

**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, February 3, 2022

Time: 11:15 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. See the Board of Regents website to access the live broadcast of the meeting via livestream: www.hawaii.edu/bor. Mahalo for your consideration.

AGENDA

- I. Call Meeting to Order**
- II. Approval of Minutes of the October 7, 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 at 2444 Dole Street, Bachman 209, Honolulu, HI 96822, 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: Rich Hill, University of Hawai'i at Mānoa Baseball Head Coach
 - B. Update on Health and Safety Matters Relating to Student Athletes: UH Mānoa and UH Hilo

- C. Update on the Athletic Budget and Financial Integrity of the UH Mānoa and UH Hilo Athletic Departments
 - D. Update on Compliance with NCAA Policies and Conference Requirements Including Policies Related to Student Athlete Compensation for the Use of Name, Image, or Likeness, and Transfers
 - E. Report on the Impacts of the COVID-19 Pandemic on Scheduling of Spring and Summer Sports
 - F. Recommend Board Approval of an Independent Assessment of UH Athletic Department Operations as they pertain to Student-Athlete Welfare
 - G. Selection and Hiring Process for Head Coaches
- 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

OCTOBER 7, 2021

Note: On August 5, 2021, Governor David Y. Ige issued a proclamation related to the COVID-19 emergency that temporarily suspended Chapter 92, Hawai'i Revised Statutes, relating to public meetings and records, "only to the extent necessary to minimize the potential spread of COVID-19 and its variants".

I. CALL TO ORDER

Chair Simeon Acoba called the meeting to order at 10:45 a.m. on Thursday, October 7, 2021. The meeting was conducted virtually with regents participating from various locations.

Committee members in attendance: Chair Simeon Acoba; Vice-Chair Eugene Bal; Regent Kelli Acopan; Regent William Haning; and Regent Ernest Wilson.

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

II. APPROVAL OF MINUTES

Regent Wilson moved to approve the minutes of the June 2, 2021, committee meeting, seconded by Regent Acopan, and the motion carried with all members present voting in the affirmative.

III. PUBLIC COMMENT PERIOD

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

IV. AGENDA ITEMS

A. Coaches Corner: Maureen Cole, UHM Women's Water Polo Coach

UHM Athletic Director (AD) David Matlin introduced Maureen Cole, the UHM women's water polo coach who would be providing a report on the UHM women's water polo program. He noted the numerous accomplishments achieved and awards received

over her ten-year career as head coach which includes being a three-time Big West Conference (Big West) Coach of the Year award winner; producing nine winning seasons with an overall win-loss record of 155 and 78; securing four Big West championships; and leading the team to four National Collegiate Athletic Association (NCAA) national championship tournament appearances. Under Coach Cole's leadership, the program has also produced 20 NCAA All-American athletes; 37 All-Big West athletes; four Big West players of the year; 57 NCAA All-Academic awardees, and 44 Big West All-Academic awardees.

Coach Cole spoke about her personal background and athletic experiences, from playing water polo at Punahou School to being a member of three national-championship teams at the University of California, Los Angeles (UCLA) to time spent on the United States National Water Polo Team, and noted the impact water polo has had on both her personal and professional life. Upon completion of her athletic career, she returned to UCLA and served as the women's water polo assistant coach for six years during which time the team won another national title. In 2005, she returned home to Hawai'i and began a 16-year coaching career with UHM Athletics, the last 10 of which have been as head coach of wahine water polo.

Coach Cole shared her coaching philosophy stating that her job was not only to inspire and challenge young women to be champions in the pool but to also assist young women in understanding their full potential and become strong, confident champions in the classroom and life. She spoke about the value system adopted by wahine water polo, highlighting the emphasis placed on communication, academics, and community involvement as important life-skills; reviewed adversities overcome by wahine water polo during the COVID-19 pandemic; underscored the academic and cultural diversity of the team; and noted several of the team's athletic and academic successes.

Regent Acopan congratulated Coach Cole on the wahine water polo team's academic successes stating that she was impressed with the academic diversity of the team. Coach Cole thanked Regent Acopan and attributed the academic successes to the hard work of the student-athletes, as well as the staff and advisors in Student Athlete Academic Services (SAAS) at the Nagatani Academic Center.

Referencing the athletic successes of wahine water polo, Chair Acoba asked Coach Cole about her philosophy with regard to winning games. Coach Cole replied that her philosophy towards winning matches is to stress the importance of always doing what is best for the team which makes addressing tough decisions easier and leads to better decision-making.

Chair Acoba questioned how the wahine water polo team addressed the challenges faced due to the COVID-19 pandemic. Coach Cole replied that addressing the adversities faced by wahine water polo during the COVID-19 pandemic, including the cancellation of matches, uncertainty of having a season, anxiety among international students about returning home, and the inability to train in a pool setting, were difficult and challenging. However, the team was able to address some of these challenges through the use of social media to remain connected, using the ocean as a training

facility, and having a problem-solving mindset to adapt to and overcome obstacles faced in the best manner possible.

Chair Acoba noted that the Committee Work Plan agenda item would be moved to the end of the agenda.

C. Health and Safety Matters: UHM and UHH

AD Matlin began by commending the collaborative efforts between the university's medical and health services staff and UHM Athletics medical, training, and strength and conditioning staff in addressing the ever-changing nature of the COVID-19 pandemic during the past 18 months. He introduced Jonathan Sladky, M.D., who would be providing an update on health and safety issues involving UHM Athletics.

Dr. Sladky reviewed UHM Athletics' COVID-19 testing protocols and associated resources, and noted the impacts of vaccinations as well as the COVID-19 delta variant on testing protocols and requirements. In the last academic year, UHM Athletics conducted 15,221 tests, 32 of which were confirmed as COVID-19 positive, for a positivity rate of approximately 0.21 percent. To date, approximately 1,125 tests have been conducted for the fall 2021 semester, 16 of which were confirmed as COVID-19 positive, for a positivity rate of 1.42 percent. Dr. Sladky stressed that the increase in positivity rate was due in large part to the significant decrease in surveillance testing among vaccinated student athletes. Vaccination rates among student-athletes continue to increase with the majority of sports at UHM witnessing rates above 85 percent. Nevertheless, it was emphasized that the COVID-19 situation remains very dynamic and UHM Athletics must maintain the flexibility to quickly adapt to ever-changing situations.

Dr. Sladky discussed UHM Athletics' concussion program and tracking system stating that the concussion management plan is regularly updated in accordance with NCAA and medical requirements regarding concussion protocols and safety measures. He provided statistics on concussions experienced by UHM student-athletes over the past five years noting that there was a slight increase during the 2019-2020 academic year and a noticeable decrease in the last academic year which was mainly due to the impacts of the COVID-19 pandemic on athletic competition.

During a time in which mental health concerns are on the rise globally, Dr. Sladky stressed the importance of ensuring the mental well-being of student-athletes in addition to their physical well-being. He spoke about an initiative undertaken during the last academic year to meet the mental health needs of its student-athletes through the use of a web-based mental health platform that provided rapid access to services. While this initiative was successful, a review of usage data resulted in UHM Athletics moving from a reactionary system of addressing the mental health of student-athletes to one that is more proactive and preventative in nature. Dr. Sladky highlighted the work of Kelly Soler, a licensed clinical social worker with a Masters Degree in Social Work, and UHM's Counseling and Student Development Center, as well as a number of private parties, on this initiative.

Given recent discussions locally and nationally regarding the return of normalcy to athletic events, Regent Haning asked if any resistance to maintaining testing protocols and other restrictions have been experienced among student-athletes. Dr. Sladky replied that there has not been resistance to testing protocols and other medical requirements by student-athletes at UHM and credited the efforts of Lynn Nakagawa, head athletic trainer, the UHM Athletics' training staff, and the coaches for this compliance. He also stated his belief that with the protocols currently in place, allowing the fan experience to proceed, especially in outdoor settings, can be accomplished in a safe manner. AD Matlin added that, when fan attendance is allowed at university sporting events, mitigating protocols would be implemented to ensure public health and safety.

Citing student-athlete vaccination data provided in the materials, Regent Higaki questioned the reasoning behind the lower vaccination rates among UHM's swimming and diving teams. Dr. Sladky replied that some of the lower vaccination rates among the different university sports can be attributed to the diversity of the student-athletes on those teams and differences in cultural, personal, and religious beliefs. However, vaccination numbers tend to increase as athletes begin to prepare for competition and realize some of the limitations and challenges faced because of their unvaccinated status. AD Matlin added that some of the international student-athletes have been vaccinated in accordance with protocols in their respective countries but that their vaccinations are not recognized in the United States.

Chair Acoba questioned whether UHM anticipates vaccination rates to increase among student-athletes and asked about the high number of concussions experienced annually by the UHM women's basketball team. AD Matlin replied that UHM Athletics anticipates vaccination rates will increase although it does not believe 100 percent vaccination will be achieved in all sports due to a variety of factors. Dr. Sladky concurred with this assessment adding that a number of student-athletes also have legitimate medical and religious reasons for remaining unvaccinated. With respect to the high number of concussions in women's basketball, Dr. Sladky stated that UHM's figures are consistent with national statistics and that the nature of the sport of basketball lends itself to increased incidence for concussions.

UHH AD Patrick Guillen provided an update on the various health and safety issues involving UHH Athletics reviewing protocols regarding COVID-19 screening, testing, return-to-play, and travel that are currently in place. He noted that 97.5 percent of the 231 student-athletes at UHH are fully vaccinated and stated that, as of September 28, 2021, UHH Athletics has conducted 5,031 COVID-19 tests, seven of which have been confirmed as positive, for an overall positivity rate of 0.13 percent. He also reported on several actions being taken by UHH Athletics to ensure the mental health of its student-athletes including conducting pre-participation mental health screenings; promotion of the Talk Campus App, which offers community peer-to-peer support; and increased encouragement of the use of both in-person and online counseling services provided by the UHH Student Health and Wellness Program. Data on concussions experienced by UHH student-athletes by sport during the 2020-2021 academic year was provided with AD Guillen stating that concussion protocols have been updated and that baseline testing of all student-athletes occurs upon their return to campus.

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

AD Matlin provided an update on the facility improvements to the Clarence T.C. Ching Athletic Complex (Ching Complex) and summarized a number of the facility upgrades that were made, including seating expansion to accommodate in excess of 9,300 fans. He noted that completion of the Ching Complex improvements was a total team effort and commended the work of the university administration and staff of UHM Athletics. He also thanked all of the student-athletes and the university community for their patience and understanding during this challenging time.

Although fans are not yet permitted, the Ching Complex is ready to host fans. Traffic and pedestrian management plans have been completed; numerous amenities to improve the fan experience including food and merchandising concessions, as well as restroom facilities, are currently in place; and game day programming, promotions, and contests have been planned. UHM Athletics also is continuing to communicate with student groups to discuss approaches on encouraging student attendance at sporting events in the Ching Complex.

AD Matlin summarized NCAA and Mountain West Conference requirements for fan attendance explaining that, while the requirement to average 15,000 or more fans per game measured over a two-year period were suspended for the 2020 and 2021 seasons, they will be reinstated for the 2022 and 2023 seasons which will necessitate the expansion of the Ching Complex or require UHM Athletics to seek a waiver from this requirement.

While the New Aloha Stadium Entertainment District continues to be slated for completion by 2024, with demolition of Aloha Stadium anticipated in 2022, AD Matlin stated that UHM Athletics is unaware of any updates to these plans other than those contained within announcements already made by the Stadium Authority.

Chair Acoba asked about plans for expanding the Ching Complex to accommodate 15,000 fans. AD Matlin replied that the most efficient way to accomplish this expansion would be to construct a second tier above the hospitality rooms which would add approximately 5,000 seats and build stands at the Ewa end of the field that replicate the stands currently in existence on the Diamond Head end of the field which would add approximately 1,000 seats.

E. Academics Progress Report: UHM and UHH

Dr. Kapa Oliveira, Student-Athlete Academic Services/Interim Assistant Vice Provost for Student Academic Success, provided a synopsis of the academic performance rate (APR) for UHM Athletics and highlighted several of its academic successes. She noted that almost all academic support services for student-athletes since the Spring 2020 semester, including mentoring and tutoring, have been provided virtually; underscored the perseverance of both the student-athletes and SAAS in facing this challenge; and stated that SAAS has returned to the traditional provision of services this fall.

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. Twelve teams also posted multi-year APR scores of 980 or higher.

Dr. Oliveira provided an overview of the Fall 2020 and Spring 2021 semester and cumulative Grade Point Average (GPA) for both student-athletes and each of the athletic teams at UHM noting that student-athletes have earned a semester GPA of 3.0 for 17 consecutive semesters and a both a semester and cumulative GPA of 3.0 for six consecutive semesters. She also stated that for the 2020-2021 academic year, 356 student-athletes were considered scholar-athletes, a title bestowed to any student-athlete achieving a semester GPA of 3.0 or higher and/or two consecutive semester GPAs of 3.0 or higher, which is the highest number ever recorded by UHM Athletics and the first time this number has surpassed 300. It was stressed that much of this academic success can be attributed to the efforts and hard work of the student-athletes and SAAS staff.

Chair Acoba requested clarification on the significance of the APR. Courtney Tsumoto, Director of Academics for SAAS, replied that the APR is based upon the assigning of points for the academic eligibility and retention of each student-athlete for each academic term and is calculated using a specified formula. Low APR scores can result in the loss of scholarships while high APR scores can result in additional funds being received by an athletic department due to incentives established by the NCAA.

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 (154) were placed on the UHH honor roll earning a cumulative GPA of 3.0 or higher. 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.

AD Guillen also highlighted the achievements of UHH senior women's volleyball standout Bria Beale who has been selected as an NCAA Woman of the Year Top 30 Honoree which recognizes female student-athletes that have distinguished themselves in academics, athletics, service, and leadership throughout their college careers and noted that Ms. Beale is currently under consideration to receive the 2021 NCAA Woman of the Year Award.

Chair Acoba asked for clarification of ASR and whether it had any impacts on UHH Athletics. AD Guillen replied that ASR is a metric used by NCAA Division II schools that tracks the six-year graduation rates of freshman, mid-year transfer, and transfer student-athletes that are on an athletic scholarship and does not impact UHH Athletics.

Regent Haning asked about the possibility of UHH establishing a swim team given that the campus has a large pool. AD Guillen clarified that the pool is more akin to a lap pool and that it would take significant resources to establish a swim team at UHH.

Chair Acoba congratulated AD Guillen, UHH Athletics, and UHH student-athletes on their academic successes and applauded the accomplishments of Ms. Beale who has brought honor to the university.

B. Committee Work Plan

Chair Acoba referenced the Committee Work Plan (Work Plan) noting that it would be used as an outline of the work to be performed by the committee during the coming year. He also stated that reference materials specific to the committee, including statutes, as well as board policies and bylaws, were provided along with the Work Plan and suggested that committee members review those documents. Chair Acoba then requested a motion to approve the Work Plan.

Regent Haning moved to approve the Work Plan, seconded by Regent Wilson, and the motion carried with all committee members present voting in the affirmative.

V. ADJOURNMENT

There being no further business, Regent Wilson moved to adjourn, seconded by Regent Bal, and with all members present voting in the affirmative, the meeting was adjourned at 12:14 p.m.

Respectfully Submitted,

Kendra T. Oishi
Executive Administrator and Secretary
of the Board of Regents



Hill, Rich

**RICH HILL****TITLE:** Head Coach**EMAIL:** rhill20@hawaii.edu**PHONE:** (808) 956-6247

Rich Hill became the third-ever head coach for the University of Hawai'i baseball program on June 18, 2021, after guiding the University of San Diego for 23 seasons where he won multiple West Coast Conference titles and coached two National Player's of the Year. The 2022 season will mark his 35th season coaching collegiate baseball and his 29th at the Division I level.

YEARS COACHING**Hawai'i** - 1st season (present)**Overall** - 35th season (1988-present)**COACHING EXPERIENCE****Hawai'i** - Head coach (present)**San Diego** - Head coach (1999-21)**San Francisco** - Head coach (1994-98)**California Lutheran** - Head coach (1988-93)**Overall****Conf.****Year****Win LossTieWinLossTie**

Cal Lutheran (1985-93)	193	80	0	39	3
San Francisco (1994-98)	139	144	0	70	74
San Diego (1999-2021)	747	514	4	347	225 1
Hawaii					

TOTAL (34 seasons) 1079738 4 456302 1**COACHING HIGHLIGHTS**

- Guided the Toreros to nine NCAA Tournament appearances with a three-year streak (2006-08) and a pair of back-to-back appearances (2002-03; 2012-13).
- Won 1000th career game vs Gonzaga May 6, 2018.
- Recruited and mentored 93 former Toreros to MLB Draft selections or free agent contracts with 15 making it to The Show.
- Mentored Golden Spikes winner Kris Bryant, National Pitcher of the Year, Brian Matusz and has had 32 All-American or Freshman All-American selections in his 23 seasons at San Diego.
- In 2021, coached San Diego to a second place finish in the the WCC, with both an All-American and freshman All-American on the roster.
- Has had at least one All-American in 11 of the last 12 seasons and has had at least one All-American selection in 20 of his 23 seasons in San Diego.

Won seven WCC Championships while with San Diego.

- Coached eight Toreros that were Team USA Collegiate National Team which won series over Cuba and Taiwan.
- Coaching tree includes: Lindsay Meggs (Washington), Jay Johnson (Arizona), Eric Valenzuela (Long Beach State), Brian Green (Washington State).

ALMA MATER

California Lutheran, 1984

PLAYING CAREER

St. Louis Cardinals (MiLB), 1985

California Lutheran, 1983-85

San Diego State, 1981-82

HOMETOWN

Saratoga, Calif.

PERSONAL

- He and his wife Lori have two children, Robbie and Lindsey.
- Is an avid paddle boarder and surfer ([video](#)).

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University of Hawai'i at Mānoa Athletics

Presentation to

Board of Regents
Committee on Intercollegiate Athletics

Athletics Department Update

February 3, 2022



Agenda

- Coaches Corner
- Health & Safety Matters Relating to Student Athletes - Update
- Athletic Budget and Financial Integrity - Update
- Compliance with NCAA Policies and Conference Requirements - Update
- Impacts of the COVID-19 Pandemic on Scheduling of Sports
- Hiring Process for Head Coaches



Coaches Corner

Rainbow Warrior Baseball

Head Coach Rich Hill





Health & Safety Matters - Update

Jonathan Sladky, M.D.
Lyn Nakagawa, ATC
Scott Sinnett, PhD



Health & Safety Matters - Update



Mental Health Established as Medical Priority

The current Athletics' administration has made mental health care for athletes the top medical priority over the past 3 years. The well-being and mental health of student-athletes remains our highest priority.

UH Athletics' "firsts"

- Since Fall semester of 2019, the Athletics Department has (for the first time) had a half-time mental health specialist (psychologist/LCSW) dedicated to the mental healthcare of student-athletes
- Beginning Spring semester of 2021, Kelly Hee brought on officially as a half-time hire to broaden availability to athletes and increase proactive mental health care
- During the worst of the pandemic, the Athletics Department partnered with the Counseling Center to provide mental health care to athletes; this approach was implemented through the app
- The Counseling Center and Athletics Department have proactively added

January 20, 2022



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
Total	9	26	21	37	26	17

2020-21	2019-20	2018-19	2017-18	2016-17	2015-16
11	6				
7	3				



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	Positivity Rate
15,221	32	15,189	0.21%

Testing results to date this semester

Total Tests	Total Positive	Total Negative	Positivity Rate
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.

October 7, 2021

7

- Health and safety of student-athletes remain highest priority of Athletics
- Past areas of emphasis such as mental health, concussions, and COVID-19 protocols continue
- No major updates to health and safety matters since January 20, 2022 briefing before the Board of Regents



Health & Safety Matters - Update

Vaccinations

Men's Sports	Fully Vax & Up to Date ¹	Fully Vax w/ Primary Series at Minimum ²
Football	42.06%	92.52%
Men's volleyball	89.29%	96.43%
Baseball	80.95%	100.00%
Men's tennis	90.91%	100.00%
Men's basketball	89.66%	100.00%
Men's golf	81.82%	100.00%
Men's swim & dive	70.00%	93.33%

Coed Sports	Fully Vax & Up to Date ¹	Fully Vax w/ Primary Series at Minimum ²
Cheer	81.25%	100.00%
Sailing	86.21%	100.00%


¹ Completed "primary series" and booster (if eligible) or in 90-day window.

² Completed at least "primary series".

Note: Includes student-athletes and coaches, with exception of football which is student-athletes only at this time given the changes in coaching staff.

February 3, 2022

Women's Sports	Fully Vax & Up to Date ¹	Fully Vax w/ Primary Series at Minimum ²
Beach volleyball	69.57%	95.65%
Water polo	100.00%	100.00%
Softball	87.50%	95.83%
Women's tennis	85.71%	92.86%
Women's basketball	91.67%	95.83%
Women's volleyball	83.33%	100.00%
Women's golf	90.00%	100.00%
Women's swim & dive	65.63%	81.25%
Track & field	92.31%	100.00%
Cross country	100.00%	100.00%
Soccer	95.45%	95.45%

	Fully Vax & Up to Date ¹	Fully Vax w/ Primary Series at Minimum ²
Total UHM Athletics	83.67%	96.96%



Faculty Athletics Representative

The new NCAA constitution requires:

"The president or chancellor of each member institution shall appoint and support the Faculty Athletics Representative as **the principal point of contact to whom student-athletes can report any action, activity or behavior by anyone associated with athletics programs inconsistent with this Constitution's principle of student-athlete health and well-being.** In this role, the FAR is a reporting contact for student-athletes independent of the institution's athletic department, but not a legal advocate for student-athletes. The FAR, in this capacity, shall report directly to the member institution's president or chancellor."



Athletic Budget & Financial Integrity - Update

David Lassner, President
David Matlin, Athletics Director



Athletic Budget and Financial Integrity - Update

Financial Results

	2019 Pre-COVID	2020	2021
Budgeted/Projected (Pre-COVID)			
Revenues	--	\$39.9M	\$42.1M
Expenses	--	43.1M	44.9M
Net	--	(\$3.2M)	(\$2.8M)
COVID Impact			
Revenues	--	(\$1.9M)	(\$15.1M)
Expenses	--	1.3M	9.1M
Net	--	(\$0.6M)	(\$6.0M)
CARES/ARPA Reimbursement Revenue			\$6.0M
Athletics Department Additional Expense Cuts			\$1.4M
Actual Results			
Revenues	\$40.3M	\$38.0M	\$33.0M
Expenses	43.2M	41.8M	34.4M
Net	(\$2.9M)	(\$3.8M)	(\$1.4M)

Major impacts to overall Athletics Department future budget:

- Availability of COVID relief funds while impacts still felt
- Ching Athletics Complex expansion to meet NCAA and conference minimum requirements
- Lack of capacity and amenities of first-class stadium



Athletic Budget and Financial Integrity

High-Level Long-Term Outlook

- Board of Regents Oversight
 - BOR approves operating budget for University at the major unit level which includes the athletics programs
 - Past briefings have covered that UHM Athletics operations, with few exceptions, operate at an annual paper deficit
 - UHM Athletics' deficit (expenditures exceeding revenues) is part of the overall UH Mānoa operating budget, which remains in balance in total
 - BOR does not set individual net revenue targets for football or any of the other revenue generating sports such as men's and women's volleyball, and at times, men's basketball and baseball
- Managing the UHM Athletics budget
 - During the past several years, UHM Athletics has taken several initiatives that have resulted in increased revenues and decreased expenses such as: outsourcing of corporate sponsorship program; all-apparel partnership; improved game guarantees; renegotiated favorable TV contract; first time receipt of TV money from Mountain West conference; etc.
 - Unfortunately, there have also been significant expense increases that are not under UHM Athletics' control such as the large increase in state labor benefits which added over time, roughly \$1.4M in annual benefits costs
 - More recently, the dual impact of COVID and the surprise closing of Aloha Stadium have been added challenges to UHM Athletics closing the deficit gap



Athletic Budget and Financial Integrity

High-Level Long-Term Outlook

- Long-Term outlook
 - Currently, the portion of revenues generated by Athletics is higher than most of its peers.
 - Athletics will continue to develop new opportunities to increase revenues and contain costs where possible
 - UHM Athletics ability to reduce the overall structural deficit depends upon three areas of “externally generated” funds:
 - Institutional Support
 - UH Mānoa has recently reviewed its scholarship policies and will be providing additional tuition scholarship support for UHM student-athletes
 - Governmental Support
 - Recently, the Legislature has been providing UHM Athletics with \$3.6M in annual operating funds, but those were cut during the COVID-impacted sessions
 - The University is hopeful that early support voiced by multiple legislators will result in restoration, including funding for student-athletes meals
 - Student Athletic Fees
 - The student athletic fee at the University of Mānoa is the lowest among UHM Athletics’ peers and provides the least amount of operational funding
 - However, its premature at this time to propose to burden students with a higher fee given the impacts already being felt with COVID



Athletic Budget and Financial Integrity

High-Level Long-Term Outlook

- Long-Term outlook (continued)
 - Replacement of Aloha Stadium remains the largest unknown and significant financial factor to UHM Athletics being able to eliminate future operating deficits.
 - Ching Field is meant as a “stop gap” to save a portion of the net positive contribution from football for the UHM Athletics program. It is not a long-term alternative to a full-sized stadium with first-class fan amenities.
 - UH continues to engage with the State to achieve the objective we have articulated for years: Regardless of where the Stadium is and who builds it, UH needs a better financial relationship with the Stadium where we play home football games. To date, UH has been provided no clear assurances on this matter.
- Summary
 - UHM Athletics believes that with restored legislative funding and increased institutional scholarship support, UHM Athletics will be poised to eliminate the long-term structural operating deficit.
 - In addition, COVID relief funds are a major factor in short-term mitigation.
 - Over the long-term, the most significant factor for reducing the deficit will be the availability of a replacement stadium with the capacity and amenities needed to attract fans, as well as financial terms that create a mutually beneficial partnership between the University and whoever is operating the Stadium.



Compliance With NCAA Policies and Conference Requirements - Update

Amanda Paterson, Assistant Athletics Director – Compliance/Eligibility



Compliance With NCAA Policies & Conference Requirements



- NCAA changes in 2021 were substantial

April 28, 2021: “One-time transfer rule” that allows athletes to transfer to a different school one time during career and play immediately without getting permission from their coach or school

July 1, 2021: Rules that allow athletes to profit off their “name, image, likeness” (NIL)

Activity UH has seen as a result of changes has been similar to what all schools seem to be experiencing

- NCAA and conference requirements for 15,000 minimum football attendance will become issue without expansion of Clarence TC Ching Athletics Complex





Impacts COVID-19 Pandemic on Scheduling of Sports

Lois Manin, Associate Athletics Director, Student Services/SWA



COVID Impact on Scheduling of Sports

- Conference scheduling
 - COVID-related cancellations
 - Rescheduling
 - Minimum number of contests
 - Minimum number of participants
 - Conference champion determination
 - Minimum qualifications in each sport for NCAA automatic qualification
 - Tie-breaking procedures
- Non-conference scheduling
 - Financial impacts (no budget)
 - Impacts of teams traveling to Hawai'i
 - Travel restrictions
 - Safe Travels Hawai'i



Hiring Process for Head Coaches

David Matlin, Athletics Director



Hiring Process for Head Coaches

Consider Any Key Circumstances

- Each head coach hiring may have key circumstances that need to be considered. In this case, the following were key circumstances:
 - Ongoing football recruiting season and key date of February 2, 2022 - - the start of Division I & II signing
 - Transfer portal considerations
 - Importance of restoring trust, addressing morale concerns and establishing degree of certainty for student-athletes
- Current University of Hawai'i system-wide hiring freeze
 - Approval obtained from President Lassner for hiring replacement head coach, assistant coaches and staff

Key circumstances that necessitated expediting process where possible



High-Level Timeline of Hiring Process

UH Athletics Typical Process

Event triggering coach search

Identify Interim Coach

Notify Student-Athletes
Notify program coaches & staff
Notify media

Ask student-athletes for input

Process Utilized for This Instance

Graham resigns

Jacob Yoro, named interim head coach

Student-athletes, coaches & staff, and media notified

AD, and at times with others, met/discussed inputs and other thoughts with: current student-athletes; group of former football players; and many other stakeholders (e.g., former coaches, UH personnel, financial supporters, community members)



High-Level Timeline of Hiring Process

UH Athletics Typical Process

Post position on UH site and NCAA site

Collective bargaining agreement calls for 10 working days recruitment period

Evaluate applications to select candidates to be interviewed, discuss interview questions, etc.

Conduct interviews

HR obtains Candidate Release Form to conduct reference and other checks

Leading candidate(s) identified

Process Utilized for This Instance

Posted

As allowed for under certain conditions, AD sought and obtained waiver from HGEA to allow 5 calendar days and continuous recruitment

Reviews conducted by AD, Associate AD, outside community member, select athletics staff and HR to determine qualified applicants to interview

Interviews conducted

Forms received from all candidates selected for interview

Leading candidate(s) selected



High-Level Timeline of Hiring Process

UH Athletics Typical Process

AD develop term sheet, brief President, set parameters for negotiations

AD identify recommended candidate and initiates negotiations

Once terms negotiated, AD briefs President and, if necessary under BOR Policy, BOR and ICA Chairs for verbal approval

Conditional offer pending background check

Background check

HR follow up with memo for approval, works on Employment Agreement with UH Office of General Counsel

Process Utilized for This Instance

Negotiation parameters and term sheet developed, and President briefed

Negotiations commenced

AD briefed President and secured approval of compensation pursuant to BOR Policy

Conditional offer extended and accepted






HR initiated, in progress

In progress



Hiring Process Utilization






Process for head coaches has served as platform for hiring following coaches since 2015

#	Date		Name	Sport	Current School
1	04/20/2015		Eran Ganot	Men's Basketball	UH
2	11/30/2015		Nick Rolovich	Football	none
3	07/18/2016		Dan Schemmel	Men's & Women's Swimming	Stanford
4	03/14/2017		Robyn Ah Mow	Women's Volleyball	UH
5	06/01/2017		Stephen Bidne	Women's Golf	UH



Hiring Process Utilization

Process for head coaches has served as platform for hiring following coaches since 2015

#	Date		Name	Sport	Current School
6	07/19/2017		Tim Boyce	Women's Cross Country / Track & Field	UH
7	06/01/2019		Elliot Ptasnik	Men's & Women's Swimming	none
8	09/09/2019		Joel Kusnierz	Men's Tennis	UH
9	01/22/2020		Todd Graham	Football	none
10	06/18/2021		Rich Hill	Baseball	UH



Hiring Process Utilization

Process for head coaches has served as platform for hiring following coaches since 2015



#	Date		Name	Sport	Current School
11	06/25/2021		Scott Simpson	Men's Golf	UH
12	01/23/2022		Timmy Chang	Football	UH



Outlook

- Background checks in progress and expected to be completed shortly
- Continue to work on finalizing head coach contract
- Continue to work on assistant coaches and staff contracts



  *Mahalo*



University of Hawai'i Hilo Athletics

Presentation to

University of Hawai'i

Board of Regents

Committee on Intercollegiate Athletics

Athletics Department Update

February 3, 2022

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Agenda:

- Health & Safety Update
- Financial Snapshot
- Update on NCAA Compliance
 - Transfer Portal
 - Name, Image & Likeness (NIL)
- COVID Impact on Scheduling of Games



COVID-19 Status & Update

Vaccination Status

- Total student-athletes – 231
- Fully Vaccinated (i.e., both doses of Pfizer or Moderna OR single dose of Johnson & Johnson)
- Exempted – 2
- Vaccination Rate – 99.8%



Total Tests 5,738	Total Positive 46	Total Negative 5,692	Positivity Rate 0.80%
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- Testing Methods: PCR, Antigen, and daily screenings
- Testing will continue as per DOH, County of Hawai'i, UH, NCAA and PacWest Conference guidelines

Impact of Omicron Variant



COVID-19 Travel Protocols

- Visiting Team Protocols includes Safe Travels Hawai'i, LumiSight UH for screening and PacWest Conference attestation forms. Game officials are also screened through LumiSight UH.
- 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

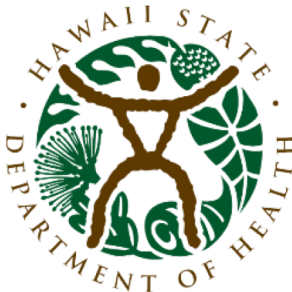


**STATE OF HAWAII
SAFE TRAVELS**



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





Financial Snapshot

FY 2022 Budget Summary Projection

Revenue (G & TFSF)	\$2,441,182
Projected Expenses	\$2,374,357
Projected Balance (surplus)	\$66,825

UNIVERSITY OF HAWAI'I AT



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NCAA Updates



NCAA II Transfer Portal Process

- 1) Student-athlete contacts Compliance regarding transferring to another institution and notifies his/her head coach.
- 2) Compliance notifies student-athlete regarding the process.
 - a) Complete the NCAA Division II educational module
 - b) Complete written Notification of Transfer Form and NCAA Transfer Portal Signature Form
 - c) Review relevant NCAA Transfer Information provided by the Compliance Office (e.g., June 15th Division II one time transfer exception deadline; the possibility of reduction or cancellation of athletics aid previously signed for the next academic year; academic eligibility)
- 3) After receipt of the confirmation of the student-athlete's completion of the education module, and receipt of all signed transfer request forms, Compliance enters the student-athlete into the NCAA Transfer Portal within the required 7 days





Name, Image & Likeness

- Student-athletes may earn compensation for their NIL according to university, NCAA, and applicable conference, state, and federal policies, guidelines, regulations and laws.
- The Department employees and volunteers may not compensate or arrange compensation to a current or prospective intercollegiate student-athlete for her or his NIL.
- Student-athletes may engage in NIL activities and receive corresponding compensation from University boosters, donors, or sponsors so long as the compensation for the NIL activity is not a recruiting inducement or an inducement to remain enrolled at the University. For more information see <https://www.ncaa.org/enforcement/role-boosters>
- Compensation (either monetary or non-monetary) may not be provided in exchange for athletic performance or attendance at the University.
- The expectation is that NIL compensation opportunities will not conflict with academic requirements or team activities.



Name, Image & Likeness

- Student-athletes will not be permitted to enter into NIL agreements with gambling/sports wagering vendors and/or any vendors associated with [athletic performance enhancing drugs](#).
- Student-athletes may secure representation (agent or lawyer), ONLY for NIL and NOT for future professional athletic contract negotiations.
- An attorney representing a student-athlete for purposes of securing compensation for his or her NIL must be licensed in the State of Hawai'i and/or the state whose laws will apply to the student-athlete agreement.

For the full UH NIL guidelines [click here](#).

COVID Impact on Scheduling



Mahalo Nui Loa!

