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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, April 7, 2022
Time: 10:30 a.m.
Place: University of Hawai'i at Mānoa
Information Technology Building
1st Floor Conference Room 105A/B
2520 Correa Road
Honolulu, HI 96822

See the Board of Regents website to access the live broadcast of the meeting and related updates: www.hawaii.edu/bor

AGENDA

- I. Call Meeting to Order**
- II. Approval of Minutes of the February 3, 2022 and March 3, 2022 Meetings**
- 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.

Those wishing to provide oral testimony virtually may register [here](#). Given the constraints with the format of hybrid meetings, individuals wishing to orally testify virtually must register no later than 7:30 a.m. on the day of the meeting in order to be accommodated. Registration for in-person oral testimony on agenda items will also be provided at the meeting location 15 minutes prior to the meeting and closed at the posted meeting time. 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.

All written testimony submitted are public documents. Therefore, any testimony that is submitted orally or in writing, electronically or in person, for use in the public meeting process is public information and will be posted on the board's website.

IV. Agenda Items

- A. Coaches Corner: Timmy Chang, University of Hawai'i at Mānoa, Head Football Coach
- B. Student-Athlete Profile: Jodi Lillie, University of Hawai'i at Hilo, Women's Soccer Student-Athlete
- C. Update on Health and Safety Matters
- D. Title IX Compliance Update
- E. Update on Compliance with NCAA Policies and Conference Requirements
- F. Booster Club and Fan Outreach
- G. Athletics Budget Update

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

FEBRUARY 3, 2022

Note: On January 26, 2022, Governor David Y. Ige issued a proclamation related to the COVID-19 emergency that temporarily suspended Section 92-3.7, Hawai'i Revised Statutes (HRS), "only to the extent necessary to suspend the requirement to have at least one meeting location that is open to the public".

I. CALL TO ORDER

Chair Simeon Acoba called the meeting to order at 11:53 a.m. on Thursday, February 3, 2022. The meeting was conducted virtually with regents participating from various locations.

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

Committee members excused: Vice-Chair Eugene Bal.

Others in attendance: Board Chair Randy Moore; Regent Wayne Higaki; Regent Benjamin Kudo; Regent Alapaki Nahale-a; 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; 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

Chair Acoba stated that the minutes of the October 7, 2021, committee meeting had been distributed and inquired as to whether committee members had any recommended corrections. Hearing none, the minutes were approved.

III. PUBLIC COMMENT PERIOD

Board Secretary Oishi announced that one individual submitted written comments related to the selection and hiring process for head coaches and that no one signed up to provide oral testimony.

Written comments may be viewed at the Board of Regents website as follows:

[Written Testimony Comment Received](#)

IV. AGENDA ITEMS

A. Coaches Corner: Rich Hill, UHM Baseball Head Coach

UHM Athletic Director (AD) David Matlin introduced Rich Hill, the new UHM baseball head coach who will serve as only the third coach in program history. He noted Coach Hill's numerous accomplishments over his 35-year collegiate coaching career including winning over 1000 games and leading his teams to several National Collegiate Athletic Association (NCAA) national championship tournament appearances.

Coach Hill spoke about some of his reasons for pursuing the head coaching position at UHM including his affinity for the culture of Hawai'i, the storied history of the UHM baseball program, the passion and high baseball acumen of Hawai'i's baseball community, AD Matlin's vision for the baseball program, and the notion that the team represented the entire island-state. Although his coaching philosophy is multi-dimensional and dynamic, he stated that it is based upon his personal creed of "what is it like to be coached by me" which provides him with a foundation for developing student-athletes. While part of a collegiate coach's job is to help a student-athlete achieve their dreams of athletic success, particularly at the professional level, he shared his belief that the most important aspect of his job is to create an impactful environment that supports a student-athlete and provides them with the necessary tools to succeed in life. He also expressed his enthusiasm for the game of baseball and his excitement to begin his UHM career.

Chair Acoba thanked Coach Hill for his uplifting presentation and expressed his belief that his coaching credentials, as well as enthusiasm, will lead to a successful career at UHM.

B. Update on Health and Safety Matters Relating to Student Athletes: UHM and UHH

UHH AD Patrick Guillen provided an update on health and safety issues involving UHH Athletics reviewing COVID-19 protocols regarding screening, testing, isolation, return-to-play, fan attendance at athletic events, and travel that are currently in place and have been highly effective in limiting community spread. He noted that 99.8 percent of the 231 student-athletes at UHH are fully-vaccinated and provided statistics related to COVID-19 testing stating that most of the recent increase in positive cases detected was related to holiday travel. While impacts from the COVID-19 virus' Omicron variant have been minimal, UHH Athletics will continue to monitor the situation and maintain the flexibility to address challenges should the situation change.

Chair Acoba commended AD Guillen for his efforts in achieving a 99.8 percent vaccination rate among UHH's student-athletes. AD Guillen replied that this achievement was due to the outstanding work and collaborative efforts of athletic administrators, coaches, and staff to underscore the importance of vaccination.

Regent Nahale-a left at 12:24 p.m.

Jonathan Sladky, M.D., UHM's team physician, stressed the importance of ensuring the mental well-being of student-athletes in addition to their physical well-being and underscored UHM Athletics' strong emphasis on addressing these issues. He stated that there were no major updates to report since this matter was last presented to the board on January 20, 2022, although it was noted that efforts are underway to initiate a baseline mental health screening program as well as expand currently available mental health services and resources to better meet the needs of student-athletes. He also provided data on vaccination rates among UHM student-athletes, including a breakdown of this information by sport and vaccination status, underscoring that UHM Athletics has an overall vaccination rate of around 97 percent when considering the initial sequence of vaccinations and 83 percent when adding in booster shot data.

Chair Acoba requested clarification on the terms "fully vaccinated with primary series at minimum" and "fully vaccinated and up-to-date" used in the vaccination data. Dr. Sladky replied that "fully vaccinated with primary series at minimum" refers to student-athletes who have received at least their first two vaccination doses. The phrase "fully vaccinated and up-to-date" referred to student-athletes who received their primary series of vaccinations and either received a booster shot, were within the specified time period prior to attaining eligibility to receive a booster shot, or contracted COVID-19 and were within a 90-day post-COVID window of immunity.

Citing vaccination data provided in the materials, Chair Acoba questioned the reasoning behind the lower vaccination rates among some UHM teams and asked whether unvaccinated or under-vaccinated students posed a greater health risk than student-athletes who were fully vaccinated. 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. Greater pursuit of religious and medical exemptions has also played a role in lower vaccination statistics among several teams. He also stated that an individual who is unvaccinated or under-vaccinated may pose a higher infection risk and are therefore subject to more stringent COVID-19 protocols including weekly testing.

President Lassner introduced Dr. Scott Sinnett, the UHM Faculty Athletics Representative (FAR), stating that the functions of the FAR are governed by the NCAA and Regents Policy (RP) 7.208. He explained that the UHM FAR reports directly to the President, is selected in consultation with the UHM Faculty Senate, serves as the eyes and ears of the university administration within UHM Athletics, engages directly with student-athletes, and holds regular meetings with the administration on areas of interest or concern within UHM Athletics.

Dr. Sinnett provided information on his personal background, noting that he is a former student-athlete, has been a faculty member of the university since 2008, and was selected as the FAR in 2019. It was noted that every NCAA institution is required to employ a FAR, which, in essence, serves as a resource to assist student-athletes in navigating challenging educational situations to ensure that they receive the best academic experience possible. The FAR also serves as an additional confidential resource available to student-athletes for reporting any issues or concerns. He spoke about his roles as the UHM FAR, as well as several other aspects of the position,

stressing that his primary duty was to serve as an advocate for student-athletes. While regular meetings are held with the AD, Associate Athletic Director (AAD), and university President to discuss any issues discovered or concerns raised and ways in which they can be addressed, he emphasized that the FAR operates separate and apart from UHM Athletics and reports directly to the President.

Regent Kudo asked if the role of the FAR differed among institutions. Dr. Sinnett replied that the role of the FAR was uniform across all NCAA institutions. However, differences do exist in the approach used by each FAR to carry out their role as well as the FAR's level of involvement with their respective athletic department.

Expressing his concern that the position appeared to be more akin to a conduit between a student-athlete and the President as opposed to an advocate, Regent Kudo questioned whether the allegiance of the UHM FAR rested with the student-athlete or the university. Dr. Sinnett replied that, although he is charged with representing the best interests of the student-athlete, his authority with UHM Athletics is limited in that he does not have license to take corrective action directly. This is unlike his authority on the academic side of the equation where he can personally interact with a faculty member to remediate a situation. He reiterated that any matter brought to his attention is taken seriously and he advocates with the administration on behalf of a student-athlete to try to resolve the issue.

Mentioning that the UHM FAR was not referenced in recent public statements asserting a lack of action by UHM Athletics with respect to various reported claims, Regent Kudo asked if the FAR was aware of these claims. Dr. Sinnett replied that he did receive anonymous claims related to the university's football team and was the first individual to bring these matters to the attention of President Lassner at which time AD Matlin was notified and action to address the issues commenced. While appropriate information regarding steps being taken to deal with the situation was relayed to some of the student-athletes who sought his assistance, Dr. Sinnett stated that improvements could be made to the feedback system, particularly with respect to communicating actions that were being taken. Regent Kudo concurred with Dr. Sinnett's assessment and suggested that the FAR needs to do a better job of communicating actions that are being taken with respect to the concerns of a complainant as long as it does not violate any law, agreement, rule, or policy.

Chair Acoba asked whether RP 7.208 defined actions that could or could not be taken by the FAR. Dr. Sinnett replied that he was not aware of the contents of RP 7.208. Chair Acoba summarized the contents of RP 7.208 and suggested Dr. Sinnett familiarize himself with this policy. President Lassner stated that RP 7.208 defers to the NCAA with respect to the role of the FAR. Chair Acoba questioned which of the actions stipulated by the NCAA is the FAR responsible for carrying-out. President Lassner replied that the FAR is required to perform the actions mentioned in the NCAA's constitution and briefly reviewed them. In addition, athletic conferences can establish supplementary obligations for the FAR at member institutions.

Chair Acoba stated that the NCAA requirement for a FAR to be independent of an athletics department while simultaneously obligating the FAR to report directly to the

chief executive of an institution that is ultimately responsible for oversight of its athletics department appears contradictory. President Lassner stated that the intent of this provision was to prevent undue influence over the actions of a FAR by an athletic department.

Chair Acoba requested clarification on comments made regarding the “institutional oversight authority” of the FAR and asked what document provided this authority. Dr. Sinnett replied that the term “institutional oversight authority” may be a misnomer. He noted that the charges of a FAR are contained within the NCAA’s constitution and also stated that the UHM FAR does have an oversight role on some UHM Athletics’ issues including signing-off on NCAA eligibility waiver requests on behalf of the university.

Citing the concerns raised by student-athletes at a recently held Senate informational briefing, Chair Acoba asked whether, in his role as the FAR, Dr. Sinnett was made aware of these concerns, and if so, when they were first brought to his attention. Dr. Sinnett replied in the affirmative stating that concerns were first brought to his attention in September 2021. He provided a timeline of events that occurred after the initial concerns were raised which included discussions, reports, and meetings. Dr. Sinnett stated he and AD Matlin reviewed the concerns raised with the former head football coach in November 2021, and an action plan was developed to address the noted issues. Chair Acoba asked when the regents were informed of these issues. Dr. Sinnett responded that he was unaware of when this matter was brought to the attention of regents.

Chair Acoba asked Dr. Sinnett whether he believed, as the FAR, anything could have been done to prevent what occurred with the UHM football team. Dr. Sinnett expressed his belief that nothing else could have been done to prevent the situation with the football team from occurring stating that the reporting process was carried out; concerns were brought to the attention of, and discussed with, the appropriate parties; advisement was given to the head football coach; and an action plan developed and implemented to address the matter. Unfortunately, the situation did not improve to the satisfaction of the complainants which led to the holding of public forums on this issue. He opined that only a change in the former head coach’s behavior, which is beyond any other individual’s control, could have prevented the occurrence of these events.

Regent Kudo reiterated his belief that the situation could have been diffused if a system had been in place to provide better feedback to a complainant on actions that were being taken with respect to their concerns. Dr. Sinnett agreed stating that communication is key in these types of situations.

Board Chair Moore remarked that another way of diffusing the situation and ensuring that complainants felt they were being heard would have been to conduct follow-up by inquiring as to whether any changes were observed with respect to the complaint.

Regent Paloma asked whether there was only one FAR at UHM for all sports. Dr. Sinnett replied in the affirmative.

Regent Nahale-a returned at 12:54 p.m.

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

AD Guillen provided a snapshot of revenue and expenditure projections for UHH Athletics stating that an anticipated surplus of approximately \$66,000 is expected for fiscal year (FY) 2022 but noting that the reduction in expenditures was largely attributable to reduced travel. Although UHH Athletics continues to take steps to reduce expenditures, including initiating maximum cutbacks in non-conference related travel expenses and increasing its fundraising efforts, he remarked that this is not a sustainable fiscal model to remain competitive and maintain adequate schedules for athletic competition. UHH Athletics is hopeful that legislative reductions in general fund appropriations made in FY 2021 will be restored this year.

AD Matlin provided a report on revenue and expenditure projections for UHM Athletics noting that fiscal impacts of the COVID-19 pandemic were severe with several major revenue sources witnessing dramatic decreases. He stated that the receipt of COVID-19 federal relief funds and additional actions taken to reduce expenses were the main drivers behind UHM Athletics experiencing a reduced net deficit of \$1.4 million for FY 2021. However, UHM is projecting a net deficit of \$6 million primarily attributable to decreased fan attendance due to COVID-19 concerns, and/or related attendance restrictions, and the closure of Aloha Stadium, which itself resulted in the loss of approximately \$3.4 million in annual net contributions. Other issues that UHM Athletics anticipates will impact its future budgets were also reviewed including the expansion of the Clarence T.C. Ching Athletics Complex (Ching Complex) to meet NCAA and conference requirements for minimum attendance at football games to maintain Division I status. Nevertheless, UHM Athletics will continue to search for opportunities to decrease expenses and enhance revenues.

President Lassner provided an overview of the long-term outlook for the financial integrity of UHM Athletics, reviewing some of the factors and challenges that will impact future budgets. Despite successful initiatives to generate revenues and decrease expenditures, UHM athletics continues to experience annual deficits. He discussed possible remedies to address this issue including actions to improve institutional and governmental support in addition to developing new opportunities to increase revenues and contain costs. Additionally, he noted that the construction of a full-sized football stadium with first-class fan amenities, which remains in limbo, is the single, largest financial factor that will assist UHM Athletics in eliminating future operating deficits.

Chair Acoba requested clarification on the meaning of “structural deficit” as opposed to an “accumulated” or “paper deficit”. President Lassner replied that the term “structural deficit” refers to situations where it has been determined that a unit of the university will continue to experience annual budget deficits without dramatic structural changes. An “accumulated” or “paper deficit” is deficit that has been accumulated over the years and remains in existence on financial records. He noted that the board previously directed the administration to “retire” the debt of UHM Athletics, stating that this was an accounting term and did not indicate an elimination of this debt but simply meant that the debt was removed from the UHM Athletics’ balance sheet. As such, the university continues to pay down this debt on an annual basis. He remarked that the

conversations currently occurring on the “structural deficit” include a focus on how to effectively eliminate annual deficits.

Regent Paloma left at 1:44 p.m.

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 (NIL), and Transfers

AD Guillen explained that UHH Athletics is a NCAA Division II member subject to rules and regulations which differ slightly from those imposed on Division I members. He reviewed the Division II transfer portal process stating that minor modifications were made in January 2022 to simplify the process and institute several additional safeguards to protect student-athletes, including a requirement that a student-athlete contemplating entrance into the transfer portal complete an educational module which explains the process and its impacts on their athletic and academic status.

Chair Acoba asked about the impacts of entering the transfer portal on a student-athlete’s scholarship. AD Guillen replied that a student-athlete’s scholarship is rescinded once they enter the transfer portal. The rescinded scholarship can then be provided to another individual.

AD Guillen also reported on some of the processes, rules, and regulations established by the NCAA with respect to NIL stating that UHH Athletics has adopted the same NCAA policy as UHM Athletics since no laws pertaining to NIL exist in Hawai‘i. He stated that UHH Athletics, similar to other Division II members, has not experienced significant impacts from this policy and that only one student-athlete at UHH has initiated the NIL process thus far.

Chair Acoba inquired as to the party responsible for overseeing and enforcing NIL policies. AD Guillen replied that UHH Athletics employs an NCAA compliance officer to oversee and enforce NIL policies. However, it was noted that, under the current policy, a student-athlete is responsible for bringing a NIL request to the attention of their athletic department.

Regent Westerman asked whether NIL policies have had an impact on athletic programs as a result of aggressive boosters using lucrative offers to poach student-athletes from schools. AD Guillen replied that he was not aware of instances where a student-athlete was pilfered from a school because of monetary compensation from a booster and opined that this will not be a significant issue at the Division II level.

Amanda Paterson, AAD for Compliance and Eligibility, provided UHM’s report on NCAA policies related to NIL and transfers, providing background on these policies and reviewing the changes that occurred in 2021. It was also noted that transfer rules applicable to Division I member institutions differed slightly from those applicable to Division II institutions. While the implementation of NIL and changes to transfer rules have changed the intercollegiate athletics landscape, activity witnessed by UHM with respect to these two issues is on par with what is being experienced by its Division I peer institutions. She also mentioned that NCAA and conference requirements for

minimum attendance at football games to maintain Division I status will become an issue without expansion of the Ching Complex.

E. Report on the Impacts of the COVID-19 Pandemic on Scheduling of Spring and Summer Sports

AD Guillen reported that several athletic contests scheduled to occur in December and early January were canceled or rescheduled due to the COVID-19 related issues revolving around case exposure and positivity rates among visiting teams. He reiterated that the high vaccination rate among UHH student-athletes has been a significant contributor to UHH Athletics' ability to field teams for athletic competition. UHH Athletics is hopeful that there will be less of an impact during the seasons for the spring sports since the majority of those athletic activities and contests occur outdoors.

Referencing the 99.8 percent vaccination rate among student-athletes at UHH, Regent Haning requested clarification as to whether this rate was in reference to individuals who received the initial vaccination sequence or to those who received both their initial and booster vaccination shots. AD Guillen replied that 99.8 percent of all student-athletes at UHH have received their initial sequence. Student-athletes who are eligible to receive booster inoculations based upon established guidelines have done so and are included in the 99.8 percent figure.

Lois Manin, AAD at UHM, reported that UHM Athletics has also experienced the cancelation of athletic events due to COVID-19 related issues. She reviewed actions being taken to address challenges facing the establishment of conference and non-conference schedules at both the university and conference level, including the amending of conference bylaws, and noted some of the impacts these actions had on UHM Athletics' programs. She also spoke about a few of the challenges UHM Athletics has faced, and continues to face, with respect to team travel, travel budgets, securing competition involving visiting teams, and the conducting of athletic events. Nevertheless, UHM Athletics continues to work towards scheduling as many athletic contests as possible in which student-athletes could compete.

Agenda Item IV.G. was taken out-of-order.

G. Selection and Hiring Process for Head Coaches

AD Matlin provided an overview of the process used to hire head coaches at UHM stating that each situation may have unique circumstances that need to be considered throughout the process. However, the basic process for hiring head coaches is static and has been applied to the hiring of all head coaches since 2015. He reviewed some of the key circumstances specific to the recent hiring of the new head football coach, including those that necessitated expediting of the process; went over the process and timeline for this particular hiring in relation to the typical hiring process; and gave an update on the status of all of the contracts related to the head football coach and assistant coaches.

F. Recommend Board Approval of an Independent Assessment of UH Athletic Department Operations as they pertain to Student-Athlete Welfare

In light of issues, concerns, and allegations raised regarding UHM Athletics through various public forums, President Lassner stated that the administration was recommending that an independent assessment be conducted on the operations of UHM Athletics as they pertain to student-athlete welfare. He suggested items that should be incorporated in the assessment and recommended that detailed findings and recommendations be included in its final report. The administration proposed that it work with the board Chair and Chair of the Committee on Intercollegiate Athletics (ICA) to procure the services of an independent assessor and formulate the parameters for the assessment.

Regent Kudo sought the opinion of AD Matlin on the conducting of this assessment. AD Matlin replied that he supports and would welcome an independent assessment of the operations of UHM Athletics as they pertain to student-athlete welfare expressing his sentiments that such an assessment will help the department improve its operations. He reiterated that UHM Athletics takes all concerns it is made aware of seriously and provided information on the process involved with addressing the specific concerns raised regarding the previous head football coach and subsequent actions taken. Regent Kudo asked if football players were aware of the actions being taken by UHM Athletics to address their concerns. AD Matlin stated that he did not know if football players were aware of specific actions being taken but that they would have realized that activity was occurring with the formation of a football communications committee.

Regent Wilson supported the recommendation to conduct an independent assessment but added that a concerted effort to address the concerns raised by complainants in addition to any issues discovered by the assessment needs to occur and that these efforts must be communicated clearly, particularly with the public.

Board Chair Moore stated that this assessment was important not only to improve UHM Athletics internally but also to demonstrate to the public that these matters are taken seriously and that the university continues to search for ways in which it can improve. He also recommended that the President include the specific charge of the assessor within the official memorandum requesting board action.

Regent Westerman offered his support for conducting this assessment but opined that parameters on what will be analyzed and evaluated needed to be established so that the assessment is not overly broad.

Stating that the NCAA's constitution appeared to indicate that there should only be one FAR at each institution, Regent Westerman asked whether UHH had a FAR on staff. Chancellor Irwin replied in the affirmative. Regent Westerman questioned why a FAR existed at both UHM and UHH if both campuses were part of the same institution. AD Matlin replied that the NCAA mandates that there be one FAR at each institution that has an athletics program. Since both UHM and UHH each have its own separate athletics department, a FAR is required to exist at each campus.

Regent Higaki asked about the process for selecting an assessor. President Lassner replied that the administration was recommending that the assessor be selected jointly by the Chair of the board and Chair of ICA.

Board Chair Moore left at 1:59 p.m.

Chair Acoba requested clarification as to whether the administration will perform the assessment or if someone will be hired to do an assessment. President Lassner replied that the university itself will not perform the assessment. The board Chair and Chair of ICA will choose an entity or individual to perform the assessment and the administration will provide background information to the assessor, as well as any necessary support.

Regent Kudo expressed his belief that, given the current situation, it's better that an independent entity conduct the assessment.

Regent Wilson requested clarification as to what was meant by an independent assessor. President Lassner replied that the assessor would be an external individual or entity not presently employed by the university.

Regent Higaki stated that it was important that regents be allowed to submit recommendations for an assessor to the administration. President Lassner concurred and welcomed suggestions from regents.

Chair Acoba asked what the administration's next steps would be. President Lassner replied that a more formalized proposal and request will be presented to the board at its meeting on February 17, 2022, for this action.

Regent Wilson moved to recommend board approval of an independent assessment by a third party of UHM Athletics operations as they pertain to student welfare, seconded by Regent Haning, and noting the excused absence of Vice-Chair Bal, the motion carried with all other members present voting in the affirmative.

Prior to adjournment, Chair Acoba informed committee members that he may be drafting and submitting amendments to RPs relating to the hiring of a head coach for consideration by the board. He praised AD Matlin's past record for hiring coaches but stated that the process used for UHM Athletics' latest hire, which admittedly faced significant challenges and time constraints, raised several questions. It was his opinion that the administration lost sight of the interests of the university, particularly from the perspective of its integrity and reputation. The university needs to stay above the fray surrounding these kinds of issues and he expressed his belief that it would be helpful if this was stated in the RPs. While the hiring of a coach should be the kuleana of the AD, the board should be concerned with the hiring process in terms of its impacts on the university's integrity and reputation. President Lassner stated that the administration was equally unhappy with the way the hiring process for the new head football coach unfolded. In the spirit of continually striving to improve, the administration and UHM Athletics will be reviewing how other institutions address critical hires when facing similarly high stakes and time constraints. While the findings of this analysis may or may not impact RPs, the administration believes it is still beneficial to learn from other institutions and was in full support of his suggestion.

Several regents stated that they shared Chair Acoba's views and opined that both the board and administration have to remain cognizant of the impacts these types of

situations can have on the public perception of the university which can have long-term impacts on its credibility.

V. ADJOURNMENT

There being no further business, Chair Acoba adjourned the meeting at 2:18 p.m.

Respectfully Submitted,

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

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MINUTES

BOARD OF REGENTS COMMITTEE ON INTERCOLLEGIATE ATHLETICS MEETING

MARCH 3, 2022

Note: On January 26, 2022, Governor David Y. Ige issued a proclamation related to the COVID-19 emergency that temporarily suspended Section 92-3.7, Hawai'i Revised Statutes (HRS), "only to the extent necessary to suspend the requirement to have at least one meeting location that is open to the public".

I. CALL TO ORDER

Chair Simeon Acoba called the meeting to order at 8:30 a.m. on Thursday, March 3, 2022. 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 Benjamin Kudo; 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 Chancellor Bonnie Irwin; Executive Administrator and Secretary of the Board of Regents (Board Secretary) Kendra Oishi; and others as noted.

II. PUBLIC COMMENT PERIOD

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

III. AGENDA ITEMS

A. Recommend Board Approval of Revisions to Regents Policy (RP) 7.208, Intercollegiate Athletics

Chair Acoba began by stating that the actions being taken by the committee at this meeting comport with the functions and responsibilities of the Intercollegiate Athletics Committee (ICA) as outlined in the Bylaws of the Board of Regents (Board Bylaws). He provided a synopsis of the committee meeting held on February 3, 2022, highlighting that the administration presented an overview of the hiring process used for head coaches at UHM in the context of concerns raised during public forums. He also summarized ensuing discussions that occurred among regents about various aspects of

the process and the impacts actions taken during this process have on the interests and reputation of the university which served as the impetus for the proposed amendments to RP 7.208. It was noted that the amendments are specific to the selection procedures used for a head coach and are intended to protect the interests and reputation of the university in the hiring process.

Regent Wilson moved to recommend board approval of the proposed revisions to RP 7.208, and the motion was seconded by Regent Haning.

Chair Acoba reviewed the proposed amendments to RP 7.208 stating that the overriding principle of these changes is that the hiring process should be conducted from the perspective of advancing the reputation of the university and protecting its interests, a notion which he believes was lost by the administration during the selection process for the current head football coach. Chair Acoba solicited feedback and comments from regents.

Regent Wilson concurred with Chair Acoba emphasizing the importance of public perception with respect to high-profile situations such as the hiring of a head coach and its impact on the public image of the university and proffered his support for the policy amendment.

Board Chair Moore thanked Regent Acoba for his efforts in developing the proposed amendments to RP 7.208 but expressed his concern about the effect that publicly naming individuals will have on the willingness to serve on an advisory committee for the hiring of a head coach. He also questioned the need to stipulate these provisions in the RPs stating that the majority of the proposed amendments involve good practices that would be applicable to any hiring process conducted by the university.

Regent Kudo expressed his belief that instilling public trust should be one of the guiding principles used for the management and operations of intercollegiate athletics at the university and suggested an additional amendment to incorporate this idea into RP 7.208. He proposed that “maintaining the integrity of the University of Hawai’i through the actions, process, or protocols taken or used in the management and operation of the athletics department” should be the text of the newly created guiding principle which should be entitled “Instilling the Public Trust” and moved to amend the motion to include this additional amendment as proposed. Regent Wilson seconded the motion.

Regent Haning asked if the additional amendment as proposed by Regent Kudo was intended to correct a perceived deficiency in the public trust of the athletic department. Regent Kudo replied that the additional amendment was intended to ensure that instilling public trust would be used as a guiding principle by the athletic department since it is one of the most visible and scrutinized components of the university system. Regent Haning remarked that, while policies can become burdensomely lengthy, he concurred with the proposed additional amendment.

There having been a motion that was moved and seconded, a roll call vote was conducted on the adoption of the secondary amendment, with all members voting in the affirmative.

Referencing Board Chair Moore's comments, Chair Acoba stated that, while the proposed amendments may iterate best practices that should be used in any employment process, what occurred recently during the hiring process for the head football coach raised several questions and concerns that compel these provisions to be specifically noted in RP 7.208.

Regent Westerman stated his concurrence with the proposed amendments given the visibility of the athletic department but also opined that the board should not be directly involved in the hiring and termination process for head coaches as has been alluded to by some individuals.

Regent Acopan expressed her belief that the process used to hire the head football coach was correctly implemented but stated that the proposed amendments appeared to be more about addressing the public's perception of the integrity and transparency of the hiring process. As such, she stated that she was in support of the amendments.

There having been a motion that was moved and seconded and the adoption of a secondary amendment, a roll call vote was conducted on recommending board approval of the proposed revisions to RP 7.208 inclusive of the additional amendment. The motion was adopted with all members voting in the affirmative.

B. Recommend Board Approval of Amendments to the Board Bylaws, Article II.D.2.f., Committee on Intercollegiate Athletics

Chair Acoba noted that the proposed amendments to Article II.D.2.f. of the Board Bylaws will specify that the selection of head coaches falls under the jurisdiction of ICA thereby conforming the Board Bylaws to the proposed amendments to RP 7.208.

Regent Wilson moved to recommend board approval of the proposed amendments to Article II.D.2.f. of the Board Bylaws, seconded by Vice-Chair Bal, and the motion carried with all members present voting in the affirmative.

C. Recommend Board Approval of Proposed Terms for the Independent Assessment of University of Hawai'i at Mānoa Athletics Department (UHM Athletics) Operations Relating to Student-Athlete Welfare and Communications

Chair Acoba provided background information on a request made by the administration to conduct a third-party, independent assessment of UHM Athletics' operations as they pertain to student-athlete welfare and communications. He also summarized actions taken, as well as discussions that occurred, at the ICA meeting on February 3, 2022, and the board meeting on February 17, 2022, including the presentation of a formal proposal establishing the assessment's general considerations and limiting the amount of funds to be expended to \$75,000. It was noted that at the meeting on February 17th, the board deferred action on this request and referred this matter back to ICA for further discussion in order to develop a more purposeful approach for the assessment and provide the assessor with definite parameters as to what the assessment should involve. As such, proposed terms for the independent assessment were formulated for consideration for approval by the board.

Regent Wilson moved to recommend board approval of the proposed terms for the independent assessment of UHM Athletics' operations relating to student-athlete welfare and communications and the motion was seconded by Regent Acopan.

Chair Acoba reviewed each of the proposed terms that were set-forth in the document provided in the committee materials stating that this proposal breaks new ground for both the committee and the board but was necessitated by the unique situation facing UHM Athletics and will serve as a foundational document should adjustments be needed in the future. It was noted that the proposed terms incorporate some of the provisions that were contained in the initial request made by the administration as well as new provisions intended to institute a more refined scope.

Regent Higaki arrived at 9:04 a.m.

Recognizing that the request for an independent assessment was in direct response to claims made about the university's football program at a Senate hearing, Regent Kudo nonetheless expressed his concerns about the narrow scope of the assessment's terms. He stated his preference for a broader assessment aimed at evaluating UHM Athletics' procedures with respect to student-athlete welfare and communications in its entirety but with an emphasis placed on issues raised regarding the football program.

Regent Haning noted his support for the independent assessment as proposed but also stated that he would be inclined to support broadening the scope of the assessment to encompass the entirety of the university's sports programs so as to avoid reactionary responses to intermittent crises.

President Lassner remarked that, while the majority of the allegations made about UHM Athletics specifically involved the football program, the procedures used to address complaints pertinent to student-athlete welfare and communication apply to all sports. As such, an independent assessment of the procedures used to address complaints with respect to the football program would affect all other sports at UHM. He also pointed out that, even as proposed, the independent assessment will not be a football-only review.

Chair Acoba stated that the proposed terms are being issued by the regents and would be evaluated from the perspective of the administration. He also stated that in reviewing all of the complaints brought forth at the Senate hearing, it appeared that only two letters did not pertain to the football program.

Board Chair Moore suggested that the board seek recommendations from UHM Athletics on improvements that could be made across all sports at UHM after the final report about the independent assessment was received and reviewed.

Regent Higaki noted that the recommended action as contained within the board action memo is not specific to the football program. He also suggested that removing any mention of football in the terms of the assessment as proposed would clarify that it is intended to address all sports at UHM.

David Matlin, UHM Athletic Director (AD), stated that the scope of the assessment was formulated in response to concerns and complaints raised at the Senate hearing,

which involved other sports in addition to football. He also reiterated that the procedures used to address complaints pertinent to student-athlete welfare and communication apply to all sports and not just a single program.

Chair Acoba restated that the majority of claims made were with respect to the football program, questioned the necessity of expanding the scope of the assessment to encompass sports that were not experiencing any issues, and posited whether this would be a worthwhile expenditure of time, effort, and additional resources. He also stated that, since the policies and procedures for addressing complaints pertinent to student-athlete welfare and communication apply to all sports as noted by President Lassner and AD Matlin, an independent assessment of the football program will impact other sports by inference.

There having been a motion that was moved and seconded, a roll call vote was conducted and the motion carried with all members present voting in the affirmative.

IV. ADJOURNMENT

There being no further business, Chair Acoba adjourned the meeting at 9:26 a.m.

Respectfully Submitted,

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



TIMMY CHANG

TITLE Head Coach

EMAIL football@hawaii.edu

PHONE (808) 956-6508

Former record-setting quarterback Timmy Chang was hired as the University of Hawaii's 25th head football coach in program history on Jan. 22, 2022.

Chang said: "I'm back. I'm home. In my heart, I've never left. Like I've always done, I'm ready to give my all for Hawaii. The highest privilege in coaching is the right to represent an institution as a head coach. This is beyond indescribable. I get to do it here in Hawaii, where I am from. I am so proud to represent MY school and state. I'm honored to lead the BRADDAHHOOD."

"I am excited to welcome back legendary quarterback Timmy Chang to Manoa," Matlin said. "Timmy made a name for himself throwing the football as a young quarterback and has continued his legacy in the collegiate coaching ranks over the past decade. The time has come for him to take over the program that developed him into the coach, father, husband and leader he is today."

Chang spent the last five seasons as the wide receiver and tight ends coach at Nevada, before recently following former Wolf Pack head coach Jay Norvell at Colorado State. During his five seasons at Nevada, Chang helped direct one of the most potent offensive attacks on the West Coast while the Wolf Pack earned a bowl bid in each of the last four seasons.

In 2021, Nevada placed three different pass catchers on the Fred Biletnikoff Award Watch List, including two-time All-Mountain West selections Romeo Doubs and Cole Turner. The receiving corps helped power a Wolf Pack passing game that finished fourth nationally.

Prior to his time at Nevada, Chang had two stints as an offensive coordinator. In 2016, he served as the offensive coordinator at Emory and Henry College in Virginia. During that season the Wasps averaged 33.0 points and 463.5 yards per game.

Previously, Chang spent two seasons at Jackson State University in Jackson, Miss., as his run-and-shoot offense had the Tigers humming as well. Jackson State led the Southwestern Athletic Conference and finished among the leaders nationally in multiple offensive categories, including passing yardage, completions, completion percentage and total offense.

Chang first got his coaching start as an offensive assistant at SMU under his collegiate head coach, June Jones for two seasons. He assisted in all aspects of the Mustangs' offense with a primary focus on the Mustang quarterbacks. In Chang's first season in 2012, SMU earned an invite to the Hawai'i Bowl where they defeated Fresno State.

A four-year starter for Hawai'i from 2000-04, Chang set the NCAA's all-time passing (17,072) and total offense (16,910) records. The Honolulu native finished his career with 117 total touchdowns, which ranked third at the time. A two-time Hawai'i Bowl Most Outstanding Player, Chang led UH to three bowl appearances and a program-record 29 wins at quarterback. In his final season as a Warrior, he was a finalist for the Johnny Unitas Award, given to the nation's top senior quarterback.

Following his illustrious collegiate career at UH, Chang played professional football in the National Football League, Canadian Football League, and NFL Europe for four seasons. He retired from professional football in 2009 and returned to Hawai'i to complete his bachelor's degree.

Item IV.B.

Student Athletes Profile: Jodi
Lillie, UH Hilo, Women's
Soccer Student-Athlete

**NO MATERIALS
ORAL REPORT**



University of Hawai'i at Mānoa Athletics

Presentation to

Board of Regents
Committee on Intercollegiate Athletics

Athletics Department Update

April 7, 2022



Agenda

- Coaches Corner
- Health & Safety Matters – Update
- Title IX Compliance - Update
- Compliance with NCAA Policies and Conference Requirements - Update
- Booster Club and Fan Outreach
- Athletics Budget - Update



Coaches Corner

Rainbow Warrior Football

Head Coach Timmy Chang





Health & Safety Matters - Update

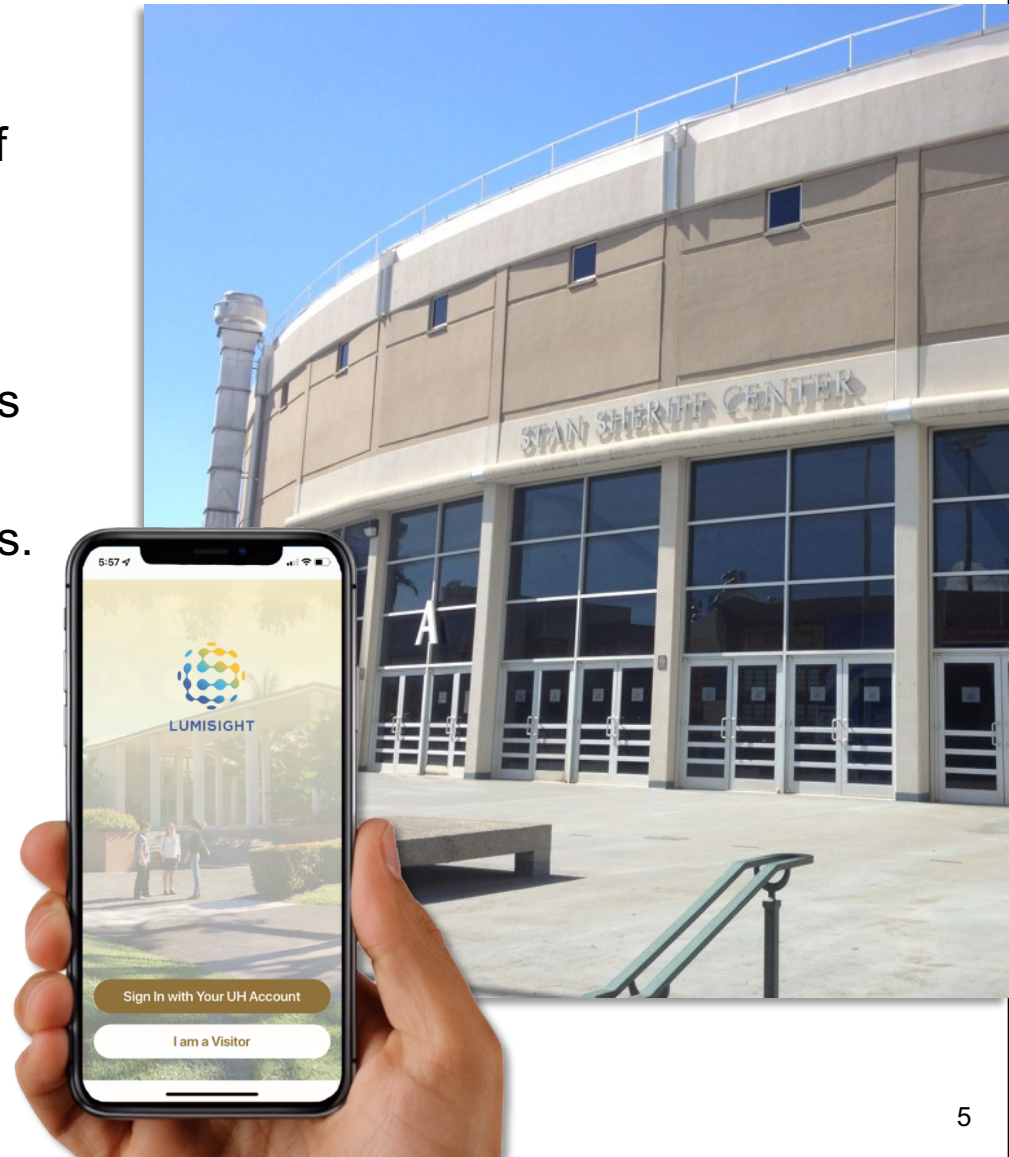
Jonathan Sladky, M.D.

Lyn Nakagawa, ATC



Health & Safety Matters – Update *COVID-19 Protocols for Athletic Events*

- No LumiSight screening or proof of vaccination / negative COVID test required.
- Masks optional at all athletic events (outdoor and indoor), but strongly encouraged in high capacity games.





Health & Safety Matters – Update

COVID-19 Protocols for Student-Athletes

- No daily LumiSight screening
- Masking optional EXCEPT for team meeting rooms, Nagatani Academic Center, and Athletic Training facilities
- No LumiSight screening or proof of vaccination / negative test for any visitors (fans, prospective student athletes, tryouts, etc.)
- Camps attendees no longer required to be fully vaccinated





Health & Safety Matters – Update

COVID-19 Testing

Table 1: Sample Tier 1 COVID-19 Management Considerations and Testing Strategies

	UNVACCINATED OR NOT FULLY VACCINATED	FULLY VACCINATED AND BOOSTER ELIGIBLE (NOT UP-TO-DATE)	FULLY VACCINATED AND UP-TO-DATE OR DOCUMENTED INFECTION IN PAST 90 DAYS
TESTING	Upon Arrival to Campus, or Return to Campus from a Winter Break	Single polymerase chain reaction/nucleic acid amplification test within three to five days of arrival, or two antigen tests on non-consecutive days within three to five days of 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.
	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 risk assessment of a documented close contact with COVID-19.
	During Competition Season	During a week with no competition: <ul style="list-style-type: none"> 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.

- Sports in competitive season (baseball, men’s and women’s golf, men’s and women’s tennis, men’s volleyball, beach volleyball, sailing, soccer, softball, track and field, and water polo), student-athletes and coaches with COVID-19 exemptions must continue to test weekly and provide results to their athletic trainer to satisfy NCAA guidelines.
- Sports that are not in their competitive season (surveillance testing), no longer need to test as long as community spread and local positive rates remain low.



Title IX Compliance - Update

Lois Manin, Associate Athletic Director – Student Services/SWA

Amanda Paterson, Assistant Athletics Director – Compliance/Eligibility



Title IX Equitable Participation Opportunities

- Prong I (Substantial Proportionality)
 - Provide opportunities for participation in intercollegiate sports by gender in approximate proportion to undergraduate enrollment
- Prong II (Continued Expansion)
 - Demonstrate a history of continuing practice of expanding opportunities for the underrepresented gender
- Prong III (Full Accommodation)
 - Demonstrate that the university is fully and effectively accommodating the athletic interests of the underrepresented gender



Prong I: Substantial Proportionality

Year	Undergraduate Enrollment			Duplicated Participants			Undergraduate Enrollment vs. Participation %
	Men	Women	% Women	Men	Women	% Women	
2016-17	4,808	6,063	55.77%	260	323	55.40%	0.37%
2017-18	4,697	6,005	56.16%	240	330	57.89%	-1.73%
2018-19	4,581	6,158	57.43%	241	305	55.86%	1.48%
2019-20	4,414	5,970	57.49%	241	308	56.10%	1.39%
2020-21	4,305	6,276	59.31%	234	289	55.26%	4.05%

Women's Duplicated Count/Total Duplicated Count = %

Women's Enrollment/Total Enrollment = %

Difference of two percentages = Variance



Scholarships

- GOAL: To award the percentage of female scholarship dollars to within less than 1% of the female unduplicated participation percentage



Scholarships to Participation

Year	Scholarship Expenses			Unduplicated Participants			Scholarship % vs. Participation %
	Men	Women	% Women	Men	Women	% Women	
2016-17	\$5,375,189	\$4,625,127	46.25%	260	239	47.90%	-1.65%
2017-18	\$5,060,422	\$4,807,941	48.72%	239	246	50.72%	-2.00%
2018-19	\$5,464,757	\$4,892,689	47.24%	241	224	48.17%	-0.93%
2019-20	\$5,095,129	\$4,682,103	47.89%	241	227	48.50%	-0.61%
2020-21	\$5,144,803	\$4,452,498	46.39%	234	217	48.12%	-1.73%

Women's Unduplicated Count/Total Unduplicated Count = %

Women's Scholarship Expenses/Total Scholarship Expenses = %

Difference of two percentages = Variance



Gender Equity Facilities Review (Completed)

MEN	WOMEN	MUTUAL
Football Video Platforms (\$171K)	Rainbow Wahine Softball Stadium Phase IIA (\$3.3M)	Gyms 1 and 2 Renovation (\$11.2M)
Les Murakami Stadium Home Locker Room Renovation (\$1.6M)	Clarence T.C. Ching Complex Track Replacement (\$2.1M)	Duke Kahanamoku Aquatic Complex Diving Well Repair (\$1.1M)
Clarence T.C. Ching Field, Replace Artificial Turf (\$9.1M) (Includes Football grandstands, press boxes, and hospitality suites)		Duke Kahanamoku Aquatic Complex 50 Meter Pool Repair/Improvements (\$3.0M)
		Stan Sheriff Center Sound System Replacement (\$962K)
\$10.9M	\$5.4M	\$17.3M



Gender Equity Facilities Review (In Progress)

MEN	WOMEN	MUTUAL
Les Murakami Stadium Public Restroom Renovation (\$1.6M)	Rainbow Wahine Softball Stadium Phase IIB (\$4.5M)	Golf Practice and Strength/Conditioning Facility (cancelled)
Les Murakami Stadium Safety Netting Installation (\$665K)	Clarence T.C. Ching Complex Phase II (\$1.7M)	
\$2.2M	\$6.2M	\$0.0M
+ \$10.9M = \$13.1M	+ \$5.4M = \$11.6M	+ \$17.3M = \$17.3M



In Conclusion

- Prong I: Participation Review
 - Revisit roster management plan
- Compliance with Scholarships
 - Revisit roster management plan
 - Revisit strategies to award scholarships to women
- Continue to monitor all areas on the Laundry List
- Evaluate Master Facilities Plan
- Coordinate Gender Equity Review for 2022-27



Title IX Education

- Mandatory NCAA Pre-Season Meeting
 - Deputy Title IX Coordinator for Athletics
 - Role of the Deputy is outlined
- SA Handbook (located on website) covers the following information:
 - Gender Equity (page 7, 14)
 - Diversity and Inclusion in Intercollegiate Athletics (page 7)
 - Sexual Harassment (page 14, 23)
 - Sexual Assault (page 23)
 - Relationship Violence and Stalking (page 24)
 - EP 1.204 (page 16)



Title IX Education

- Training for SAs and Athletic Department Staff
 - Yearly training mandated by the NCAA
 - Since 2017-18 academic year
 - UHM Office of Title IX
 - Women’s Center/PAU Violence
 - Title IX Deputy Trainings attended:
 - ATIXA
 - Clery
 - VAWA
- Investigator
- Trauma Informed



Compliance With NCAA Policies and Conference Requirements - Update

Amanda Paterson, Assistant Athletics Director – Compliance/Eligibility



Football – Attendance Requirements

20.10.9.3 Football-Attendance Requirements (FBS)

“Once every two years on a rolling basis, the institution shall average at least 15,000 in actual or paid attendance for all home football games” (Revised: 4/25/02 effective 8/1/04, 4/28/05, effective 8/1/05)



Waiver Request

To seek a waiver, will need to submit a plan on how and when will get to 15,000 rolling attendance



Name Image Likeness (NIL)

- UHM Athletics in process of evaluating possibility of engaging with a “NIL company” to facilitate student-athletes dealings on NIL
 - Interviewing and evaluating possible companies
- Benefits
 - Assist UHM Athletics with monitoring and administration of student-athletes NIL deals
 - Assist with compliance tracking
 - Possibly facilitate opportunities for student-athletes



Booster Club and Fan Outreach

Vince Baldemor, Associate Athletic Director – External Affairs



Booster Club and Fan Outreach *Events Scheduled and In Development*

- Men's Volleyball Senior Night and Senior Salute – April 9th
- Football Spring Game – April 16th
- Big West Conference Water Polo Championship – April 21st weekend
- Men's Volleyball Championships – April 21st weekend
- Title IX Recognition – June 2022
- Braddahood Football Campaign – in development
- Student H-Rewards activities and promotions





Booster Club and Fan Outreach

Departmental Initiatives

- Transitioned booster and fan outreach during COVID in recognition of social distancing and prohibition on fans at games. For example:
 - Increased online content development and social media use
 - Adjustments and updates for season ticket holders due to changing social distancing protocols
- Transitioning outreach to boosters and fans as COVID restrictions are being lifted. Retain those things that fans were receptive to.
- Collegiate Licensing transfer to UHM Athletics
- “1% Better Initiative” to promote accomplishments
- Preparation and marketing of Sport Camps and Clinics



Athletic Budget - Update

David Matlin, Athletics Director



Athletics Budget - 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



Athletics Budget - Update

Ongoing & Future Considerations

- Legislative Session ended with loss of \$3.6M in annual funding for operations for FY2022 and FY2023
 - University is hopeful that early support voiced by multiple legislators will result in restoration
- Replacement of Aloha Stadium remains the largest unknown and significant financial factor to UHM Athletics future financial results
 - 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.



HAWAII NEWS

Hawaii lawmakers considering regulatory shake-up of Aloha Stadium project

By [Andrew Gomes](#) March 22, 2022

Hawaii senators are pushing to shake up control of an effort in progress to replace Aloha Stadium and redevelop 73 acres of state land around a new facility in Halawa.



The Senate voted earlier this month to send the House a bill that would reassign a leading role among state agencies involved in two complex envisioned public-private partnerships aiming to produce a new roughly \$400 million stadium surrounded by housing, retail, restaurants, a hotel, offices and other uses on the 98-acre stadium property.

Senate Bill 3334, as unanimously approved by senators, aims to give the Hawaii Community Development Authority, a state agency primarily regulating development in Kakaako and Kalaeloa, sole jurisdiction over stadium lands.

Currently, this power is assigned to the Stadium Authority, an agency that manages the largely condemned 47-year-old Aloha Stadium and is working with the Department of Accounting and General Services to solicit and select private developers to turn the rusting 50,000-seat facility, along with its vast parking lot, into a new mixed-use community anchored by a new roughly 35,000-seat stadium.

The bill also would remove the Stadium Authority from its administrative attachment to DAGS and instead attach the authority to the same agency to which HCDA is attached: the Department of Business, Economic Development and Tourism.



  *Mahalo*



University of Hawai'i Hilo Athletics

Presentation to

University of Hawai'i

Board of Regents

Committee on Intercollegiate Athletics

Athletics Department Update

April 7, 2022

Agenda

- Update on Health and Safety Matters
- Title IX Compliance Update
- Update on Compliance with NCAA Policies
- Booster Club and Fan Outreach
- Athletic Budget Snapshot

Health & Safety Matters - Update

UNIVERSITY OF HAWAI'I AT HILO
Vulcans Athletics
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%

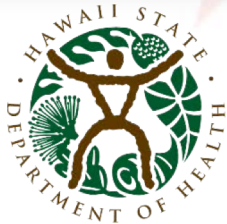
Total Tests 5,738	Total Positive 46	Total Negative 5,692	Positivity Rate 0.80%
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Testing Methods: PCR, Antigen, and daily screenings
 Testing will continue as per DOH, County of Hawai'i, UH, NCAA and PacWest Conference guidelines

Impact of Omicron Variant




- Health and safety of our student-athletes will always be our highest priority
- No major updates to health and safety matters since the February 3, 2022 briefing to the Board of Regents
- Post-travel COVID-19 testing remains in place at this time
- Concussion protocols and emphasis on mental health continue



MAKE IT YOURS



Health & Safety Matters – Vaccination Update

Men's Sports	Fully Vax w/ Primary Series at Minimum	Fully Vax & Up to Date	Women's Sports	Fully Vax w/ Primary Series at Minimum	Fully Vax & Up to Date
Baseball	100%	48%	Basketball	100%	100%
Basketball	100%	67%	Cross County	100%	75%
Golf	100%	100%	Golf	100%	100%
Soccer	100%	84%	Soccer	100%	74%
Tennis	100%	91%	Softball	100%	83%
			Tennis	100%	100%
			Volleyball	100%	67%
	Fully Vax w/ Primary Series at Minimum	Fully Vax & Up to Date			
Total UH Hilo Athletics	100%	82.4%			



MAKE IT YOURS™



Title IX Compliance Update

Title IX Equitable Participation Opportunities

- Prong I (Substantial Proportionality) Provide opportunities for participation in intercollegiate sports by gender in approximate proportion to undergraduate enrollment.
- Prong II (Continued Expansion) Demonstrate a history and continuing practice of program expansion for the underrepresented gender.
- Prong III (Full Accommodation) Demonstrate that the university is fully and effectively accommodating the athletic interests of the underrepresented gender.



NCAA Gender Equity Statement

“An athletics program can be considered gender equitable when the participants in both men’s and women’s sports programs would accept as fair and equitable the overall program of the other gender. No individual should be discriminated against on the basis of gender, institutionally or nationally, in intercollegiate athletics.”





2020-21 Participation

Women's Sports	Men's Sports
Volleyball (18)	Soccer (24)
Soccer (30)	Basketball (13)
Cross Country (8)	Baseball (35)
Basketball (13)	Tennis (10)
Softball (19)	Golf (6)
Tennis (11)	
Golf (7)	
Total Participants = 106 (55%)	Total Participants = 88 (45%)

2020-21 UH Hilo Undergraduate Enrollment = 2,653

Women	Men
1,682 (63%)	971 (37%)



Scholarships

Goal: To Award the percentage of female scholarships dollars to within less than 1% of the female participation percentage.

Year	Scholarship Expenses (Men)	Scholarship Expenses (Women)	Participants (Men)	Participants (Women)	Participant % (Women)	Scholarship % (Women)	Scholarship % vs. Participation
18-19	\$776,392	\$936,985	88	104	54.2%	54.6%	0.4%
19-20	\$739,776	\$962,252	84	111	55.7%	56.5%	0.8%
20-21	\$811,319	\$892,193	88	106	54.6%	52.4%	2.2%



MAKE IT YOURS™



UH Hilo Gender Equity Plan

- In conjunction with EEO/Title IX Office, established Gender Equity Committee to review and update gender equity plan, policies and procedures (in-progress).
- Goal is to have a functioning committee that is engaged and constantly updating policies and procedures and providing input on regular basis.
- The goal of the gender equity plan at UH Hilo is to ensure that equity is an everyday practice.
- Fiscal resources are used to maximize student-athlete participation, while promoting student-athlete's health and safety.
- UH Hilo takes a proactive approach in ensuring similar benefits and opportunities for all student-athletes.



Title IX Training (Current & Ongoing)

- A comprehensive Title IX training program plays an important role in educating student-athletes, coaches and staff on their rights and responsibilities to address, report and prevent sexual misconduct, and foster a safe, respectful learning and working environment.
- Mandatory sexual harassment, assault and discrimination Title IX training for ALL coaches & staff annually.
- Mandatory sexual assault education and training for ALL student-athletes annually.
- Work closely with Student Health & Wellness with regular educational sessions for our students, coaches and staff



Update on Compliance with NCAA Policies



Compliance with NCAA Policies

Major NCAA II changes in 2021 & 2022

Transfer Portal Process:

- a) Student-athlete must complete NCAA II educational module
- b) Complete written Notification of Transfer Form and NCAA Transfer Portal Signature Form
- c) After completion of module and signed forms, compliance enters student-athlete into NCAA Transfer Portal within 7 days

Name, Image & Likeness (NIL)





Booster Club and Fan Outreach

Fan Outreach



Game Day:

- Website stories
- Social media posts & stories
- Marketing & Promotional Giveaways
- Corporate Sponsor Engagement



Community Engagement

Outreach:

- SAAC Food Drive
- Hawaii Island Food Bank
- Various Sports Camps & Clinics
- Tokyodachi
 - Quarter Finals
 - 7th in Standings



O.K. Farms



Hawai'i Island Home
for Recovery



CA & HI Foliage Growers Inc.

Community Engagement

Vulcan Booster Club:

- Student-Athlete Post Game Meals
- Meet & Greets
- Legacy Dinner
- Senior Night



Fundraising:

- Vulcan Challenge
- Corporate Sponsorships
- Special Events



105%	
Funded	Pledged
105%	\$211,500.00
Goal	Days to Go
\$200,000.00	Ended
Donors	
426 See Donor Roll	



Athletic Budget Snapshot



Financial Snapshot

FY 2022 Budget Summary Projection

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



