3.25
Volleyball - women's	3.54	3.42	3.53	3.53
Water Polo	3.32	3.34	3.39	3.37



Records and Academic Outcomes Over Time



- 356 student-athletes were considered “scholar-athletes” for the 2020-2021 academic year
 - Highest ever number of students
 - 8th consecutive academic year it has been over 200 student-athletes honored
 - First year it has been over 300 student-athlete scholar athletes
- 17th consecutive semester that student-athletes earned a 3.0+ cumulative GPA (since Spring 2013)
- 6th consecutive semester that student-athletes earned a 3.0+ average in **both** semester and cumulative GPAs



Academic Progress Rate (APR) Update

2020-2021 Performance



- Recorded all-time high APR score of 986 (2020-2021)
- Bettered last year's previous all-time high of 984 (2019-2020) and above national average of 983
 - Seventh consecutive year UH improved its multiyear score from the previous year
- Team Performance (2019-2020):
 - Men's Volleyball posted perfect multiyear score of 1,000 which is higher than its previous highest ever multiyear score posted last year
 - 10 teams posted perfect single-year scores of 1,000 during academic year
 - 4 of 7 men's sports: Baseball, Golf, Tennis, and Volleyball
 - 6 of 11 women's sports: Beach Volleyball, Cross Country, Swimming & Diving, Tennis, Track & Field, Volleyball (Tennis achieved a perfect single-year score for the seventh time in the last 8 years)
 - 12 teams posted multiyear scores of 980 or higher



Student-Athlete Academic Outcomes



Graduates

Sport	Spring 2021
Baseball	9
Basketball - Men's	3
Basketball - Women's	4
Beach Volleyball	3
Cheerleading	3
Cross Country	
Football	10
Golf - Men's	3
Golf - Women's	4
Sailing - Coed	3
Sailing – Women's	
Soccer	2
Softball	7
Swimming & Diving – Men's	4
Swimming & Diving – Women's	7
Tennis - Men's	2
Tennis - Women's	3
Track & Field Indoor	10
Volleyball - Men's	2
Volleyball - women's	4
Water Polo	7



90 student-athletes
(current and former)
were set to graduate in
the main Spring 2021
Commencement
Ceremony



  *Mahalo*



University of Hawai'i Hilo Athletics

Presentation to

University of Hawai'i

Board of Regents

Committee on Intercollegiate Athletics

Student-Athlete Health and Safety Update

October 7, 2021

TM

COVID-19 Update

Vaccination Status

- Total student-athletes – 231
- Completely Vaccinated (i.e., both doses of Pfizer or Moderna OR single dose of Johnson & Johnson)
- Unvaccinated – 6
- Vaccination Rate – 97.5%



Total Tests 5,031	Total Positive 7	Total Negative 5,024	Positivity Rate 0.13%
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Positivity Rates as of September 28, 2021

State of Hawai'i = 3.1%

County of Hilo 3.1%

- Testing Methods: PCR, Surveillance Testing, daily screenings
- Testing will continue as per DOH, County of Hawai'i, UH, NCAA and PacWest Conference guidelines

COVID-19 Travel Protocols

- Visiting Team Protocols includes Safe Travels Hawai'i, LumiSightUH for screening and PacWest Conference attestation forms. Game officials are also screened through LumiSightUH.
- Protocols for return to play and team travel are working well
- UH protocols while on campus are being strictly adhered to which include daily health screenings, monitoring and contact tracing in accordance with guidelines recommended by DOH, NCAA and PacWest Conference
- Continue to keep current on information from DOH, CDC, County of Hawai'i and UH while also engaging consistently with PacWest Conference and NCAA regarding best practices



LUMISIGHT



**STATE OF HAWAII
SAFE TRAVELS**

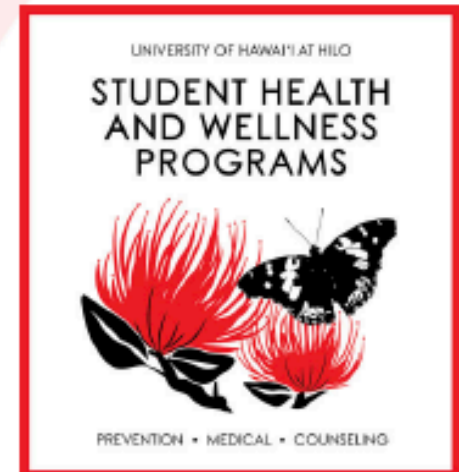
Mental Health & Wellness

Mental Health

- Pre-participation mental health screening
- Talk Campus App: Online app for peer-to-peer support community (safe space for mental health)
- Face-to-Face counseling through on-campus Counseling Services in Student Health & Wellness
- Online Counseling & Phone Consultations available through Student Health & Wellness
- Guest speakers

Concussion

- Baseline testing
- Updates from last year



2020-2021 Concussions by Sport

W. Volleyball: 0

Baseball : 0

M. Soccer: 1

Softball : 0

W. Soccer: 1

M. Golf : 0

W. Cross Country: 0

W. Golf : 0

M. Basketball : 0

M. Tennis : 0

W. Basketball : 0

W. Tennis : 0

Average Recovery Period: 2 Weeks

Summary

- Personal protection policies (masking, social distancing, etc.), health screenings and protocols have been extremely effective in limiting community spread within Vulcan Athletics
- We will continue to be flexible and create contingency plans as there still is uncertainty at the State and County levels
- Continue to monitor information from the DOH, CDC, County of Hawai'i and the UH to ensure student-athlete and program safety
- Continue constant communication with PacWest Conference and all member schools to ensure best practices are working
- Continue to closely monitor our student-athletes daily to ensure their safety and well-being





University of Hawai'i Hilo Athletics

Presentation to

University of Hawai'i

Board of Regents

Committee on Intercollegiate Athletics

Academic Progress Report

October 7, 2021

TM



2020-21 Academic Highlights

- 2020-21 UH Hilo Honor Roll Student-Athletes (3.00 cumulative GPA through Spring 2021 semester): 154 Student-Athletes (record)
- 114 Student-Athletes earned a 3.30+ cumulative GPA through Spring 2021 (record at the conclusion of an academic year)
- 2020-2021 academic year / 1-year GPA: 3.173
- 2020-2021 cumulative GPA through Spring 2021: 3.192 (record at the conclusion of an academic year)

Spring 2021

- Spring 2021 cumulative GPA: 3.192 (cumulative GPA after Spring semester) (**record**)
- Men's Sports cumulative GPA: 3.06; Women's Sports cumulative GPA: 3.31
- High Men's Team GPA: Men's Golf (3.32); High Women's Team GPA: Women's Soccer (3.39)
- 70% of UH Hilo Student-Athletes earned a Spring 2021 semester GPA of 3.00 or higher
- 65% of UH Hilo Student-Athletes earned a cumulative GPA of 3.00 or higher at the end of Spring 2021 semester
- 17 Student-Athletes earned straight A's in Spring 2021 semester (4.00 semester GPA)
- 112 Student-Athletes earned a 3.30+ GPA for Spring 2021 semester (increase from 99 in 2020) and has increased each year since 2016



Student-Athlete GPA by Sport

Sport	Fall 2019 GPA	Spring 2020 GPA	Overall 19-20 GPA Fall/Spring	Fall 2020 GPA	Spring 2021 GPA	Overall 20-21 GPA Fall/Spring	Sport	Fall 2019 GPA	Spring 2020 GPA	Overall 19-20 GPA Fall/Spring	Fall 2020 GPA	Spring 2021 GPA	Overall 20-21 GPA Fall/Spring
Baseball	2.83	3.16	2.97	2.97	2.86	2.92	Softball	2.93	3.07	2.99	3.24	3.26	3.25
M. Basketball	2.93	2.97	2.95	3.39	2.79	3.08	M. Tennis	3.52	3.61	3.56	3.25	3.32	3.29
W. Basketball	3.51	3.76	3.62	3.48	3.36	3.42	W. Tennis	3.20	3.69	3.45	3.43	3.32	3.38
W. Cross Country	3.27	3.39	3.32	3.49	3.15	3.34	Volleyball	2.73	3.36	3.03	3.05	3.31	3.17
M. Golf	3.59	3.60	3.59	3.56	3.30	3.43							
W. Golf	2.92	3.25	3.05	3.15	3.11	3.12	Men's Sports	3.05	3.28	3.15	3.11	3.03	3.07
M. Soccer	3.14	3.36	3.24	3.09	3.28	3.18	Women's Sports	3.07	3.41	3.23	3.25	3.30	3.27
W. Soccer	3.18	3.55	3.35	3.13	3.39	3.26	All Sports	3.06	3.35	3.19	3.18	3.17	3.17

Academic Success Rate (ASR)

2013-14 UH Hilo: 71% (latest cohort)

NCAA II National Average: 74%

Men's Sports	ASR	Fed Rate	Women's Sports	ASR	Fed Rate
Baseball	64	41	Basketball	79	100
Basketball	63	48	Cross Country	60	50
Golf	90	56	Golf	71	80
Soccer	67	23	Soccer	77	54
Tennis	89	75	Softball	81	65
			Tennis	78	43
			Volleyball	61	40

Student-Athlete Retention Rates

Sport	2019-20 to 2020-21 Retention Rate
Baseball	86.5%
M. Basketball	85.7%
W. Basketball	75.0%
W. Cross Country	66.7%
M. Golf	88.9%
W. Golf	80.0%
M. Soccer	60.0%
W. Soccer	85.7%
Softball	68.0%
M. Tennis	75.0%
W. Tennis	87.5%
Volleyball	84.2%
AVERAGE	78.2%

Student-Athlete Graduation Numbers

UH Hilo	
Spring 2021	35
Fall 2020	4
Spring 2020	27
Fall 2019	3
Spring 2019	38
Fall 2018	4
Spring 2018	22
Fall 2017	9
Spring 2017	27
Fall 2016	1
Spring 2016	21
Fall 2015	3

Also includes student-athletes who graduate with a second degree in a subsequent semester.

Summer graduates are included in Spring semester count.



NCAA Woman of the Year Top 30 Honoree



- Senior Volleyball standout Bria Beale selected as one of the Top 30 Honorees for the 2021 NCAA Woman of the Year Award
- Recognizes female student-athletes that have distinguished themselves in academics, athletics, service and leadership throughout their collegiate careers
- 2020-21 UH Hilo Female Athlete of the Year
- Graduated with Honors and named to be the CoSIDA Academic All-District 8 Team in 2020 & 2021
- Academic All-PacWest Honors in 2019, 2020 & 2021
- Has served for two years as a Peer Educator for the UH Hilo Title IX Office and helped provide bystander intervention training
- Served meals for the Hawai'i Island Home for Recovery
- Created a virtual support group during the pandemic

Mahalo Nui Loa!



Committee on Intercollegiate Athletics

Work Plan for the 2021-2022 Academic Year

	Committee duties per bylaws	2021-2022 Committee Goals and Objectives	Projected Timeline			
			1 st Q	2 nd Q	3 rd Q	4 th Q
1	Serve as a liaison between the Board and the respective campuses and their athletic departments.	Coaches Corner: Mānoa (3), Hilo (1)	X	X	X	X
		Athletics Forecast Summer 2022-Fall 2022				X
2	Advise the Board regarding its responsibility to oversee: (a) The health, safety and academic progress of student-athletes; (b) Fiscal integrity and budgetary concerns; (c) Compliance with NCAA and conference requirements; and (d) Any event or situation that may draw unusual public interest to the athletics program, a particular team, student athlete, or department employee.	Review and monitor the health and safety of student athletes; COVID-19 (COVID) updates	X	X	X	X
		Review annual athletic department budget/audit and financial integrity of the athletic department; Student athletic fees; updates		X		X
		Review and monitor compliance with NCAA and conferences' requirements and policies; updates		X	X	X
		COVID impact on programs and scheduling (a) Status of all sports programs (b) Plans for Fall, Winter, Spring sports; updates		X		X
		Facilities: Ching Complex uses; Aloha Stadium; updates	X			X
3	Review annual reports on the academic standing and progress of student athletes, including, but not limited to, the Academic Progress Rate report.	Review Student Academic Standing and Progress Reports	X			
4	Recommend policies governing all aspects of Intercollegiate Athletics at the University.	Title IX Compliance Update			X	
		Booster Club Support and Fan Outreach			X	
		Name, Image, Likeness policies status		X		X

5	Committee Governance	Review and adopt committee work plan	X			
		Review committee's work for the year				X

**INTERCOLLEGIATE ATHLETICS COMMITTEE
BOARD OF REGENTS, UNIVERSITY OF HAWAII
2021-2022**

COMMITTEE JURISDICTION

The scope of the Intercollegiate Athletics Committee per the Board of Regents Bylaws as of May 20, 2021, is as follows:

Committee on Intercollegiate Athletics

- (1) *Serve as liaison between Board and the respective campuses and their athletic departments.*
- (2) *Advise the Board regarding its responsibility to oversee:*
 - (a) *the health, safety and academic progress of student-athletes;*
 - (b) *fiscal integrity and budgetary concerns;*
 - (c) *compliance with NCAA and conference requirements; and*
 - (d) *any event or situation that may draw public interest to the athletics program, a particular team, student athlete, or department employee.*
- (3) *Review annual reports on the academic standing and progress of student athletes, including, but not limited to, the Academic Progress Rate report.*
- (4) *Recommend policies governing all aspects of Intercollegiate Athletics at the University.*

LAWS RELATED TO THE COMMITTEE’S JURISDICTION

Hawaii Revised Statutes Section/Chapter	Title
Chapter 304A	UNIVERSITY OF HAWAII SYSTEM
Part V. Subpart C.	Special Funds
Section 304A-2176	<u>University of Hawaii at Manoa intercollegiate athletics special fund and University of Hawaii at Hilo intercollegiate athletics special fund</u>

REGENT POLICIES WITHIN THE COMMITTEE’S PURVIEW

Regent Policies	Title
RP 7.208	<u>Intercollegiate Athletics</u>
RP 9.202	<u>Classification Plans and Compensation Schedules</u> (specifically, section III.H.2.)

ROUTINE REPORTS

- Student Academic Standing and Progress Reports (Annual)
- Title IX Compliance Update (Annual)
- Budget and Financial Status
- Health and Safety of Student Athletes

CURRENT ISSUES

- Clarence TC Ching Athletic Complex Facility Improvements
- Aloha Stadium
- Name, Image, Likeness policies/issues

The scope of the Intercollegiate Athletics Committee per Article II.D.(2)(f) of the Board of Regents Bylaws as of May 20, 2021, is as follows:

Committee on Intercollegiate Athletics:

- (1) Serve as liaison between Board and the respective campuses and their athletic departments.
- (2) Advise the Board regarding its responsibility to oversee:
 - (a) the health, safety and academic progress of student-athletes;
 - (b) fiscal integrity and budgetary concerns;
 - (c) compliance with NCAA and conference requirements; and
 - (d) any event or situation that may draw public interest to the athletics program, a particular team, student athlete, or department employee.
- (3) Review annual reports on the academic standing and progress of student athletes, including, but not limited to, the Academic Progress Rate report.
- (4) Recommend policies governing all aspects of Intercollegiate Athletics at the University.

[§304A-2176] University of Hawaii at Manoa intercollegiate athletics special fund and University of Hawaii at Hilo intercollegiate athletics special fund. Notwithstanding any other law to the contrary, there are established the University of Hawaii at Manoa intercollegiate athletics special fund and the University of Hawaii at Hilo intercollegiate athletics special fund for the intercollegiate athletic programs of the University of Hawaii at Manoa and the University of Hawaii at Hilo, which shall be used to receive, deposit, disburse, and account for funds from the activities of the intercollegiate athletic programs. The university may establish appropriate charges for activities related to its athletic programs and the use of its athletic facilities, the proceeds from which shall be deposited into these special funds.

The university shall maintain the financial integrity and viability of these special funds, including the maintenance of an adequate reserve to cope with the various factors that impact the revenue structure of an intercollegiate athletic program. [L 2006, c 75, pt of §2; am L 2011, c 124, §8]

Revision Note

Section was renumbered from §304A-2261 pursuant to §23G-15.



Regents Policy Chapter 7, Student Affairs

Regents Policy RP 7.208, Intercollegiate Athletics

Effective Date: February 20, 2020

Prior Dates Amended: Oct. 17, 1963; July 16, 1974; Oct. 20, 1978; Dec. 12, 1986; Aug. 23, 1996; Oct. 31, 2014 (recodified)

Review Date: August 2023

I. Purpose:

Well-managed intercollegiate athletics competition, conducted under the fundamental principles of fair play and amateurism, is of educational value to student-athletes as well as a source of pride and unity to the wider student body, faculty, staff, and all those in our community who cherish and support the University of Hawai'i.

II. Definitions:

None.

III. Policy:

Responsible administration and oversight are fundamental to the management of intercollegiate athletics. Each campus that participates in intercollegiate athletics must have in place written procedures to provide careful and thorough scrutiny of its sports programs and deliver required information to ensure appropriate oversight.

Overall leadership of intercollegiate athletics will be taken into account in the annual evaluations of the chief executive officer of the University of Hawai'i at Mānoa (UHM CEO) or the chancellor of the University of Hawai'i at Hilo (UHH Chancellor).

Campuses shall establish standards and benchmarks against which the success of its intercollegiate athletics program may be assessed.

A. Guiding Principles for Intercollegiate Athletics

1. Health and safety

The health and safety of student-athletes shall be the highest priority of the entire athletics program.

2. Commitment to academics

Student-athletes are first and foremost students. Student-athletes shall be admitted under the same standards as applied to other students and their academic performance and progress shall be comparable to non-athletes.

Contracts for coaches and other athletics department staff will include expectations for the academic as well as athletic success of student-athletes.

3. Equal opportunity

Gender equity in athletics shall be respected and honored, and athletics programs shall be operated in compliance with Title IX, the Patsy T. Mink Equal Opportunity in Education Act.

4. Compliance with NCAA and conference requirements

The UHM CEO and UHH Chancellor are responsible for compliance with all National Collegiate Athletic Association (NCAA) and conference rules and regulations, and he or she will promptly notify the president, who shall inform the chairperson of the board, of all major NCAA infractions (Level I or II), and of all NCAA or conference investigations into all major NCAA infractions (Level I or II).

The use of performance enhancing drugs or prohibited substances undermines the integrity of intercollegiate athletics and may harm the individual student-athlete. The president will develop and institute a drug and prohibited substances testing policy in accordance with NCAA rules and applicable state and federal law. Performance enhancing drugs and prohibited substances include but are not limited to the classes of drugs and related substances banned by the NCAA or prohibited by law.

5. Broad and enthusiastic campus and community support

Enthusiastic campus and community support, especially that of students, is a prime indicator of a successful athletics program. The athletics program and campus leadership should proactively reach out to students and faculty as well as to the wider community to encourage interest in and support for intercollegiate athletics.

B. Board of Regents Oversight

1. Board approval shall be necessary to establish or abolish an entire intercollegiate athletic program on a particular campus.
2. The board shall be kept aware of the overall state of intercollegiate athletics programs through regular reports on academic, compliance, and financial issues including but not limited to:
 - a. student-athlete health and welfare;
 - b. gender equity/Title IX;
 - c. academic standing and progress of student-athletes; and

- d. overall financial condition.
 3. The board shall be notified by the president or the president's designee of events or situations that might reasonably be expected to draw unusual public attention to the athletics program, a particular team, a student-athlete, or a department employee.
 4. The board shall be notified by the president or the president's designee of events or situations that might reasonably be expected to have a significant negative impact on financial performance.
- C. Responsibilities of the UHM CEO and UHH Chancellor
1. Each intercollegiate athletics program shall develop a mission statement, approved by the UHM CEO and UHH Chancellor, respectively, that reflects the values of the University of Hawai'i. Annual plans and budget for athletics shall contain realistic and measurable goals that advance the mission.
 2. Financial management
 - a. Transparency in financial reporting is mandatory.
 - b. The campus athletics department will prepare an annual budget. Should the athletics department end a fiscal year in a deficit, meaning that total expenses exceed total revenues, including institutional support and student fees, this shall be noted in the annual financial report of the campus along with plans to reconcile the deficit and to account for its costs. The UHM CEO or UHH Chancellor may eliminate a deficit of their respective athletics department by providing funds from other sources, as permitted by law, to offset such a deficit.
 - c. To the extent allowable under NCAA regulations, the UHM CEO or UHH Chancellor may exempt the nonresident portion of tuition for nonresident student-athletes, graduate assistants, and team managers in accordance with Regents Policy 6.208.
 - d. All funds or gifts, either monetary or in-kind, generated by the athletics department booster organizations or contributed by individuals, corporations, or other entities to support an intercollegiate athletics program shall be channeled through the University of Hawai'i Foundation or 'Ahahui Koa Ānuenuē, both of which have 501(c)(3) status, unless otherwise approved by the president. Funds or gifts shall be used in accordance with the donor's intent, and shall be subject to all applicable policies, procedures, and regulations.
 - e. An external audit of "Agreed-Upon Procedures" will be conducted at least as frequently as required by the NCAA and furnished to the board.

3. The UHM CEO or UHH Chancellor may convene an Athletic Advisory Board in accordance with NCAA bylaws to advise the UHM CEO or UHH Chancellor and athletics director on policies and matters relating to the conduct of intercollegiate athletics on campus and to perform other functions as may be stipulated by the NCAA, by a conference to which the institution belongs, or as assigned by the UHM CEO or UHH Chancellor.
4. The UHM CEO or UHH Chancellor shall appoint a faculty athletics representative to perform such functions as may be stipulated by the NCAA, by a conference to which the institution belongs, or as assigned by the UHM CEO or UHH Chancellor.

IV. Delegation of Authority:

The board delegates to the president, UHM CEO, and UHH Chancellor the authority to carry out the actions set forth in this policy, except as reserved by the board.

V. Contact Information:

Office of the Board of Regents, 956-8213, bor@hawaii.edu

VI. References:

- <http://www.hawaii.edu/offices/bor/>

Approved as to Form:

Kendra Oishi
Executive Administrator and
Secretary of the Board of Regents

Date



Regents Policy Chapter 9, Personnel

Regents Policy RP 9.202, Classification Plans and Compensation Schedules

Effective Date: June 7, 2018

Prior Dates Amended: Jan. 16, 1958; Dec. 2, 1959; Oct. 11, 1962; Sept. 10, 1964; Apr. 16, 1969; Aug. 19, 1969; Mar. 14, 1974; Dec. 12, 1974; Dec. 11, 1975; July 15, 1976; Dec. 9, 1976; Jan. 16, 1977; June 16, 1977; July 14, 1977; Apr. 20, 1978; Oct. 20, 1978; Dec. 7, 1979; Jan. 10, 1980; Oct. 17, 1980; Dec. 5, 1980; Feb. 5, 1981; June 18, 1981; Oct. 16, 1981; Feb. 19, 1982; Oct. 22, 1982; Sept. 30, 1983; Nov. 18, 1983; Mar. 16, 1984; July 27, 1984; June 21, 1985; Sept. 20, 1985; June 20, 1986; July 25, 1986; July 24, 1987; Sept. 18, 1987; Oct. 16, 1987; Nov. 20, 1987; May 20, 1988; Oct. 21, 1988; Nov. 18, 1988; Feb. 17, 1989; Sept. 15, 1989; Nov. 17, 1989; Feb. 16, 1990; Apr. 20, 1990; Oct. 19, 1990; Nov. 16, 1990; June 21, 1991; Sept. 20, 1991; Feb. 21, 1992; June 19, 1992; July 17, 1992; Mar. 19, 1993; Sept. 17, 1993; Oct. 21, 1994; Aug. 23, 1996; June 20, 1997; Nov. 14, 1997; Jan. 16, 1998; Apr. 17, 1998; Jan. 21, 2000; Feb. 18, 2000; Apr. 20, 2000; June 16, 2000; Aug. 11, 2000; Aug. 15, 2000; Apr. 20, 2001; Jan. 18, 2002; Mar. 15, 2002; June 2002; Oct. 18, 2002; Mar. 14, 2003; Apr. 17, 2003; May 16, 2003; Nov. 21, 2003; May 18, 2006; Aug. 2006; Mar. 15, 2007; July 26, 2007; Sept. 2007; Nov. 15, 2007; Feb. 15, 2008; May 29, 2008; Sept. 2008; Nov. 21, 2008; Oct. 31, 2014 (recodified); June 1, 2017

Review Date: August 2020

I. Purpose:

To set forth policy on classification plans and compensation schedules.

II. Definitions:

No policy specific or unique definitions apply.

III. Policy:

- A. Except for civil service positions, the board shall classify all positions in the university and establish compensation schedules as appropriate.
- B. The president, with the exception of select undelegated executive managerial personnel, is authorized, consistent with existing statutes and board policies, to grant special salary adjustments in situations where funds are available and the adjustments are warranted on the basis of retention, market, equity, and/or merit.
- C. Executive and managerial positions are classified and compensated in accordance with the executive and managerial personnel policies in RP 9.212.
- D. Compensation shall be in accordance with provisions reflected in the most current collective bargaining agreement negotiated between the university and the exclusive collective bargaining representative. In the event that the faculty member is not subject to collective bargaining, the president shall have the authority to establish compensation guides.

- E. The classifications of faculty positions in the university shall be as provided below.
1. Section 304A-1002, Hawai'i Revised Statutes, provides that "The board of regents shall classify all members of the faculty of the university including research workers, extension agents, and all personnel engaged in instructional work...."
 2. The president is delegated the authority to establish a faculty classification plan, administer the plan, and make amendments to the plan, provided that any new faculty categories or permissible campus faculty groups shall be subject to prior approval of the board.
 - a. The plan may include the following faculty categories: Instruction ('I' for all faculty excluding law and clinical medicine faculty; J for law; M for clinical medicine; and C for community colleges); Researcher (R), Specialist (S), Librarian (B), Extension Agent (A), Graduate Teaching Assistant, Lecturer, Visiting and Other Faculty and Non-compensated Faculty.
 - b. At a minimum, the faculty classification plan shall include general statements of duties and responsibilities and minimum qualification requirements.
 - (1) When the situation warrants, and especially in those fields where advanced degrees are not commonly held by faculty members, other evidences of scholarly, artistic or professional attainment may be accepted in lieu of advanced degrees. In general, "equivalents" will be used sparingly and only when there is clear evidence that the substituted items of training and experience are in fact equivalent in qualifying the faculty member for the individual's duties and responsibilities.
 3. Titles of positions are determined by the board, and no faculty member may use any title not specifically authorized. Members of the faculty in divisions other than instruction, when engaged in teaching, shall bear the instructional title appropriate to their grade.
 4. University of Hawai'i at Mānoa classification schedules.
 - a. The board faculty classification system includes seven general categories for the University of Hawai'i at Mānoa with grades within each category.
 - (1) Instruction ('I' for all faculty excluding law and clinical medicine faculty; J for law; M for clinical medicine), includes graduate teaching assistants, instructors, assistant professors, associate professors, and professors.

- (2) Researcher (R), includes junior researchers, assistant researchers, associate researchers, and researchers. When applicable, the R series title substitutes the special area for the word “researcher,” for example, “assistant agronomist,” “associate meteorologist,” or “plant pathologist.”
 - (3) Specialist (S), includes junior specialists, assistant specialists, associate specialists, and specialists. The S series is used for specialties not primarily involved with research, for example, “associate specialist in student personnel.”
 - (4) Librarian (B), includes ranks II to V.
 - (5) Extension agent (A), includes junior extension agents, assistant extension agents, associate extension agents, and county extension agents.
 - (6) Graduate teaching assistant.
 - (7) Lecturer includes persons employed for short-term teaching assignments, usually on a part-time basis.
- b. Clinical titles for non-compensated faculty appointments in Health Science and Social Welfare.
- (1) The titles clinical professor, associate clinical professor, assistant clinical professor, clinical instructor and clinical teaching assistant are non-compensated appointments in the Colleges of Health Sciences and Social Welfare (medicine, nursing and dental hygiene, and social work) for practitioners with professional qualifications in the health and welfare sciences who take an active role in formal teaching, tutorials, clinical instruction, hospital practice, or field guidance of students.
5. University of Hawai‘i at Hilo and University of Hawai‘i, West O‘ahu
- a. The faculty classification system includes three categories for the University of Hawai‘i at Hilo and the University of Hawai‘i, West O‘ahu, with grades within each category:
 - (1) Instruction (‘I’ for all faculty), includes graduates teaching assistants, instructors, assistant professors, associate professors, and professors.
 - (2) Lecturers include persons employed for short-term teaching assignments, usually on a part-time basis.

(3) Affiliate faculty is a non-compensated appointment usually to professional personnel with a particular interest or capability which may contribute to the teaching or research program of the campus; except for occasional lectures or consulting with individual students, affiliate faculty do no teaching. Authority to appoint affiliate faculty is delegated to the president who shall promulgate policies and procedures relating to the selection and appointment of affiliated faculty.

6. Community College and Maui College classification schedule

a. The faculty classification system includes one category for the community colleges and Maui College with grades within each category:

(1) Instruction includes lecturers, instructors, assistant professors, associate professors, and professors.

b. The plan may include statements of classification principles for use in the classification of community college faculty.

F. High Demand Disciplines.

1. The president is delegated the authority to establish high demand academic disciplines for which recruitment and/or retention of faculty of quality desired by the university exceed the maximum of the appropriate salary schedule.

2. The president is authorized to recruit faculty in the recognized high demand disciplines at salaries that exceed the maximum of the appropriate salary schedule.

G. Graduate Assistants.

1. The president shall have the authority to establish, amend, and administer a classification and compensation plan for graduate assistants.

H. Administrative, Professional and Technical (APT) Positions.

1. APT classification and pay system.

a. For all APT positions, including athletic coaches and related administrators, the board delegates to the president the authority to:

(1) Adopt, revise, and abolish career group standards and bands.

(2) Assign positions to career groups and bands.

- (3) Determine designated new hire rates for career groups and bands.
 - (4) Promulgate policies and procedures relating to the classification, compensation, and appointment terms of coaches and related administrators, including a salary schedule, in accordance with this policy.
- b. The APT Appeals Board shall adjudicate appeals filed on the banding of individual positions. The Appeals Board shall support its decisions by findings based on fact.

The APT Appeals Board shall consist of three members serving staggered terms of three years. One member shall be recommended by the university and one by the exclusive representative of APT employees, in accordance with Chapter 89, Hawai'i Revised Statutes. The third member shall be recommended by the university and exclusive representative. The appointment of all three members shall be referred by the president to the board for approval. If there is no agreement as to the third member, the board shall appoint such member.

Members of the APT Appeals Board shall be familiar with state organization and personnel functions and preferably have knowledge of university organization and functions and position classification. Such members may be excluded personnel or members of other governmental or private firms. However, they shall not be employees or officers of the university or of any state bargaining unit or employee organization which represents state bargaining unit members unless mutually agreed to by the parties concerned.

The members of the APT Appeals Board shall select a chairperson.

(Note: For amended listing of the APT career groups and pay bands, refer to Administrative Procedure 9.210 of the University of Hawai'i Systemwide Administrative Procedures Manual.)

2. Athletic Coaches and Related Administrators

a. Definitions

Original Term: The term of the initial contract at the time the contract is entered into. Where there is an Original Term with no extension, the Original Term shall be the Existing Term.

Existing Term: The remaining time period for any contract term at any point in time.

Amended Term: The time period that is established as a result of a contract extension that combines (1) that portion of an Original or Existing Term that remains to be completed; and (2) the term of the extension beyond that Original or Existing Term. Any years that have already been completed shall not be included for purposes of calculating the Amended Term.

b. Approval

i. Board of Regents

Upon recommendation of the chancellor and the president, the approval of the chair or vice chair of the Board of Regents and the chair or vice chair of the Committee on Intercollegiate Athletics shall be required for:

- (1) Original Terms of head coaches of more than 5 years;
- (2) Amended Terms of head coaches of more than 5 years; or
- (3) Appointments, extensions and salary adjustments for head coaches, non-head coaches, and administrators exceeding the salary schedule by more than twenty-five percent (25%) and/or exceeding \$500,000 annually.

ii. Delegation to the president

I. The authority to approve all other appointments and compensation of head coaches, non-head coaches, and administrators is delegated to the president, which may be further delegated. Civil service employees in positions in the university subject to Chapter 76, Hawai'i Revised Statutes, shall be appointed, compensated, and otherwise governed by the provisions of law applicable to such positions.

J. Special Compensation – University of Hawai'i at Mānoa and University of Hawai'i at Hilo faculty.

1. Visiting summer session faculty. Visiting summer session faculty members receive a travel differential in addition to salary. The differential is incorporated in the salary of such faculty members and is as follows:

Pacific Coast	\$300.00
Midwest	\$400.00
East Coast	\$500.00
Asia or Europe	\$700.00

