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**Notice of Meeting
UNIVERSITY OF HAWAI'I**

BOARD OF REGENTS COMMITTEE ON INTERCOLLEGIATE ATHLETICS

Members: Regents Haning (Chair), Tochiki (Vice-Chair), Bal, Mawae, and Wilson

Date: Thursday, April 6, 2023

Time: 9:45 a.m.

Place: University of Hawai'i at Mānoa
Information Technology Building
1st Floor Conference Room 105A/B
2520 Correa Road
Honolulu, Hawai'i 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 October 6, 2022 Meeting**
- III. Public Comment Period for Agenda Items:**

Individuals who are unable to provide testimony at this time will be allowed an opportunity to testify when specific agenda items are called.

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 8:15 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.

If you need an auxiliary aid/service or other accommodation due to a disability, contact the Board Office at (808) 956-8213 or bor@hawaii.edu as soon as possible. If a response is received less than five (5) days in advance of the meeting, we will try to obtain the auxiliary aid/service or accommodation, but we will not guarantee that the request will be fulfilled. Upon request, this notice is available in alternate formats such as large print, Braille, or electronic copy.

Although remote oral testimony is being permitted, this is a regular meeting and not a remote meeting by interactive conference technology under Section 92-3.7, Hawai'i Revised Statutes (HRS). Therefore, the meeting will continue notwithstanding loss of audiovisual communication with remote testifiers or loss of the public broadcast of the meeting.

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. Discussion and Possible Action on Recommendations Contained within the Independent Assessment of UH Mānoa Athletics Department Operations Relating to Student-Athlete Welfare and Communications Report and Athletic Department Response

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 6, 2022

I. CALL TO ORDER

Chair William Haning called the meeting to order at 10:19 a.m. on Thursday, October 6, 2022, at the University of Hawai'i (UH) at Mānoa, Information Technology Building, 1st Floor Conference Room 105A/B, 2520 Correa Road, Honolulu, Hawai'i 96822, with regents participating from various locations.

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

Others in attendance: Board Chair Randy Moore; Regent Wayne Higaki; ; Regent Alapaki Nahale-a (ex officio committee members); President David Lassner; Vice President (VP) for Academic Strategy Debora Halbert; VP for Community Colleges Erika Lacro; 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; Associate VP for Legal Affairs Gary Takeuchi; Executive Administrator and Secretary of the Board of Regents (Board Secretary) Kendra Oishi; and others as noted.

II. APPROVAL OF MINUTES

Chair Haning inquired if there were any corrections to the minutes of the August 4, 2022, committee meeting which had been distributed. Hearing none, the minutes were approved.

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: Michael Stephens, UHM Swimming and Diving Head Coach

UHM Associate Athletic Director (AAD) Lois Manin introduced Michael Stephens, who is in his first year as the head coach of the swimming and diving team, noting his previous nine years of coaching experience at Boston College.

Coach Stephens spoke about his coaching career at Boston College where he served a four-year stint as the swimming and diving team's assistant coach before being named its head coach, a position he held for five years. He cited some of the

factors taken into account when he applied for and accepted the head coaching position at UHM including Hawai'i's unique lifestyle and rich swimming history, as well as the UHM Athletic Department's student-athlete-centered mindset and commitment to an established set of values that closely aligned with his coaching philosophy. He also expressed his excitement to be coaching at UHM noting that the commitment to, and passion for, the sport that has been exhibited by the swimming and diving student-athletes thus far speaks volumes about the team's potential success for the upcoming season and beyond.

Although achievements in the pool are noteworthy and something that the team will strive for, Coach Stephens stressed the importance of providing student-athletes with the tools to become successful in life. He briefly discussed his coaching philosophy, communicating his desire to build upon and strengthen the existing water sports culture and feeling of 'ohana at UHM which he believes will go a long way to ensuring that UHM swimming and diving remains one of the top programs in the country.

Referencing previous discussions about student-athlete mental health, Chair Haning asked for Coach Stephen's opinion on the parity of addressing mental health needs of student-athletes across the spectrum of intercollegiate sports programs at UHM. Coach Stephens replied that there has been greater emphasis placed on student mental health needs throughout higher education, including intercollegiate athletics, over the last few years. While this issue has always been present, individuals are beginning to feel more comfortable speaking about it. He stated that the university, as well as UHM Athletics, have done a good job of providing resources to address the mental health challenges facing students and student-athletes and that they continually stress the importance of using these resources. Nevertheless, he opined that there will be a constant need to work on this matter for the foreseeable future.

B. Student-Athlete Corner: Darren Williams, UHH Men's Basketball Student-Athlete

UHH Athletic Director (AD) Pat Guillen introduced UHH senior men's basketball standout Darren Williams, highlighting his numerous academic and athletic achievements including being named to the Pacific West Conference Scholar-Athlete team and twice selected for the all-conference team. He also noted Mr. Williams' community service work stating that he serves as an excellent ambassador for the UHH Athletic Department.

Mr. Williams shared information on his personal background, stating that he was originally from Rancho Cucamonga, California, playing basketball for two seasons at Chaffey College; spoke about his journey to playing basketball at UHH; and offered insights into his experiences as both a student and athlete since arriving on the UHH campus in 2020 saying that the sense of community he has felt at UHH will be one of his most cherished memories.

Regent Nahale-a thanked Mr. Williams for bringing his talents and character to UHH and for embracing Hawai'i's culture.

Regent Higaki asked Mr. Williams for his thoughts as to whether there was a need for any facility improvements at UHH. Mr. Williams replied that he would like to see improvements made to UHH's on-campus gym floor noting that there are times when it becomes unusable after it rains.

Regent Acopan stated that it was uplifting to hear about Mr. Williams' experiences beyond the campus, the basketball court, and the classroom noting that she was impressed with his positive outlook on life, as well as the welcoming nature of UHH and the Hawai'i Island community.

C. Athletic Facilities Update

AD Guillen reviewed several recently completed athletic facilities projects at UHH including the soccer field/softball field/multipurpose building project, as well as renovations to the outdoor tennis courts and the athletic training room. He also spoke about future priority projects for UHH Athletics which consist of improvements to the on-campus gymnasium, along with associated locker rooms and team rooms, the baseball field, and the weight room/fitness facility. It was noted that upgrading facilities at UHH will be beneficial to the recruitment and retention of top-tier student-athletes and the improvement of the overall campus-life experience.

AAD Manin presented an update on UHM athletic facilities emphasizing that well-designed and maintained amenities not only benefit UHM Athletics and its student-athletes, but are also important to the overall success of UHM as most of the facilities on the lower campus serve multiple users and are often utilized for community events that aid in promoting the university. She discussed the reasoning behind the recent expansion of, and improvements made to, the Clarence T.C. Ching Athletics Complex and reviewed plans for further expansion of the Complex which will have the added benefit of providing an on-campus competition venue for UHM Women's Soccer.

AAD Manin also talked about the uncertainty surrounding the Aloha Stadium project which is having an impact on UHM Athletics; reviewed several other athletic facilities projects, including the recently completed upgrades to the Rainbow Wahine Softball Stadium and upcoming renovations to the Alexander Waterhouse Strength and Conditioning Center; noted that approximately \$4 million in improvements to the Les Murakami Baseball Stadium and baseball team's batting practice facility are needed; and discussed UHM Athletics' aspirations to develop a high performance center that would serve as a multi-purpose athletic facility to provide more efficient and impactful services to student-athletes.

V. ADJOURNMENT

There being no further business, Chair Haning adjourned the meeting at 11:00 a.m.

Respectfully Submitted,

Kendra T. Oishi
Executive Administrator and Secretary

of the Board of Regents



March 17, 2023

MEMORANDUM

TO: Board of Regents
University of Hawai'i

FROM: Randolph G. Moore
Chair, Board of Regents

William F. Haning III
Chair, Committee on Intercollegiate Athletics

SUBJECT: College Sports Solutions University of Hawai'i at Mānoa Athletics Review

BACKGROUND:

In December 2021, complaints by and dissatisfaction of certain University of Hawai'i (UH) football student-athletes were made public. One of the consequences of those public complaints was the holding of a joint public informational briefing by the Senate Committees on Higher Education and Ways and Means on January 7, 2022. At that briefing witnesses testified in person, by video, and by written statement. Despite substantial written testimony submitted in support of the football program, all oral testimony presented at that 2.5-hour briefing was negative toward the football program and Coach Todd Graham.

On January 14, 2022, Coach Graham resigned, and current head coach Timmy Chang was subsequently hired on January 22. Coach Chang finished his initial season as head coach this past December.

The UH Board of Regents (Board) and its Committee on Intercollegiate Athletics discussed at meetings in January, February, and March 2022 the matters raised in the January 7 joint committee briefing. At its March 11, 2022 meeting the Board agreed to obtain an "independent assessment of University of Hawai'i at Mānoa Athletics Department operations relating to student-athlete welfare and communications."

In May 2022 the UH-Mānoa Athletics Department submitted a report responding to the issues raised at that briefing.

The UH Office of Procurement Management issued two requests for proposals to conduct the assessment requested by the Board. A second RFP was issued when too few qualified parties submitted proposals in response to the first RFP. After the second round of submittals, College Sports Solutions (CSS) was selected and a contract was

negotiated to conduct a review of the events and issues raised in the January 7 joint committee briefing, with particular focus on matters associated with the 2021 football season and the handling of student-athlete concerns and complaints. The contract was signed on August 22, 2022. The specific focus of the engagement was to review UH Athletics' responses to those concerns identified in the football program, and determine whether there was, and is, an effective system in place that allows those concerns to be heard and acted upon.

CSS commenced its work in September and submitted its report in February 2023. The completion of this report was delayed due to the difficulty of arranging interviews with all of the parties CSS wanted to interview. The final interview was completed in February 2023.

CSS FINDINGS AND RECOMMENDATIONS

CSS was asked to address specific questions. Those questions, and CSS's findings, are set forth on pages 15-18 of its report, and include the following:

- 1) Were Regents Policies, particularly RP 7.208, followed? Answer: "The policies were neither ignored nor circumvented." (p. 15)
- 2) Was any criminal behavior uncovered or revealed? Answer: "The record appears clear that there was no criminal behavior related to this matter." (p. 16)
- 3) Were any NCAA rules or regulations violated? Answer: "It does not appear that any NCAA rules, regulations, or policies were violated or involved in this matter." (p. 16)
- 4) Were any Conference rules, regulations, or policies violated? Answer: "It does not appear that any conference rules, regulations, or policies of either of those conferences [Mountain West for football and Big West for all other sports] were involved or violated in this matter." (p. 16)
- 5) Were there avenues readily available to the football student-athletes to voice their concerns and have them responded to? Were the concerns expressed by the football student-athletes responded to appropriately? Answer: "It appears from the record that football student-athlete concerns/complaints, from the time of initial receipt by Athletics Director Matlin in August of 2021 until and subsequent to the January 7, 2022 hearing, (1) were heard, particularly through communication with FAR Sinnott and AD Matlin; and (2) were substantively responded to through the various actions described herein." (p. 16)
- 6) Are avenues available to student-athletes to communicate concerns or issues with administration? Answer (pp 16-18): "As stated, considerable focus of our review was on the availability and communication of the specific ways that student-athletes can have their voices heard, particularly as to their experiences, welfare and well-being. Opportunities to do that included then, and continue to include the following:"

- Student-Athlete Handbook
 - Section 2. Rights of a Student-Athlete.
 - Section 9. Your Well-Being.
 - Annual Survey from Faculty Athletics Representative.
 - Hawai'i Championship Football Council
 - Student-Athlete Medical Documentation/Records/Questionnaires
- 7) Are these avenues communicated effectively to the student-athletes in a meaningful and continuous way, and are the student-athletes encouraged to use these avenues to have their voices heard? Answer: “We believe that the avenues available to student-athletes to have their voices heard, particularly as to their experiences and health/well-being, are not communicated as effectively as they can be. In addition, we believe that coaches and staff do not regularly encourage the student-athletes to avail themselves of these opportunities and avenues. In that vein, we believe that a clear designation of a particular person or persons to act as liaison(s) to the student-athletes has not been made, even though Director of Student-Athlete Development [Cindy] Rote and Faculty Athletics Representative [Scott] Sinnett appear to be handling the majority of these communications in their current roles.” (p. 18)

In addition to the concerns about the treatment of students in the football program, there were also questions about the treatment of specific students in the Mānoa men's and women's basketball programs. Because these complaints involve identifiable individual students, their academic records, as well as their medical information, much of this portion of the report that will be available to the public has been redacted to protect student privacy. CSS found that the Athletics Department had handled these matters appropriately.

CSS made six specific recommendations, set forth on pages 23-25 of its report as follows:

- 1) Continue to enhance and clarify the role of the Faculty Athletics Representative (FAR).
- 2) Continue to improve and enhance avenues of communication for student-athletes, specifically:
 - a) Enhance the opportunities for Student-Athlete Advisory Committee to provide input and feedback to administration.
 - b) Consider identifying a person to serve as an “ombudsman” to assist and engage student-athletes relative to their input and feedback.
 - c) Consider a student-athlete council in every sport.
 - d) Review the current Student-Athlete Handbook relative to student-athlete communication.

- e) Conduct an annual session with all student-athletes on the content of the Student-Athlete Handbook, with emphasis on the language therein relative to student-athletes experience and welfare.
- 3) Consider language in coaches' contracts that addresses treatment of student-athletes.
- 4) Establish a department-wide set of behavioral standards for all coaches.
- 5) Regents should continue to work diligently with the state legislature to either build a replacement stadium for Aloha Stadium or continue the building of the current on-campus stadium.
- 6) Continue to improve all mental health services to student-athletes.

NEXT STEPS

The Board's action in March 2022 to undertake this assessment included these provisions:

- 1) The President shall provide a written response to the assessment after it is completed and the administration may submit its own recommendations for adjustments to Regent Policies and UH-Mānoa Athletic Department rules, procedures, and policies.
- 2) The assessment and recommendations of the Assessor and of the administration shall be considered by the Board for action, as appropriate.

Pursuant to this Board action, the administration has prepared a written response to the CSS report. This response is included with the materials for the March 23 Board meeting.

Accordingly, pending full discussion by the Board at the March 23 Board meeting, we would recommend that the Board refer to the Committee on Intercollegiate Athletics:

- 1) Further discussion of the CSS report, the UH administration's response to it, and recommendations to the Board for follow-up that the Committee determines were not fully addressed in the administration's response.
- 2) Oversight of the administration's follow-up to the recommendations made by CSS and any additional recommendations made by the administration or the Committee.
- 3) A recommendation to the Board on whether further Board action should be taken on CSS recommendation #5 that "Regents should continue to work diligently with the state legislature to either build a replacement stadium for Aloha Stadium, or continue the building of the current on-campus stadium."
- 4) Any other suggestions from the Board made at the March 23 meeting.

University of Hawaii



Hawaii Board of Regents

Athletics Review

February 2023



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Introduction

Background and Scope

The University of Hawaii Monoa is the largest institution of higher education in the State of Hawaii. It was founded in 1907 and is one of the few land-sea and space-grant institutions in the world.

It also sponsors the only NCAA Division I athletics program in the State of Hawaii. Division I status was first established in 1974, and since that time, athletics has experienced a great deal of success in a number of sports, including football, men's and women's basketball, volleyball, baseball, and swimming and diving.

In recent years, football has become a singular focus, particularly related to the COVID-19 pandemic, the closure of Aloha Stadium and the consequential imperative of finding another venue in which to play football games, and issues within the program under the leadership of former head coach Todd Graham.

In December of 2021, complaints by and dissatisfaction of certain football student-athletes were made public. One of the consequences of those public complaints was a hearing of the Ways and Means Committee and Committee on Higher Education of the Hawaii State Legislature. At that hearing on January 7, 2022, witnesses testified, in person, by video, and by written statement. Even though there was testimony submitted in support of the football program, all testimony presented at that 2½ hour hearing was negative toward the football program and Coach Graham.

On January 14, 2022, Coach Graham resigned, and current head coach Timmy Chang was subsequently hired on January 22. Coach Chang finished his initial season as head coach this past December.

Subsequent to the January 7 hearing, Hawaii Athletics submitted a response/report to that hearing in May of 2022.

Subsequent to the submission of that report, the University Board of Regents, in September of 2022, contracted with College Sports Solutions (CSS) to conduct a review of the events described herein, with particular focus on matters associated with the 2021 football season and the handling of student-athlete concerns and complaints.

Specific focus of the engagement was to review UH Athletics' responses to those concerns identified in the football program, and determine whether there was and is an effective system in place that allows those concerns to be heard and acted upon.

The relevant record as to the issues raised relative to the football matters discussed began in mid-2021, and those issues are discussed herein.

A portion of the testimony at the January 7, 2022 legislative briefing also referred to three matters in the sports of Men's and Women's Basketball...matters that occurred prior to fall of 2021. Those matters, and the responses thereto, are examined herein as well.

Additional focus of this report, as requested, is on whether Regents policies, particularly **RP 7.208**, were followed relative to the concerns expressed by the current student-athletes, former student-athletes and their families, and the athletic department's responses thereto.

Finally, CSS was asked to investigate and report on any NCAA or Conference rules or policies that may have been violated.

January 7, 2022 Ways and Means and Higher Education Committees Hearing

The Ways and Means and Higher Education Committees' hearing of January 7, 2022 was reviewed and the notices of that hearing are referred to herein and attached hereto. The link to that hearing is attached: <https://www.youtube.com/watch?v=zM0xh5ifNE4>

Interviews

CSS conducted interviews, which were concluded in February 2023, with the following individuals and groups:

1. President David Lassner (in person)
2. Athletics Director David Matlin (in person)
3. University Board of Regents Chair Randolph G. Moore (in person)
4. University Board of Regents member William Haning (in person)
5. Former University Board of Regents Chair Simeon Acoba (via Zoom)
6. Chaplain/Minister/former football student-athlete Shawn Withy Allen (in person)
7. Head Football Coach Timmy Chang (via Zoom)
8. Head Men's Basketball Coach Eran Ganot (in person)
9. Head Women's Basketball Coach Laura Beeman (in person)
10. Assistant Athletics Director - Compliance/Eligibility Amanda Paterson (in person)
11. Assistant Athletics Director for Administrative Services Jim Stein (in person)
12. Director of Student-Athlete Development Cindy Rote
13. Director of Media Relations Derek Inouchi (in person)
14. Faculty Athletics Representative (FAR) Scott Sinnett (in person)
15. Team Physician Dr. Jonathan Sladky (in person)
16. Head Athletics Trainer Lyn Nakagawa (in person)
17. Associate Athletics Director - Internal Operations/SWA Lois Manin (in person)
18. Senator Donovan Dela Cruz, Chair, Ways and Means Committee, State of Hawaii Senate (in person)
19. Senator Donna Mercado Kim, Chair, Committee on Higher Education, State of Hawaii Senate (in person)
20. Football Championship Council Members (via Zoom)
21. Student-Athlete Advisory Committee (SAAC) (via Zoom)

Document Review

The following documents have been reviewed, and are labeled and attached to this report.

- May 2022 UHM Athletics Department Report on Internal Review of Testimony from Legislative Information Briefing on January 7, 2022 – **Exhibit A**
- Faculty Athletics Representative’s Annual Survey of Student-Athletes – **Exhibit B**
- Notice and Amended Notice from State Legislature Ways and Means Committee (WAM) and Higher Education Committee (HRE) regarding January 7, 2022 Hearing – **Exhibit C**
- Letter from Senator Donovan M. Dela Cruz and Donna Mercado Kim to Chair of Board of Regents Randolph G. Moore, dated January 12, 2022 – **Exhibit D**
- Letter from Senator Kim to Chair of Board of Regents Moore expressing lack of confidence in both athletics and university leadership, dated January 25, 2022 – **Exhibit E**
- February 3, 2022 Memorandum from President Lassner forwarded to Regent Chair Moore, responding to January 12 letter from Senators Dela Cruz and Kim. – **Exhibit F**
- February 7 letter from Regent Chair Moore to Senators Dela Cruz and Kim responding to their January 12 letter – **Exhibit G**
- June 29 letter with copy of University of Hawaii Athletics’ Vision Statement from President Lassner to Senator Dela Cruz – **Exhibit H**
- University of Hawaii Board of Regents Policy RP 7.208 – **Exhibit I**
- Student-Athlete Handbook – **Exhibit J**
- Student-Athlete Medical Documentation/Records/Questionnaires – **Exhibit K**
- Email string from AD Matlin to student-athlete and others summarizing meeting and next steps. – **Exhibit L**
- [Student-Athlete PII - FERPA](#) with AD Matlin, [Student-Athlete PII - FERPA](#) – **Exhibit M**
- Decision to [Student-Athlete PII - FERPA](#) – **Exhibit N**
- Hearing transcript [Student-Athlete PII - FERPA](#) – **Exhibit O**
- Medical Non-Counter Physician’s Confirmation Form signed [Student-Athlete PII - FERPA](#) student-athlete – **Exhibit P**
- Medical Non-Counter Physician’s Confirmation Form signed on [Student-Athlete PII - FERPA](#) student-athlete – **Exhibit Q**

The following additional documents were also reviewed and are attached to this report.

- Statement by Head Equipment Manager Alan Ginoza, dated March 21, 2022
- Statement by Media Relations Director Derek Inouchi, dated March 31, 2022
- Statement by Executive Assistant Jeannie Lee, dated March 31, 2022
- Statement by Student Athlete Insurance Coordinator Sheri Ching, dated April 1, 2022
- Statement by Assistant Equipment Manager Brandon Devie, dated April 1, 2022
- Statement by Assistant Athletics Director - Compliance/Eligibility Amanda Paterson, dated April 4, 2022

- Statement by Academic Advisor Kari Ambrozich, dated April 5, 2022
- Statement by Faculty Athletics Representative Scott Sinnett, dated April 5, 2022
- Statement by Assistant Athletic Director Athletic Training Student Athletes Well-Being Lyn Nakagawa, dated April 6, 2022
- Statement by Associate Athletic Director of Student Services SWA Lois Manin, dated April 6 and April 8, 2022
- Statement by Athletic Director David Matlin, dated April 8, 2022
- Statement by Academic Advisor Courtney Tsumoto, dated April 11, 2022
- Statement by Women’s Basketball Coach Laura Beeman, dated April 12, 2022
- Statement by former UH Football Assistant Coach Trent Figg, dated April 13, 2022
- Statement by Head Team Physician Dr. Jonathan Sladky, dated April 14, 2022
- Statement by Certified Athletic Trainer Lawrence Lam, dated May 11, 2022
- Emails between Sam Bennett and Assistant Athletic Director Jim Stein
- Email exchange between Amanda Paterson, Dr. Jonathan Sladky and Landon Keopple regarding student-athlete
- November 2017 email exchange between Athletic Director Matlin and student-athlete parent
- October 2020 email exchange between Athletic Director Matlin and student-athlete
- June 14 to June 15, 2021 emails from Trent Figg to Courtney Tsumoto and others
- [REDACTED] * 2021 email from Kristi Taniyami to [REDACTED] * student-athlete confirming [Student-Athlete PII - FERPA](#)
- August 2, 2021 email from Dr. Jonathan Sladky to student-athletes regarding returning to campus
- August 13, 2021 email from Lyn Nakagawa to student-athletes regarding Mass Physical Day
- August 15, 2021 email from former student-athlete to Athletic Director David Matlin
- August 20, 2021 email from Associate Athletic Director Lois Manin to former student-athlete
- August 26, 2021 email from Lyn Nakagawa regarding weekly Covid testing for unvaccinated individuals
- [Student-Athlete PII - FERPA](#) emails from Kari Ambrozich to [REDACTED] * student-athlete regarding registering for class
- January 25, 2022 email from Lisa Vargas with accompanying letter from Senator Kim regarding University concerns
- [REDACTED] * Student-Athlete Medical Non-Counter Physician’s Confirmation Form, [Student-Athlete PII - FERPA](#), 2021
- [REDACTED] * Student-Athlete Pre-Participation Physical Examination 2019
- Text message between Sam Bennett and football student-athlete and father
- Text message between Athletic Director Matlin and student-athlete’s father
- Football Championship Council Members
- Sladky and Nakagawa presentation regarding return to Fall 2021 activity, dated August 12, 2021
- Mental Health Referral Decision Tree
- Official Roster Change regarding student-athlete, [Student-Athlete PII - FERPA](#)

*Student-Athlete PII - FERPA

- CARA Log regarding student-athlete's [Student-Athlete PII - FERPA](#)
- Former student-athlete My Space post, dated December 1, 2021
- October 15, 2018 meeting notes between Lois Manin, Amanda Paterson and parent of [*](#) student-athlete
- Letter from Senator Dela Cruz to President Lassner regarding WAM request on UH Vision for D1 Athletics Program
- Media Article – Wahine endure G & W Scrimmage, *HI Warrior World*, October 28, 2017
- Media Article – Crawford leaves Hawaii for personal reasons, *Star Advertiser*, November 10, 2017
- Media Article – Rainbow Wahine want to make things right, *Star Advertiser*, November 10, 2017
- University of Hawaii Mail – Board of Regents and CSS Interviews Preparation

Confidentiality

CSS is acutely aware of not only the federal and state laws that protect the confidentiality of the student-athletes mentioned in this report, but also the stated confidentiality requirements contained in CSS's contract to perform this review. Those contractual requirements read as follows:

"D. Confidentiality/Compliance

Contractor will maintain confidentiality throughout this process. Mr. Schemmel, an attorney, will lead the review. In accordance with the request for proposal, Contractor acknowledges and agrees to maintain confidentiality, including:

- **No student shall be named or identified in the report**
- **All those who wish not to be identified. The exception may be those non-student individuals deemed necessary who had previously provided public testimony, and then only with respect to that public testimony.**
- **Compliance with relevant personnel policies and collective bargaining agreements that are implicated by the Assessor's review.**
- **Maintenance of data privacy and ensuring privacy rights in accord with the Family Education Rights and Privacy Act, and other applicable laws, rules, and regulations."**

Following the aforementioned laws and contractual obligations, all student-athlete names have been redacted from this report, even in cases where those names have previously been made public.

Campus Visit

Mr. Schemmel visited the UHM campus from October 31, 2022 through November 2, 2022 for the purpose of conducting interviews with identified coaches, student-athletes, athletics staff, University leadership, regents, legislators, and other constituents. In addition a comprehensive tour of all UHM athletics facilities was conducted.

[*Student-Athlete PII - FERPA](#)

Executive Summary

The CSS team first wishes to extend its appreciation and thanks to the University of Hawaii Board of Regents and its staff for their continual assistance, accommodations, helpful attitude, and courtesies throughout this review, particularly as to the myriad of requests made and questions asked. Their responses were always timely, and there was never a hesitation to help find what we needed.

The same thanks and appreciation go to the leadership and staff at the University. President Lassner accommodated all requests, and allowed us access to any and all documents and personnel that we requested.

Finally, thanks to Athletics Director Matlin, his staff and coaches. All were timely to their interviews, and honest and forthright with answers to our questions.

We were impressed with the substantive and comprehensive nature of the records that were kept relative to matters reviewed in this inquiry. As is manifested by the number of, and content of the exhibits that are part of this report, there was considerable attention to detail by all UHM parties.

Although some of the responses and outcomes relative to the matters discussed herein were not those desired by the parties, there is clear evidence of not only meaningful “listening” by UHM University and athletics leadership, but also timely and substantive responses, all of which are documented herein.

As confirmed by UHM Faculty Athletics Representative (FAR) Scott Sinnett, initial separate conversations with a former and a current football student-athlete in August and September of 2021 caused Sinnett to suggest that current student-athletes and their teammates could best express their thoughts and opinions in answer to survey questions contained in Sinnett’s survey sent to all student-athletes at UHM.

Subsequent to that mid-September survey, and in response to information gleaned from responses to questions in that survey, FAR Sinnett met with President Lassner. President Lassner directed Sinnett to share that feedback with Athletics Director (AD) Matlin. At that subsequent meeting, issues were discussed and initial steps taken to address the concerns identified. Consequential meetings with Coach Graham were then held to address those concerns. Additional meetings were held with FAR Sinnett, Athletics Director Matlin, staff, and Coach Graham through the remainder of the football season. The issues addressed included:

- Negative culture
- Team prayer
- Class time vs. practice time
- Verbal, negative communication, particularly at practice

On December 6, 2021 a “players only” meeting was called by AD Matlin to which the entire football team was invited, to discuss the issues related to the just-completed football season. That four-hour meeting was attended by a considerable number of football student-athletes, who were encouraged to

speaking candidly about all matters related to Hawaii football. Specific issues of concern discussed in that meeting were brought to Coach Graham.

One of the outcomes was to create the “Hawaii Football Championship Council,” which continues today and is made up of football student-athletes from each of the classes – freshman through senior. That Council was, and continues to be spearheaded by former UH football player, Pastor Shawn Withy Allen. The football student-athletes on that Council and Pastor Withy Allen were interviewed by CSS.

With the resignation of Coach Graham on January 14, 2022, many of the issues related to his leadership, style, communication, and team culture became moot. The hiring of new Head Coach Chang, coupled with his subsequent leadership, have resulted in the elimination of many, if not all, of the issues raised by players relative to Coach Graham.

The responses during the 2021 football season of University and Athletics Department leadership, including President Lassner, FAR Sinnott, AD Matlin and his staff, appear to have been both appropriate and timely.

The Hawaii Football Championship Council, led by Pastor Withy Allen, as noted above, has proven to be a valuable tool utilized by the football student-athletes, providing them a voice in the ongoing football program and its operation.

The three “complaints” from student-athletes in other sports (men’s basketball (1) and women’s basketball (2)) that were revealed at the January 7, 2022 hearing surrounded events from previous years. From the record provided and interviews conducted, it appears those complaints were specifically and contemporaneously addressed and discussed with all parties, even though the eventual outcomes may not have been those wished for by the student-athletes and/or their families.

From our review it appears that appropriate policies and procedures were and are in place to hear, address and react to student-athlete complaints and issues. Much of that is spelled out in the Student-Athlete Handbook and the various policies and procedures identified herein. That handbook and those policies are identified, discussed, and attached hereto as exhibits.

We do believe, however, particularly from our interview with SAAC representatives, that the department can significantly improve its communication of those policies and procedures and its encouragement of student-athletes to voice thoughts and concerns about their sports and their overall well-being and welfare – athletically, academically, medically, and personally.

The department can also continue to improve timely and meaningful responses to these student-athlete communications, even when the responses are contrary to the student-athlete’s desires. We suggest an appointed ombudsman or similar position that is specifically identified and known to the student-athletes...a person with whom student-athletes feel comfortable...one who has the ability to not only listen to and document their thoughts, but one who is empowered to seek and deliver meaningful responses.

It appears that University and athletics department leadership was mindful of and followed Regents Policy 7.208. There was no criminal behavior found; there were no NCAA violations associated with the identified issues; and there were no major public behavior issues that went unreported to the Board.

The issues identified with Coach Graham and his program through the 2021 season, although not common, do occur in major college football programs. The efforts to deal with the specific UHM football issues were dealt with appropriately and in a timely fashion throughout the season by University and athletics department personnel, and in our opinion, did not warrant official notice to the Board during that time.

It appears that the January 7 Ways and Means and Higher Education briefing presented testimony only from those respondents who were negative toward the Hawaii football program, Coach Graham, and Hawaii athletics coaches and staff, even though a considerable number of written responses were supportive. This fact was admitted by Senator Kim in her interview with CSS. The actual response numbers are detailed in the Athletics Department's written Report of May, 2022, which is attached hereto and labeled **Exhibit A**.

Chronology of Relevant Events

In June 2021, Director of Student-Athlete Development Rote had a conversation with a football student-athlete who informed her of a negative culture in football. Rote suggested that this student-athlete discuss his thoughts with Faculty Athletics Representative (FAR) Sinnett, and participate in the annual survey, which was typically given at the end of each academic year.

On or about August 15, 2021, Athletics Director (AD) Matlin received an email from a former player, claiming that, as compared to previous Head Coach Rolovich, there was currently “mental abuse” from Coach Graham and other coaches. Associate Athletic Director Lois Manin responded to that email on August 20, inquiring about the allegation and asking for more information. The former player did not reply to Manin’s email.

On or about August 21, 2021, FAR Sinnett received a phone call from a former football player who shared that a “hostile environment” existed within the football program. The description of that environment included claims that Coach Graham was “degrading” in his treatment of the players, calling some “bad players,” and that he was maintaining a culture of negativity. Sinnett encouraged the former player to have current student-athletes on the football team talk with him.

A current football student-athlete met with FAR Sinnett on or about September 15, 2021, with similar concerns, detailing derogatory communication, forced prayer, and a similar negative culture. Sinnett encouraged him and his teammates to respond to the FAR-created post-COVID survey which was about to be administered. This survey went to all student-athletes to inquire about the overall student-athlete experience, and could be answered anonymously, with the only request being that the student-athlete identify his or her sport.

That survey of all student-athletes was sent electronically on September 16. A copy of that survey is attached hereto and labeled **Exhibit B**. Of the approximately 500 student-athletes surveyed, 124 responded, 24 of whom were football student-athletes.

As a result of his previous discussions with the football student-athletes and the responses from the survey, FAR Sinnett met with President David Lassner on September 23. Sinnett was advised by President Lassner to immediately seek a meeting with AD Matlin.

That meeting was scheduled, and FAR Sinnett and AD Matlin met on September 30. The concerns were discussed, and as a result of the discussion and concerns, a follow-up meeting was scheduled with Sinnett, Matlin, Associate Athletics Director Lois Manin, and Human Resource Specialist Paula Nishimoto.

That meeting took place on October 5, and all matters were discussed. Decisions were made as to next steps, the most important of which was to meet with Coach Graham to discuss with him the concerns raised.

FAR Sinnett and AD Matlin met with Coach Graham on October 21. Two outcomes from that meeting were that Coach Graham would no longer be present when the players prayed on the field, and that he

would no longer attend road trip chapel services. Coach Graham also agreed that he would focus on improved and more effective communication with the players, with particular focus on lack of negativity and profanity.

Subsequent to that October 21 meeting, AD Matlin would meet with Coach Graham on a weekly basis to get updates and progress reports on the concerns and the responses thereto.

In addition, these topics became a regular discussion item at the monthly meetings between FAR Sinnett, AD Matlin, and Associate AD Manin. Those subsequent meetings took place on November 2 and December 7, with updates given by Matlin at each of these meetings. Additionally, Sinnett and Matlin had several impromptu meetings and calls to keep each other updated on the situation.

The student-athlete who talked with FAR Sinnett in September would check in periodically with Sinnett throughout the football season, and indicated he would take information from Sinnett to the team, but Sinnett was unsure as to whether that actually happened. That student-athlete indicated that the prayer sessions had stopped, and verbal communication was less negative, but that a hostile practice environment was continuing to a considerable degree.

[Student-Athlete PII - FERPA](#), after the final game of the season, a series of [Student-Athlete PII - FERPA](#) communications became public. [Student-Athlete PII - FERPA](#). Those communications in essence described the football environment as negative, and discussed specifics, including those mentioned previously.

As a result and in response [Student-Athlete PII - FERPA](#), AD Matlin called a “players only” meeting of the football team, and invited all players to come to that meeting to discuss any and all concerns. No coaches or staff were allowed at this meeting.

That meeting took place on December 6 with AD Matlin and FAR Sinnett. It was reported that between 18 and 20 football student-athletes attended the meeting, which lasted approximately four hours. All concerns and complaints brought by the student-athletes to that meeting were discussed.

On that same day, AD Matlin called a meeting of himself, Pastor/Chaplain Norman Nakanishi, and Chaplain Withy Allen to discuss the meeting with the team, and to formalize a game plan going forward. One of those was to meet with Coach Graham to discuss the issues and attempt to formulate an optimum plan moving forward that addressed the team’s concerns.

In addition to the concerns previously noted, those voiced in this meeting included, but were not limited to:

- Coach Graham playing favorites with certain players, particularly those from the mainland
- Coach Graham’s son as offensive coordinator
- Practices interfering with class time
- COVID-19 rules enforcement

An additional outcome of this team meeting was the creation of the “Hawaii Football Championship Council,” which has continued with the new coaching staff through the recent 2022 season, and to this day. That Council is made up of representatives from each of the classes, freshman through senior, with the current membership including a minimum of three members from each of those classes. This Council continues to be led by former player and Chaplain Shawn Withy Allen.

Pastors Nakanishi and Withy Allen, along with AD Matlin, met with Coach Graham on December 9. Coach Graham was receptive to the Football Council and other recommendations relative to the issues.

On or about December 28, the University received a Notice from the State Legislature, specifically the Ways and Means Committee (WAM) and Higher Education Committee (HRE), that an “informational briefing” regarding UHM Athletics had been scheduled for January 7, 2022. It was stated in that original notice that “no public testimony will be accepted.”

On or about January 5, 2022, the University received an Amended Notice, stating that “Public Testimony will be accepted.” Specific items of discussion noted for the briefing in that Notice were:

- “Budget and cost related to coaching staff contracts”
- “Issues relating to transfer of players”

Those two Notices are attached hereto and labeled **Exhibit C**.

That “briefing” was held on January 7, and lasted approximately 2.5 hours. At the briefing, live testimony was taken from 9 individuals, all of whom expressed negative views toward the then current football program and Coach Graham. In addition to the live testimony, 56 written statements were submitted the day of the briefing and 15 after the briefing. When eliminating redundancies, 67 separate individuals testified either live or in writing. Of those 67, 30 were critical of the program and 37 were positive.

Following that hearing, the Chair of the University of Hawaii Board of Regents, Randy Moore, received a letter from Senators Donovan M. Dela Cruz, Chair of the Committee on Ways and Means, and Donna Mercado Kim, Chair of the Committee on Higher Education, dated January 12, 2022, asking for response to certain questions/inquiries. That letter is attached hereto and labeled **Exhibit D**.

On January 14, 2022, Coach Graham resigned.

On January 22, 2022, Timmy Chang was hired as the new head football coach.

On January 25, 2022, Regent Chair Moore received a letter from Senator Kim expressing a lack of confidence in both athletics and University leadership. A copy of that letter is attached hereto and labeled **Exhibit E**.

On February 3, President Lassner forwarded a memorandum to Regent Chair Moore, responding to the January 12 letter from Senators Dela Cruz and Kim. A copy of that memorandum is attached hereto and labeled **Exhibit F**.

On February 7, Regent Chair Moore sent a letter to Senators Dela Cruz and Kim responding to the January 12 letter, with the February 3 memorandum from President Lassner attached. A copy of that letter is attached hereto and labeled **Exhibit G**.

In May of 2022, Athletics produced its **“Report on Internal Review of Testimony from Legislative Informational Briefing of January 7, 2022.”** As stated, that report, with redactions of student-athlete names, is attached hereto and labeled **Exhibit A**.

On or about June 9, 2022, President Lassner received another letter from Senator Dela Cruz, asking for “the vision for the University of Hawaii’s D1 athletics program and plans to accomplish it.” Request was made for a response by June 30.

On June 29, President Lassner responded to Senator Dela Cruz’s request with a letter and copy of the University of Hawaii Athletics’ Vision Statement. That letter and its accompanying Vision Statement are attached hereto and labeled **Exhibit H**.

The Hawaii football team has recently completed its initial year under Head Coach Chang. After interviews and inquiries by the CSS team, it appears that most, if not all, of the concerns relative to the previous coaching staff are no longer present.

Findings

Were Regents Policies, particularly RP 7.208, followed?

University of Hawaii Board of Regents Policy **RP 7.208**, which is attached hereto and labeled **Exhibit I**, details the Board's oversight, policies, and expectations relative to intercollegiate athletics. CSS was tasked with determining whether the policies and procedures prescribed therein were followed relative to the matters discussed herein both in football and in the three basketball matters that were the subject of this review. Our focus is upon two subsections of that policy - **7.208(B)(2)(a)** and **7.208(B)(3)**.

7.208(B)(2) states:

“The board shall be kept aware of the overall state of intercollegiate athletics programs through regular reports on academic, compliance, and financial issues, including but not limited to:

a. student-athlete health and welfare;”

7.208(B)(3) states:

“The board shall be notified by the president or the president’s designee of events or situations that might reasonably be expected to draw unusual public attention to the athletics program, a particular team, a student-athlete, or a department employee.”

From examination of the voluminous written record, including communications from staff to student-athletes, staff to coaches, athletics leadership to University leadership, and University leadership to the Board, it does appear that the actions of University and athletics leadership were made with conscious awareness of and adherence to these policies. Much of that information and documentation is contained in the May 2022 report (**Exhibit A**). The policies were neither ignored nor circumvented.

In addition to the record, our interviews with Regents Moore, Haning, and previous board chair Acoba revealed no thoughts from the Board leadership that they felt they were kept out of any important loop, or were not kept abreast of any such events or situations. In fact, Chair Moore and board member Haning felt they were kept in the loop on all matters of major importance. Both were clear in expressing their opinion that Board oversight did not include taking an active role in day-to-day issues related to coaches and players. Both were also clear in expressing their opinion that, from the time of the initial public airing of football student-athlete's complaints, they were in fact briefed and kept in the loop.

It should also be noted that issues related to coaching style, verbal communication, mental approach, negativity, and conduct of practice, although not common, are prevalent in college athletics and college football. Those issues, as occurred here, are typically dealt with initially by athletic department leadership. If those efforts result in less than satisfactory results, again as occurred here, additional steps are typically taken. It is noted that a considerable response had taken place relative to the football issues before the December 7 meeting with the team, and before the notice of the January 7 hearing.

Was any criminal behavior uncovered or revealed?

The record appears clear that there was no criminal behavior related to this matter.

Were any NCAA rules or regulations violated?

It does not appear that any NCAA rules, regulations, or policies were violated or involved in this matter.

Were any Conference rules, regulations, or policies violated?

As is known, Hawaii is a member of two major Division I conferences. It is an associate member of the Mountain West Conference in the sport of football, and a full member of the Big West Conference in all other sports.

It does not appear that any conference rules, regulations, or policies of either of those conferences were involved or violated in this matter.

Were there avenues readily available to the football student-athletes to voice their concerns and have them responded to? Were the concerns expressed by the football student-athletes responded to appropriately?

It appears from the record that football student-athlete concerns/complaints, from the time of initial receipt by Athletics Director Matlin in August of 2021 until and subsequent to the January 7, 2022 hearing, (1) were heard, particularly through communication with FAR Sinnett and AD Matlin; and (2) were substantively responded to through the various actions described herein.

The record, as noted in the chronology above, reflects the following responses:

- August 20 response of Associate Athletics Director Manin to former student-athlete's August 15 email
- August 21 response of FAR Sinnett to his initial conversation with a former football student-athlete
- September 15 response of FAR Sinnett to conversation with football student-athlete
- September 23 meeting with FAR Sinnett and President Lassner regarding previous conversations and results of the September 16 survey.
- September 30 meeting with FAR Sinnett and AD Matlin to address the concerns
- October 5 meeting with FAR Sinnett, AD Matlin, Associate AD Manin and HR Director Nishimoto to discuss next steps
- October 21 meeting with FAR Sinnett, AD Matlin and Coach Graham
- Weekly meetings with AD Matlin and Coach Graham through the remainder of the season
- November 2 meeting with Sinnett, Matlin and Manin
- Subsequent impromptu meetings with FAR Sinnett and AD Matlin
- December 6 meeting with the football team
- December 7 meeting with Matlin, Nakanishi, and Withy-Allen to discuss Council and other steps going forward

Actual steps taken by administration in response to the concerns/complaints of football student-athletes during the 2021 season included:

- **Team prayer**
 - Coach Graham discontinued his participation in or his requiring participation by players in prayer on the field and in the locker room
 - Coach Graham discontinued his practice of attending chapel on road trips
- **Class time/practice times/academics**
 - Practice schedules were changed to accommodate class schedules of student-athletes, and student-athletes were excused when there were class conflicts
- **Verbal communication, particularly at practice**
 - Coach Graham agreed to be mindful and improve on the negativity and profanity, although there did remain questions, particularly regarding the negativity, about the width and breadth of the implementation of these changes
- **COVID response**
 - Players had complained that they were being excluded from the team if they had not been vaccinated or had not received an exemption from vaccination. It was revealed that the athletic department and the football staff were simply following the University mandate of either vaccination or presentation of an approved exemption in order to attend any in-person events on campus. This, of course, was inclusive of all athletically-related activities in all sports for all student-athletes.

Are avenues available to student-athletes to communicate concerns or issues with administration?

As stated, considerable focus of our review was on the availability and communication of the specific ways that student-athletes can have their voices heard, particularly as to their experiences, welfare and well-being. Opportunities to do that included then, and continue to include the following:

- **Student-Athlete Handbook (Exhibit J)**
 - This handbook is provided to every student-athlete via an online link, and each student-athlete is asked to familiarize him or herself with the rules, regulations, policies, and procedures that are enumerated therein. Of particular note in the Handbook are the following sections:
 - **Section 2. Rights of a Student-Athlete. Pages 13-17**
 - This section spells out the rights of each student-athlete and the manner in which those student-athletes can have their voices heard and discuss issues or concerns.
 - **Section 9. Your Well-Being. Pages 62-76**
 - This section provides detailed information on how the athletics department will gather information on the student-athletes in a variety of ways, including medical and mental health.

- **Annual Survey from Faculty Athletics Representative (Exhibit B)**
 - As noted earlier in this report, this tool is provided each year to every student-athlete at UHM. Anonymity is guaranteed so as to solicit and promote honest, candid and forthright responses, and provide a vehicle to express concerns.
- **Hawaii Championship Football Council**
 - As noted, this Council was established in December of 2021 and continues through this day, providing a way for meaningful and easy communication from the student-athletes to the coaching staff.
- **Student-Athlete Medical Documentation/Records/Questionnaires**
 - The following records, collectively labeled as **Exhibit K**, which are executed by all student-athletes each academic year, present an individual record on each student-athlete, and provide personal information about their health and well-being, including mental health.
 - Patient Health Questionnaire
 - Sickle Cell Trait Screening Form
 - Intercollegiate Athletics Health Information Form
 - Assumption of Risk, Consent, Waiver, Release and Indemnity Agreement
 - Authorization to use or disclose protected health information
 - Student-Athlete Medical Consent and Disclosure Form
 - Medical History Form
 - COVID-19 Testing Consent Form
 - Health Insurance Information and Authorization

Are these avenues communicated effectively to the student-athletes in a meaningful and continuous way, and are the student-athletes encouraged to use these avenues to have their voices heard?

After all interviews with staff, coaches, leadership, and most importantly, student-athletes, we believe that the avenues available to student-athletes to have their voices heard, particularly as to their experiences and health/well-being, are not communicated as effectively as they can be. In addition, we believe that coaches and staff do not regularly encourage the student-athletes to avail themselves of these opportunities and avenues.

In that vein, we believe that a clear designation of a particular person or persons to act as liaison(s) to the student-athletes has not been made, even though Director of Student-Athlete Development Rote and FAR Sinnott appear to be handling the majority of these communications in their current roles.

Specific Responses to Men’s and Women’s Basketball Complaints

As noted, three other former student-athletes in the sports of men’s basketball (1) and women’s basketball (2) provided testimony at the January 7 legislative briefing. CSS reviewed those matters as well. That included review of contemporaneous notes made by staff and coaches at the time the matters took place, and interviews with both head coaches and administrators involved at the time.

Men's Basketball

A former men's basketball student-athlete testified that he had suffered a severe groin injury his freshman year; that he was accused of faking the injury; that the head coach was not mentally and physically able to be head coach; and that he was not given an exit interview upon his transfer to another school.

[Student-Athlete PII - FERPA](#)

. Matlin met with the team the next day, October 4. Following that meeting, Matlin sent an email to that student-athlete and others summarizing the meeting and next steps. That email string is attached hereto and labeled **Exhibit L**.

Subsequent meetings were held involving Coach Ganot, athletics trainer Lawrence Lam, and Matlin. As a result of those meetings, the following changes were implemented:

- Adjustments to practice schedules to accommodate class schedules
- Closer monitoring of injuries
- Adjustments to Coach Ganot's practice style and approach

AD Matlin and Coach Ganot met regularly thereafter to discuss progress, and Matlin continued to invite communication from the team. In fact, there was a follow-up meeting with [Student-Athlete PII - FERPA](#) on October 18.

[Student-Athlete PII - FERPA](#)

and is attached hereto and labeled **Exhibit M**.

CSS believes that in this case, all appropriate processes were followed, that the response to the concerns was both timely and substantive, and that in fact [Student-Athlete PII - FERPA](#)

Women's Basketball

1. A former women's basketball student-athlete provided written testimony at the January 7 hearing relative to a knee injury suffered by her during her freshman year (2016-17). She rehabbed the knee that season and participated throughout that season, although the knee continued to trouble her.

Surgery was performed on the knee on May 1, 2017, and rehab began immediately thereafter. Her grandmother passed away in July of 2017, and a funeral celebration was held on August 19. The student-athlete informed head coach Beeman of her intent to attend the celebration, which was on another island and would require her absence for a minimum of three days.

[Student-Athlete PII - FERPA](#)

[REDACTED]

[REDACTED]. A copy of that decision is attached hereto and labeled **Exhibit N**. Also attached is the [Student-Athlete PII - FERPA](#) and related information (**Exhibit O**).

CSS believes that in this case all appropriate processes were followed, [Student-Athlete PII - FERPA](#), and the documentation conclusive as to the decision and the reasoning behind it.

[Student-Athlete PII - FERPA](#)

[REDACTED]

There were also claims that Coach Beeman had discussed her medical condition with the media in violation of FERPA laws, and that the media had printed that information. After reviewing the pertinent media articles, CSS was unable to find any such confidential information discussed relative to the student-athlete.

2. A former women’s basketball student-athlete provided written testimony at the January 7 hearing that she was now suffering from mental health issues related to her experiences in the women’s basketball program at UHM.

She testified that she was injured in 2017, never received proper treatment, and that trainers and coaches accused her of “faking” the injury. She eventually medically retired

[Student-Athlete PII - FERPA](#)

[REDACTED]. She testified that she signed that document “under duress,” and that the coaching staff turned the team against her.

[Student-Athlete PII - FERPA](#)

[REDACTED]

Upon inquiry [Student-Athlete PII - FERPA](#) , it appears that all proper requirements were followed [Student-Athlete PII - FERPA](#)

[Redacted text block]

Unique Hawaii Culture

January 7 Hearing

The CSS team watched and took considerable note of the January 7, 2022 hearing and its details. Understanding the unique culture and funding by the Hawaii legislature of UHM intercollegiate athletics, we noted several matters.

First, it was clear that the initial notice of December 28, 2021 relative to the “briefing” on January 7 stated that no live testimony would be given. In the subsequent notice of January 4, 2022, it was stated that in fact public testimony would be presented. These notices are attached and labeled **Exhibit C**.

The notice itself stated that the subject matter would be:

- “Budget and cost related to coaching staff contracts”
- “Issues relating to transfer of players”

Clearly the briefing included much more than that, and in fact was dominated by testimony relative to Coach Graham and his football program.

At the hearing itself, 9 different people testified live. All were negative toward the football program and/or the athletics department. Upon review of the record, it was shown that 37 of the 67 responses were in fact positive. In our interview with Senator Kim, she admitted that only negative testimony was presented that day.

Communication among University Leadership

It is not uncommon in major college athletics that communication between university presidents/chancellors and their athletics department leaders, are at times less than desirable. Those breakdowns happen for a variety of reasons, but they are typically attributable to styles, backgrounds, and comfort levels.

It was clear to us that no such issues appear to be present at UHM. President Lassner and Athletics Director Matlin have a transparent and communicative relationship, and are able to discuss issues, both positive and negative, in a meaningful way, with outcomes that appear to be responsive to issues with plans for attempted resolution.

The same appears to be true between the University leadership, particularly President Lassner, and the Board of Regents to whom he reports. It was clear from all interviews with leadership and constituents that there is constant, transparent and meaningful communication from each party to the other, and mutual respect between the parties.

Recommendations

CSS recommends the following:

1. Continue to enhance and clarify the role of the Faculty Athletics Representative (FAR).

As is known in college athletics, the role of the FAR is defined differently from institution to institution. Some have a very limited role, with participation only as NCAA-mandated liaisons to faculty and staff and in eligibility certification roles. Others are much more involved, providing the university, athletics, and the student-athletes hands-on representation and advocacy. The latter appears to be the current role of FAR Sinnett. We believe this is good for the Institution, and we are impressed with FAR Sinnett's interest and commitment to provide continued effective service, particularly as a connection to the student-athletes and their well-being. We encourage UHM to continue to support and enhance that role.

2. Continue to improve and enhance avenues of communication for student-athletes.

With today's mental health concerns and the continuing focus on student-athlete welfare, coupled with today's social media prevalence, the challenges of college athletics departments and universities throughout the United States related to the well-being of students is both visible and paramount. Universities must be constantly identifying and implementing new and effective ways for students to have their voices heard and acted upon. To this end, we recommend the following for the University of Hawaii, as we have recommended for other universities and their athletics departments.

a. Enhance the opportunities for SAAC to provide input and feedback to administration.

It is important that the department continue to identify ways for student-athletes to be heard. As importantly, there must be constant encouragement, through effective communication, of student-athletes to utilize those methods. Of course there must be guidelines built into that communication and encouragement.

b. Consider identifying a person to serve as an "ombudsman" to assist and engage student-athletes relative to their input and feedback.

In recognition of the importance of this communication issue and the initiatives surrounding it, we recommend that UHM hire a new staff person, or name a current staffer as a full-time "ombudsmen" to reach out, listen to, and respond meaningfully to student-athletes. It is important that these people and their roles be clearly identified and communicated to student-athletes, and that they have regular and continual interaction with student-athletes. In that way, the student-athletes not only become familiar, but as importantly, become comfortable bringing thoughts and issues to her/him.

c. Consider a student-athlete council in every sport.

The success of the current Hawaiian Football Championship Council, in response to previous issues, and now continuing under the new coaching staff, has clearly been a success. It could very well be useful in other sports, providing an additional vehicle for

student-athletes to be heard. We recommend consideration of these types of councils in other sports.

d. Review the current Student-Athlete Handbook relative to student-athlete communication.

The current Student-Athlete Handbook, as stated above, addresses the various ways that student-athletes can be heard. We suggest a review of that Handbook to ensure identification of, emphasis on, and encouragement of the use of the avenues available to student-athletes to communicate their thoughts, issues, and requests to administration. We also recommend that current members of the SAAC assist in this exercise.

e. Conduct an annual session with all student-athletes on the content of the Student-Athlete Handbook, with emphasis on the language therein relative to student-athletes experience and welfare.

It is our understanding that in the past, all student-athletes, as part of or separate from their annual orientation process, were provided a session focused on the Student-Athlete Handbook, detailing important sections, particularly those dealing with their well-being, welfare and experience.

We recommend that these sessions be reinstated as part of the orientation process, with emphasis on the many ways for them to have their voices heard. We recommend that these orientation sessions be conducted on a team-by-team basis with the UHM athletic director, senior woman administrator, FAR and the athletics department ombudsman in attendance.

3. Consider language in coaches' contracts that addresses treatment of student-athletes.

Most, if not all current coaches' contracts include language relative to coaching behavior. That language is typically located in an initial preamble or under the "termination for cause" section of the contract. Few have language that sets specific guidelines for treatment of student-athletes by the coach. We recommend consideration of such language in all coaches' contracts.

4. Establish a department-wide set of behavioral standards for all coaches.

We recommend that the department consider formalizing a meaningful set of standards for all coaches relative to their behavior. This will not be an easy task, as consideration must be given to the latitude that all departments want to give coaches relative to their coaching style. However, we believe that a simple set of minimum standards that addresses how student-athletes are to be treated by coaches can be an effective way to create a positive culture with student-athletes and in the UHM athletics department.

5. Regents should continue to work diligently with the state legislature to either build a replacement stadium for Aloha Stadium, or continue the building of the current on-campus stadium.

As was clear to us throughout this review, the permanent closure of Aloha Stadium has had a significantly negative effect on UHM football. Athletics was forced to quickly adjust and find a new venue in which to play games, and we applaud what was accomplished in such a short period of time – preparing and then playing in the on-campus facility that was so hastily constructed.

We were informed that money has in fact been set aside by the Hawaii legislature to build a new stadium that can again house Hawaii football. We encourage rapid movement with that initiative, or a new plan to fund the construction of a permanent stadium on campus.

6. Continue to improve all mental health services to student-athletes.

Mental health issues, as stated hereinbefore, are prevalent for students at UHM, and in fact for students throughout institutions of higher learning in the United States. Most, if not all are considering and/or implementing plans to employ professionals to address the issues of the many students who need mental health care and support.

As we know, this issue was of great concern to the NCAA Transformation Committee in its Report of December 2022. Its recommendations relative to mental health will likely result in specific initiatives by institutions. That report is attached hereto via the following link:

https://ncaaorg.s3.amazonaws.com/committees/d1/transform/Jan2023D1TC_FinalReport.pdf

Many athletics departments have hired or are now hiring full-time professionals to serve their student-athletes. We encourage UHM to consider such initiatives.

University of Hawai'i at Mānoa

Athletics Department

Report on

Internal Review of Testimony

from

Legislative Informational Briefing on January 7, 2022

May 2022

EXHIBIT A

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Section 1: Introduction

The purpose of this report is to document: 1) UHM Athletics' internal review and assessment of issues raised in testimony presented before the Hawai'i State Legislature in a joint "informational briefing" held by the Senate Ways and Means ("WAM") committee and Senate Higher Education ("HRE") committee on January 7, 2022; and 2) any next steps for UHM Athletics identified during the assessment to further the interests of the student-athletes.

On December 28, 2021, the Senate WAM and HRE committees issued a notice of a joint committee informational briefing on January 7, 2022, stating the purpose to be:

"The purpose of this informational briefing is to discuss the University of Hawai'i football program including but not limited to the following:

- 1. Budget and cost related to coaching staff contracts.*
- 2. Issues relating to the transfer of players."*

In an unusual departure from practice, the Senate WAM and HRE committees first amended its notice to allow for written testimony and then subsequently allowed for select individuals to provide oral testimony at the briefing.

While the majority of the testifiers presented testimony in support of UHM Athletics and UH Football Head Coach, Todd Graham, there were testifiers who also presented testimony that they believe raised concerns that should be addressed.

Recognizing that there were testifiers raising concerns with the athletic program and consistent with UHM Athletics' goal of continuous improvement of its operations, the athletics department elected to proactively review the issues raised and assess whether further action was warranted in the best interest of its student-athletes.

Subsequent to the decision by UHM Athletics to conduct an internal review of the testimony, the University of Hawai'i Board of Regents adopted at its March 17, 2022 meeting to also conduct an "independent assessment" of the legislative testimony.

UHM Athletics' Human Resources personnel conducted the review and assessment of the legislative testimony. Their work included looking at the issues raised, conducting information gathering and verification, interviewing multiple individuals regarding issues/events identified, evaluating the issues raised in the context of the information available, and making recommendations for further action.

Section 2: Confidentiality Considerations

A comprehensive internal review of the concerns raised in the January 7, 2022 legislative informational briefing testimony necessitated numerous interviews and a review of documents. The information discussed during the interviews and covered in the documents reviewed encompasses a broad range of topics ranging from simple recollection of dates and times to individual student-athlete academic, health and personal matters related to the testimony.

In addition to UHM Athletics policies and forms, documents that were examined covered specific communications and records regarding individual student-athletes, their parents, or others involved in the issues raised in the testimony. Applicable federal laws protect the privacy interests of student records, and health information is also protected in terms of individual privacy interests. The level of detail provided in this report, while necessary for thoroughness, is not intended to be shared more broadly with anyone except on a need-to-know basis, as permissions have not been obtained by the University to do so.

If the report or information from the report is to be shared externally, then it should be in accordance with all applicable laws and University and UHM Athletics policies. Furthermore, if any information from this report is divulged externally to the University of Hawai'i, then it should be with consideration of the direction identified by the University of Hawai'i Board of Regents in the ICA Committee Memorandum to Chair of the Board of Regents, Randolph Moore, dated March 11, 2022, in which it stated.¹

“9. Conducting this assessment shall be considered a necessary part of the business of UH and shall include any necessary data privacy agreements to ensure that student’ privacy rights are honored in accord with the Family Educational Rights and Privacy Act and other applicable laws, rules, and regulations. No student shall be named or identified in the report. The administration will assist the Assessor in following this directive.”

“11. In conducting the assessment and in the final report, the Assessor shall not identify a person who does not wish to be identified, but may identify as it believes necessary, those non-students who had provided public testimony, and only with respect to that public testimony.”

¹ Committee on Intercollegiate Athletics Chair, Simeon Acoba, memorandum to Board of Regents Chair, Randolph Moore, titled “Approval of Proposed Terms for the Independent Assessment of University of Hawai'i at Mānoa Athletics Department Operations Relating to Student-Athlete Welfare and Communications,” dated March 11, 2022.

“12. Parts, if any, of the Assessor’s report may be redacted if necessary.”

This report or any portions of it should not be released externally outside of UHM Athletics and the University unless modified to be accordance with all requirements to protect the privacy and confidentiality of the student-athletes as well as others who are named and provided information relating to the testimony.

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Section 3: Legislative Informational Briefing Testimony

On January 7, 2022, the Senate Ways and Means Committee (“WAM”) and Higher Education Committee (“HRE”) held a joint “Informational Briefing” regarding UHM Athletics. The original notice of the informational briefing and subsequent amendments were issued as follows:

- December 28, 2021 Original Notice: Stating, “*No public testimony will be accepted*”
- January 5, 2022 Amended Notice: Stating, “*Public testimony will be accepted. All testimony received by the Hawai‘i Senate will be posted on the Hawai‘i Legislature’s website, which is accessible to the public. Please do not include private information that you do not want disclosed to the public. Persons wishing to submit written testimony may do so up to 24 hours prior to the hearing by emailing.*”

Given that the amendment by the joint committees was an unusual departure from the procedures typically used for informational briefings, UH Government Relations reached out to the Senate WAM and HRE staff regarding the change in the notice and was advised that written testimony only would be accepted.

A copy of the amended notice issued jointly by the Senate WAM and HRE committees, including the edits from the original notice, is attached to this report as Appendix A. In addition to the written testimony allowed for by the Senate WAM and HRE committees and contrary to the advanced guidance provided by the Senate WAM and HRE staff that only written testimony would be accepted, the Senate WAM and HRE committees unexpectedly allowed prearranged oral testimony from selected individuals during the hearing.

3.1 Testimony on Legislative Website

Because of the “customized” process that the Senate WAM and HRE committees used for this particular legislative informational briefing, there were three sets of testimony, two written and one oral.

- Written Testimony 1 The written testimony related to the briefing that could be downloaded from the Legislature’s website on the day of the briefing
- Written Testimony 2 Subsequent to the official testimony being uploaded for the public on the day of the briefing, additional written testimony was added days later
- Oral Testimony YouTube video of the informational briefing, including the oral testimony

The number of individual testifiers is less than the total number of written and oral testimony because there are a number of duplicates and/or a person’s written testimony was also presented as oral testimony as one of the “selective” testifiers allowed to give oral testimony.

Written Testimony Posted on Day of Briefing	56
Written Testimony Posted Days After Briefing	15
Selective Oral Testimony on Day of Briefing	<u>9</u>
Total	80
Duplicate Testifiers/Testimony	<u>(13)</u>
Net Separate Testifiers	<u><u>67</u></u>

A listing of the testifiers, their relationship to UHM Athletics, and whether their testimony was supportive or critical of UHM Athletics, is attached as Appendix B. The entirety of all the testimony related to the informational briefing is not included as an attachment to this report since it would be voluminous, but they are available to be perused or downloaded from the Hawai’i State Legislature website:

Written: https://www.capitol.hawaii.gov/session2022/testimony/Info_Testimony_WAM-HRE_01-07-22.pdf

Oral: <https://www.youtube.com/watch?v=zM0xh5ifNE4&t=14s>

3.2 Breakdown of Sports Included in Testimony

While the legislative briefing was identified to be on UH Football, and the majority of the testimony was in regards to football, there were a few testimony relating to Men's Basketball and Women's Basketball. The breakdown in individual testifiers in terms of sport and in terms of being supportive or critical of UHM Athletics was as follows:

<u>Sport</u>	<u>Support</u>	<u>Critical</u>	<u>Mixed</u>	<u>Total</u>
Football	34	27	2	63
Men's Basketball	0	1	0	1
Women's Basketball	0	3	0	3

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Section 4: Internal Review by UHM Athletics Department

4.1 Internal Review Initiated

At the January 20, 2022 meeting of the University of Hawai'i Board of Regents ("BOR"), UHM Athletics stated that it was in the process of reviewing all of the issues raised in the testimony presented during the January 7, 2022 legislative informational briefing. UHM Athletics indicated that its intent was to share with the BOR the results of its internal review when it was completed.

Subsequently, at its March 17, 2022 meeting, the BOR approved an independent assessment of the UHM Athletics Department operations relating to student-athlete welfare and communication.² Specifically, the BOR directed that the assessment should consider the following information:

"The assessment will consider the testimony, including claims, regarding student-athlete welfare that was received and/or solicited by the Senate Committees on Ways and Means and Higher Education and forwarded to the Board following the informational briefing held on Friday, January 7, 2022. Subsequent claims and communications relating to the subject matter of such testimony received by the administration and the Board will also be considered.

Additionally, the assessment will cover the UHM Athletic Department communications with student-athletes that were relevant to the claims made."

4.2 Testimony Subject to Review and Assessment

As discussed in Section 3 of this report, the "informational briefing" on UHM Athletics conducted jointly by the Hawai'i State Legislature's Senate Ways and Means ("WAM") committee and Senate Higher Education ("HRE") committee on January 7, 2022 generated three sets of testimony. There were a total of 80 testimony representing 67 individual testifiers, after adjusting for duplicative testimony. The 67 testimony provided the base of documented testimony that were considered by UHM Athletics for further information gathering and verification.

² University of Hawai'i Board of Regents, March 17, 2022 meeting materials, Item V.D.2, available on regents web site:
https://www.hawaii.edu/offices/bor/regular/materials/202203170900/BOR_03_17_2022_Materials.pdf

For purposes of conducting a review and assessment of the testimony, UHM Athletics utilized a multi-layered approach to identify testimony that would be investigated in detail. The following are the layers that UHM Athletics identified the testimony by:

Positive Position on UH: Of the 67 testimony from the informational briefing, 36 were positive and supportive of UHM Athletics, with 31 as critical of UHM Athletics.

As testimony in support of UHM Athletics' operations, those testimony were not subjected to a detailed review and assessment.

No Direct Relationship: Of the 31 testimony critical of UHM Athletics, there were seven that were offered by individuals with no direct relationship with UH football. For example, the testimony stated that they were fans, residents of Hawai'i, etc. In fact, some of the testimony prefaced their comments with a statement that they were not based on first-hand knowledge, but from things that they had heard.

In general those testimony offered criticisms that were broad and not based on specific instances with student-athletes. These were not included as part of the testimony subjected to a detailed review and assessment.

Coaching Staff Related: Among the testimony critical of UHM Athletics, were six that were limited to issues relating to the football head coach and/or the coaching staff. The testimony covered a wide range of issues that ranged from team building, coaching strategies, student-athlete roles, to more serious perceptions of racism toward student-athletes from Hawai'i.

While these testimony raised concerns that would be serious issues in any athletic program, they were for the most part rendered moot by the resignation of Todd Graham as head football coach on January 14, 2022 and the subsequent hiring of Timmy Chang as head coach and his new coaching staff.

With the hiring of a new head football coach, the testimony critical of Graham were not included as part of the testimony subjected to a detailed review and assessment. A more detailed discussion on the handling of criticisms of Todd Graham is included in Section 4.3 of this report.

Direct Knowledge
Criticism:

The remaining 18 testimony that were critical of UHM Athletics, were reviewed in detail. These were testimony by testifiers who could have had first-hand knowledge and/or experiences that raised issues within UHM Athletics. Of the 18, fourteen were related to football, one to men's basketball, and three to women's basketball.

These testimony were subjected to a detailed review and assessment by UHM Athletics.

A table of all testimony that was critical of UHM Athletics and how they were categorized based on the above definitions is summarized in Appendix C.

4.3 Testimony Specific to Football Head Coach Todd Graham and Coaching Staff

As mentioned above, there were six testimony that raised specific criticisms of football head coach Todd Graham and/or his coaching staff. The criticisms alleged a wide range of issues from playing time, changing roles, offensive and defensive strategies and approaches, lack of team building, inequities in opportunities between student-athletes, biases for or against certain student-athletes, etc.

While certain of the criticisms of the head coach and/or his coaching staff would normally trigger a review and assessment as part of this investigation into the legislative testimony, the athletics department did not include the six testimony as part of the ongoing review, for the following reasons:

- On January 14, 2022, Todd Graham resigned as head coach and was replaced with the hiring of Timmy Chang on January 22, 2022. Given that the criticisms were specific to Graham and his coaching staff, they were rendered moot by the resignation and the bringing in of an entirely new staff.
- The resignation of Graham and the departure of his coaching staff prevent a thorough review of criticisms since UHM Athletics no longer has full and unencumbered access to Graham and/or his coaching staff for interviews, other information gathering, and verification of dates/times/events.

Although UHM Athletics did not include the criticisms raised about Graham and his coaching staff in its detailed review, it should be noted that UHM Athletics promptly investigated after first becoming aware of the criticisms and established key initiatives for improvements, prior to the informational briefing on January 7, 2022.

4.3.a. UHM Athletics, like all collegiate athletics programs, are required by the NCAA to have a Faculty Athletics Representative (“FAR”) who among other things, is an advocate for student-athletes.³ The FAR for the University of Hawai’i at Manoa is Scott Sinnett. Shortly before September 16, 2021, FAR Sinnett was contacted by a former and current football student-athletes who raised various concerns with Coach Graham’s coaching style and culture. Since FAR Sinnett already had scheduled a survey to go out to all student-athletes to allow them to provide feedback on their sports, he encouraged the football student-athlete that it would be a good way for everyone to voice their concerns.

On September 16, 2021, the survey was distributed and the feedback compiled and evaluated by FAR Sinnett. A briefing of the survey results was presented to President David Lassner on September 23, 2021 during which President Lassner recommended that the results also be shared with Athletics Director David Matlin. A meeting was held a week later between FAR Sinnett and Athletics Director Matlin on September 30, 2021. Following that meeting, there were a number of other meetings to: have others within UHM Athletics be briefed directly on the results; brief Head Coach Graham on the feedback in the surveys; and to have dialogue commence on what changes, if any, should be considered based on the feedback.

4.3.b. There were certain changes implemented immediately by Coach Graham. The following are examples of changes implemented immediately:

- For those players who elect to pray on the field, that they were allowed to do so without his participation to minimize any perception that it was being encouraged by Coach Graham.

³ 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.” (*emphasis added*)

- For the same reason, Coach Graham also voluntarily ceased attending road trip chapel services.
- Coach Graham also modified the practice schedule based on inputs from student-athletes that it created difficulty for some to get to classes on time.

In addition to the changes mentioned above, the meetings also culminated with the decision to have a meeting open to the entire football team to allow for direct feedback in an open forum. The meeting on December 7, 2021 was attended by Athletics Director Matlin and FAR Sinnott, in addition to a number of football student-athletes. The student-athletes were allowed to provide frank and candid feedback during the meeting that lasted four hours. In addition to gaining input directly and unfiltered from the student-athletes, it also was an opportunity to clear up some misconceptions that were becoming broad criticisms by the student-athletes. For example, some student-athletes raised favoritism as a concern [Student-Athlete PII - FERPA](#)

The clearing up of misconceptions allowed all parties to move on from spending valuable group time and effort on incorrect assumptions.

4.3.c. With the direct input and feedback from the meeting with the football team, Athletics Director Matlin had a series of meetings/discussions with Coach Graham, as well as others. The purpose of the meetings/discussions was to develop understandings on what kind of changes should be targeted and how best to support the changes to be successful. Out of those meetings/discussions were changes that were agreed to and moved on quickly which focused on: Coach Graham's coaching style; communication with student-athletes and allowing for their inputs; and team culture.

Coaching Style:

Following meetings/discussions with Athletics Director Matlin, Coach Graham agreed to consider the feedback on his coaching style, particularly: what was felt to be unnecessarily harsh and/or profane language and his zeal in sharing his Christian faith with others. Coach Graham acknowledged the feedback and agreed to adjust his style and be more sensitive to how his style could impact others.

Two-Way Communications:

A common theme among the concerns raised was the feeling that communication between the head coach and coaching staff and the student-

athletes was not as good as it should be. Student-athletes also felt that there were limited opportunities for them to have input that was valued.

To help address communications between the coaches and student-athletes, Coach Graham created the Championship Communication Committee that is comprised of three student-athletes from each class, selected by their own classmates, and including walk-ons. The goal of the committee is to represent all groups within the football team and have a direct line of communication to the head coach. A flyer that was distributed to all of the student-athletes regarding the committee is attached in Appendix D. With the resignation of Coach Graham on January 14, 2022, it will not be possible to gauge the success of the committee in addressing the concerns raised by the student-athletes. However, new Head Coach Timmy Chang believes the committee has the potential to be a valuable tool between coaches and student-athletes and has elected to continue it.

Hawai'i and Team Culture:

Another common theme among some of the concerns raised was in regards to the culture of the team as it related to the culture of Hawai'i and the student-athletes from Hawai'i.

The culture of Hawai'i and its people is unique and can be challenging as people transition into it. As a process, as opposed to a point in time, transitioning can benefit from having guidance and oversight from people experienced in the culture. Athletics Director Matlin arranged for Coach Graham to have the benefit of two individuals who could serve as mentors for the transition to Hawai'i and its community.

The first individual was Shawn Withy Allan who is a former UH Football student-athlete who had to navigate transitioning to Hawai'i as a student-athlete and has embraced Hawai'i and remains

close to UH Football. The second individual is Pastor Norman Nakanishi. Pastor Nakanishi brings a wealth of experience and history with helping UHM Athletics and was a trusted resource and advisor to many previous coaches including June Jones and Greg McMackin. Both Shawn Withy Allan and Pastor Nakanishi had begun working closely with Coach Graham. But as with the Championship Communications Committee, the success of the mentorship arrangement will never be evident given the resignation of Coach Graham.

While UHM Athletics took action when student-athletes first began raising concerns with the football coaching staff and several steps were initiated jointly between Coach Graham and UHM Athletics, at this point, it is not possible to determine whether those steps or any others that may have subsequently been considered would have adequately addressed the concerns raised. Coach Graham had the longest lasting and most stringent pandemic protocols in collegiate athletics layered on top of the unexpected closure of the football team's home playing venue, while he was in the critical early period of a new coach trying to build a foundation with the team's student-athletes. Similar to the initiatives adopted by UHM Athletics and Coach Graham jointly, it will never be possible to determine to what degree the environmental conditions of the pandemic, the loss of a home playing venue, and other transitory events may have influenced the concerns raised in the testimony; and may have been addressed as the conditions lessened and/or evolved.

4.4 Information Gathering and Verification Process

UHM Athletics utilized a structured information gathering and verification process for each of the testimony reviewed and evaluated. In the interest of having as objective a process and results as possible, the information gathering and verification was conducted and managed by UHM Athletics' two Human Resources administrators. None of the UHM Athletics' individuals who were identified to be associated with any of the issues raised were directly involved in the management of the information gathering and verification process.

Individuals Involved in Process

The information gathering and verification was an "interview and document gathering" process whereby interaction took place between UHM Athletics' Human Resources ("HR") persons and others. The individuals contacted by

UHM Athletics HR varied depending on the issues raised in the specific testimony, but in general, encompassed the following contacts:

- UHM Athletics coaches and staff
- UHM Athletics medical staff (e.g., team doctor, trainers)
- UHM Athletics Administrators (e.g., Athletics Director, Associate ADs, Assistant ADs, other staff)
- University of Hawai'i academic staff
- University of Hawai'i at Manoa Faculty Athletic Representative

Contact Process

UHM Athletics HR reached out to individuals listed above that may have had knowledge of the concerns in the testimony to gather and verify information regarding the issues raised. While the process was consistent with each individual, the information being gathered and verified may have differed depending on what information and issues were originally incorporated into the testimony.

For example, for UHM Athletics to optimally review issues raised, more information may have been needed on specific dates and times, clarification on the instance referred to, background information, identifying people involved from UHM Athletics in the issues raised, timing and channel of communications used, etc.

While UHM Athletics HR attempted to have direct “real-time” conversations with each individual contacted, they adjusted the process to fit what the individuals could accommodate and/or were comfortable with. For example, it was common for individuals being interviewed to be busy with work or other commitments that required flexibility in trying to schedule real-time conversations and, in some cases, waiting until a more convenient time arose. Also, in lieu of having the preferred in-person conversation, the interaction sometimes had to be via emails or other forms of communication that allowed the individual to provide feedback on their own timing.

Individuals in each contact were encouraged to be as candid and forthcoming as possible and to share or refer to any available documentation that they had to further their recollection and/or illustrate the specifics of an event.

Verification Process

Based on the information in the original testimony from the legislative briefing; background, updated and/or clarified information from the various interviews; and supporting documentation where provided or available; UHM Athletics HR then

documented the facts regarding the issues raised in each testimony. Individuals involved in the information gathering process were asked to review the summaries prepared by UHM Athletics HR to ensure accuracy and to “sign off” if felt to be representative of what was discussed.

As mentioned previously, the individuals contacted to be a part of this process were accommodating and helpful, fully vested in the process, and were willing to personally “sign off” on the documentation as accurate as to what was shared. [

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Section 5: Assessment and Evaluation

With the information gathered and verified as part of UHM Athletics internal review of the legislative testimony, an assessment and evaluation of each testimony was made as to the concerns raised and whether there were any further actions to be considered by UHM Athletics in the interest of the student-athletes.

Each testimony is reviewed in detail in Appendix E. For each testimony, the main issues raised are listed as well as the information gathered during the internal review. UHM Athletics developed its assessment of the issues raised with the information from the review.

In summary, the internal review demonstrates that UHM Athletics' actions/responses to the issues raised in the legislative testimony were not only appropriate and in accordance with University and UHM Athletics policies, but also on a timely and responsive basis. While various testifiers stated that UHM Athletics was unresponsive because the testifier did not see the action they were seeking, the action taken by UHM Athletics was the correct action as called for by University and UHM Athletics policies. Furthermore, in many of the cases raised in the testimony, the student-athletes already were aware or should have been aware how their cases would be handled since they are part of the UHM Athletics Student-Athlete Handbook which every student-athlete receives and is briefed on.

All of the issues raised and UHM Athletics' review and assessment of them can be examined in detail in Appendix E. In assessing the results of the internal review, the issues raised in the testimony fell into the following general categories.

Factually Incorrect Testimony

In a number of cases, the testimony states events that simply were not correct as evidenced by documentation or by others who were present during those same events.

The following are a few examples of the testimony raising issues that were not correct:

- A testifier claimed that when they transferred out of the UHM Athletics program, that no one cared or even bothered to conduct an exit interview. In actuality, UHM Athletics proactively reached out to the student-athlete and [Student-Athlete PII - FERPA](#)

- A testifier claimed that Coach Graham's lack of appropriate appreciation of Hawai'i's culture was demonstrated when the testifier, who is a former UH Football student-athlete, was kicked out of attending a football practice. However, others who were at the same practice have confirmed that the testifier was not kicked out and, conversely, stayed for the entire duration of the practice.
- In another testimony, the testifier claimed that a coach gave information to a reporter that resulted in the student-athlete's playing status being a part of the article. In that case, the articles that were called in to question themselves demonstrate that the coach did not provide any information to the reporter since the reporter specifically includes in the story that the coach declined to comment

Actions in Accordance with Policy

In some cases, testifiers raise what they feel are issues demonstrating inappropriate, unfair and/or unresponsive behavior by UHM Athletics. However, based on the internal review, UHM Athletics believes that its actions were not only appropriate, but in accordance with University and UHM Athletics policies, which the student-athletes were aware of.

The following are a few examples of the testimony raising issues with UHM Athletics actions that were not only appropriate, but also required in some cases:

- Testifiers claimed that UHM Athletics unfairly treated student-athletes that declined to be vaccinated for COVID-19 and also did not pursue getting an exemption. They claim they were excluded from meetings and other team activities. However, it was made clear to all students by the University, and all student-athletes by UHM Athletics, that the University's policy was either a vaccination or an approved exemption was required to be on campus.

Student-Athlete PII - FERPA

- There was testimony that UHM Athletics was unresponsive when Student-Athlete PII - FERPA

Student-Athlete PII - FERPA

Included within the UHM Athletics Student-Athlete Handbook, which all student-athletes attend meetings on, are specific provisions that cover concussions, the timely reporting of injuries, and the responsibilities of the parties for medical costs.

Student-Athlete PII - FERPA

- Student-Athlete PII - FERPA

Disagreement on Facts

There are a few cases where the student-athlete maintains that the specifics of an event are different from UHM Athletics position on the specifics of the same event. In those cases, UHM Athletics believes that while the student-athlete maintains his/her position on the specifics, that there is enough established past practice, contradicting statements by others familiar with the event, and UHM Athletics policies and procedures that support UHM Athletics' position on the specifics.

The following is an example of the testifier maintaining facts around an event that differ from UHM Athletics' recollection of the same event, and how UHM Athletics policies and practices support the position on the event by UHM Athletics:

- A student-athlete testified that she was pressured and under duress from her coach when she decided to “medically retire” from collegiate athletics. However, UHM Athletics policies and procedures have multiple steps during which a student-athlete must confirm their decision to medically retire is being made freely.

[Student-Athlete PII - FERPA](#)



UHM Athletics Head Team Physician, Dr. Jonathan Sladky, has stated that he has never had a student-athlete indicate that he/she was feeling pressured into medically retiring by their coach.

Missed Communications

There was one testifier who indicated that UHM Athletics was not responsive to his outreach which was correct. He left a message on the athletics department general number which typically is monitored by an individual who was on leave for a short period of time and missed that particular call.

That oversight was subsequently remedied and that individual is currently actively engaged in supporting UHM Athletics.

Insufficient Information

In a few cases, the testimony submitted did not contain sufficient information to allow for a detailed review of the issues raised.

- For example, testimony was submitted anonymously raising concerns with how a student-athlete was provided meals. There was insufficient information to allow UHM Athletics to narrow down when this might have occurred, where it occurred, etc.
- In another case, a testifier claimed that no action was ever taken on a complaint on UH football that was filed with a particular office at the University of Hawai'i. To the best of UHM Athletics knowledge, the office mentioned does not exist at the University and, as a

result, UHM Athletics is unable to conduct any information gathering and verification on it.

While UHM Athletics believes that its handling of the events leading to the issues raised in the legislative testimony was appropriate, it believes that in the area of communications between coaches/administration and student-athletes, there are things that could be improved. They are as follows:

Feedback Loop

In a few of the cases, while UHM Athletics did take appropriate and timely action regarding an event before it was raised as an issue in the testimony, the action may not have been shared with all of the individuals. As a result, individuals may have thought that their input did not result in any action and that UHM Athletics may have been unresponsive. An example is the timely action taken by UHM Athletics when concerns with the football coaching style and culture began to surface. While UHM Athletics did take prompt action with establishing the Championship Communications Council, mentoring arrangements, and direct discussions with the coaching staff on its style and culture, the full breadth and timing of UHM Athletics actions appear to not have been realized by the entire team.

That could have been for a number of reasons. One of them is the respect for the individuals, privacy, as well as collective bargaining considerations. There were direct discussions between UHM Athletics and the coaches, but the extent, timing and breadth of the discussions were not openly shared with the team. In some cases, it would continue to be inappropriate to discuss certain conversations that are between an employee and the employer, particularly when the employee might be covered by a collective bargaining agreement that has certain requirements on what can be disclosed or not. As a result, some of the actions were considered personal between UHM Athletics and its employee and not shared. While UHM Athletics will continue to abide by any individuals right to privacy and confidentiality, it will consider opportunities to share more of those actions in the future.

Another reason for information not being shared as fully may be the early channel used to provide feedback to the team which was to work through a certain individual(s) that identified themselves as the conduit for information to the

Communications
in Context

team. Initially UHM Athletics wanted to honor and respect the earlier initiatives demonstrated by some of the student-athletes and their volunteering to be the channel to keep the team updated. However, going forward, UHM Athletics will also balance the individual initiative with the importance of the entire team receiving full, timely and unfiltered information.

Student-Athlete PII - FERPA



there might have been an opportunity on the timing of certain communications or actions that could have been more sensitive to the student-athlete's personal life challenges at that time.

That case reinforces going forward that when there are opportunities to modify the timing of certain actions to allow for unique challenges in a student-athlete's personal life, coaches and UHM Athletics should consider what would be best for the student-athlete while still complying with policies, team rules, etc.

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Section 6: Environmental Conditions

In order to best review and assess each testimony, UHM Athletics independently considered the specific issues raised and also in the context of broader environmental conditions and whether they had any influence over any of the events mentioned.

The purpose of being aware of the environmental conditions during the time covered by the testimony was not to change how any issue might be considered, but to help with having a full understanding of how an issue might have progressed to the point of being included in the testimony.

Collegiate athletics is an extremely dynamic landscape that typically has multiple layers of change ongoing that impact the operations of athletics departments and the experiences of the student-athletes. The University of Hawai'i, like all other collegiate athletic programs, was subject to those national environmental changes, but also had some significant and unprecedented changes that were unique to Hawaii only.

6.1 Environmental Conditions Impacted Collegiate Athletics Programs Nationwide

COVID-19 Pandemic

As with the entire World, the University of Hawai'i and UHM Athletics were severely impacted by the unprecedented COVID-19 pandemic and the protocols that were implemented to protect the health and safety of student-athletes, coaches, administrative staff and fans.

Social distancing and other safety protocols dramatically changed how UHM Athletics, as well as individual sports, including football, were required to operate. For example, most indoor facilities, including locker rooms, were off limits or subject to extremely shortened windows of use; large groups were not allowed which required small groupings of student-athletes in all situations (e.g., practices, meetings); practices were suspended and/or drastically reduced; in-person team building activities were banned; etc.

Social distancing and safety protocols also extended across competitions and student-athlete services, such as: a prohibition on family and fans in attendance at events; sports having seasons shortened or cancelled; limited in-person academic counseling services for student-athletes; limited in-person training room services; and student-athlete supplemental meal service being reduced and provided in a socially distanced manner (i.e., shift

from group buffet meal availability to grab-and-go only and/or room delivery).

While COVID-19 impacted all collegiate athletic programs, its affects were felt more severely by UHM Athletics' student-athletes as the protocols were more stringent and left in place much longer in Hawai'i. For example, for almost the entire football season, the University of Hawai'i was the only school in the nation that did not allow families, friends and fans to support the student-athletes by attending games in person or at capacity. This was mentioned frequently in news coverage and broadcasts of Hawai'i's games. Football student-athletes, as well as in the other sports, had the unfortunate circumstance of having their student-athlete experience being colored by the pandemic with greater impact and for longer than all other collegiate athletic programs.

Examples of the social distancing and other safety protocols leading up to and contributing to football issues identified in the testimony were concerns voiced about: football group team building opportunities being too limited; football student-athletes could not be included in certain group meetings that they wanted to be in; and supplemental meal service was available on a more limited basis only - - things impacted by the pandemic protocols.

6.2 Environmental Conditions Impacted Hawai'i Uniquely

Head
Coaching
Change

On January 22, 2020, Todd Graham was hired as the new head coach for UH Football, replacing Nick Rolovich who left on short notice for the head coaching position at Washington State University. A head coaching change at any school in any sport is a major event and significantly impacts student-athletes. It is typical that any head coaching change also results in a change of most, if not all, assistant coaches.

It is expected with the head coaching change that there will be a period of adjustment for both the new head coach and coaching staff, as well as for the team's student-athletes. Differences in coaching styles, defensive and offensive approaches, practice strategies, are just a few examples of the areas student-athletes would be expected to experience significant changes. Assessments of student-athletes for the new coaching staff and how they fit into new defensive and offensive schemes, could directly and significantly impact the roles that student-athletes had under the prior coach and his approach to the game.

Examples of the head coaching and other coaching staff changes mentioned within the testimony are: tougher approach to practices; changes to roles on the team from prior roles; and questioning of the capabilities of new coaches.

Aloha
Stadium
Closure

A very unique and unprecedented environmental challenge specific to Hawai'i and UH Football in particular was the unexpected closure of the Aloha Stadium as a venue for football home games. The closure put the entire football coaching staff and team at risk of having no venue to play home games as well as no venue that could accommodate family and fans. This unexpected change for the student-athletes, as well as the coaching staff, was a major disappointment and overshadowed the program for an extended duration.

While the University was able to make emergency improvements to the Clarence TC Ching Athletics Complex ("Ching Complex") so that it could serve as a venue for UH Football, it does not have the capacity and amenities that the football student-athletes expected to have when they elected to play for Hawai'i.

Not only was the Aloha Stadium unexpected closure an emergency, but it was unprecedented to try to build a venue to host home football games in the extremely short time allowed - - let alone layering this added requirement on top of dealing with an unprecedented COVID-19 pandemic. While UHM Athletics and the University were successful in having the Ching Complex ready to host football games on time, it did require a significant level of attention for an extended duration from UHM Athletics' management team. It should also be noted that based on standardized data reported by all schools to the NCAA, UHM Athletics has one of the "leanest" leadership teams in Division I collegiate athletics when compared to its peers. All leadership teams in collegiate athletics were impacted by the pandemic, but to have one of the leanest leadership teams also having to deal with the emergency construction of a football stadium, understandably stretched limited resources even thinner.⁴

⁴ Based on standardized NCAA reporting data, UHM Athletics has only eight administrator positions (i.e., Athletics Director, Associate ADs, and Assistant ADs) making up its athletics program leadership team. In contrast, UHM Athletics peers have significantly more administrators in their athletics programs: Big West Conference has on average 10 administrators for a conference that does not feature football; Mountain West Conference has on average 18 administrators.

6.3 NCAA Transfer Portal

During the legislative informational briefing, there were statements by speakers and others testifying that there were a higher number than usual of UH Football student-athletes entering the NCAA Transfer Portal which they felt was an indication of underlying issues specific to UH Football coaching.

This section provides background on the NCAA Transfer Portal and some very recent changes that impact the number of student-athletes choosing to enter the Portal, nationwide.

Collegiate student-athletes, in football, basketball and baseball, have always had the option to transfer to other schools, subject to certain conditions. The most impactful condition being to obtain a “release” from the current coach or school or, in the alternative, face “sitting out a year” when transferring to another school. While the transfer process has been in place for decades, the NCAA shifted it to an online process in October 2018 to facilitate the transfer process for both schools and the student-athletes.

There were two very significant changes to the NCAA rules in 2021 that have impacted the number of student-athletes entering the Transfer Portal in Hawai'i and nationally.

One-Time Transfer On April 28, 2021, the NCAA enacted a “one-time transfer” rule that allows football, basketball and baseball student-athletes to transfer to a different school one time during their career and play immediately without getting permission from their coach or school. This change removed the most significant barrier for transfers that existed previously for student-athletes.⁵

Name Image Likeness (“NIL”) On July 1, 2021, the NCAA enacted rules that for the first time, allow student-athletes to profit off their NIL, thereby providing a financial incentive for many student-athletes in selecting where they would choose to spend their collegiate career.

The combination of the one-time transfer and NIL rules had a significant impact on collegiate athletics nationwide, not only Hawai'i. While it remains to be seen how

⁵ The one-time transfer option was already in effect for all other sports other than football, basketball and baseball. With the change by the NCAA to extend the one-time transfer option to football, basketball and baseball, all sports were now on the same footing in terms of having the option to transfer without getting approvals and/or releases.

the changes will impact collegiate athletics and student-athletes in the long term, in the short term the changes have raised concern.⁶

Information from the NCAA Transfer Portal (Appendix F) shows that the number of student-athletes entering the transfer portal increased by roughly 1,000 (60%) student-athletes in 2020-2021, as compared to 2019-2020 (from 1,583 to 2,535).

The Mountain West Conference, in which UH Football is a member, also saw a significant increase in student-athletes entering the Portal with an overall conference increase of 64%. Of the twelve schools in the conference, half of the schools experienced an increase in student-athletes entering the Portal that exceeded 100%. Of the six schools with significant increases of 100% or more, Hawai'i was the second lowest with 120%, as compared to New Mexico (400%), Nevada (320%), San Diego State (150%) and Colorado State (144%). The Mountain West Conference data is attached in Appendix G.

With the changes recently enacted by the NCAA, student-athletes are now empowered as well as incentivized to transfer to schools that they feel might provide them opportunities that their existing school does not. Each student-athlete is guided to enter the Portal for their own reason which could be one of, or a combination of, a multitude of reasons such as: playing time; coaching conflicts; additional exposure with the hope of playing professionally; opportunity to profit from NIL; personal and family reasons; etc.

In Hawai'i, as it is for other schools, it is incorrect to assume that student-athletes entering the Portal are doing it solely because of dissatisfaction with the coaching staff. While it's possible that that could be a reason for certain student-athletes, there are many reasons student-athletes seek transfers as demonstrated by the significantly higher level of transfers across the collegiate athletics landscape nationwide.

⁶ For example, top tier programs have provided comments such as:

"It's crazy. It's really sad, to be honest with you," Clemson University head football coach Dabo Swinney said, according to the Clemson Insider. "It's total chaos right now," he added. "There's so much tampering going on and so many adults manipulating young people, and it's sad."

"I don't think people really say it this way, but let's not make a mistake: We have free agency in college football," agreed University of Mississippi head football coach Lane Kiffin, reported in the Clarion Ledger.

Source: *"Here's How the NCAA Transfer Portal Changed College Athletics in 2021"*, by Dean Golembeski, December 22, 2021.

Appendix A

Hawaii State Legislature Notice of Informational Briefing

THE SENATE
THE THIRTY-FIRST LEGISLATURE
INTERIM OF 2021

COMMITTEE ON WAYS AND MEANS
Senator Donovan M. Dela Cruz, Chair
Senator Gilbert S.C. Keith-Agaran, Vice Chair

COMMITTEE ON HIGHER EDUCATION
Senator Donna Mercado Kim, Chair
Senator Michelle N. Kidani, Vice Chair

NOTICE OF INFORMATIONAL BRIEFING

DATE: Friday, January 7, 2022
TIME: 2:30 P.M.
PLACE: Conference Room 211 & Videoconference
State Capitol
415 South Beretania Street

THE STATE CAPITOL IS CLOSED TO THE PUBLIC DURING THE ONGOING COVID-19 PANDEMIC
This policy is subject to change and may be adjusted based on evolving COVID-19 guidelines.
Please check the Legislature's website for updates www.capitol.hawaii.gov.

A live stream of all Senate Standing Committee meetings will be available on the [Senate YouTube Channel](#).

Click [here](#) for more information about Live and On-Demand Video options.

AMENDED AGENDA

The purpose of this informational briefing is to discuss the University of Hawaii football program including but not limited to the following:

1. Budget and cost related to coaching staff contracts.
2. Issues relating to the transfer of players.

No public testimony will be accepted.

Public testimony will be accepted. All testimony received by the Hawai'i Senate will be posted on the Hawai'i Legislature's website, which is accessible to the public. Please do not include private information that you do not want disclosed to the public.

Persons wishing to submit written testimony may do so up to 24 hours prior to the hearing by emailing wamcommittee@capitol.hawaii.gov

Click [here](#) to view written testimony.

The cable TV broadcast and/or live stream of this meeting will include closed captioning. If you require other auxiliary aids or services to participate in the public hearing process (i.e., interpretive services (oral or written) or ASL interpreter), please contact the committee clerk at least 24 hours prior to the hearing so that arrangements can be made.

FOR AMENDED NOTICES: Measures that have been deleted are stricken through and measures that have been added are underscored. If a measure is both underscored and stricken through, that measure has been deleted from the agenda.

Hearing WAM-HRE 01-07-22 Info

FOR FURTHER INFORMATION, PLEASE CALL THE COMMITTEE CLERK AT (808) 586-6800.

Senator Donna Mercado Kim
Chair

Senator Donovan M. Dela Cruz
Chair

Senator Ronald D. Kouchi
President of the Senate

Appendix B

Listing of January 7, 2022 Legislative Informational Briefing Testimony

#	Name	Relationship to UH Football or Other Sports		Support UH Critical of UH
	Football Related			
*		None stated		Support
*		None stated		Support
*		None stated		Support and Critical
*		None stated		Support
*		Former FB student-athlete and family on UH team		Support
*		Resident and UH graduate		Support
*		None stated		Support
*		None stated		Support and Critical
*		None stated		Critical
*		Parent of UH FB student-athlete		Support
*		Past season ticket holder		Critical
*		Resident, UH alumni, donor		Support
*		None stated		Support
*		UH FB student-athlete		Support
*		UH FB student-athlete		Support
*		UH FB student-athlete		Support
*		None stated		Support
*		Parent of UH FB student-athlete		Support
*		UH FB student-athlete		Support
*		UH FB student-athlete		Support
*		Parent of UH FB student-athlete		Support
*		Former FB student-athlete		Support
*		Resident		Support
*		None stated		Support
*		UH alumnus		Support
*		UH Coach		Support
*		None stated		Support
a		None stated		Support
*		None stated		Support
*		Chaplain		Support
*		Former UH FB student-athlete; current UH coach		Support
*		Residents		Support
*		None stated		Support
*		UH FB student-athlete		Support
*		None stated		Support
*		Family of UH FB student-athlete		Critical
*		Parent of UH FB student-athlete		Critical
*		Parent of UH FB student-athlete		Support
*		Parent of Tulsa FB student-athlete		Support

*Student-Athlete PII - FERPA

Appendix B

Listing of January 7, 2022 Legislative Informational Briefing Testimony

#	Name	Relationship to UH Football or Other Sports	Support UH Critical of UH
*		High School coach, former college FB recruiter	Support
*		None stated	Critical
*		Former UH FB student-athlete	Critical
*		Former UH FB manager	Critical
*		Parents of UH FB student-athlete	Critical
*		Parent of UH FB student-athlete	Critical
*		Parent of UH FB student-athlete	Critical
*		Parent of UH FB student-athlete	Critical
*		Parent of UH FB student-athlete	Critical
*		Parent of UH FB student-athlete	Critical
*		Parent of UH FB student-athlete	Critical
*		Former UH FB student-athlete	Critical
*		Former UH FB student-athlete	Critical
*		Fan	Critical
*		Parent of UH FB student-athlete	Critical
*		None stated	Critical
*		UH FB student-athlete	Critical
*		UH FB student-athlete	Critical
*		Former UH FB student-athlete	Critical
*		Former UH FB student-athlete	Critical
*		Former UH FB student-athlete	Critical
*		Former UH FB student-athlete	Critical
*		High school coach, former UH FB student-athlete	Critical
*		None stated	Critical
	Men's Basketball		
*		Former UH MBB student-athlete	Critical
	Women's Basketball		
*		Former UH WBB student-athlete	Critical
*		Former UH WBB student-athlete	Critical
*		Parent of UH WBB student-athlete	Critical

*Student-Athlete PII - FERPA

Appendix C Identification of Testimony to Review and Assess

For purposes of conducting a review and assessment of the testimony from the information briefing in support of continuous improvement, UHM Athletics utilized a multi-layered approach to identifying testimony that would be investigated in detail. The following are the layers that UHM Athletics identified the testimony by:

- Positive Position on UH Not subjected to a detailed review and assessment
- No Direct Relationship Not subjected to a detailed review and assessment
- Coaching Staff Related Not subjected to a detailed review and assessment, but additional discussion of UHM Athletics' actions relating to various criticisms of the head coach and coaching staff was provided in Section 5.3.
- Direct Knowledge Criticism Subjected to a detailed review and assessment

#	Name	Relationship to UH Football or Other Sports	Position on UH	Internal Review Disposition
Football Related				
*		None stated	Critical	No Direct Relationship
*		Past season ticket holder	Critical	No Direct Relationship
*		Family of UH FB student-athlete	Critical	Direct Knowledge Criticism
*		Parent of UH FB student-athlete	Critical	Direct Knowledge Criticism
*		None stated	Critical	No Direct Relationship
*		Former UH FB student-athlete	Critical	Direct Knowledge Criticism
*		Former UH FB manager	Critical	Direct Knowledge Criticism
*		Parents of UH FB student-athlete	Critical	Direct Knowledge Criticism
*		Parent of UH FB student-athlete	Critical	Direct Knowledge Criticism
*		Parent of UH FB student-athlete	Critical	Coaching Staff Related
*		Parent of UH FB student-athlete	Critical	Direct Knowledge Criticism
*		Parent of UH FB student-athlete	Critical	Direct Knowledge Criticism
*		Parent of UH FB student-athlete	Critical	Direct Knowledge Criticism
*		Parent of UH FB student-athlete	Critical	Coaching Staff Related
*		Former UH FB student-athlete	Critical	Coaching Staff Related
*		Former UH FB student-athlete	Critical	Direct Knowledge Criticism
*		Fan	Critical	No Direct Relationship
*		Parent of UH FB student-athlete	Critical	Coaching Staff Related
*		None stated	Critical	No Direct Relationship
*		UH FB student-athlete	Critical	Coaching Staff Related
*		UH FB student-athlete	Critical	Direct Knowledge Criticism
*		Former UH FB student-athlete	Critical	Direct Knowledge Criticism
*		Former UH FB student-athlete	Critical	Direct Knowledge Criticism

*		Former UH FB student-athlete	Critical	Coaching Staff Related
*		Former UH FB student-athlete	Critical	Direct Knowledge Criticism
*		High school coach, former UH FB student-athlete	Critical	No Direct Relationship
*		None stated	Critical	No Direct Relationship
Men's Basketball Related				
*		Former UH MBB student-athlete	Critical	Direct Knowledge Criticism
Women's Basketball Related				
*		Former UH WBB student-athlete	Critical	Direct Knowledge Criticism
*		Former UH WBB student-athlete	Critical	Direct Knowledge Criticism
*		Parent of UH WBB student-athlete	Critical	Direct Knowledge Criticism

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*Student-Athlete PII - FERPA

Appendix D
UH Football Championship Communication Committee



Appendix E

Summary of Internal Review Information Gathering and Verification

The following are the testimony reviewed by UHM Athletics in its internal review comparing the issues raised compared to what the detailed internal review indicated along with a summary assessment.

* Student-Athlete PII - FERPA	
Testimony	UH Internal Review
<ul style="list-style-type: none"> • Student-Athlete PII - FERPA • raised various issues with head coach Todd Graham and his coaching staff's coaching style and culture. • Student-Athlete PII - FERPA 	<p>Issues raised in the testimony regarding UH Football Head Coach Todd Graham's coaching style and culture are addressed in Section 4.3 of this report. As such, they were not included as part of the review here.</p> <p>The following is based on information provided by Athletics Director, David Matlin; Faculty Athletics Representative ("FAR"), Scott Sinnett; and Associate AD - Student Services/SWA, Lois Manin.</p> <ul style="list-style-type: none"> • The Faculty Athletics Representative ("FAR") is a designated role required by the NCAA for each school with a collegiate athletics program. Scott Sinnett has been the FAR for the University of Hawai'i at Manoa since Fall 2019. • As a FAR, Sinnett reached out to all student-athletes to introduce himself as well as his role as an advocate for student-athletes. • With COVID restrictions in place, there were less opportunities for FAR Sinnett to meet with student-athletes face-to-face and as frequently. So a survey was developed with the intent to allow student-athletes to provide feedback on how they were doing. • Prior to the survey being distributed, a former football student-athlete contacted

*Student-Athlete PII - FERPA

	<p>FAR Sinnett to express concern for the current student-athletes and with Coach Graham. On September 13, 2021, just prior to the survey being distributed, another football student-athlete reached out to FAR Sinnett and a meeting between FAR Sinnett and the student-athlete took place on September 15, 2021.</p> <ul style="list-style-type: none">○ The student-athlete expressed concerns with the coaching style and culture to FAR Sinnett at the September 15, 2021 meeting. Since the survey was already scheduled to go out to all sports on September 16, 2021, the student-athlete was informed of the survey and that it could be a way for everyone to voice their concerns.● The survey was sent out on September 16, 2021 to all student-athletes and 125 responses were received which is considered a strong response rate for surveys.● FAR Sinnett met with President Lassner on September 23, 2021 to share concerns with the survey results as they related to football. President Lassner suggested that Athletics Director Matlin should be briefed. That meeting took place a week later on September 30, 2021 followed by a series of other meetings: with Matlin, Associate AD - Student Services/SWA, Lois Manin, and UHM Athletics Human Resources Specialist, Paula Nishimoto, on October 5, 2021; and with Athletics Director Matlin and Coach Graham on October 21, 2021.● The student-athlete would come into FAR Sinnett's office sporadically to see how things were going. When asked, the student-athlete mentioned that some
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	<p>things were better but felt the environment was still hostile. The student-athlete said that he would continue to be the voice for the many football team members.</p> <ul style="list-style-type: none"> • On December 7, 2021, a meeting open to all of the football team with Athletics Director Matlin and FAR Sinnett was held. The purpose of the meeting was to get input directly from the student-athletes regarding any concerns they had. • UHM Athletics acted on the issues identified by the team in the survey results and in the team meeting. Meetings were held with Coach Graham and changes in the form of various initiatives were put into place as discussed in Section 4.3 of this report.
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Assessment:

- The Faculty Athletics Representative, Scott Sinnett, shared concerns with the football coaching style and culture that were brought to him a football student-athlete and from a survey of all student-athletes, with President Lassner and Athletics Direction Matlin shortly after they arose.
- Athletics Director Matlin arranged for a meeting between himself, FAR Sinnett, and the football team. Resulting from the contacts, survey and team meeting, discussions were held with Coach Graham and several actions were identified to help address the concerns raised. Those initiatives are discussed in detail in Section 4.3 of this report.
- For a period of time, the student-athlete who raised concerns volunteered and acted as the voice of the other student-athletes and served as the feedback loop to the team. While that may be appropriate in certain cases, it is not always clear on what information is making its way back to the team and how it may be getting filtered. UHM Athletics should, in general, deal directly with the team and not select individuals acting on behalf of the team unless confirmed by the team as the preferred arrangement.

Relevant Documentation:

- Statement by Athletics Director, David Matlin
- Statement by Faculty Athletics Representative (“FAR”), Scott Sinnett
- Statement by Associate AD - Student Services/SWA, Lois Manin

* Student-Athlete PII - FERPA)	
Testimony	UH Internal Review
<ul style="list-style-type: none"> • Student-Athlete PII - FERPA • Testifier raised various issues with head coach Todd Graham and his coaching staff's coaching style and culture. 	<p>Issues raised in the testimony regarding UH Football Head Coach Todd Graham's coaching style and culture are addressed in Section 4.3 of this report. As such, they were not included as part of the review here.</p> <ul style="list-style-type: none"> • Student-Athlete PII - FERPA
Assessment: <ul style="list-style-type: none"> • Student-Athlete PII - FERPA • As detailed in the internal review of the testimony of _____, UHM Athletics took prompt action once concerns were raised in direct conversations between a football student-athlete and FAR Sinnott and in feedback obtained in a survey of all student-athletes. A discussion of the initiatives put into place as part of an action plan is included in Section 4.3 of this report. 	
Relevant Documentation: <ul style="list-style-type: none"> • None 	

*Student-Athlete PII - FERPA

* (former UH football student-athlete)	
Testimony	UH Internal Review
<ul style="list-style-type: none"> • “I am writing to you after various phone calls, voicemails and messages to AD Matlin and Coach Graham none of which has responded to and I’m not sure why.” • “...if the coach or AD wanted transparency they would respond to alumni or listen to the players concern...” • “I have no problem with the Coach Graham nor AD Matlin but a response on how we alumni could help the program would suffice.” 	<p>Given the resignation of Todd Graham as football head coach on January 14, 2022, UHM Athletics is not able to verify whether “phone calls, voicemails and messages” to “Coach Graham” were made and/or responded to. As a result, this review of testimony will be limited to his statements regarding “AD Matlin” only.</p> <p>The following is based on information provided by Athletics Director, David Matlin and Executive Assistant, Jeannie Lee.</p> <ul style="list-style-type: none"> • UHM Athletics cannot find any email(s) from _____ to either Athletics Director Matlin, or his executive assistant, prior to his January 7, 2022 testimony. • A call by _____ was made in late December 2021 to the Athletics Department general number with a voice message indicating his interest to talk with Athletics Director Matlin. The Athletics Department general number is answered and/or monitored by the Athletics Director’s executive assistant who was on leave at that time. The executive assistant believes that the message was retrieved in early January, but likely not provided to Athletics Director Matlin until after the January 7th legislative briefing. • While Athletics Director Matlin was not aware at the January 7, 2022 legislative hearing of any “phone calls, voicemails and messages” from _____, he has since reached out and spoken to _____. • UHM Athletics has since spoken and met with various alumni who are engaged in support of the student-athletes. For _____

	<p>example, a project was done with working with the UH Foundation (Kimo Kai) supporting student-athlete nutrition. UHM Athletics hope to continue to engage with alumni with Associate AD Vince Baldemor taking the lead on future efforts.</p>
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Assessment:

- At this time, UHM Athletics cannot verify if attempts were made by _____ to speak with former coach Todd Graham.
- It is likely that the one phone call voice message left by _____ for Athletics Director Matlin was not received by Matlin until after _____ provided his testimony on January 7, 2022, claiming he was not receiving a response to his outreach to the athletics department.
- Having become aware of _____ desire to work in support of the athletics program, UHM Athletics has reached out to him and other alumni to engage in ways that can support the student-athletes.

Relevant Documentation:

- Statement by Athletics Director, David Matlin
- Statement by Executive Assistant, Jeannie Lee

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* Anonymous (former UH football manager)	
Testimony	UH Internal Review
<ul style="list-style-type: none"> • Testifier was a "...Football Manager at UH Manoa from July 2020-September 2021. • Testifier raises concerns with Todd Graham's handling of student-athletes and assistant coaches, alleging micromanaging, verbally abusive, and other issues. • Testifier felt that he had experiences similar to that of others and started getting panic attacks every day before practice. Eventually this lead to him seeing a psychiatrist and medication that has addictive aspects that he is still dealing with. 	<p>The following information was provided by UHM Athletics Head Equipment Manager, Al Ginoza, and Assistant Equipment Manager, Brandon Devie, under which the student football manager would have reported:</p> <ul style="list-style-type: none"> • Both Ginoza and Devie were familiar with the student football manager. • Ginoza understood that the football manager had anxiety, but was not aware of, nor witnessed, any panic attacks. He understood that he was on some form of medication and that he was seeing someone for professional help. • Ginoza had a 1 ½ hour conversation with the football manager after the last game he worked. During that conversation, the football manager mentioned having anxiety and that he was going through a lot with school and football. Ginoza recalls that the football manager attributed his quitting the job to both school and the football job, but also mentioned that "this coach doesn't help". • Ginoza was aware that the manager was getting yelled at, but did not believe he was being berated. • Devie was informed by the manager the first week of football that he has panic attacks and is taking medication. Devie offered to help whenever the manager needed someone to help with his duties. • Both Ginoza and Devie believe that the anxiety/panic attacks were a pre-existing condition, but cannot say with certainty. • Both Ginoza and Devie did not believe that the anxiety/panic attacks were solely

*Student-Athlete PII - FERPA

	due to football, but understand that the job can be stressful.
Assessment:	
<ul style="list-style-type: none"> • The two people (Al Ginoza and Brandon Devie) who worked most closely with the student football manager were made aware that he suffered from anxiety/panic attacks and that he was taking medications. • Both Ginoza and Devie did not believe that the anxiety/panic attacks were directly related to football, but both understood that the football job could be stressful. • Both Ginoza and Devie, were under the impression that the anxiety/panic attacks was a pre-existing condition, rather than something that developed because of football. <ul style="list-style-type: none"> ◦ Devie recalls being informed by the football manager the first week of football that he suffers from panic attacks and is under medication. 	
Relevant Documentation:	
<ul style="list-style-type: none"> • Statement by Head Equipment Manager, Al Ginoza • Statement by Assistant Equipment Manager, Brandon Devie 	

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* (family of UH football student-athlete)	
Testimony	UH Internal Review
<ul style="list-style-type: none"> • are the parents of UH football student-athlete, • Son has been dealing with physical and mental issues with "...little help from the University of Hawai'i Football Coaches." • Before Spring 2021, son went to coach and shared that he needed help with depression, struggling in school, sleep problems and anxiety. Coach Bennett said he would do something but after two weeks, son was struggling more. • After the first week of spring football, the son informed coaches he was resigning from football and school. • He was two classes short of graduation but when he asked for help from the coaches, no one helped. • sent son to Dr. Kiefer at Brain Health Hawai'i where brain scans revealed that son "...had Post Concussion Syndrome from playing Football." admit that not all concussions happened during the son's time at UH, but some did. <ul style="list-style-type: none"> ○ Son has done "hundreds of hours of Neuro Rehabilitation, Hyperbaric Oxygen Therapy, and Transcranial Magnetic Stimulation." ○ "To date, the University of Hawaii Football or UH Athletics has not helped with one penny of physical treatment, even though that is part of his athletic scholarship." • On June 14, met with Coach Graham. It seemed like a good meeting, but "...many promises were made and 	<p>The following information was provided by Athletics Director, David Matlin; Head Team Physician, Dr. Jonathan Sladky; Assistant AD – Athletic Training/SA Well Being, Lyn Nakagawa; Associate AD – Student Services/SWA, Lois Manin; Assistant AD – Compliance/Eligibility, Amanda Paterson; Academic Advisor, Courtney Tsumoto; Academic Advisor, Kari Ambrozich; Student-Athlete Insurance Coordinator, Sheri Ching; Former UH Football coach, Trent Figg; Former UH Football coach, Sam Bennett:</p> <ul style="list-style-type: none"> • Student-Athlete PII - FERPA <p>[Redacted]</p> <p>[Redacted]</p> <p>[Redacted]</p> <p>[Redacted]</p> <p>[Redacted]</p> <p>[Redacted]</p> <p>[Redacted]</p> <p>[Redacted]</p> <p>[Redacted]</p> <p>[Redacted]</p> <p>[Redacted]</p>

very little kept.”

- Graham directed the _____ to see Dr. Sladky, the Head Team Physician for UHM Athletics.
- On June 22, the _____ had a meeting with Dr. Sladky to have their son “medical retired” from football. UH Medical Services billed their HMSA insurance for the appointment.
- UHM Athletics offered to “scholarship _____ for one additional semester so he could finish classes”.
- The son was to work in the football department but stopped going after a few weeks as the son decided he was not needed or wanted. In the case of conflicts with the son’s medical treatments, there was “no communication or working with or around these appointments. He was ghosted.”
- The _____ state that they have reached out to Dr. Sladky, Coach Sam Bennett, and Coach Graham to see how UH could help them pay.
- “When _____ registered for classes in the fall, we verbally told the Athletic staff, showed medical records, and wrote emails that his brain could not handle zoom classes. He was still put in one.”
- He did well in the “his asyncnicious class” but had to withdraw from the zoom class.
- Son is still not graduated and parents are paying for a course in the spring of 2022.

Student-Athlete PII - FERPA

- All UHM Athletics student-athletes are required to attend meetings that include covering the UHM Athletics Student-Athlete Handbook. In included in “Section 9: Your Well-Being” is the following policy regarding athletic injuries:
 - **“Treatment of Athletically Related Injuries and Illnesses.** You must report all injuries or illnesses that might interfere with your ability to practice or participate in your sport to the Athletic Training Staff or Team Physician, as soon as possible, preferably in the morning before 10:00 a.m. You should also report the problem to your Head Coach or Position Coach. You should see your team’s Certified Athletic Trainer as soon as possible after an injury occurs. At that time, an evaluation will be performed to determine the extent of your injury and your ability to

	<p>practice or compete that day. If necessary, you may be referred to a medical professional for additional care. The Athletics Training Staff is allowed to treat only athletically related injuries and illnesses that are incidental to your participation in intercollegiate athletics. It is important that they be notified of any injury or illness that might affect your sports participation.”</p> <ul style="list-style-type: none">• Specifically, in relation to “concussions”, Section 9 of the UHM Athletics Student-Athlete Handbook states:<ul style="list-style-type: none">○ “Concussion Protocol. A one-time, pre-participation baseline concussion assessment will occur before a Student-Athlete starts their athletic season. Student-Athletes will have to pass their baseline concussion assessment before they are cleared to practice or play. Referrals. Referrals can only be made by your Team Physician. If you go to an outside physician for a second opinion without the Team Physician’s approval you are responsible for all bills incurred.”• All student-athletes are required to complete “PreParticipation Physical Exam Paperwork” which outline in detail various health and medical areas and what UHM Athletics’ responsibilities are and what the student-athlete’s responsibilities are. Student-Athlete PII - FERPA [REDACTED]. Within the form which covers various areas, is the following:<ul style="list-style-type: none">○ “All student-athletes must report any athletically related illness or injury to their team’s Athletic Trainer or the Team Physician before the Athletic Department can assist with any
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associated medical expenses.”

- “The Athletic Department provides **secondary insurance** for our student-athletes for injuries occurring while participating in the practice or play of intercollegiate sports. The policy is ‘excess’ or ‘secondary’ to any personal or parents’ or marital insurance benefits. **This means that the student-athlete’s own insurance or that of the student-athlete’s parents and/or spouse must be billed first.** After the applicable insurance plan has paid all available benefits, our athletic department insurance policy will pay any remaining amount up to the maximum limit of our policy.”

- [Student-Athlete PII - FERPA](#)

[Redacted content]

Student-Athlete PII - FERPA

- The availability of the different types of classes that were available for were significantly impacted by the pandemic protocols and shift to online classes. The classes available were also impacted by the timing of his registration as certain types of classes filled quickly.

Student-Athlete PII - FERPA

Assessment:

Student-Athlete PII - FERPA

- Student-Athlete PII - FERPA

Athletics cannot aid in offsetting the cost of treatments that are not approved for coverage.

- Student-Athlete PII - FERPA

Relevant Documentation:

- Statement by Athletics Director, David Matlin
- Statement by Associate AD – Student Services/SWA, Lois Manin
- Statement by Assistant AD – Compliance/Eligibility, Amanda Paterson
- Statement by Head Team Physician, Dr. Jonathan Sladky
- Statement by Assistant AD - Athletic Training/SA Well Being, Lyn Nakagawa
- Statement by Student-Athlete Insurance Coordinator, Sheri Ching
- Statement by Former UH Football coach, Trent Figg

- Statement by Academic Advisor, Courtney Tsumoto
- Statement by Academic Advisor, Kari Ambrozich
- [Student-Athlete PII - FERPA](#) [REDACTED]
- UHM Athletics “PreParticipation Physical Exam Paperwork”, [Student-Athlete PII - FERPA](#) by [REDACTED], which welcomes student-athletes to the University of Hawai’i at Mānoa and provides information on a number of areas, such as medical insurance; potential risks participating in athletics; protected health information; etc.

- [Student-Athlete PII - FERPA](#) [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

* Student-Athlete PII - FERPA	
Testimony	UH Internal Review
<ul style="list-style-type: none"> • raises concerns with Todd Graham's coaching style and culture • Student-Athlete PII - FERPA <div style="background-color: #cccccc; width: 300px; height: 40px; margin-top: 5px;"></div> 	<p>Issues raised in the testimony regarding UH Football Head Coach Todd Graham's coaching style and culture are addressed in Section 4.3 of this report. As such, they were not included as part of the review here.</p> <p>The following information was provided by Faculty Athletics Representative ("FAR"), Scott Sinnett; and Athletics Director, David Matlin:</p> <ul style="list-style-type: none"> • The Faculty Athletics Representative ("FAR") is a designated role required by the NCAA for each school with a collegiate athletics program. Scott Sinnett has been the FAR for the University of Hawaii at Manoa since Fall 2019. • As a FAR, Sinnett reached out to all student-athletes to introduce himself as well as his role as an advocate for student-athletes. • With COVID restrictions in place, there were few opportunities for FAR Sinnett to meet with student-athletes face to face and as frequently. So a survey was developed with the intent to allow student-athletes to provide feedback on how they were doing. • Prior to the survey being distributed, a former football student-athlete contacted FAR Sinnett to express concern for the current student-athletes and Coach Graham. On September 13, 2021, just prior to the survey being distributed, another football student-athlete reached out to FAR Sinnett and a meeting between FAR Sinnett and the student-athlete took place on September 15, 2021.

*Student-Athlete PII - FERPA

	<ul style="list-style-type: none">○ The student-athlete expressed concerns with the coaching style and culture to FAR Sinnett at the September 15, 2021 meeting. Since the survey was already scheduled to go out to all sports on September 16, 2021, the student-athlete was informed of the survey and that it could be a way for everyone to voice their concerns.● The survey was sent out on September 16, 2021 to all student-athletes and 125 responses were received which is considered a strong response rate for surveys.● The student-athlete would come into FAR Sinnett's office sporadically to see how things were going. When asked, the student-athlete mentioned that some things were better but felt the environment was still hostile. The student-athlete said that he would continue to be the voice for the many football team members.● FAR Sinnett met with President David Lassner on September 23, 2021 to share concerns with the survey results as they related to football. President Lassner suggested that Athletics Director David Matlin should be briefed. That meeting took place a week later on September 30, 2021 followed by a series of other meetings: with Athletics Director Matlin, Associate AD - Student Services/SWA, Lois Manin, and UHM Athletics Human Resources Specialist, Paula Nishimoto, on October 5, 2021; and with Athletics Director Matlin and Coach Graham on October 21, 2021.● On December 7, 2021, a meeting of the football team with Athletics Director Matlin and FAR Sinnett present. The purpose of
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	<p>the meeting was to get input directly from the student-athletes regarding any concerns they had.</p> <ul style="list-style-type: none"> • UHM Athletics acted on the issues identified by the team in survey results and in the team meeting. Meetings were held with Coach Graham and changes in the form of various initiatives were put into place as discussed in Section 4.3 of this report.
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Assessment:

- Concerns regarding Coach Graham’s coaching style and culture were raised to the Faculty Athletics Representative, Scott Sinnett. The FAR is an NCAA required position for any collegiate athletics program that serves as an advocate for student-athletes.
- Shortly before a planned survey that was sent to all Hawaii student-athletes, a football student-athlete did contact FAR Sinnett raising concerns with the coaching style and culture. FAR Sinnett advised the student-athlete that the survey was going to be sent shortly and that he and others could use it as a vehicle for raising any concerns they had.
- The results of the survey for football were quickly brought to the attention of President Lassner and Athletics Director Matlin. A meeting of the team with Athletics Director Matlin and FAR Sinnett was held and an action plan for addressing the concerns was initiated. Discussion on the initiatives resulting from the survey and team meeting are discussed in Section 4.3 of this report.
- For a period of time, the student-athlete who raised concerns volunteered and acted as the voice of the other student-athletes and served as the feedback loop to the team. While that may be appropriate in certain cases, it is not always clear on what information is making it way back to the team and how it may be getting filtered. UHM Athletics should, in general, deal directly with the team and not select individuals acting on behalf of the team unless confirmed by the team as the preferred arrangement.

Relevant Documentation:

- Statement by Faculty Athletics Representative, Scott Sinnett
- Statement by Athletics Director, David Matlin
- Flyer with Hawai’i Football Championship Council members. Example of an action plan item resulting from action taken by UHM Athletics following concerns being raised by some football student-athletes with coaching and after they were brought to the attention of Athletics Director, David Matlin.

#47	Anonymous (family of UH football student-athlete)	
	Testimony	UH Internal Review
	<ul style="list-style-type: none"> • Son has been on the team for years, but no longer wishes to play because of the coach. • Parent met with Athletics Director, David Matlin, but were told that he will not get involved and the issues should be resolved between the student-athlete and coach. So “basically got nowhere with Matlin”. 	<p>Issues raised in the testimony regarding Coach Graham coaching style and culture are addressed in Section 4.3 of this report. As such, they were not included as part of the review here.</p> <p>The following information was provided by Athletics Director, David Matlin:</p> <ul style="list-style-type: none"> • Athletics Director Matlin had multiple communications and interactions with both the parents and the student-athlete. • On November 28, 2021, Athletics Director Matlin met with the student-athlete’s parents. During that meeting, the Athletics Director did suggest that the student-athlete should meet directly with his head coach, but did not maintain that he would not get involved. • In fact, Athletics Director Matlin reached out to the student-athlete on the same day (November 28, 2021) to let him know that he met with his parents and that he could meet with him in person or via Zoom to have their own discussion. • The student-athlete did meet with UH Football Head Coach Graham and stated that he was committed to remaining at UH. • The following day, the student-athlete stated that he wanted to transfer. • Following Athletics Director Matlin’s offer to meet in the November 28, 2021 email, the student-athlete responded on November 29, 2021 that he could meet. On November 30, 2021, Athletics Director Matlin responded that he was currently traveling on the mainland, but would make time for a Zoom or phone call, or they could meet when he returned to

	<p>Hawai'i. On December 1, 2021, Athletics Director Matlin reached out again to the student-athlete about having the opportunity to chat. Having not had the opportunity for a direct conversation, Athletics Director Matlin sent a follow up email later on December 1, 2021, wishing the student-athlete "the best in both your academic and athletics endeavors" as well as "Finish up this semester strong academically. All the best to you and your family."</p>
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Assessment:

- Athletics Director David Matlin did communicate and interact with both the parents and the student-athlete. At no time did Athletics Director Matlin say that he would not get involved, but he did encourage the student-athlete to talk with his head coach regarding his concerns.
- During different times, the student-athlete indicated that he was going to stay at UH, but then switched to leave. Athletics Director Matlin continued to reach out to the student-athlete as he wanted to look out for his well-being.

Relevant Documentation:

- Statement by Athletics Director, David Matlin
- Text messages between Athletics Director Matlin and _____ regarding the scheduling of a meeting and options being offered by Matlin.

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* Anonymous (family of UH football student-athlete)	
Testimony	UH Internal Review
<ul style="list-style-type: none"> • During COVID lockdown “son never received meals on multiple occasions and went hungry” • When food was left outside or the son’s room, he was not texted to let him know the food was there • When the son tested positive for COVID, he was not properly cared for, he missed multiple meals, no one checked on his son, and the meals lacked nutritional value (e.g., 1 frozen burrito and small bag of chips). 	<p>After initial inquiries and checking by the UHM Athletics Human Resources staff conducting the internal review, there is insufficient information to identify specifics relating to this event (e.g., who, what, when, where).</p> <p>The COVID pandemic and associated health and safety protocols did have a significant impact on all of UHM Athletics operations, including the providing of supplemental meals to its student-athletes. Not only was UHM Athletics operations impacted, but also its food service vendors such as Sodexo who had to also implement its own food safety protocols.</p> <p>Without additional detail related to this particular individual, UHM Athletics isn’t able to research this more fully to be able to evaluate whether the department’s handling was appropriate or if there are actions to be taken that can improve the student-athletes experiences.</p>
Assessment:	
<ul style="list-style-type: none"> • Insufficient information is available to adequately review the concerns raised and to make a determination if any corrective action is required. 	
Relevant Documentation:	
<ul style="list-style-type: none"> • Statement by Associate AD-Student Services/SWA, Lois Manin • Statement by Assistant AD-Athletic Training/SA Well Being, Lyn Nakagawa 	

*Student-Athlete PII - FERPA

* Anonymous (family of UH football student-athlete)	
Testimony	UH Internal Review
<ul style="list-style-type: none"> • Testifier referred to experience said son had as a student-athlete on the team as it related to vaccination for COVID-19. • Testifier says team was pressured to get vaccinated and were told there are no other options; in the process coaches were “intimidating, and manipulating the athletes”. • Son was told that if he “didn’t sign up to take the shot he’s off the team”. • Because the son did not get vaccinated, he was kicked out of meetings and not allowed to return to the team. 	<p>Given the resignation of Coach Graham as football head coach on January 14, 2022 and the departure of his coaching staff, UHM Athletics is not able to verify statements made about how the coaches communicated vaccination requirements with the student-athlete. As a result, this review of the testimony will focus on vaccination requirements as they related to the student-athletes.</p> <p>The following information was provided by team doctor, Dr. Jonathan Sladky; Assistant AD – Compliance/Eligibility, Amanda Paterson; and Assistant AD – Athletic Training/SA Well-Being, Lyn Nakagawa.</p> <ul style="list-style-type: none"> • The University of Hawai’i adopted a COVID-19 policy requiring everyone to either be vaccinated or obtain an exemption. As a part of the University, UHM Athletics is required to follow the policy. • The requirement for a vaccination or an exemption was communicated to all students at the University as well as all UHM Athletics staff and student-athletes. Participation in team settings and activities would not be allowed without either the vaccination or an exemption. • Coaches and staff were provided information regarding the University’s policy and how it is applied to UHM Athletics (e.g., athletic department staff meeting August 12, 2021). • Head Team Physician, Dr. Jonathan Sladky, sent an email on August 2, 2021 to all student-athletes describing the procedure for returning to campus, including the requirement for either a

	<p>vaccination or an approved exemption.</p> <ul style="list-style-type: none"> • Student-athletes were not told that they have to be vaccinated to be part of a team, as they could also obtain an approved exemption. However, one or the other would be required. • The testimony implies that the student-athlete elected to not get vaccinated and did not obtain an exemption. At that point, the student-athlete was in violation of the University's policies as well as prohibited from being present on campus.
<p>Assessment:</p>	
<ul style="list-style-type: none"> • With the resignation of Football Head Coach Todd Graham and the departure of the coaching staff, it is not possible to verify if there was inappropriate communication of vaccination requirements to student-athletes. However, there are no records of any complaints being received by the medical or administrative staff from student-athletes regarding coaches communication of the vaccination requirements. • UHM Athletics policy for student-athletes to participate on a team and in team activities was the policy that the University adopted for all other staff and students to be on campus: either be vaccinated or obtain an approved exemption. • The University's policy was communicated to all students and UHM Athletics' policy was communicated to all student-athletes. Thus, all student-athletes were aware of the vaccination requirements as well as the possible impacts of not complying with them. • It appears from the testimony presented, that the student-athlete in question chose to not be vaccinated or to pursue an exemption. At that point, the student-athlete was in violation of the University's policy as well as UHM Athletics' policy. 	
<p>Relevant Documentation:</p>	
<ul style="list-style-type: none"> • Statement by Head Team Physician, Dr. Jonathan Sladky • Statement by Assistant AD – Compliance/Eligibility, Amanda Paterson • Statement by Assistant AD – Athletic Training/SA Well-Being, Lyn Nakagawa, • August 2, 2021 email from Head Team Physician, Dr. Jonathan Sladky, to all UHM Athletics' student-athletes, regarding return to campus requirements. • August 12, 2021 presentation for all UHM Athletics' staff, including section on return to campus vaccination requirements • August 13, 2021 email from Assistant AD-Athletic Training/SA Well-Being, Lyn Nakagawa to student-athletes regarding Mass Physical Day if not fully vaccinated, what 	

to do to begin workouts

- August 26, 2021 email from Assistant AD-Athletic Training/SA Well-Being, Lyn Nakagawa to student-athletes regarding Weekly COVID-19 Testing for Unvaccinated Individuals

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(former UH football student-athlete)	
Testimony	UH Internal Review
<ul style="list-style-type: none"> • Former UH football student-athlete <u>prior</u> to the arrival of Todd Graham • Hears from others that team culture is not same as under Coach Rolovich and believes this is mental abuse • Struggled personally with mental health issues and lost a brother to mental health issues 	<p>Issues raised in the testimony regarding UH Football Head Coach Todd Graham’s coaching style and culture are addressed in Section 4.3 of this report. As such, they were not included as part of the review here.</p> <p>The following information is based on information from Head Team Physician, Dr. Jonathan Sladky; and Associate Athletics Director Student Services/SWA, Lois Manin, Lois Manin.</p> <ul style="list-style-type: none"> • Student-Athlete PII - FERPA [REDACTED] <p>he would go through the same process used for all student-athletes, including triaging to determine if emergency action for the student-athlete is necessary. Both internal and external resources would be available to support the student-athlete.</p> <ul style="list-style-type: none"> • On August 15, 2021, [REDACTED] sent an email addressed to Athletics Director David Matlin raising the issues later included in his legislative testimony. The August 15, 2021 email and January 7, 2022 testimony are essentially identical. • Within four working days, on August 20, 2021, Associate Athletics Director – Student Services/SWA, Lois Manin, responded with an email on behalf Athletics Director Matlin in which she did the following: <ul style="list-style-type: none"> ○ Thanked [REDACTED] for his email ○ Asked for more information regarding [REDACTED]

*Student-Athlete PII - FERPA

	<p>the issues he raised so that they could be looked into further.</p> <ul style="list-style-type: none"> ○ Shared concerns regarding mental health and indicated that there were resources to help with any individual(s) that are struggling with mental health. ○ Provided a list of names and email IDs for people within UHM Athletics that can be turned to or contacted regarding mental health issues. • There is no record of any response from to Manin's email asking for information and sharing mental health resources that are available.
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Assessment:

- The issues raised in January 7, 2022 legislative testimony were first raised with UHM Athletics on August 15, 2021 in an email. UHM Athletics responded promptly seeking additional information regarding the concerns raised by and also stressed that mental health resources are available and provided a list of names and email IDs that he, or anyone else he knew suffering from mental health issues, could contact for assistance.
- There is no record of ever responding to UHM Athletics outreach.
- While records indicate that did seek medical services while a student-athlete at the University, there is no record of his ever mentioning mental health issues.

Relevant Documentation:

- Statement by Head Team Physician, Dr. Jonathan Sladky
- Statement by Associate AD - Student Services/SWA, Lois Manin
- email to Athletics Director, David Matlin, dated August 15, 2021
- Associate AD Lois Manin email to , dated August 20, 2021
- Mental Health Referral Decision Tree flyer

* Student-Athlete PII - FERPA	
Testimony	UH Internal Review
<ul style="list-style-type: none"> In his testimony, raised various concerns with the UH football coaching staff Student-Athlete PII - FERPA 	<p>Issues raised in the testimony regarding UH Football Head Coach Todd Graham’s coaching style and culture are addressed in Section 4.3 of this report. As such, they were not included as part of the review here.</p> <p>The following information was provided by Faculty Athletics Representative, Scott Sinnett; Athletics Director, David Matlin; and Associate AD – Student Services/SWA, Lois Manin:</p> <ul style="list-style-type: none"> The Faculty Athletics Representative (“FAR”) is a designated role required by the NCAA for each school with a collegiate athletics program. Scott Sinnett has been the FAR for the University of Hawaii at Manoa since Fall 2019. As a FAR, Sinnett reached out to all student-athletes to introduce himself as well as his role as an advocate for student-athletes. With COVID restrictions in place, there were fewer opportunities for FAR Sinnett to meet with student-athletes face to face and as often. So a survey was developed with the intent to allow student-athletes to provide feedback on how they were doing. The survey was sent out on September 16, 2021 to all student-athletes and 125 responses were received which is considered a strong response rate for surveys. Prior to the survey being distributed, a former football student-athlete contacted FAR Sinnett to express concern for the current student-athletes and Coach

*Student-Athlete PII - FERPA

	<p>Graham. On September 13, 2021, just prior to the survey being distributed, another football student-athlete reached out to Sinnett and a meeting between Sinnett and the student-athlete took place on September 15, 2021.</p> <ul style="list-style-type: none">• The student-athlete expressed various concerns with the coaching style and culture to Sinnett at the September 15, 2021 meeting. Since the survey was already scheduled to go out to all sports on September 16, 2021, the student-athlete was informed of the survey and that it could be a way for everyone to voice their concerns.• The student-athlete would come into Sinnett's office sporadically to see how things were going. When asked, the student-athlete mentioned that some things were better but felt the environment was still hostile. The student-athlete said that he would continue to be the voice for the many football team members.• FAR Sinnett met with President David Lassner on September 23, 2021 to share concerns with the survey results as they related to football. President Lassner suggested that Athletics Director David Matlin should be briefed. That meeting took place a week later on September 30, 2021 followed by a series of other meetings: with Athletics Director Matlin, Associate AD - Student Services/SWA, Lois Manin, and UHM Athletics Human Resources Specialist, Paula Nishimoto, on October 5, 2021; and with Athletics Director Matlin and Coach Graham on October 21, 2021.• On December 7, 2021, a meeting of the football team with Athletics Director Matlin and FAR Sinnett present. The purpose of
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	<p>the meeting was to get input directly from the student-athletes regarding any concerns they had.</p> <ul style="list-style-type: none"> • UHM Athletics acted on the issues identified by the team in survey results and in the team meeting. Meetings were held with Coach Graham and changes in the form of various initiatives were put into place as discussed in Section 5.3 of this report.
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Assessment:

- Concerns regarding Coach Graham’s coaching style and culture were raised to the Faculty Athletics Representative, Scott Sinnett. The FAR is an NCAA required position for any collegiate athletics program that serves as an advocate for student-athletes.
- Shortly before a planned survey that was sent to all Hawai’i student-athletes, a football student-athlete did contact FAR Sinnett raising concerns with the coaching style and culture. FAR Sinnett advised the student-athlete that the survey was going to be sent shortly and that he and others could use it as a vehicle for raising any concerns they had.
- The results of the survey for football were quickly brought to the attention of President Lassner and Athletics Director Matlin. A meeting of the team with Athletics Director Matlin and FAR Sinnett was held and an action plan for addressing the concerns was initiated. Discussion on the initiatives resulting from the survey and team meeting are discussed in Section 4.3 of this report.
- For a period of time, the student-athlete who raised concerns volunteered and acted as the voice of the other student-athletes and served as the feedback loop to the team. While that may be appropriate in certain cases, it is not always clear on what information is making it way back to the team and how it may be getting filtered. UHM Athletics should, in general, deal directly with the team and not select individuals acting on behalf of the team unless confirmed by the team as the preferred arrangement.

Relevant Documentation:

- Statement by Faculty Athletics Representative, Scott Sinnett
- Statement by Athletics Director, David Matlin
- Flyer with Hawai’i Football Championship Council members. Example of an action plan item resulting from action taken by UHM Athletics following concerns being raised by some football student-athletes with coaching and after they were brought to the attention of Athletics Director, David Matlin.

*	Name: (former UH football student-athlete)
Testimony	UH Internal Review
<ul style="list-style-type: none"> • “I’m not going to give any personal testimony, I’m not on the field, I’m not in the locker room, I don’t have any stories I can validate.” • claims he was surprised that he was kicked out of watching a pre-season practice. 	<p>The following information was provided by UHM Athletics Media Relations Director, Derek Inouchi, who is familiar with as well as the incident referenced:</p> <ul style="list-style-type: none"> • Inouchi was present at the incident mentioned and recalls the date to be the first day of Spring 2021 football practice. • This incident occurred when COVID safety protocols were in place restricting visitors and requiring social distancing. At this time, only media were allowed to attend practices, all others were not supposed to attend. Media were invited to attend by UHM Media Relations and were instructed to enter through the Mauka East Gate only (near the dorms) to avoid mingling among the student-athlete. • entered the practice field through the gate that was for equipment and trainer personnel only and walked through the practice while it was in progress. • Eventually, saw the media gathering and made his way to that area. • Because of the gate he entered and his proximity to the practice, Landon Keopple from the football program asked Inouchi who was. Inouchi informed Keopple that was with Spectrum Sports and would be okay to remain in the media area. Inouchi also informed that while media were being allowed to observe the practice, others that do not belong there, particularly with the COVID protocols in place, would be kicked out. • stayed for the entire duration of the practice and left when the rest of the

*Student-Athlete PII - FERPA

	media left.
Assessment:	
<ul style="list-style-type: none"> • [redacted] testimony that he was kicked out of a UH Football pre-season practice did not happen. • COVID protocols were in place for the student-athletes, coaching staff and others safety, requiring entrance through certain gates only and social distancing between student-athletes and others. • Because of his entrance through a gate reserved for equipment and trainer use only, his presence was noticed and a football staff member did inquire of the Director of Media Relations, Derek Inouchi, who [redacted] was and whether he should remain in the media area. The staff member was informed by Inouchi that [redacted] did qualify as media since he is employed by Spectrum Sports and could remain. • [redacted] remained for the entire practice and was not asked to leave any sooner than all other media were asked to leave. 	
Relevant Documentation:	
<ul style="list-style-type: none"> • Statement by Director of Media Relations, Derek Inouchi 	

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*

Student-Athlete PII - FERPA

Testimony	UH Internal Review
<ul style="list-style-type: none"> • testified that he was kicked off the UH football team because he participated in a Student-Athlete PII - FERPA and shared criticisms of the coaching. 	<p>The following information was provided by Athletics Director, David Matlin; Associate AD – Student Services, Lois Manin; Assistant AD – Compliance/Eligibility, Amanda Paterson; and Former UH Football Coach, Trent Figg:</p> <ul style="list-style-type: none"> • Student-Athlete PII - FERPA [Redacted] <ul style="list-style-type: none"> • The UHM Athletics Student-Athlete Handbook specifically Student-Athlete PII - FERPA, under Section 3, Code of Conduct:

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*Student-Athlete PII - FERPA

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o “Being a member of a University of Hawai’i Athletics team is a PRIVILEGE that you have earned through the hard work you have put in academically and athletically. Violations of any University Policies, Athletics Department Policies, or team rules may result in suspension/dismissal from your team as determined by your coach. The following ‘10 commandments’ are a few guidelines to remind you of your responsibilities as a SA, as well as help you succeed at the University of Hawai’i at Manoa.”

▪ **5. Attendance is Mandatory.**

Being there is half the battle! Be prepared and attend all classes. You are expected to attend all team activities including practices, games and meetings.”

• All student-athletes participate in an annual meeting during which the student-athlete handbook is reviewed.

o [Student-Athlete PII - FERPA](#)

[Redacted]

[Redacted]

[Redacted]

[Redacted]

	*
Assessment:	
<ul style="list-style-type: none"> • Student-Athlete PII - FERPA [Redacted] • [Redacted] • [Redacted] • [Redacted] • [Redacted] • [Redacted] • All student-athletes participate in meetings covering the material in the Handbook [Redacted]. • The reasonable interpretation of a student-athlete no longer showing up for team activities and not communicating with his coaches is that the student-athlete was voluntarily quitting the team. • Student-Athlete PII - FERPA [Redacted] 	
Relevant Documentation:	
<ul style="list-style-type: none"> • Statement by Athletics Director, David Matlin • Statement by Associate AD – Student Services/SWA, Lois Manin • Statement by Assistant AD – Compliance/Eligibility, Amanda Paterson • Statement by former UH Football Coach, Trent Figg • Student-Athlete PII - FERPA [Redacted] • Student-Athlete Handbook, Section 3, Code of Conduct • Student-Athlete PII - FERPA [Redacted] • Student-Athlete PII - FERPA [Redacted] 	

*Student-Athlete PII - FERPA

(former UH football student-athlete)	
Testimony	UH Internal Review
<ul style="list-style-type: none"> • In his testimony, raised various concerns with the UH football coaching staff • Because of his Christian beliefs, does not believe in taking the COVID vaccination <ul style="list-style-type: none"> ○ did not want to seek a religious exemption because he believed it was written to only protect the University • Because he was not vaccinated, he was kicked out of a team meeting • believes he was dismissed from the team because of his religious beliefs 	<p>Issues raised in the testimony regarding Todd Graham coaching style and culture are addressed in Section 4.3 of this report. As such, they were not included as part of the review here.</p> <p>The following information was provided by team doctor, Dr. Jonathan Sladky; Assistant AD – Compliance/Eligibility, Amanda Paterson; and Assistant AD – Athletic Training/SA Well-Being, Lyn Nakagawa.</p> <ul style="list-style-type: none"> • The University of Hawai'i adopted a COVID-19 policy requiring everyone to either be vaccinated or obtain an exemption. As a part of the University, UHM Athletics followed the policy. • The requirement for a vaccination or an exemption was communicated to all students at the University as well as all UHM Athletics staff and student-athletes. Participation in team settings would not be allowed without either the vaccination or an exemption. • Coaches and staff were provided information regarding the University's policy and how it is applied to UHM Athletics (e.g., athletic department staff meeting August 12, 2021). • Head Team Physician, Dr. Jonathan Sladky, sent an email on August 2, 2021 to all student-athletes describing the procedure for returning to campus, including the requirement for either a vaccination or an approved exemption. • Student-athletes were not told that they have to be vaccinated to be part of a team, as they could also obtain an approved exemption. However, one or

	<p>the other would be required.</p> <ul style="list-style-type: none"> • Student-Athlete PII - FERPA <p>[Redacted]</p> <p>[Redacted]</p> <p>[Redacted]</p> <p>[Redacted]</p> <p>[Redacted]</p>
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Assessment:



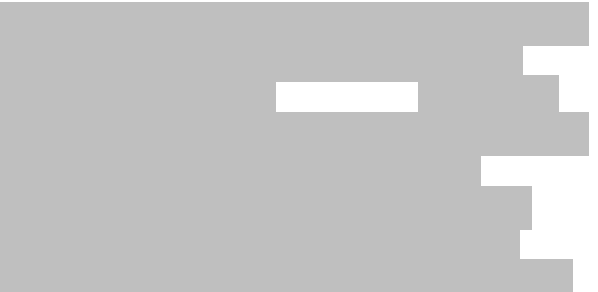
- UHM Athletics policy for student-athletes to participate on a team and in team activities was the policy that the University adopted for all other staff and students to be on campus: either be vaccinated or obtain an approved exemption.
 - The University’s policy was communicated to all students and UHM Athletics’ policy was communicated to all student-athletes. Thus, all student-athletes were aware of the vaccination requirements or exemption option as well as the possible impacts of not complying with them.
 - [Student-Athlete PII - FERPA](#)
- [Redacted]
- [Redacted]

Relevant Documentation:

- Statement by Head Team Physician, Dr. Jonathan Sladky
- Statement by Assistant AD – Compliance/Eligibility, Amanda Paterson
- Statement by Assistant AD – Athletic Training/SA Well-Being, Lyn Nakagawa,

- August 2, 2021 email from Head Team Physician, Dr. Jonathan Sladky, to all UHM Athletics' student-athletes, regarding return to campus requirements.
- August 12, 2021 presentation for all UHM Athletics' staff, including section on return to campus vaccination requirements
- August 13, 2021 email from Assistant AD-Athletic Training/SA Well Being, Lyn Nakagawaa to student-athletes regarding Mass Physical Day if not fully vaccinated, what to do to begin workouts
- August 26, 2021 email from Assistant AD-Athletic Training/SA Well Being, Lyn Nakagawa to student-athletes regarding Weekly COVID-19 Testing for Unvaccinated Individuals
- [Student-Athlete PII - FERPA](#)

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#64	(former UH basketball student-athlete)	
Testimony	UH Internal Review	
<ul style="list-style-type: none"> • _____ suffered a “gruesome groin injury” in freshman year, but there were “multiple occasions” where the coach accused him of faking his injury. • As a result, _____ struggled mentally his first two years as he did not feel comfortable talking with his coach. Other student-athletes felt the same and transferred because of it. • _____ says that the coach was not “physically and mentally stable enough to be head coach” as evidenced by the coach going on medical leave for a few months. • In August 2020, _____ and other seniors contacted the Athletics Director to express their concerns about the coach and their desire for a new coach. • There was a meeting of “all 15 players” with Athletics Director David Matlin with “absolutely no action taken on his part”. • After entering the transfer portal, no one from the athletic department contacted _____ for an exit interview. 	<p>The following information was provided by Athletics Director, David Matlin Assistant AD – Compliance/Eligibility, Amanda Paterson; Associate AD – Student Services/SWA, Lois Manin; and Certified Athletic Trainer, Lawrence Lam:</p> <ul style="list-style-type: none"> • Student-Athlete PII - FERPA  • _____ Athletics Director David Matlin met with _____ student-athletes on multiple occasions. As with most collegiate athletics programs, the UHM Athletics designates a “sports administrator” for each sport to provide oversight and a channel for communications if needed by student-athletes. Athletics Director Matlin was the sports administrator for men’s basketball at that time. • Student-Athlete PII - FERPA  • _____  	

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* [REDACTED] (e.g., trainers), as well as how he could share concerns raised with men's basketball head coach, Eran Ganot.

o After outlining in detail in the email the action steps he was proposing, Matlin also offered: "Please feel free to make suggestions and let me know if you have any concerns. I would be glad to jump on a zoom with the three of you if you feel that would be beneficial."

• **Student-Athlete PII - FERPA**

[REDACTED]

• Following up on the initial meeting, Athletics Director Matlin had conversations with others (e.g., trainer Lawrence Lam) and changes were made to practice schedules and practices, as well as trainers monitoring the student-athletes more closely. In addition, Athletics Director Matlin shared concerns raised during the meeting with men's basketball head coach, Eran Ganot. As a result of the discussions, there was an agreement that adjustments to his coaching approach and style should be implemented. Changes were made and continue with a heightened awareness of what other things might be adjusted. Meetings have continued between Athletics Director Matlin and Coach Ganot to allow for open communication, updating and allowing for continued discussion on progress on changes.

• Athletics Director Matlin continued to monitor the situation and on multiple occasions suggested follow up sessions with the team to allow for continued discussion as well as feedback. For

*Student-Athlete PII - FERPA

	<p>Student-Athlete PII - FERPA</p> <p>[Redacted]</p> <ul style="list-style-type: none">• Subsequent to the initial meeting and implementation of changes, student-athletes did provide feedback. As was to be expected, the range of feedback was wide with some saying things were better, some saying the changes were not enough, and others not being happy if their specific issue was not addressed (e.g., student-athletes wanting more playing time).• [Redacted] <p>Student-Athlete PII - FERPA</p> <p>[Redacted]</p>
<p>Assessment:</p> <ul style="list-style-type: none">• Student-Athlete PII - FERPA <p>[Redacted]</p> <ul style="list-style-type: none">• Documentation confirms when concerns regarding the men's basketball coaching were	

raised to Athletics Director Matlin, he immediately scheduled a meeting with the team [Student-Athlete PII - FERPA](#) and scheduled additional meetings thereafter.

- [Student-Athlete PII - FERPA](#)
Athletics Director scheduled the meeting immediately when concerns were raised, provided [Student-Athlete PII - FERPA](#) an action plan, asked for any comments or suggestions from on the action plan, as well as scheduled follow up meetings to allow feedback.
 - Athletics Director also met with other UHM Athletics staff (e.g., trainers) and changes were made to practices and other things as acknowledged by the student-athletes.
 - Athletics Director also had several meetings with Coach Ganot on the concerns raised and adjustments were made by Coach Ganot and continue to be worked on.
- [Student-Athlete PII - FERPA](#)

Relevant Documentation:

- Statement by Athletics Director, David Matlin
- Statement by Associate AD – Student Services/SWA, Lois Manin
- Statement by Assistant AD – Compliance/Eligibility, Amanda Paterson
- Statement by Certified Athletic Trainer, Lawrence Lam
- Email string between Athletics Director, David Matlin, and , covering the period from October 3, 2021 through October 18, 2021, raising concerns with men’s basketball coaching, scheduling various meetings, and documenting discussions and actions plans
- [Student-Athlete PII - FERPA](#)

(former UH basketball student-athlete)	
Testimony	UH Internal Review
<ul style="list-style-type: none"> • Former women’s basketball student-athlete Student-Athlete PII - FERPA • Asked Assistant AD-Compliance/Eligibility, Amanda Paterson, asking that certain information (about status as student-athlete) not be released to press, but Coach Laura Beeman disclosed anyway in two press interviews <ul style="list-style-type: none"> ○ Mother reached out to Athletics Director David Matlin but “nothing happened” • Week prior to October 21, 2016, injured knee at practice. After rehabbing for a week, resumed full contact, but reinjured knee during the Green and White Scrimmage • An MRI was done and was diagnosed as a partial tear in the patellar tendon. The doctor advised to continue to “rehab and work on building the muscles around my knee”. Student-Athlete PII - FERPA was not advised to have surgery at that time. • Student-Athlete PII - FERPA eventually resumed participating in games and would ice after and continue to do rehab. • Student-Athlete PII - FERPA asked about getting surgery so can be ready for following season. Prior to getting the surgery, Coach Beeman asked if Student-Athlete PII - FERPA wanted to redshirt next season or did she think she could be ready. Student-Athlete PII - FERPA informed Coach Beeman that she did not want to redshirt and would work to be ready by the next season. • On May 1, 2017, Student-Athlete PII - FERPA had surgery performed and did rehabbing as directed. • On July 20, 2017, Student-Athlete PII - FERPA was informed by 	<p>The following information was provided by Athletics Director, David Matlin; Women’s Basketball Head Coach, Laura Beeman; Associate AD - Student Services/SWA, Lois Manin; and publically available media stories on UH Women’s Basketball:</p> <ul style="list-style-type: none"> • Women’s Basketball Head Coach Laura Beeman Student-Athlete PII - FERPA <ul style="list-style-type: none"> ○ Her practice for all student-athletes is to not provide injury or personal information on any student-athlete if asked by media. <ul style="list-style-type: none"> ○ The media articles were written on the entire team and talks about all team members, including Student-Athlete PII - FERPA. In the articles, the reporter does not attribute any statements about Student-Athlete PII - FERPA to Coach Beeman. Specifically, the reporter makes a statement on the status of Student-Athlete PII - FERPA and confirms that Coach Beeman declined to comment in the story. ○ All of the media stories regarding consistently do not attribute any statements in the article about the student-athlete to Coach Beeman. If Coach Beeman had provided any comments, then the reporter would have attributed the statements to Coach Beeman. It is also possible that the reporter could simply observe who played or not at games and practices and/or talked to other student-athletes before making his statements in his articles regarding Student-Athlete PII - FERPA.

family that her grandmother had passed away on Lānaʻi. As soon as Coach Beeman returned from recruiting, mentioned traveling to Lānaʻi for grandmothers Celebration of Life event on August 19, 2027 - - which would require travel on August 16th to Lānaʻi. Coach Beeman supported the travel to the event.

- On August 21st, Coach Beeman informed that she was suspended indefinitely from the team for "...specifically due to me not informing her of Trainer Erin of leaving the island on Wednesday, August 16th 2017, for missing rehab the day I left and because she felt I was not committed to the team, that I am not where I'm supposed to be post surgery."
- states, "I admitted to not telling Trainer Erin but I thought by me telling Coach Beeman that was enough."
- Coach Beeman "pulled out a paper and told me I needed to sign it, said I can look it over first and sign it but I was so upset and hurt that unfortunately I didn't read it first and just signed the paper and left."
- On September 13, 2017, Coach Beeman informed that "...playing for me is not an option anymore..." Coach Beeman offered alternative (e.g., transfer), but student-athlete told Coach Beeman she didn't know what she wanted to do. According to student-athlete, "Coach Beeman told me to take a couple days to think about it."
- September 15, 2017, met with Coach Beeman and "told her I didn't want to transfer and that I wanted to stay at UH and finish school." said she did not want to play basketball anymore and, in turn, Coach Beeman "offered me to be

Student-Athlete PII - FERPA

Student-Athlete PII - FERPA

Medically Disqualified". feels that medically disqualified should have been discussed in the first meeting with Coach Beeman, rather than questioning commitment.

- questions why she was not offered a chance to red shirt her sophomore year after realizing she would not be ready and needed more time to recover.

Student-Athlete PII - FERPA

Coach Beeman's was in accordance with documented team rules and athletic department policies.

o Student-Athlete PII - FERPA

o Student-Athlete PII - FERPA

Assessment:

Student-Athlete PII - FERPA

- o The media articles that were referenced by and her mother support Coach Beeman's statement that she did not provide any information regarding injury/playing status to the media as they do not include any statements on that were attributed to Coach Beeman. Conversely, the articles state that Coach Beeman specifically declined to comment on status.

- **Student-Athlete PII - FERPA**

confirmed that Coach Beeman acted in accordance with team rules and athletic department policies. **Student-Athlete PII - FERPA**

- While the UHM Athletics **Student-Athlete PII - FERPA** confirmed the action taken by Coach Beeman, it noted that additional sensitivity regarding the timing of the action given the **Student-Athlete PII - FERPA** that were being worked through at the time by the student-athlete, might have been beneficial.

Relevant Documentation:

- Statement by Athletics Director, David Matlin
- Statement by Associate AD – Student Services/SWA, Lois Manin
- Statement by Assistant AD – Compliance/Eligibility, Amanda Paterson
- Statement by Women’s Basketball Head Coach, Laura Beeman
- Statement by Head Team Physician, Dr. Jonathan Sladky
- Media article: “Wahine Endure G&W Scrimmage,” Warrior World, by Brian McInnis, October 28, 2017
- Media article: “Crawford Leaves Hawaii for Personal Reasons,” Honolulu Star Advertiser, by Brian McInnis, November 8, 2017
- Media article: “Rainbow Wahine Want to make Things Right,” Honolulu Star Advertiser, by Brian McInnis, November 10, 2017

- **Student-Athlete PII - FERPA**

* [REDACTED]

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*Student-Athlete PII - FERPA

*		(former UH women's basketball student-athlete)
*	(mother of)
Testimony		UH Internal Review
<ul style="list-style-type: none"> Former women's basketball student-athlete says that she is now suffering from mental health issues as a result of being "mistreated and emotionally abused" by the coach. Alleges that "Matlin, Manin and administration refuse to keep any coach accountable". Testified says that she was injured in 2017 and never "got proper treatment" "Trainer and coaching staff came to the conclusion that [redacted] was faking her injury so she wouldn't have to practice" She was given an "ultimatum of medically retiring" which is illegal for a coach to do - it should be between a student-athlete and doctor Signed to medically retire "under duress" Coach turned the team against the player. Says that coach "told the captains that they should support/push [redacted] into retiring". [redacted] went into depression and needed professional mental health services. Mother asked for meeting with Athletics Director David Matlin who was traveling so instead met with Associate AD Lois Manin and Assistant AD Amanda Paterson. During meeting, Paterson told mother that the [redacted] was aware of what she was doing and was questioned if this is what she wanted to do, and confirmed the decision to retire. [redacted] subsequently told mother that what was said in the meeting was not 		<p>The following information was provided by Athletics Director, David Matlin; Head Team Physician, Dr. Jonathan Sladkey; Associate AD – Student Services/SWA, Lois Manin; Assistant AD – Compliance/Eligibility, Amanda Paterson; and Women's Basketball Head Coach, Laura Beeman:</p> <ul style="list-style-type: none"> Student-Athlete PII - FERPA [redacted] The decision to medically retire is a mutual decision between the student-athlete and the medical staff. The "Medical Non-Counter Physician's Confirmation Form" itself only contains three signatures: the team physician's; the student-athlete's; and the compliance office. Student-Athlete PII - FERPA [redacted] Medically retiring is based on whether it's determined that because of injury, the student-athlete is no longer able to participate in college athletics. The person deciding if a student-athlete is fit to practice or play is the team physician, not a coach or the student-athlete.

true.

- Mother says that she hears that Coach Beeman bullies her assistant coaches.

- UHM Athletics Head Team Physician, Dr. Jonathan Sladky, has never heard a student-athlete say that their coach said they should medically retire.

- While medically retiring does mean a student-athlete is not able to continue to practice or play in collegiate athletics due to injury, it does carry with it the possibility of retaining some scholarship benefits. As such, coaches may mention medical retirement so that student-athletes know it is an option. However, the decision to medically retire is between the team physician and the student-athlete.

- [Student-Athlete PII - FERPA](#)



- Besides the team physician's and student-athlete's signatures on the medical non-counter form, the only other signature is that of Assistant AD – Compliance/Eligibility, Amanda Paterson. The process for executing the form is for the team physician to meet with the student-athlete. The doctor will then sign the form and get it to the Compliance Office (Paterson). At that point, Paterson speaks with the student-athlete who signs the form and Paterson is the final signature on the form.

- As the last signature on the form, it is Paterson's practice to always ask the question, "Were you pressured into doing this by your coaches?" Paterson also has discussions with the student-athlete on continuing the

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scholarship, access to the academic center and training room to continue rehabbing any injuries.

Student-Athlete PII - FERPA

- **Student-Athlete PII - FERPA**

While Coach Beeman states **Student-Athlete PII - FERPA**

she believes she would ask other teammates to support their teammate through any difficult decisions they may have to make, on any subject.

- **Student-Athlete PII - FERPA**

UHM Athletics notes that it has not received any complaints from assistant coaches regarding “bullying” by Coach Beeman.

- **Student-Athlete PII - FERPA**

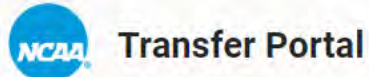
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- Statement by Assistant AD – Compliance/Eligibility, Amanda Paterson
- Statement by Women’s Basketball Head Coach, Laura Beeman
- [Student-Athlete PII - FERPA](#)

[Redacted]

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Appendix F NCAA Football Transfer Portal Activity



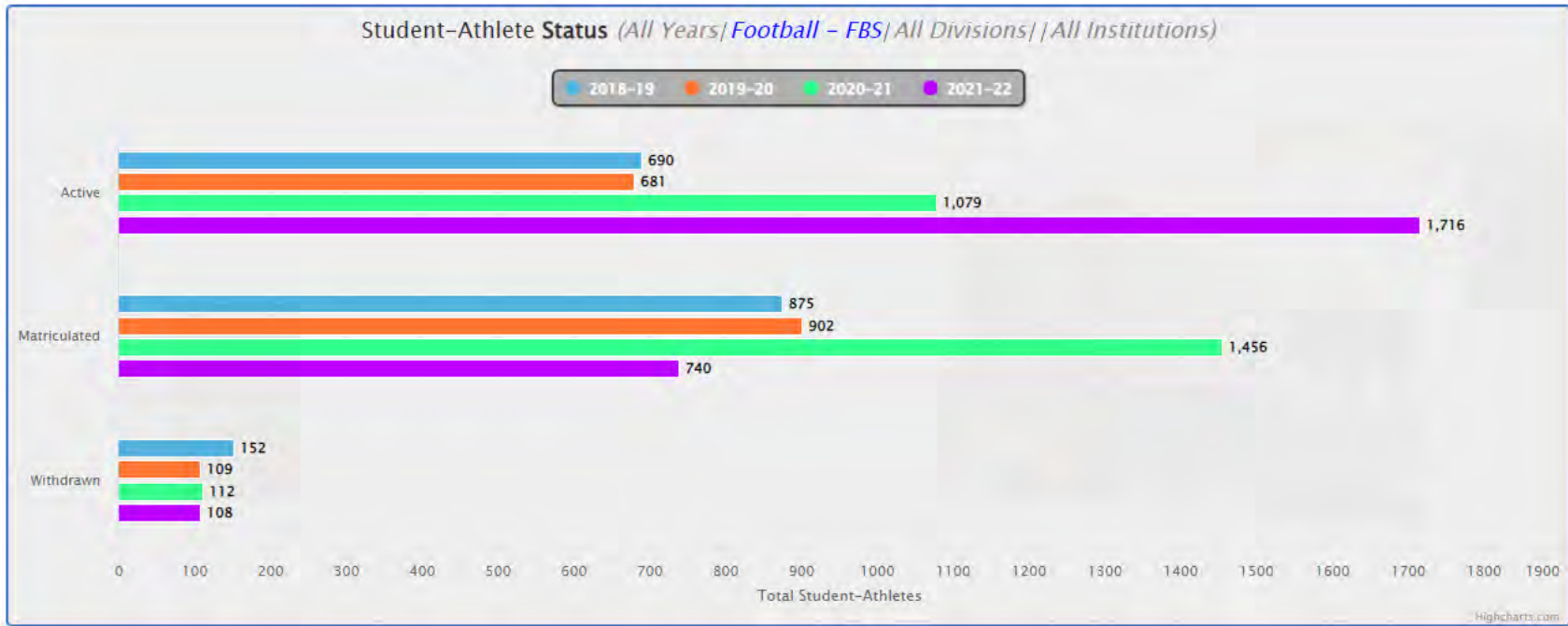
UNIVERSITY OF HAWAII, MANOA



AMANDA PATERSON
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Report: ⓘ
 Year:
 Sport:
 Scholarship Status:
 Undergrad/ Grad Status:
 Division:
 Institution:
 Conference: ⓘ
[Clear Selections](#)





Appendix G
Mountain West Conference Football Transfer Portal Activity

	2020-2021	2021-2022	% Change From Prior Year
Air Force	11	1	(9.0)%
Boise State	7	4	(42.9)%
Colorado State	9	22	144.4%
New Mexico	3	15	400.0%
Utah State	13	9	(30.8)%
Wyoming	6	11	83.3%
Fresno State	10	5	(50.0)%
Hawai'i	9	20	122.2%
Nevada	5	21	320.0%
San Diego State	4	10	150.0%
San Jose State	2	4	100.0%
UNLV	8	12	50.0%
Total	87	143	64.4%

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Student athlete check-in

Aloha UH Mānoa student athletes! I am the Faculty Athletic Rep for the university and wanted to take this opportunity to learn a little bit more about you. I've put together a short survey to see how things are going at this early point in the semester. With so many changes and with all of us being mostly online it can be tough to know how things are going, so please feel free to mention anything that comes to mind, good or bad. This is completely anonymous, so no one (not even me) will be able to connect your identity to the responses. With that said, if you would like to talk to me personally please do contact me. I can be reached at ssinnett@hawaii.edu. Thank you for your support and for filling out this survey! I hope to use the results to see how things are going so far, and to identify opportunities for growth/improvement.

 ssinnett@hawaii.edu (not shared) [Switch account](#) 

What team are you on?

This semester your classes are:

- All online
- Mostly online
- half and half
- Mostly in person
- All in person

This semester your online classes:

- Meet synchronously 100% of the time
- Meet mostly synchronously
- half and half
- Are mostly asynchronous
- Do not meet at all

What are your feelings on online classes

	1	2	3	4	5	
Can't stand them	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Love them

So far this semester I feel like I am

- Succeeding in my classes
- Doing well, but could be better
- Doing worse than I expected, but it's okay
- Really struggling (if you pick this one, please reach out to your advisor)

In terms of juggling my sport and academic responsibilities I am:

- Doing just fine
- Good, but could be better
- It's pretty tough and I might be slipping a bit
- I need some help (if you pick this one, please reach out to your advisor and/or me)

Please use this space to let me know how things are going for you and for your team. This is an anonymous space to let me know how you are doing and how the team is doing. Please feel free to include positive items as well as challenges that you or the team might be facing. I'm looking forward to knowing what we are doing well and what challenges we might have. If you would prefer to speak with me, please reach out (ssinnett@hawaii.edu)

Your answer

Please use this space as an opportunity to give me any more feedback about your classes. Again, please feel free to reach out to me (ssinnett@hawaii.edu) to talk.

Your answer

[Submit](#)

EXHIBIT B

[Clear form](#)

Never submit passwords through Google Forms.

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Google Forms





Joel Matsunaga <joelkm@hawaii.edu>

Informational Briefing HEARING WAM-HRE 01-07-22 INFO_2:30pm

1 message

Laura Chun <llchun@hawaii.edu>

Fri, Dec 31, 2021 at 9:47 AM

To: Joel Matsunaga <joel.matsunaga@hawaii.edu>

Cc: David Matlin <matlin@hawaii.edu>, Jeannie Lee <ljeannie@hawaii.edu>, David Lassner <david@hawaii.edu>, Amy Luke <aluke@hawaii.edu>, "Kalbert K. Young" <kalbert@hawaii.edu>, Shirley M Kawamoto <smk7@hawaii.edu>, Krysti Uranaka-Yamashiro <uranakak@hawaii.edu>, Jan Gouveia <jgouveia@hawaii.edu>, Lauren Murai <lmurai@hawaii.edu>, Sarah Hirakami <srh27@hawaii.edu>, Michael Bruno <mbruno2@hawaii.edu>, Robyn Okumura <chowhojr@hawaii.edu>, Elmer Ka`ai <elmerk@hawaii.edu>, Presley Pang <presley@hawaii.edu>, Carrie Okinaga <carrieok@hawaii.edu>, Ann Nishihira <ann93@hawaii.edu>, Gary Takeuchi <gyt@hawaii.edu>, Chelsie Miyashiro <chelsiem@hawaii.edu>, Dan Meisenzahl <dmeisenz@hawaii.edu>, Kendra Oishi <kendra65@hawaii.edu>, Stephanie Kim <scskim@hawaii.edu>, Robert Watland <watland@hawaii.edu>, Laura Chun <llchun@hawaii.edu>

Aloha,

The Senate Committees on Ways and Means & Higher Education have issued an [Informational Briefing](#) for Friday, January 7, 2022 at 2:30pm at the State Capitol conference room 211 & via Videoconference. A live stream of all Senate Standing Committee meetings will be available on the [Senate YouTube Channel](#). Click [here](#) for more information about Live and On-Demand Video options.

The purpose of this informational briefing is to discuss the University of Hawaii football program including but not limited to the following:

1. Budget and cost related to coaching staff contracts.
2. Issues relating to the transfer of players.

No public testimony will be accepted.

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Laura Chun

Government Relations Office

University of Hawai'i System

[2442 Campus Road](#), Administrative Services Building 1, Room 101

Honolulu, HI 96822

EXHIBIT C

Phone: # (808) 956-7387

E-mail: llchun@hawaii.edu

 **HEARING_WAM-HRE_01-07-22_INFO.ics**
1K



Joel Matsunaga <joelkm@hawaii.edu>

Amended Informational Briefing HEARING WAM-HRE 01-07-22 INFO_2:30pm

1 message

Laura Chun <llchun@hawaii.edu>

Wed, Jan 5, 2022 at 9:54 AM

To: Joel Matsunaga <joel.matsunaga@hawaii.edu>

Cc: David Matlin <matlin@hawaii.edu>, Jeannie Lee <ljeannie@hawaii.edu>, David Lassner <david@hawaii.edu>, Amy Luke <aluke@hawaii.edu>, "Kalbert K. Young" <kalbert@hawaii.edu>, Shirley M Kawamoto <smk7@hawaii.edu>, Krysti Uranaka-Yamashiro <uranakak@hawaii.edu>, Jan Gouveia <jgouveia@hawaii.edu>, Lauren Murai <lmurai@hawaii.edu>, Sarah Hiramami <srh27@hawaii.edu>, Michael Bruno <mbruno2@hawaii.edu>, Robyn Okumura <chowhojr@hawaii.edu>, Elmer Ka`ai <elmerk@hawaii.edu>, Presley Pang <presley@hawaii.edu>, Carrie Okinaga <carrieok@hawaii.edu>, Ann Nishihira <ann93@hawaii.edu>, Gary Takeuchi <gyt@hawaii.edu>, Chelsie Miyashiro <chelsiem@hawaii.edu>, Dan Meisenzahl <dmeisenz@hawaii.edu>, Kendra Oishi <kendra65@hawaii.edu>, Stephanie Kim <scskim@hawaii.edu>, Robert Watland <watland@hawaii.edu>

Aloha,

FYI, the Senate Committees on Ways and Means and Higher Education have issued an [Amended Informational Briefing](#) notice for Friday, January 7, 2022 at 2:30pm. The committees are now allowing public testimony to be submitted.

Laura Chun

Government Relations Office

University of Hawai'i System

[2442 Campus Road](#), Administrative Services Building 1, Room 101

Honolulu, HI 96822

Phone: # (808) 956-7387

E-mail: llchun@hawaii.edu

From: Laura Chun <llchun@hawaii.edu>

Sent: Friday, December 31, 2021 9:47 AM

Subject: Informational Briefing HEARING WAM-HRE 01-07-22 INFO_2:30pm

Aloha,

The Senate Committees on Ways and Means & Higher Education have issued an [Informational Briefing](#) for Friday, January 7, 2022 at 2:30pm at the State Capitol conference room 211 & via Videoconference. A live stream of all Senate Standing Committee meetings will be available on the [Senate YouTube Channel](#). Click [here](#) for more information about Live and On-Demand Video options.

The purpose of this informational briefing is to discuss the University of Hawaii football program including but not limited to the following:

1. Budget and cost related to coaching staff contracts.
2. Issues relating to the transfer of players.

~~No public testimony will be accepted.~~

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Laura Chun

Government Relations Office

University of Hawai'i System

[2442 Campus Road](#), Administrative Services Building 1, Room 101

Honolulu, HI 96822

Phone: # (808) 956-7387

E-mail: llchun@hawaii.edu



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of HAWAII
SYSTEM

Joel Matsunaga <joelkm@hawaii.edu>

HEARING WAM-HRE 01-07-22 INFO - Hawaii State Legislature

1 message

mailinglist1@capitol.hawaii.gov <mailinglist1@capitol.hawaii.gov>

Thu, Dec 30, 2021 at 4:37 PM

To: mailinglist@capitol.hawaii.gov

https://www.capitol.hawaii.gov/Session2022/hearingnotices/HEARING_WAM-HRE_01-07-22_INFO_.PDF

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Joel Matsunaga <joelkm@hawaii.edu>

HEARING WAM-HRE 01-07-22 INFO - Hawaii State Legislature

1 message

mailinglist1@capitol.hawaii.gov <mailinglist1@capitol.hawaii.gov>

Wed, Jan 5, 2022 at 9:27 AM

To: mailinglist@capitol.hawaii.gov

This informational briefing notice has been amended.

https://www.capitol.hawaii.gov/Session2022/hearingnotices/HEARING_WAM-HRE_01-07-22_INFO_.PDF

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The Senate

STATE CAPITOL
HONOLULU, HAWAII 96813

January 12, 2022

Mr. Randolph G. Moore, Chair
Board of Regents, University of Hawaii
2444 Dole Street
Bachman Hall 209
Honolulu, HI 96822

Dear Chair Moore:

RE: UH Athletics Investigation

Attached for the review of the Board of Regents is all written testimony received by the committees for the WAM-HRE Informational Briefing held on Friday, January 7, 2022. In addition, the oral testimony received may be viewed via the following Senate hearing link (<https://youtu.be/zM0xh5ifNE4>).

The Senate Committee on Ways and Means and the Committee on Higher Education request that the Board of Regents investigate each claim made by the student athletes and their parents. This includes claims made by students and parents regarding mental health, mistreatment, racial comments, and report the board's findings back to the Senate committees.

In addition to the board's investigation into the claims provided by the students and their parents, please provide a response to the following questions:

1. Regents Policy 7.208 requires that the president or the president's designee to notify the board of events or situations that might reasonably be expected to draw unusual public attention to the athletics program, a particular team, a student-athlete, or a department employee. Please provide all correspondence the Board of Regents and/or a regent received notifying the regents of this situation.
2. Will the Head Coach Todd Graham, or any other coaching staff, be eligible for a bonus for being invited to the Hawaii Bowl even though the team did not participate?
3. Will the University of Hawaii be responsible to pay the Hawaii Bowl any amount due to pulling out of the game?
4. Was there any other cost to the University of Hawaii for the Hawaii Bowl?
5. Were exit interviews conducted with all players who entered the transfer portal and players who left the team?
6. Did the head coach inform players that they were to be cut? Did the head coach provide these players written notice?

EXHIBIT D

Please provide the findings of the board's investigation and responses to the questions by 4:00 p.m., Monday, January 31, 2022. Should you have any questions, please contact Dane Wicker, WAM Committee Clerk, at 586-6800 or via email at d.wicker@capitol.hawaii.gov.

Sincerely,

A handwritten signature in black ink, appearing to read "Donovan M. Dela Cruz". The signature is stylized and written in a cursive-like font.

Senator Donovan M. Dela Cruz, Chair
Committee on Ways and Means

A handwritten signature in black ink, appearing to read "Donna Mercado Kim". The signature is stylized and written in a cursive-like font.

Senator Donna Mercado Kim, Chair
Committee on Higher Education

Attachments

Cc: Board of Regents



The Senate

STATE CAPITOL
HONOLULU, HAWAII 96813

January 25, 2022

The Honorable Randolph G. Moore, Chair, University of Hawaii Board of Regents
Members of the University of Hawaii Board of Regents
University of Hawaii
2444 Dole Street, Bachman Hall
Honolulu, Hawaii 96822

Dear Chair Moore and Regents:

I have been directing to the Regents various messages I have received that express the concerns and sentiments of constituents and others about not only the University of Hawaii's athletics department, but the general leadership of the institution. I trust that these messages are for the eyes of the Regents only, not for university executives.

Please understand that as the Higher Ed Chair, I am on the frontlines receiving these sentiments from concerned individuals and share these messages with you, as the governing body of the University, to address as necessary. If I believe any communication should receive the attention of the president or other administrators, I will direct those missives to them, as I have done in the past. Besides, senators do not want to be the targets of an orchestrated letter-writing campaign prompted by the administration, as we were during the Senate's information briefing on the athletics department.

It is my belief that members of the public, which include UH faculty and staff, are uncomfortable with conveying their thoughts about the administration to the Regents because they feel that their concerns will then be shared with the administration they are criticizing. One of the key responsibilities of the Board of Regents is to provide oversight of the entire university, and nothing would be gained by sharing critical comments—provided in confidence—with the subjects of those criticisms.

Please inform me of any policies or practices the Board of Regents employs regarding such correspondence.

Sincerely,

Donna Mercado Kim
Chair, Senate Committee on Higher Education

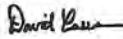


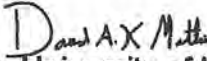
Office of Intercollegiate Athletics • 1337 Lower Campus Road • Honolulu, Hawai'i 96822-2370

February 3, 2022

MEMORANDUM

TO: Randolph G. Moore
Chairperson, University of Hawai'i Board of Regents

VIA: David Lassner 
President, University of Hawai'i

FROM: David A. K. Matlin 
Director of Athletics, University of Hawai'i at Mānoa

SUBJECT: Responses to January 12 Senate Inquiry

Digitally signed by
David Lassner
Date: 2022.02.05
09:07:41 -10'00'

As requested, please find the following responses to Questions 2-6 from Senate Chairs Dela Cruz and Kim's letter regarding UH Mānoa Athletics (dated January 12, 2022):

Q2. Will the Head Coach Todd Graham or any other coaching staff, be eligible for a bonus for being invited to the Hawai'i Bowl even though the team did not participate?

A2: No bonuses are being provided to any UH Coach for being invited to but not playing in the Hawai'i Bowl.

Q3. Will the University of Hawai'i be responsible to pay the Hawai'i Bowl any amount due to pulling out of the game?

A3: No, UH has no direct obligations to the Hawai'i Bowl.

Q4. Was there any other cost to the University of Hawai'i for the Hawai'i Bowl?

A4: Yes, costs were incurred for UH team preparations prior to the Hawai'i Bowl being cancelled.

Q5. Were exit interviews conducted with all players who entered the transfer portal and players who left the team?

A5: Standard protocol is for every student-athlete who enters the transfer portal to have a conversation with a senior member of the Athletics Department team. This can take place verbally, by email or text. In nearly all cases there was also communication with a

member of the football coaching staff. In the case of the football student-athletes who recently departed, we are aware of only one who declined to communicate.

Q6. Did the head coach inform players that they were to be cut? Did the head coach provide these players written notice?

A6: Football student-athletes who are separated from the team are normally informed by their Assistant Coach rather than the Head Coach. This is not usually done with a formal written notice.

Mahalo for your support and please let us know if you have additional questions.

C: Kendra Oishi, Executive Administrator and Secretary of the Board, University of Hawai'i



February 7, 2022

DTS-1202

The Honorable Donovan Dela Cruz
Chair, Committee on Ways and Means
415 South Beretania Street, Room 208
Honolulu, HI 96813

The Honorable Donna Mercado Kim
Chair, Committee on Higher Education
415 South Beretania Street, Room 218
Honolulu, HI 96813

Dear Senators Dela Cruz and Kim,

This letter is in response to your request for information regarding the University of Hawai'i Athletic Program dated January 12, 2022.

Your letter requested that the Board of Regents ("Board") investigate each claim made by the student-athletes and their parents during the Friday, January 7, 2022, WAM-HRE informational briefing. Many of the issues raised were addressed during a presentation and discussion on agenda item VI.H., "Discussion and possible action on issues raised regarding UH Mānoa athletics" on the Board's January 20, 2022, agenda. The minutes are not yet available, but a video recording can be found on the Board's website. More specifically, the discussion begins at approximately 4:29 on the Meeting Recording #1 link and continues to about the 1:00 mark on the Meeting Recording #2 link.

<http://www.hawaii.edu/offices/bor/archive/index.php>

Additionally, at the February 3, 2022, meeting of the Intercollegiate Athletics Committee, the Committee, per recommendation of the Administration, voted to recommend that the full Board consider a proposal to conduct an independent assessment of UH Athletic Department operations as they pertain to student-athlete welfare.

Your letter also asked six additional questions. Please see below for responses.

1. *Regents Policy 7.208 requires that the president or the president's designee notify the board of events or situations that might reasonably be expected to draw unusual public attention to the athletics program, a particular team, a student-athlete, or a department employee. Please provide all correspondence the Board of Regents and/or a regent received notifying the regents of this situation.*

This restates a question you asked me at the informational briefing on January 7, 2022. No written communications were provided to the Board regarding these matters prior to that briefing. The President did orally advise me of morale issues in football

2444 Dole Street, Bachman Hall 209
Honolulu, Hawai'i 96822
Telephone: (808) 956-8213
Fax: (808) 956-5156

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prior to the briefing and the corrective actions underway with the prior coach. In addition to information provided at openly noticed public meetings, the Administration provides updates to Board Leadership on matters of concern primarily in the context of planning future agendas. Following the informational briefing and the additional public attention created, oral communications were more frequent and I was kept informed by the President. Board Leadership was kept informed and provided input in meetings where we planned Board and committee agendas. This includes agenda items relating to athletics considered in public at the full Board meeting on January 20, 2022, and the Intercollegiate Athletics Committee meeting on February 3, 2022.

2. *Will the Head Coach Todd Graham, or any other coaching staff, be eligible for a bonus for being invited to the Hawai'i Bowl even though the team did not participate?*
3. *Will the University of Hawai'i be responsible to pay the Hawai'i Bowl any amount due to pulling out of the game?*
4. *Was there any other cost to the University of Hawai'i for the Hawaii Bowl?*
5. *Were exit interviews conducted with all players who entered the transfer portal and players who left the team?*
6. *Did the head coach inform players that they were to be cut? Did the headcoach provide these players written notice?*

Questions 2-6 were referred to the Administration who can more appropriately respond. Their response is attached.

I appreciate your interest in and support of the University of Hawaii.

Respectfully,



Randolph G. Moore
Chair, University of Hawai'i Board of
Regents

Attachment




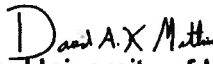
Office of Intercollegiate Athletics • 1337 Lower Campus Road • Honolulu, Hawai'i 96822-2370

February 3, 2022

MEMORANDUM

TO: Randolph G. Moore
Chairperson, University of Hawai'i Board of Regents

VIA: David Lassner  Digitally signed by David Lassner
Date: 2022.02.05
09:07:41 -10'00'
President, University of Hawai'i

FROM: David A. K. Matlin 
Director of Athletics, University of Hawai'i at Mānoa

SUBJECT: Responses to January 12 Senate Inquiry

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A6: Football student-athletes who are separated from the team are normally informed by their Assistant Coach rather than the Head Coach. This is not usually done with a formal written notice.

Mahalo for your support and please let us know if you have additional questions.

C: Kendra Oishi, Executive Administrator and Secretary of the Board, University of
Hawaii



UNIVERSITY
of HAWAII[®]

David Lassner
President

June 29, 2022

The Honorable Donovan M. Dela Cruz
Chair, Senate Committee on Ways and Means
Thirty-First State Legislature
State Capitol, Room 208
Honolulu, Hawai'i 96813

Re: Vision for a D1 Athletics Program

Dear Chair Dela Cruz:

This is in response to your letter dated June 9, 2022, requesting further information as a follow up to the Senate Committees on Ways and Means and Higher Education's informational briefing on Friday, January 7, 2022.

Per your request, we submit the attached University of Hawai'i at Mānoa Athletics Department vision document on its mission and core values, *Sharing the Vision: Success Through Partnership*.

Should you have any further questions, please do not hesitate to contact me at 956-9704 or by email at david@hawaii.edu.

Sincerely,

A handwritten signature in black ink that reads "David Lassner".

David Lassner
President

c: David Matlin, Athletics Director, University of Hawai'i at Mānoa

2444 Dole Street, Bachman Hall
Honolulu, Hawai'i 96822
Telephone: (808) 956-8207
Fax: (808) 956-5286

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EXHIBIT H



**University of Hawai'i at Mānoa
Office of Intercollegiate Athletics
(UHM Athletics Department)**

Sharing the Vision: Success Through Partnerships

The University of Hawai'i at Mānoa athletics program ("UHM Athletics") is unique among other intercollegiate programs. It operates 2,200 miles away from the nearest land mass and competing intercollegiate athletic programs. As the only intercollegiate athletics program competing at the NCAA Division I level, in a state devoid of professional sports, UHM Athletics is embraced as the highest level of athletic competition for Hawai'i and its residents.

UHM Athletics is for the University of Hawai'i (University) what intercollegiate programs typically are for their schools, which is one of the most visible elements of the institution, sometimes referred to as a "front porch," that serves as a critical bridge to the community including donors, the business community, alumni, fans, and prospective students. The program and its student-athletes serve are some of the most highly visible representatives of the University and the State and are Ambassadors of Aloha nationally and globally. As a result, UHM Athletics has an opportunity that few other intercollegiate athletics programs have, which is for each of its teams to be recognized in its sport by its fans and all residents of the State as "Hawaii's Team."

VISION, MISSION, CORE VALUES

In support of fulfilling its privilege to be both a competitor for and representative of the State of Hawai'i, UHM Athletics has the following vision, mission, and core values¹ as its guiding beacon:

- Vision: bring pride to all of Hawai'i through championship-caliber competition and a program with uncompromised integrity.
- Mission: prepare all our student-athletes to become successful in life.
- Core values: integrity, commitment, respect, 'ohana, and passion.

In support of the vision, mission, and core values, the role of the UHM Athletics Department is to serve the student-athlete through their academic program and intercollegiate sports

¹ University of Hawai'i at Mānoa Athletics Department, Student-Athlete Handbook, Section 1: page 6, Vision, Mission and Role of UH Athletics Department.

experience to develop them to the fullest as positive contributing members of society. Furthermore, our role is to promote sportsmanship, equal opportunity, and diversity among participants in our athletics programs while also striving to contribute toward the economic development of Hawai'i through our intercollegiate sports programs. These programs bring excitement to our fans, competitors' fans, and the supporters and stakeholders of the State of Hawai'i. Also, the sports programs stimulate TV, radio, media advertising, and other industries to promote events throughout our islands, on the U.S. Mainland, and abroad, sharing our Aloha Spirit and our paradise with the world.

LIVING THE VISION

Competitive

Competitively, "Living the Vision" for UHM Athletics translates to striving to develop an intercollegiate athletics program nationally recognized at the top-tier of mid-major programs and a candidate for invitation into a Power-5 conference when conference realignments occur at the national level.

Top Mid-Majors Compete for Conference and National Championships

Individual sports within the University of Hawai'i at Mānoa athletics program have contended for championships at both the conference and national levels (e.g., Women's Basketball 2022 Big West Conference Championship, Men's Volleyball 2021 and 2022 NCAA Championship). Schools such as the University of Cincinnati (UC) and the University of Central Florida (UCF) are consensually recognized among the "top" mid-major schools as they frequently contend for both conference and national championships in major sports. Being a regular contender for conference and national championships would elevate Hawai'i into a top "mid-major" athletic program. The Vision is for the overall athletics program to improve its competitiveness and regularly contend for conference and national championships.

Enhancing the overall competitiveness of its athletic program and achieving top mid-major status will bring with it the benefit of significantly more exposure for the athletic program, UH and the State. The higher national profile for the university and athletic program traditionally brings with it: increased fan-based revenues such as ticket sales and merchandising; attraction of increased donations and corporate sponsorships; improved recruiting strength; increased capacity to retain a more significant share of Hawaii's top athletes; growth opportunities in the general UH student population; and more visits to Hawai'i by fans of our competitors.

Power 5 Consideration

While the highest level of intercollegiate athletics competition is at the NCAA Division I level, in which Hawai'i competes. It is acknowledged that the highest-profile, best-funded, and most competitive programs are at institutions that compete in the conferences collectively referred to as the "Power 5" conferences. Those conferences are the Pac 12, Big 12, Big 10, SEC, and ACC. As the top tier of intercollegiate athletics, the Power 5 conferences are highly selective regarding any additional schools they invite to join them.

Invitations to the Power 5 conferences are generally offered to universities with mid-major athletic programs that have demonstrated the ability to compete and fund teams that are consistent contenders for conference and national championships. In the most recent expansion within the Power 5 conferences, after losing three teams to the SEC, the Big 12 conference invited three top mid-major programs to join: the University of Cincinnati, the University of Houston, and the University of Central Florida. Those programs have been consistently considered top mid-major programs, notably competing at the very highest levels nationally in major sports including football and men's basketball. The vision is to become a consistently top-tier mid-major program that is seriously considered for invitation to a Power 5 conference during any future conference realignments.

Academic

Academically, "Living the Vision" for UHM Athletics translates to providing the direction and support for the student-athletes to develop and fully realize their potential while enriching student experience at the University and in Hawai'i. This comes in many areas, including:

Academics

UHM Athletics' student-athletes experience all of the academic opportunities and challenges that the general student body does, but with additional time and physical and mental stresses. Guidance and counseling services, such as time management programs, faculty and tutor academic support, travel study halls, travel academic support, etc., are necessary to help student-athletes succeed academically. The Vision is to provide support services at the levels necessary to enable our student-athletes to succeed academically.

Health and Physical Well-Being

Ensuring student-athletes' physical and mental health well-being is an unwavering priority and commitment of UHM Athletics. Our student-athletes can access the same support services that are available to all UHM students. However, recognizing the increased rigors that student-athletes have with training, practices, competitions, travel, etc., UHM Athletics has additional mental health and physical well-being programs for student-athletes that enable them to focus on academic and athletic success. The Vision is to provide a full range of support services at the levels necessary to ensure our student-athletes' mental health and physical well-being.

Cultural Enrichment

As student-athletes attend the University of Hawai'i, they can learn about and experience Hawai'i's people and culture and serve as Ambassadors of Aloha outside of the State. UHM Athletics and teams provide the student-athletes with a myriad of opportunities to experience Hawai'i through: competitive games and events; clinics that welcome the public; speakers; community services/outreach, etc. The Vision is to provide our student-athletes with opportunities to fully experience and share the uniqueness of Hawai'i and its people.

Facilities

Facilities are essential not only to support the student-athletes training, practice, and competitiveness but also for the community of fans to have an exciting and fan-friendly venue to enjoy competitions. In addition, UHM Athletics' facilities are utilized not only for athletics purposes but also by the University (e.g., kinesiology classes), the community (e.g., charity events, school graduations), and the general student body (e.g., intramurals).

The quality of athletic facilities impact the student-athletes' and UHM Athletics' success in multiple layers from academic support, strength and conditioning, preventative and rehabilitation training room services, health and wellness (e.g., nutrition), fan experience, revenue generation, gender equity/Title IX compliance, recruiting, and various other layers.

The Vision is for the University, students, community, and student-athletes to have well-maintained facilities that support a top mid-major and Power 5 level intercollegiate athletic program that meets all of the athletics, university, community, fans and student needs.

Two major components of facilities that are a critical element of the Vision but are not currently available are an on-campus soccer facility and a student-athlete high-performance center.

On-Campus Soccer Facility

Not surprisingly, with Hawaii's moderate weather all year, soccer is an extremely popular sport with strong community interest from grade school through high school and beyond. As an integral part of the athletics program, intercollegiate soccer offers Hawaii's youth an opportunity to continue participating in the sport before their families and friends as a representative of the State. While the Rainbow Wahine Soccer Team currently practices on grass fields on the lower campus, it does not have a competition-level facility on campus. As a result, its games are held in central O'ahu at the Waipi'o Soccer Complex.

The Waipi'o Soccer Complex offers UHM Athletics a competition-level venue. But as an off-campus facility, it requires extended travel time for student-athletes. In addition, the distance and restrictions make it more challenging to recruit and attract students to games, sponsorships and limit revenue generation opportunities (e.g., merchandising, concessions), thereby diminishing any "home-field" character of the team's home games.

An on-campus soccer complex for practices and competition would allow the team to be based on campus near fellow students and supporting services (e.g., training room), reduce travel time, and provide additional revenue generation opportunities.

High-Performance Center

Intercollegiate athletic programs across the nation have moved toward the concept of a high-performance center that can consolidate various coaching, team, health and wellness, and other needs into a single facility. Typically, for efficiency purposes, the larger team(s) would co-locate with the facility, freeing up their coaching (e.g., offices), administrative (e.g., support staff, meeting rooms), and team space (e.g., locker rooms) that could be used for other teams. The acceptance of the high-performance center as an essential element for a competitive intercollegiate athletic program is demonstrated by its widespread adoption by programs nationwide. Among its peers in the Mountain West Conference, Hawai'i is the only program without a high-performance center in existence or in the process of being built.

The Vision for the UHM Athletics program is to locate a high-performance center on the lower campus that could accommodate, at a minimum, its largest team (i.e., football). The space previously being used by football would become available for reallocation, particularly with the intent to better meet Title IX requirements for other sports. By consolidating the services provided to the football team into a single facility, they will be more efficient and impactful. The result would be the needs (e.g., academic, health and wellness, competitive) for the teams could be provided in a manner to enhance the performance of all teams.

A detailed cost estimate is pending further development of the high-performance center concept and implementation. However, based on similar facilities built by other intercollegiate athletic programs, a rough estimate for planning purposes is between \$35 million to \$50 million.

SUCCESS WITH PARTNER SUPPORT

While our student-athletes, coaches, and administrative staff embrace the vision, mission, and core values, their academic and competitive success, as well as their team's and the entire athletics program's success, will be realized to a high degree based on the support from our many partners in the community, including: the University, students and alumni, fans, legislative/executive branch of government, business community, and others.

The support comes in many forms: the University faculty/advisor's academic support of the student-athletes, corporate sponsorships that provide funding, legislative support for operating and capital funding for critical facility needs, and University support of student-athletes scholarships, donors, and fans.

Existing Financial Foundation

Although faced with unique economic challenges that no other intercollegiate athletic program endures, UHM Athletics has at last achieved a stable financial foundation. This is due to a greater commitment by the campus to support scholarships for student athletes alongside other students, as well as strong support from the 2022 Legislature.

Unfortunately, costs continue to rise faster than inflation as the department contends with fringe benefit costs out of its control and a dramatically changing national landscape for intercollegiate athletics that will require higher levels of support for student athletes. UHM Athletics' strategies to generate revenues are similar to those of

most intercollegiate athletics programs, which maximizes the revenues generated internally by the athletics program; while also trying to maximize external revenues.

Internally generated revenues are those under the control of or can be influenced by the athletics department. Examples of revenues considered internally generated are: ticket sales, parking revenues, game guarantees, contributions, concessions, merchandising, media revenues, sponsorships, etc.

Financial Support to Fulfill the Vision

The Vision to be considered a top mid-major program and position UHM Athletics for consideration for an invitation to the Power 5 level will require UHM Athletics to access the financial resources necessary. It is essential that the legislative support provided in 2022 remain a firm commitment of the Legislature. And as more fully described below, the Aloha Stadium situation, which is outside the control of the University, represents the most significant financial risk and opportunity for Division I intercollegiate athletics in Hawai'i.

The Vision is to generate additional revenues and obtain additional external funding support for the athletic program to result in the budget level necessary to support a top mid-major program. UHM Athletics has demonstrated that it can generate a higher percentage of its budget within its program than its peers. While UHM Athletics' ability to generate revenues has been demonstrated, the budget level for the top mid-major programs is still significantly higher than UHM Athletics' current budget.

CURRENT GREATEST RISKS TO ACHIEVING THE VISION

The intercollegiate athletics landscape at the national level today is more dynamic than at any time in its history. Continued progress towards the Vision requires UHM Athletics to be aware of changes coming and have the nimbleness and flexibility to quickly adapt to remain ahead of the curve. Multiple national changes including the implementation of Name, Image, Likeness (NIL), the transfer portal, and "Alston" stipends to student-athletes represent seismic changes to financial, competitive and administrative aspects of intercollegiate athletics that are likely to remain unstable for the years ahead. But those challenges are faced by all programs.

Assuming the Legislature at least maintains current operational funding, the most significant challenge for UH to achieving the Vision, both currently and longer-term, is the sudden closing and still uncertain (as of this writing) future of the Aloha Stadium, which served as the UH

Football team's home-game venue. The unexpected closure jeopardized all football-related revenues (e.g., tickets, concessions, sponsorships, television/radio) – revenues that support all other non-revenue athletic programs. The lack of a venue to play home football games puts not only the football program but all other non-revenue teams at risk.

Impact of Aloha Stadium Closing

As mentioned above, the sudden closing of the Aloha Stadium had an immediate and broad-ranging impact on UHM Athletics. Historically, the football home games at Aloha Stadium generated roughly \$3.9 million annually in positive net contribution that UHM Athletics used to offset the costs of the non-revenue generating teams, most of which are within the women's programs. The loss of the positive net contribution from the football home games puts the health and stability of the entire UHM Athletics program at risk.

The unavailability of a home game venue for UH Football also puts the program's competitiveness and health at risk. Existing student-athletes elected to attend the University of Hawai'i and play Rainbow Warrior Football with the expectation of playing in a full-sized stadium. The sudden closing of the Aloha Stadium shocked the student-athletes and impacted their playing experience. While the existing student-athletes were immediately and directly adversely affected, the closing also impacted future recruiting as most recruits could opt to play elsewhere at programs that had stadiums available to play games.

In addition to the impact on student-athletes, the unexpected closing of the Aloha Stadium also adversely impacted existing season ticket holders of UH Football and other fans that purchased individual tickets. The loss of a full-sized stadium for UH Football raises the risk of losing the loyalty and interest of long-term fans and developing the market for new fans in the future.

Both immediate and long-term impacts will be felt from the loss of the Aloha Stadium and put the health and competitiveness of the UH Football program at risk, as well as most other programs at UHM Athletics, particularly women's programs.

Clarence TC Ching Athletics Complex

Faced with a severe crisis, UHM Athletics reviewed all options and made the strategic decision to upgrade the Clarence TC Ching Athletics Complex ("Ching Complex") as a

temporary venue for Football. However, the Ching Complex does not have the stadium-level capacity and amenities expected by today's student-athletes and fans. Amenities and features aside, the limited seating has drastically reduced ticket revenue opportunities. In addition, the current emergency capacity (roughly 9,000 seats) of the Ching Complex does not meet the minimum attendance requirement of the NCAA and the Mountain West Conference, which require a two-year average of 15,000 attendees.

Expanding the Ching Complex to a minimum 15,000-seat capacity is required to comply with NCAA and conference requirements and to help offset the financial loss of the 50,000-seat Aloha Stadium. While the emergency improvements to the Ching Complex resulted in a venue that could accommodate UH Football home games, an expanded Ching Complex is required for several years before a new stadium becomes available to host games. While UH had been hoping for a CIP appropriation to expand Ching Field in 2022, given inflation and supply change challenges expected, the expansion is now roughly estimated to cost up to \$25 million, a number we hope to refine over the coming months.

OPPORTUNITY FOR THE FUTURE

While the sudden and unexpected loss of Aloha Stadium with only eight months notice posed the most significant risk to UHM Athletics, the "new" Aloha Stadium also offers one of the most significant positive opportunities. UH has had among the worst financial arrangements for playing our home football games in the country due to the challenging financial agreements with the Aloha Stadium Authority and its facilities that severely limited revenue generation opportunities. If the "new" Aloha Stadium project can be completed in a timely and intelligent manner, and a new financial agreement can be negotiated with the stadium operator, whether public or private, UH should be able to generate substantial new revenue through its football program that can help support a robust and competitive intercollegiate athletic program for UH and the State of Hawai'i.



Regents Policy Chapter 7, Student Affairs

Regents Policy RP 7.208, Intercollegiate Athletics

Effective Date: March 17, 2022

Prior Dates Amended: Oct. 17, 1963; July 16, 1974; Oct. 20, 1978; Dec. 12, 1986; Aug. 23, 1996; Oct. 31, 2014 (recodified); Feb. 20, 2020

Review Date: August 2025

I. Purpose:

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

II. Definitions:

None.

III. Policy:

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

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

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

A. Guiding Principles for Intercollegiate Athletics

1. Health and safety

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

2. Commitment to academics

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

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

3. Equal opportunity

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

4. Compliance with NCAA and conference requirements

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

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

5. Broad and enthusiastic campus and community support

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

6. Instilling the Public Trust

Actions, process, or protocols taken or used in the management and operation of the athletics department should maintain the integrity of the University of Hawai'i.

B. Board of Regents Oversight

1. Board approval shall be necessary to establish or abolish an entire intercollegiate athletic program on a particular campus.
2. The board shall be kept aware of the overall state of intercollegiate athletics programs through regular reports on academic, compliance, and financial issues including but not limited to:

- a. student-athlete health and welfare;
 - b. gender equity/Title IX;
 - c. academic standing and progress of student-athletes; and
 - d. overall financial condition.
3. The board shall be notified by the president or the president's designee of events or situations that might reasonably be expected to draw unusual public attention to the athletics program, a particular team, a student-athlete, or a department employee.
 4. The board shall be notified by the president or the president's designee of events or situations that might reasonably be expected to have a significant negative impact on financial performance.

C. Responsibilities of the UHM CEO and UHH Chancellor

1. Each intercollegiate athletics program shall develop a mission statement, approved by the UHM CEO and UHH Chancellor, respectively, that reflects the values of the University of Hawai'i. Annual plans and budget for athletics shall contain realistic and measurable goals that advance the mission.
2. Financial management
 - a. Transparency in financial reporting is mandatory.
 - b. The campus athletics department will prepare an annual budget. Should the athletics department end a fiscal year in a deficit, meaning that total expenses exceed total revenues, including institutional support and student fees, this shall be noted in the annual financial report of the campus along with plans to reconcile the deficit and to account for its costs. The UHM CEO or UHH Chancellor may eliminate a deficit of their respective athletics department by providing funds from other sources, as permitted by law, to offset such a deficit.
 - c. To the extent allowable under NCAA regulations, the UHM CEO or UHH Chancellor may exempt the nonresident portion of tuition for nonresident student-athletes, graduate assistants, and team managers in accordance with Regents Policy 6.208.
 - d. All funds or gifts, either monetary or in-kind, generated by the athletics department booster organizations or contributed by individuals, corporations, or other entities to support an intercollegiate athletics program shall be channeled through the University of Hawai'i Foundation or 'Ahahui Koa Ānuenuē, both of which have 501(c)(3) status, unless otherwise approved by the president. Funds or gifts shall be used in

accordance with the donor's intent, and shall be subject to all applicable policies, procedures, and regulations.

- e. An external audit of "Agreed-Upon Procedures" will be conducted at least as frequently as required by the NCAA and furnished to the board.
3. The UHM CEO or UHH Chancellor may convene an Athletic Advisory Board in accordance with NCAA bylaws to advise the UHM CEO or UHH Chancellor and athletics director on policies and matters relating to the conduct of intercollegiate athletics on campus and to perform other functions as may be stipulated by the NCAA, by a conference to which the institution belongs, or as assigned by the UHM CEO or UHH Chancellor.
 4. The UHM CEO or UHH Chancellor shall appoint a faculty athletics representative to perform such functions as may be stipulated by the NCAA, by a conference to which the institution belongs, or as assigned by the UHM CEO or UHH Chancellor.
 5. The selection procedures for a head coach are delegated to the president and the athletic director at UHM, and the chancellor and the athletic director at UHH, in expectation of the prudent and reasoned exercise of their discretion. The hiring process should be conducted in a straightforward and respectful manner. The president is responsible and accountable for the university meeting the following principles:
 - a. The process shall adhere to high standards that bring credit to the athletic program and the reputation of the university.
 - b. The selection procedure and application forms shall be set forth in writing.
 - c. The university shall not conduct negotiations in public.
 - d. There is no requirement of an advisory committee to the athletic director because the ultimate selection decision remains with the president and the athletic director at UHM, and the chancellor and athletic director at UHH; however, if the athletic director chooses to convene such a committee the names of the members shall be made public at the time the hiring of the new head coach is announced.
 - e. Any pronouncements during the hiring process that an applicant has not been hired should be limited to that fact.
 - f. In public communications during the hiring process, the university should endeavor to focus on facts, without being judgmental.

IV. Delegation of Authority:

Student-Athlete Handbook

(Revised 08/2022)

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Athletic Director's Message



Aloha, UH Student-Athletes:

Welcome to the University of Hawai'i at Mānoa! We are very proud that you have made our University and athletics program your destination of choice. *Winning with Integrity*, both on and off the court, is our mantra, and we are excited to embark on this adventure together. We wish you much success in your academic and athletic endeavors in 2022-23.

Our goals are:

- To assist you with all the various aspects of student life.
- To provide you with the resources to be successful in school and ultimately graduate from UH Mānoa.
- To make sure your time as a UH Mānoa student-athlete is one of the most remarkable experiences of your life.

As a member of the UH athletics program, which is a coveted privilege, you will be in the spotlight of our state. This is an honor and responsibility that we ask you to approach with pride.

Please utilize the UH Mānoa Student-Athlete Handbook as a resource tool that has been developed over many years of experience and former student-athlete feedback. If you have any feedback or concerns regarding this handbook or your experiences at UH Mānoa, please let us know.

Finally, our whole staff, including myself, operate with an open door policy, so if you want to see us just drop by our office (and if we are busy at the moment, we will set up a meeting with you as soon as possible).

Mahalo Nui Loa for choosing the University of Hawai'i at Mānoa! We are very proud of you!

David A. K. Matlin
Director of Athletics
University of Hawai'i at Mānoa

INTRODUCTION

As a student-athlete (SA) at the University of Hawai'i at Mānoa (UHM), you will find that you have both privileges and responsibilities that are not applicable to the regular undergraduate and graduate student. This SA handbook (HB) has been prepared for you to use as a guide to the many opportunities you will experience as a student and as an athlete at UHM. It describes the benefits provided through the UHM Athletics Department (UHMAD) and the rules and responsibilities that go along with being a SA.

Information contained in this SA HB reflects the longtime practices of the UHMAD, which are meant to ensure that every SA has the best possible experience as a SA during their time at the UHM. The National Collegiate Athletic Association (NCAA) rules and regulations that every SA must follow are listed and explained here. Some of these rules are meant to protect you while others are meant to ensure that nobody enters into any competition with an unfair advantage. The UHMAD is committed to compliance with NCAA regulations and to educating every SA, coach and staff member on the regulations. Please pay particular attention to the rules on NCAA academic requirements and maintaining your amateur status (Section 4 under *Maintaining Your Amateur Status*), and on prohibited drugs (Section 3 under *Use of Non-Therapeutic Drugs* and Section 9 under *Drug Counseling, Education, and Testing*). Failing to comply with NCAA rules and regulations can result in the loss of your eligibility to compete. Not knowing the rules is not accepted as an excuse.

This SA HB is extensive and will be important to you at some time during your career as a SA at UHM. Keep this SA HB for future reference. An up to date online version can be found on the UHMAD's website at: <http://hawaiiathletics.com> titled "Student-Athlete Handbook" under Athletic Department – Student-Athlete.

If you have any questions or concerns that are not answered in this SA HB please contact any member of the UHMAD staff. The athletics department directory can be found on the UHMAD web-site listed above.

Staff members who will most likely be able to help you are:

Jim Stein, Director of Student-Athlete Services
808-956-2637 or jrstein@hawaii.edu
Financial aid or housing questions.

Amanda Paterson, Assistant Athletic Director, Compliance and Eligibility
808-956-4501 or apaterso@hawaii.edu
Compliance concerns, amateurism, Title IX and eligibility.

Academic Advisers in Nagatani Academic Center
808-956-3388
Academic concerns, including academic eligibility.

Dr. Scott Sinnett, Faculty Athletics Representative (FAR)
808-956-6272 or ssinnett@hawaii.edu
Any questions or advice from someone outside the Athletics Department.

SECTION 1: THE UNIVERSITY AND THE ATHLETICS PROGRAM

HISTORY of the UNIVERSITY OF HAWAI‘I at MĀNOA

Our university began in 1907 as the College of Hawai‘i, when twelve faculty members and five regular students began meeting for classes in downtown Honolulu. The school moved to its present location in Mānoa Valley in 1920, and with the addition of the College of Arts and Sciences, it became known as the University of Hawai‘i. In 1972 the name was changed to the University of Hawai‘i at Mānoa in order to distinguish the school from the other campuses, now numbering ten, in the growing university system. The UHM remains the largest campus of the system, counting more than 20,000 students, about two-thirds undergraduates and one-third graduates. Located in the center of the Pacific Ocean, UHM takes pride in the diversity of its environment, both geographically and culturally; in the diversity of its students; in the great diversity of the educational programs that it offers; and in the many contributions that have been made by the researchers on the UHM campus.

ATHLETICS PROGRAM

Athletics has been associated with UHM almost from the time that the university was founded. The football team played and won its first game against McKinley High School in 1909. Known as the “Fighting Deans,” they played their first intercollegiate game in 1920 and their first game on the mainland in 1923. The “Rainbows” nickname was acquired in 1923 when a rainbow appeared over the field just before UHM upset Oregon State in the final game of the season. Baseball played its first game in 1913, and men’s basketball in 1923. Most sports were temporarily put on hold during World War II. When UHM teams began traveling to the mainland by plane, UHM became a genuine intercollegiate program. Some of the greatest expansion of UHM athletics occurred during the 1970s. The women’s athletics program began in 1972 with the creation of the volleyball and track and field teams. In 1974 UHM added women’s basketball and tennis and moved from the AIAW to join the men in the NCAA. A total of eight women’s sports were offered by 1976. In 1979, the men’s teams joined the Western Athletics Conference, and the women’s teams followed in 1996 leaving the Big West conference. As the athletics department expanded, the facilities were constructed to match the large ambitions for the athletics program. The Duke Kahanamoku Aquatic Complex opened in 1978; the Les Murakami Baseball Stadium opened in 1984; the Stan Sheriff Center was completed in 1994; and the Softball Stadium was completed in 1998.

ATHLETICS DEPARTMENT STRUCTURE

The UHMAD is headed by the athletics director, David Matlin. The athletic director provides executive leadership and vision to guide and grow the athletics program in sync with the mission and values of the University. The Executive Team is comprised of Associate Athletic Director Lois Manin (Student-Athlete

Services/SWA), Associate Athletic Director Vince Baldemor (External Affairs), Assistant Athletic Director Teri Chang (Facilities & Event Management), Assistant Athletic Director Tiffany Kuraoka (Business Office), Assistant Athletic Director Jim Stein (Student-Athlete and Administrative Services), Assistant Athletic Director Lyn Nakagawa (Athletic Training), and Assistant Athletic Director Amanda Paterson (Compliance and Eligibility).

VISION, MISSION and ROLE of UHM ATHLETICS DEPARTMENT

Our vision is to bring pride to Hawai‘i through championship-caliber competition.

Our mission is to prepare our student-athletes to become successful in life.

Our core values are integrity, commitment, respect, ‘ohana, and passion.

The role of the UHM Department of Intercollegiate Athletics is to serve the student-athlete through an academic degree program and through intercollegiate sports to develop their capabilities to the fullest. Furthermore, our role is to promote sportsmanship, equal opportunity, and diversity among participants in our athletics programs. In addition, the Department strives to contribute toward the economic development of Hawai‘i through our intercollegiate sports programs that bring excitement to our fans as well as competitors’ fans, and to the supporters and stakeholders of the State of Hawai‘i. Also, the sports programs stimulate TV, radio, media advertising, and other industries to promote events throughout our islands, on the U.S. mainland, and abroad, displaying our Aloha Spirit and our paradise.

The UHMAD is an integral part of the total educational process of the University and is committed to each SA's growth and development in all areas of college life.

Our recently implemented strategic plan, The Time is NOW, strives to position UH Athletics as a NCAA Top 50 program. A basic goal of the UHMAD is to provide a comprehensive and competitive program of intercollegiate athletics for the students and the community at large. Committed to a strong, broad-based athletics program for men and women, the UHMAD provides the support necessary to enable each SA to achieve his or her fullest potential in alignment with the academic objectives of the University.

The UHMAD wishes to contribute to your continued growth and development by providing opportunities which advance the physical, mental, social and emotional objectives of education. It is hoped that your relationship with the UHMAD program will contribute to the philosophies of life and personal relationships you develop. It is our desire that the intercollegiate athletics programs help you become a leader not only while at the University but in life.

In adhering to an equal opportunity concept, the UHMAD strives to provide the resources required for a full collegiate experience for all its SAs.

It is the UHMAD objective to adhere, both in principle and in fact, to the rules and regulations of the University, the NCAA and the affiliated conferences.

GENDER EQUITY IN INTERCOLLEGIATE ATHLETICS

The UHMAD's Gender Equity policy was adopted in 1994 and is posted in prominent locations throughout the Athletics Complex:

“Gender equity in athletics extends the doctrine of fairness to all areas of athletic activity at the university level. It is activated by a sense of moral obligation that exceeds any specific duty to comply with legal requirements, although it also recognizes the necessity of observing the tenets of Title IX. Its desired effect is to offer women and men equal opportunities to participate in sports for which there is demonstrated interest among athletes in Hawai‘i and to provide equitable levels of support for coaching, travel, scholarships, operating expenses, and facilities used. Beyond these specific goals, gender equity also fosters an attitude and establishes an environment in which men's and women's sports are encouraged in comparable ways.

“Those who support gender equity are willing to cooperate in frequent self-evaluations and to implement change so that all SAs can have the same opportunity to realize the highest level of their abilities.”

A copy of our current plan for implementing this policy is available from the office of the Associate Athletics Director/Senior Woman Administrator or from the UHMAD's website.

DIVERSITY AND INCLUSION IN INTERCOLLEGIATE ATHLETICS

The University of Hawai‘i athletics department is committed to sustaining and maintaining an environment that values cultural diversity among its SAs and intercollegiate athletic department staff by ensuring the utmost regard is afforded to the intrinsic worth and dignity of all. The UHMAD reaffirms its longstanding commitment to diversity, inclusion, and equity, in conformity with state and federal law, with NCAA and University policy, and with the traditions of our community, and it will continue to actively seek to enhance both opportunities for minorities and understanding between SAs of every background. Our goal is to create a culture in which each person is seen as unique and every individual feels like he or she is a viable and valued part of the University athletics department and intercollegiate athletics.

Our University is very diverse in its people and culture. Because of our remote location, we have unique challenges, opportunities, and futures. Our unique location has created a Hawaiian place of learning open to world culture, informed by principles of sustainability and respect for indigenous knowledge and practices. It is through our vibrant cultural life that our human spirit is enriched and further perpetuates a sense of aloha.

The UHMAD strives to maintain its intercollegiate athletics at the highest standards of integrity and conduct in building a sense of pride. The UHMAD fosters a positive, respectful, safe, and productive environment, free from harassment and discrimination by creating and supporting an inclusive culture that fosters equitable participation for SAs and career opportunities for coaches, staff, and administrators from diverse backgrounds. Our inclusion mission provides support for student-athletes with disabilities, racial

and ethnic minorities, international student-athletes, lesbian, gay, bisexual, and transgender communities, and women in intercollegiate athletics.

UHMAD actively recruits and retains staff and student-athletes from diverse backgrounds. We offer diversity training to SAs, staff, coaches and department administrators to contribute to cultural awareness and commitment to promoting understanding. The UHMAD works closely with the appropriate resources available on campus to create additional avenues for SAs. We accept the responsibility and obligation to do more than other institutions. We remain deeply committed to the needs of the people of Hawai'i. We will play a leadership role. We will build on our strengths and comparative advantages, such as our cultural diversity, our sense of community, and our reputation in many areas for excellence. We will create a transformational experience for all and together, we will become a model for the world to emulate and for the people of Hawai'i to revere.

TEAMS AND AFFILIATIONS

UHM offers a diverse and broadly based Division I athletics program with approximately 450 students on 21 varsity teams:

- For men: Baseball, Basketball, Football, Golf, Swimming and Diving, Tennis, and Volleyball.
- For women: Basketball, Beach Volleyball, Cross-Country, Golf, Soccer, Softball, Swimming and Diving, Tennis, Indoor Track and Field, Outdoor Track and Field, Sailing, Indoor Volleyball, and Water Polo.
- Co-ed: Sailing, Cheer

Our principal affiliation (for 13 sports) is with the Big West Conference (<http://www.bigwest.org/>). The Big West presently consists of ten schools:

California Polytechnic State University - San Luis Obispo
California State University - Bakersfield
California State University - Fullerton
California State University - Long Beach
California State University - Northridge
University of California - Davis
University of California - Irvine
University of California - Riverside
University of California - Santa Barbara
University of California - San Diego
University of Hawai'i at Mānoa

The Rainbow Warrior Football Team is affiliated with the Mountain West Conference, which provides championship competition in Division I with ten institutions (<http://www.themwc.com/>).

The Men's & Women's Swimming and Diving and Indoor Track and Field teams are affiliated with the Mountain Pacific Sports Federation (<http://www.mpsports.org>), which provides championship competition in Division I intercollegiate sports for over 30 institutions from five different conferences in the western United States.

The Co-ed and Women's Sailing teams are affiliated with the Pacific Coast Collegiate Sailing Conference, which consists of 19 schools, all of which besides ours are in California.

In addition to providing support to our varsity teams, the Cheerleading Squad participates in the annual UCA National College Cheerleading Championship.

PROVIDING FEEDBACK: PROGRAM EVALUATION AND EXIT INTERVIEW

The UHMAD welcomes your feedback and your suggestions for improving the program. You are welcome to speak to your coach, to any administrator, or to the Faculty Athletics Representative (FAR) about any concerns or suggestion you may have on improving the program and the SA experience.

There are two formal mechanisms for providing your feedback. At the end of your season each year, you will be asked to fill out a confidential Program Evaluation online. When you leave the program, whether you have completed your eligibility or not, you'll be asked to fill out an Exit Interview form in addition to the program evaluation. Each evaluation asks a broad range of questions about the program and about your experiences as a SA. Please answer as completely and honestly as possible. Your answers will all be carefully reviewed by the department administration and shared in confidence with your coach and other staff, in a sincere effort to strengthen and improve the program for all participants.

THE STUDENT-ATHLETE ADVISORY COMMITTEE

The Student-Athlete Advisory Committee (SAAC) is comprised of two SA representatives from each team. All members are selected each April for a term that runs through the following academic year. The purposes of SAAC at UHM are:

- 1.) To promote increased communication between SAs, coaches and the administration.
- 2.) To encourage SAs to become more involved in the University and the community through service projects.
- 3.) To promote communication, interaction and support between teams in an effort to cultivate a sense of community and pride among UHM SA.
- 4.) To provide an opportunity for SA to develop leadership skills.
- 5.) To promote SA welfare by offering suggestions for and feedback on SA Development programming and on other programs and policies affecting SA.

If you are interested in becoming involved in SAAC, talk with your coach and the current SAAC representative from your team for additional information. You may also learn more about SAAC from the Director of Student Athlete Development at 956-4325.

UNIVERSITY OF HAWAI‘I TRADITIONS

Alma Mater

In green Mānoa Valley our Alma Mater stands
Where mountain winds and showers refresh her fertile lands;
The flag of freedom beckons above her shining walls,
To larger truth and service our Alma Mater calls.

Hawai‘i we have gathered within thy wide flung doors.
As sons and daughters claiming thy freely offered stores;
Our loyal praise we tender, and pledge to hold thy aim,
Till ocean’s far horizon shall bear thy honored name.

Fight Song: Coed

Here’s to our dear Hawai‘i,
Here’s to our Green and White,
Here’s to our Alma Mater,
Here’s to our team with fight.
Rah! Rah! Rah!
Here’s to old warriors calling,
Here’s to old battles won,
Here’s to Hawai‘i’s victory,
Here’s to each valiant one!

Nicknames

Men’s Sports: Rainbow Warriors

Women’s Sports: Rainbow Wahine

Logo



The Rainbow

Before 1923, UH teams were nicknamed the “Deans.” Then in the final game of the 1923 season, UH head coach Otto Klum’s squad upset Oregon State 7-0, at Mo‘ili‘ili Field and a rainbow appeared in the sky. Reporters started calling UH teams the Rainbows, and the tradition began that Hawai‘i would not lose a game if a rainbow appeared. Rainbows, however, had magical powers long before football came to the islands. Hawaiian chiefs considered them sacred and used them as signs of a chief’s presence. A rainbow hovering over a newborn child indicated that he was of a god-like rank. The rainbow was part of the official logo at the UH Athletics Department from 1982-2000.

The “H” Logo

The UH Athletics Department unveiled a new logo in 2000. The theme of the new logo and identity is Pupukahi I Holomua, translated into English as, “unite and move forward as one.” Although the “H” outwardly represents Hawai‘i, it also carries the significance of the Hawaiian expression and meaning of “ha.” In Hawaiian culture “ha” means the breath-the spirit of life passed on to us from one person to another, generation to generation, with its lessons and success. Although the patterns on the logo are inspired by the renaissance of the use of the Hawaiian kapa designs, they are decorative. They represent the characteristics of the different people who have come together to obtain knowledge, success and efficient skills. The triangles are universally symbolic. The three points represent the balance of the individual: the body, mind and spirit. Ancient Hawaiians believed that each entity with these values could not stand strong without the other two. This is the significance to the specific three triangles within the “H.”

Mascot

The UH Athletics Department has no official mascot at this time.

Colors

Green, White, Black, and Silver. The use of the color green represents not only the richness of Mānoa, but also spiritual prosperity and success. The UH Mānoa Campus itself is located in the heart of the rich and fertile Mānoa valley. For many cultures in Hawai‘i, black is a color that is well respected. For Hawaiians it takes them back to the kumulipo, the chant of creation... referring to the symbolism “from out of the darkness...” The Kaona (meaning) of which states that there is a new birth, or one cleanses to start anew. Silver comes from the shimmering reflection of rainfall that creates a blanket of mist over Mānoa valley and a symbol of hope and victory, ultimately forming a bow or arc of prismatic color, the rainbow that is frequently seen over Mānoa valley.

Cheers

Let’s go Bows! Let’s go Rainbows! Here we go Rainbows, here we go! Rain-Bows!

Rituals

Ha‘a: The ha‘a is an imitation of ancient Pacific Island war chants and is meant to unify the team as though it were going into battle.

Ti leaf: symbol of good omen, and emblem of divine power.

Hawaiian Culture

Ambassador of the Aloha Spirit

We are privileged to be a part of Hawaiian Culture and we respect our Hawaiian roots and values. We are honored to represent the state of Hawaii and to be ambassadors of Aloha. We are responsible for sharing the Aloha Spirit with all the people we come into contact with here and on the mainland.

UHM is a Native Hawaiian place of learning and Indigenous-serving institution.

Slogan

Pupukahi i Holomua (To Unite and Move Forward as One)

As each day begins anew, let us reflect on the changing tide that brings with it a new beginning... a new way...without forgetting the very foundation that binds us together. Au'a'ia is a reminder of the importance to hold fast to those principles that will lead us to a hallowed tradition.

SECTION 2: RIGHTS OF A STUDENT-ATHLETE

UHM POLICY ON EQUAL OPPORTUNITY AND NON-DISCRIMINATION

SAs, like all other UHM students, are protected from discrimination under federal civil rights laws and University policies.

The UHM is an equal opportunity/affirmative action institution and is committed to a policy of nondiscrimination on the basis of race, sex, age, religion, color, national origin, ancestry, disability, marital status, arrest and court record, sexual orientation, pregnancy, gender identity, and veteran status. This policy covers admission and access to, and participation, treatment and employment in the University's programs, activities, and services. Sexual harassment is expressly prohibited under this policy.

The UHM strives to promote full realization of equal opportunity through a positive, continuing affirmative action program in compliance with Federal Executive Order 11246. For information regarding equal opportunity policies or complaint procedures for the UHM campus contact:

- Dr. Lori Ideta Associate Vice Provost for Student Success and Dean of Students, Queen Lili'uokalani Center for Student Services (QLC) 409, (808)956-3290
- Jill Nunokawa, J.D., Civil Rights Specialist, QLC 210, (808)956-4431
- Dr. Dee Uwono, Director and Title IX Coordinator, (808)956-2299

UHM recognizes its obligation to provide overall program accessibility for students with disabilities. Contact the KOKUA Program to obtain information as to the existence and location of services, activities, and facilities that are accessible to and usable by persons with disabilities:

- Vanessa Ito, Director KOKUA Program, QLC 013, 956-7511.

COMPLAINTS AND GRIEVANCES

If you feel that you have been treated unfairly by anyone in the university system, the university provides a number of different ways for you to appeal for relief. You should choose the proper venue based on the nature of your complaint, and whenever possible, you should make use of the procedures that are available to all students before you turn to those that are specific to S-As. If you need some advice on how to proceed, you can consult an academic advisor, the FAR (Dr. Scott Sinnett, 956-6272), or the office of the Dean of Students (Queen Lili'uokalani Center for Student Services, room 409; 956-3290).

1. Options available to all students

Academic issues. If you feel that a professor has been unreasonable or unfair, for instance in assigning a grade, you should follow the steps outlined in the university's Academic Grievance Procedure. Copies are available from the Dean of Students (QLC 409) and on-line at:

http://studentaffairs.manoa.hawaii.edu/policies/academic_grievance/

The Student-Athlete Academic Services staff can help you through the procedure.

Infringement of your rights as a student. If you believe that another student has infringed upon your rights as a student, you can file a complaint with the Dean of Students under the provisions of the Student Conduct Code. Copies of the code are available from the Dean of Students (QLC 409) and on-line at:

http://studentaffairs.manoa.hawaii.edu/policies/conduct_code/.

You can see the Dean of Students' staff for advice and help.

Discrimination. If you feel that you have been the victim of discrimination of any sort, whether it is based on race, ancestry, sex, sexual orientation, age, religion, or veteran status, you should talk to the Jill Nunokawa, the Civil Rights Counselor (QLC 210, 956-4431) or to someone in the Dean of Students office (QLC 409, 956-3290). They will explain your rights and may be able to help you resolve the problem informally; or they can help you file a formal complaint.

Gender Equity. If you feel that you have been the victim of discrimination on the basis of gender in any educational program or activity, including athletics, you may consult with our campus Title IX coordinators: Equal Employment Opportunity/Affirmative Action Office (Admin Services Bldg 1-102; 956-7077), the Gender Equity Counselor (QLC 210, 956-9977), and the office of the Vice Provost for Student Success for Students (QLC 409, 956-9977), Dee Uwono (Title IX Coordinator).

Sexual harassment. If you feel you're the victim of any kind of sexual harassment – including unwelcome remarks, unwanted pressure for a date, or unwanted touching, no matter who it is coming from – you can speak to someone in the Dean of Students office (QLC 409, 956-3290). They may be able to help you resolve the problem informally, or they can help you file a formal complaint.

2. Student-Athlete Issues

Special procedures exist for some specific issues that affect SAs. These are listed first. The informal and formal procedures for dealing with other SAs issues are described below.

If you are disciplined for misconduct: The procedures for appealing a disciplinary action are described on page 24. You may appeal a coach's action to the Athletics Director, and in the case of major misconduct, you may appeal the decision of the Athletics Director to the Office of the Dean of Students, following the steps described above.

If you feel you are being mistreated: by your coach or have been unfairly suspended or dismissed from the team by your coach for breaking team rules please refer to the student rights and responsibilities grievance procedure.

If you lose your scholarship: If your athletic scholarship is not renewed for any reason you are automatically entitled to an appeal to a financial aid committee outside the Athletics Department. See section 8 under "renewal and non-renewal of athletic financial aid". The Department is required to notify

you in writing of the non-renewal, and when they do, they are also required to describe how to initiate your appeal. You can contact the FAR for more advice.

If you test positive for drugs: The procedure to follow if you believe that the testing process was faulty or if you have a valid medical justification for using a prohibited substance are explained in section 9 under “NCAA drug testing program”. There is also an appeals process for a positive NCAA drug test which will be explained to you should such a circumstance occur.

If you want to transfer: If your request for a waiver so that you can discuss your options with coaches at other schools or if you are not granted a “one-time exception” so that you can don’t have to sit out a year after transferring, you are entitled to appeal to a committee outside the UHMAD. Contact the FAR to initiate the appeals procedure. See Uniform Transfer Policy on page 40 for more information.

If you know of a possible violation of an NCAA rule: In situations involving possible violations of NCAA rules, you do not have to file a formal complaint. Simply describe your concern to a member of the Athletics Department administration, to the FAR, or to the Assistant Athletic Director for Compliance and Eligibility. He or she will take responsibility for determining if the violation is real, and your confidentiality will be protected. If you are aware of a possible violation, you should report it, whether it affects you personally or not.

For other types of issues, you should first make every effort to solve the problem informally, but if you cannot, there is also a formal procedure for handling grievances and complaints.

Informal Procedure. Many problems can be resolved informally, through frank but friendly discussion. If you have an issue with your coach, for instance, you can try to bring it up with him or her and see if you can come to some agreement. Similarly, if your issue is with the Athletics Department, you can go see the Director of Student Athlete Development, the Director of Student Affairs or the administrator in charge of your sport (either the Athletics Director or one of the Associate Athletics Directors). If you approach the matter constructively, in the spirit of trying to find a common ground, a sharing of views can often lead to a satisfactory resolution. There might be information that you do not have that may change the picture slightly, or the person that you are speaking to might be unaware that there is a problem. In those cases, better communication is already half of the solution. You will also find that most people, given half a chance, take pleasure in solving problems when they can.

Sometimes talking to the person most responsible does not work, and sometimes you may simply feel more comfortable bringing up your problem with someone else. In those cases, you have several choices. If the problem is with your coach or if there has been some problem that you could not resolve with your coach, you can speak directly to your team’s administrator. If speaking to an Associate Athletics Director hasn’t worked, you can see and speak with the Athletics Director. You can also speak with the FAR at any time. The FAR is outside of the UHMAD and is always available to give you confidential advice on how to proceed.

Most issues can be resolved through informal dialogue, but when they can’t, or if your problem is already so serious that you don’t believe that discussion will be helpful, then you may file a formal grievance.

Formal Procedure. A SA with a complaint or grievance must first utilize the existing procedures applicable to all University of Hawai'i at Mānoa students. These include the procedures described in the Student Conduct Code, University of Hawai'i at Mānoa Academic Grievance Procedure, Executive Policy E1 .203 Policy on Sexual Harassment and Related Conduct (November 2005), and Administrative Procedure A9.920 Discrimination Complaint Procedures for Students, Employees, and Applicants for Admission or Employment (August 2002).

1. If the complaint or grievance is not covered by the existing procedures applicable to all University of Hawai'i at Mānoa students and is specific to participation in intercollegiate athletics, the SA must make a reasonable effort to resolve the matter within the Athletics Department by first meeting with the Department member with whom the SA has a complaint or grievance and/or with the administrator that supervises the SA's sport.
2. If the complaint or grievance is not resolved to the SA's satisfaction by these meetings, the SA may write a letter and/or email to the Athletic Director, outlining in specific detail the SA's complaint or grievance. The Athletics Director will attempt to resolve the complaint or grievance by utilizing fair and equitable procedures which may include delegating the handling of the complaint or grievance to a department member other than the person against whom the SA is complaining or grieving against, or to a committee. The Athletics Director will present the SA with a written finding within 20 working days.
3. If the complaint or grievance is not resolved to the SA's satisfaction by the Athletics Director's written finding, the SA may pursue the complaint or grievance with the Vice Provost of Student Success, by submitting a detailed letter that:
 - a. Presents the relative facts
 - b. Describes exactly how the SA was treated unfairly
 - c. Describes the efforts that the SA made to resolve the issue within the Athletics Department
 - d. Contains a list of people that can provide information relevant to the complaint or grievance, with contact information
 - e. Specifies the remedy that the SA seeks.
4. The Vice Provost of Student Success will immediately send a copy of the written grievance to the Athletics Director, who will act as a respondent. The Athletics Director will submit a written response to the Vice Provost of Student Success Office within 10 working days of receipt of the written grievance. The Vice Provost of Student Success Office will provide copies of both the grievance and the response to the Faculty Athletics Representative.
5. The Vice Provost of Student Success will appoint a member of his or her staff to serve as convener of a Grievance Committee. The Vice Provost of Student Success in consultation with the Faculty Athletic Representative will appoint two additional members to the committee. These will consist of one faculty member and one student.
6. Hearing Procedure
 - a. After reviewing the SA's detailed letter and the Athletic Director's response, the Grievance Committee will decide whether to conduct a hearing. If the Grievance Committee feels there is no basis

for conducting a hearing, it will notify the SA and the Athletics Director within 10 working days of receiving the Athletic Director's response. The SA may appeal this decision to the President or their designee, who will either confirm the committee's decision or instruct the committee to proceed with a hearing. The decision of President or their designee shall be final.

b. The Grievance Committee will establish its own procedures for conducting a hearing, consistent with the principles of promptness, fairness and confidentiality. It may ask for oral and/or written testimony. All written submissions will be made available to both parties, and both parties will be able to be present at any hearing. Each party will be allowed to present evidence, in the form of oral or written testimony and documentation, and may submit oral or written rebuttal to any testimony or documentation. All submissions will be made available to the Faculty Athletics Representative. The SA may be assisted and/or represented by another of his or her choosing who is a member of the University of Hawai'i at Mānoa Community. The assisting person may not be a parent, relative or attorney.

c. The Grievance Committee shall be the judge of the relevancy and materiality of the evidence presented.

d. Within 10 days after the conclusion of the hearing, the Grievance Committee shall render a decision, by a majority vote of its members. This decision shall be reported to the SA and to the Athletics Director in writing and if it finds in favor of the SA, it will determine the remedy that complies with all University of Hawai'i at Mānoa, University of Hawai'i system, National Collegiate Athletic Association (NCAA), and affiliated conference rules and regulations. A copy of the decision will be forwarded to the, who will provide a copy to the Faculty Athletics Representative.

7. The SA or the Athletics Director may appeal the Grievance Committee's finding and/or remedy to the Chancellor or his or her designee. Appeals will be limited to procedural grounds or to the discovery of significant evidence that was not available at the time of the original hearing, in which case the Chancellor may specify a different remedy. The decision of the Chancellor or his or her designee shall be final.

WHISTLEBLOWER

University of Hawai'i students, faculty and staff have an important resource to confidentially report violations of laws, rules, regulations and UH policies.

The whistleblower hotline launched in 2016 further advances the university's commitment to encourage and enable any member of UH or the general public to make good faith reports of misconduct.

[University of Hawai'i Whistleblower website updated link](https://myuh.hawaii.edu/task/all/whistleblower-system)
<https://myuh.hawaii.edu/task/all/whistleblower-system>

UH Whistleblower Hotline: 1-855-874-2849

[For more information go to UH News](#)

SECTION 3: CODE OF CONDUCT

As a SA, you are a representative of your team, of the UHMAD and of the UHM. Your position is enviable in that you receive a great deal of attention from the public and from the media. That also means that you have a responsibility to make your representation positive. Familiarize yourself with the Code of Conduct and conduct yourself in a manner that will make the entire community proud.

The UHMAD requires coaches, trainers, and staff to conduct themselves in a way that creates a positive image of the people, values and traditions associated with the University, the Conference and the NCAA. As a SA, you are expected to uphold the same standards of conduct, including academic honesty, that have been adopted by the department and the University.

You are expected to follow the code of conduct that applies to all UHM students and to the rules that are derived specifically for SAs. The code of conduct and rules a SA must follow are listed below. Your coach may also give you rules and guidelines that pertain to you and your specific team. Procedures for dealing with violations of the rules are described at the end of this section.

THE STUDENT CONDUCT CODE

The UHM Student Conduct Code defines the conduct that is expected of all members of the UHM community and it specifies the acts that are subject to University sanctions. Violations of the Student Conduct Code may be reported to the Dean of Students, who may refer the violations to the UHM Student Conduct Committee. After conducting a hearing, the Student Conduct Committee can recommend sanctions which can include suspension or expulsion from the university.

Copies of the Student Conduct Code are available in the Office of Student Affairs, Queen Lili`uokalani Center for Student Services, Room 409 or online at:

http://studentaffairs.manoa.hawaii.edu/policies/conduct_code/

STUDENT-ATHLETE RULES

1. Always present a positive image in competition as well as in your daily life. Do not do anything that would embarrass yourself, your team, your family, or the University.
2. Understand the importance of being punctual; be on time for every commitment.
3. Be prepared to give 100% both mentally and physically in the classroom as well as on the playing field.
4. Do not consume alcoholic beverages on team trips, at athletic events, at departmentally sponsored events, or while hosting a PSA. It is illegal to buy, possess or consume alcohol under the age of 21 in the state of Hawai'i.

5. NCAA rules prohibit the use of any type of tobacco products while participating in practice or competition or while representing the University in any capacity. The UHMAD discourages the use of tobacco products at any time for concerns of your health.
6. The use of banned and illegal substances is strictly PROHIBITED. Do not use non-therapeutic drugs at any time.
7. Do not engage in casino gambling while on road trips.

By joining UHM's intercollegiate athletics program, you have become a representative of your team and of your University. It is essential that you act responsibly and not do anything to jeopardize your opportunity to obtain maximum results from your university experience. Your personal conduct is a direct reflection on your good moral character and ethical judgment. You are expected to behave both on and off campus in a manner which brings credit to the University and your team. Be aware of the image you are creating.

Once registered at the UHM, you are expected to conform to all Federal, State and local laws, as well as University regulations. As a SA, you are not exempt from penalty if you violate these laws. Moreover, students penalized for violating public laws are not exempt from further sanctions by University authorities if their actions also violate University rules.

As long as you are a SA you are representing the University and must abide by this Code of Conduct at all times on or off campus. This includes vacation and holiday periods such as spring, winter and summer breaks as well as during the entire academic year.

STUDENT RESPONSIBILITIES

Being a member of a University of Hawai'i Athletics team is a PRIVILEGE that you have earned through the hard work you have put in academically and athletically. Violations of any University Policies, Athletics Department Policies, or team rules may result in suspension/dismissal from your team as determined by your coach. The following "10 commandments" are a few guidelines to remind you of your responsibilities as a SA, as well as help you succeed at the University of Hawai'i at Mānoa. (11/2011)

10 Guiding Principles of a University of Hawai'i at Mānoa Student Athlete

1. Be a Diligent Student.

You are a STUDENT first and an ATHLETE second. You are here, first and foremost to earn a bachelor's degree and must be in good academic standing to participate in athletics. You should work just as hard in the classroom as you do on the playing field.

2. Have a Positive Attitude.

Be positive and support all of your teammates, coaches, faculty, and staff members everyday. Attitude is everything.

3. Cooperate with Those Around You.

Be cooperative with the coaching staff before, during and after all athletically related events, such as practices, competitions and special events. Follow instructions and assignments (room assignments,

curfews, practice instructions, competition instructions, etc). When you are working on group projects in classes make a strong contribution to the workload.

4. R-E-S-P-E-C-T.

Respect your coaches, professors, teammates, opponents, fans, classmates and yourself.

5. Attendance is Mandatory.

Being there is half the battle! Be prepared and attend all classes. You are expected to attend all team activities including practices, games and meetings.

6. Learn to Communicate Effectively.

Communicate in a positive manner using proper language. When talking to coaches and professors address them with the proper salutation. When communicating by email use standard and correct English grammar. Do not use text abbreviations and other symbols.

7. Small Injuries Lead to Bigger Injuries.

Report all injuries to the sports medicine staff and coaches immediately. You do not want to risk further injury by playing injured; therefore it is important to talk with your team athletic trainer to get a diagnosis.

8. Compete Hard But Play Fair.

Adhere to coaches' instructions during all competition. Abide by the rules of the games and follow the sportsmanship policy, "Play with Aloha." Remember to adhere to the five fundamental values: ho'ohanohano, pono, ha'aha'a, koa and kuleana.

9. When Traveling, Remember You Are Representing University of Hawai'i.

Conduct while traveling is a reflection of the Department and University. You are responsible for following all UHM student policies and all UHM Athletics Department policies no matter what your individual opinion of the rules. For example, SAs are not allowed to drink alcohol on road trips, regardless of legal age.

10. Be a role model.

UHM SAs serve as role models for many people in the community and, most importantly, youth. As a role model your conduct must conform to the UH code of conduct, policies and your team rules.

GAMBLING AND BRIBERY

Gambling is illegal in the state of Hawai'i. NCAA rules strictly prohibit members of the athletics department or SAs from engaging in gambling or sport wagering activities...

On some campuses in the past, SAs have been involved with organized gambling operations. It is hoped that you are never approached as a SA to participate in a gambling operation or be bribed in any capacity. The results of this involvement are severe and tragic to both the individual and the entire University Athletics Program. Involvement in gambling or bribery is PROHIBITED and will result in severe penalties.

Be aware that the gambling industry is constantly seeking sources of information. It is possible that you may be approached and questioned about the condition and attitude of other SAs on your team. You may also be asked to alter a game in some manner and be offered favor or gifts for doing so. If either situation occurs, you must report the incident to your coach immediately. The University and the UHMAD are committed to combating all forms of gambling and bribery. Gambling is a major source of revenue for organized crime. Operators need inside information to set the betting line or odds. Attempts to procure this information through bribery of a sports participant is a felony. Keep in mind that your participation in gambling interests, even in the most minor fashion, may jeopardize your athletic career.

NCAA sports wagering activities prohibition

A student-athlete who engages in activities designed to influence the outcome of an intercollegiate contest or in an effort to affect win-loss margins (“point shaving”) or who participates in any sports wagering activity involving the student-athlete’s institution shall permanently lose all remaining regular-season and postseason eligibility in all sports. A student-athlete who participates in any sports wagering activity through the Internet, a bookmaker or a parlay card shall be ineligible for all regular-season and postseason competition for a minimum period of one year from the date of the institution’s determination that a violation occurred and shall be charged with the loss of a minimum of one season of eligibility. If the student-athlete is determined to have been involved in a later violation of any portion of Bylaw 10.3, the student-athlete shall permanently lose all remaining regular- season and postseason eligibility in all sports. (NCAA Bylaw 10.3.2)

1. Report to your coach any attempt to secure information concerning situations which might alter the normal performance of your team.
2. Do not accept any "free rides" from strangers, such as meals, presents, etc. You are required by both the Department and NCAA to report any individual who offers gifts, money, or favors in exchange for supplying information or for attempting to alter the outcome of any contest.
3. Be aware of the legal restrictions on gambling at an institutional and state level. Understand that the consequences at the University level may be expulsion and that the University will also assist with the enforcement of Federal, State and local anti-bribery laws.
4. Do not accept any money or gifts from a fan for a game well-played.
5. Do not discuss the condition or attitude of your team with anyone other than your teammates or coaches.

Use of Non-Therapeutic Drugs

Non-therapeutic drugs can be harmful to both your academic and athletic performance. As drugs often produce behavioral changes, their use can cause problems not only for you but for your teammates as well. For more information, including a list of banned drugs, see the discussion of the Drug Counseling, Education, and Testing Program in section 8.

ALCOHOL ABUSE

As an SA, you may receive special attention from other students. An added responsibility associated with this "high visibility" is that you are often perceived as a role model. As such, you are expected to constantly present a wholesome public image.

Hawai'i state law sets a minimum age for the purchase and consumption of alcoholic beverages at 21 years of age. This is the law, period. **Even after reaching 21 years of age, UHM SAs are prohibited from drinking alcoholic beverages when traveling with or representing their teams.** Additionally, alcoholic beverages are not to be consumed while attending athletic or athletically sponsored events. Reported violations will be investigated by the Department and appropriate actions will be taken.

Alcohol use may seem relatively harmless; however, excessive consumption of intoxicating beverages in private is also strongly discouraged, as it may have an adverse effect on your intellectual and athletic abilities. While you may feel that a few drinks can not hurt anything, it has often been found that after drinking, you are much more likely to place yourself in situations that with clear thinking could have been avoided. Also, fair or not, the SA is often the most visible individual in any group should trouble occur.

If you feel you have an alcohol abuse problem, talk to someone in the UHMAD with whom you feel comfortable or contact Student Health Services at 956-8965 for confidential assistance or information on alcohol and chemical abuse.

SMOKING, TOBACCO and VAPING

UHM has banned tobacco and tobacco products on its property. As more and more tobacco related research is conducted, the results uniformly support the fact that smoking is bad for your health and sets a bad example for young people that look up to you. Use of tobacco products in practice, competition or while representing the University in any capacity is prohibited. In addition, NCAA rules prohibit the use of tobacco products by all game personnel (e.g., coaches, trainers, managers and game officials) in all sports during practice and competition.

ANTI-BULLYING POLICY

The AD has implemented an anti-bullying policy. Harassing conduct may take many forms, including verbal acts and name-calling; graphic and written statements, which may include use of cell phones or the Internet; or other conduct that may be physically threatening, harmful, or humiliating. Harassment does not have to include the intent to harm, be directed at a specific target, or involve repeat incidents. Harassment creates a hostile environment when the conduct is sufficiently severe, pervasive, or persistent so as to interfere with or limit a student's ability to participate in or benefit from the services, activities, or opportunities offered by the University. When such harassment is based on race, color, national origin, sex, or disability, it violates the civil rights laws and should be reported to the University of Hawai'i at Mānoa Advocacy Office.

TITLE IX

Members of the UH Mānoa community, guests and visitors have the right to be free from all forms of sex/gender harassment, discrimination and misconduct. The University's Policy and Procedure on Sexual Harassment and Gender-Based Violence prohibits acts of sexual violence including sexual harassment, sexual assault, domestic violence, dating violence and stalking. All members of the campus community are expected to conduct themselves in a manner that does not infringe upon the rights of others.

The university believes in zero tolerance for sex/gender-based misconduct. Zero tolerance means that when an allegation of misconduct is brought to an appropriate administrator's attention, protective and other remedial measures will be used to reasonably ensure that such conduct ends, is not repeated and the effects on the victim and community are remedied.

The Office of Title IX has the specific responsibility for providing prompt and effective responses to all complaints of sex discrimination or harassment for faculty, staff and students.

Office of Title IX

Dr. Dee Uwono, Director and Title IX Coordinator

Hawaii Hall 112

Phone: (808) 956-2299

Email: t9uhm@hawaii.edu

Website: <https://manoa.hawaii.edu/titleix/>

Reporting

The University encourages you to talk to somebody about what happened in order to get the support you need, and so the University can respond appropriately. Contacting the Title IX Coordinator will put the University on notice of an allegation. Additionally, any information shared with other employees obligates the employee to report the information to the Title IX Coordinator. The only exception is information shared with Confidential Resources.

The University encourages victims of sexual violence to talk to somebody about what happened so victims can get the support they need, and so the University can respond appropriately. While some victims of sexual assault are ready to file a formal complaint against an alleged offender, others may want time and privacy to sort through their next steps.

The University of Hawai'i at Mānoa has many campus resources available to victims and survivors of sexual harassment, sexual assault and domestic violence. There are also local and national resources student victims and survivors may want to consider contacting. Click here for a list of resources.

Please remember that different employees on campus have different abilities to maintain a victim’s confidentiality. Before revealing any information, please make sure you understand the reporting obligations of the person you are speaking to. Click here for a list of formal reporting offices.

Please be aware that a criminal investigation is separate and distinct from UH Mānoa’s institutional response. You may choose both, one, or neither of these options, depending on your individual decision. These options are available simultaneously, and The University of Hawai‘i at Mānoa will cooperate with law enforcement agencies if a criminal investigation occurs

The Deputy Title IX Coordinator for Athletics is **Amanda Paterson**. If you have any questions or concerns please contact Amanda at **apaterso@hawaii.edu**. If you want to speak with a confidential resource, please see contacts below.

Confidential Offices

The many resources available can sometimes be overwhelming. As such, advocates can assist with navigating the many options available, helping to provide improved access to resources. While you have the final decision on how to proceed, advocates can assist in the decision making process through experienced information, allowing you to make the choices that best suit your individual circumstances. Advocacy is considered a confidential office, meaning that assistance can be received without placing the University on notice of a specific incident. This is so you can receive needed assistance while still retaining control of your decision to report an incident to the University and/or law enforcement. These offices will protect the identity of individuals who seek services, and will not divulge any individually identifiable information without consulting the individual first.

Confidential Mānoa Advocate

The Confidential Mānoa Advocate offers direct services to victims and survivors of sex- or gender-based discrimination, harassment, sexual assault, dating/domestic violence, and/or stalking. Services offered include crisis screening and assessment, case referral, safety planning and risk assessment. The Confidential Mānoa Advocate primarily serves students and employees affiliated with the University of Hawai‘i at Mānoa.

Jamie Newalu

Telephone: (808) 956-9499

Email: manoadv@hawaii.edu and/or jnewalu@hawaii.edu

Queen Lili‘uokalani Center for Student Services 210 (M-F 9:00 am to 4:00 pm)

2600 Campus Road

Honolulu, HI 96822

Website: <https://blog.hawaii.edu/genderequity/>

Sex Abuse Treatment Center (808-524-7273, a 24-hour hotline)

UH System Confidential Advocacy

The UH Confidential Advocates provide confidential advocacy services and case management to victims of sex discrimination and gender-based violence (including sexual harassment, gender-based harassment, dating and domestic violence, stalking, sexual exploitation, and sexual assault) who are involved in the University system on O‘ahu.

Leslie Cabingabang

Phone: (808) 348-0432

Email: advocate@hawaii.edu

Counseling

Counselors can provide emotional support, as you process the many options available. Counseling is considered a confidential resource, meaning that assistance can be received without placing the University on notice of a specific incident. This is so you can receive needed assistance while still retaining control of your decision to report an incident to the University and/or law enforcement.

Counseling and Student Development Center (CSDC)

The Counseling and Student Development Center (CSDC) offers support to UHM students, staff, and faculty to assist with personal, academic, and career concerns. All services are confidential and most are free of charge for Mānoa students. They also offer free consultation to faculty and staff on personal and student-related issues as well. CSDC office hours are from 8:00 a.m. to 4:30 p.m., Monday through Friday. They also offer immediate walk in appointments for urgent or emergency/crisis services during their regular daily hours.

Queen Lili‘uokalani Center for Student Services 312

2600 Campus Road

Honolulu, HI 96822

Phone: (808) 956-7927

Email: uhmcsdc@hawaii.edu

manoa.hawaii.edu/counseling

Student Parents At Mānoa (SPAM)

Student Parents At Mānoa (SPAM) seeks to increase the visibility of and resources for student parents at UH Mānoa as they pursue education while parenting. SPAM staff provide advocacy, support, and referrals for pregnant and parenting students to help them succeed in their educational goals.

Teresa Bill

2600 Campus Road

Queen Lili'uokalani Center for Student Services 211
Honolulu, HI 96822
Phone: (808) 956-8059
Email: gotkids@hawaii.edu
manoa.hawaii.edu/studentparents/

HAZING

Hazing or team initiations that are demeaning, degrading, or abusive, that violate the dignity of another person, or that inflict emotional or physical discomfort or pain are strictly prohibited. Such activities will be treated as violations of the Student Conduct Code, and they can also lead to disciplinary action within the UHMAD. Actions which are prohibited include, but are not limited to, the following:

- Any type of initiation or other activity where there is an expectation of individuals joining a particular team to participate in behavior designated to humiliate, degrade or abuse them regardless of the person's willingness to participate.
- Forcing, requiring or pressuring an individual to consume alcohol or any other substance
- Forcing, requiring or pressuring an individual to shave any part of the body, including hair on the head.
- Required eating of anything an individual would refuse to eat otherwise
- Forcing or requiring calisthenics, such as pushups, sit-ups and runs.
- Awakening or disturbing individuals during normal sleeping hours.
- Expecting or pressuring individuals to participate in an activity in which the full membership is not willing to participate.
- Physical/mental abuse of any kind.

GOOD SPORTSMANSHIP

As a SA, always display good sportsmanship at all athletic events. Do not enter a competition worried about your opponent's performance; rather enter a competition with the idea of giving your best performance. Compete hard but play fair. Treat your fellow teammate or opponent equally and with respect. Do not make excuses or discuss a teammate's shortcomings. Support team efforts by encouraging team work and mutual effort. Enter each competition expecting fairness.

PLAY WITH ALOHA. We have combined Hawaiian values with the five fundamental values in the NCAA principle of sportsmanship and ethical conduct. Those values are:

- **Ho'ohanohano** - Respect-acknowledge good efforts by opponents, officials and teammates.
- **Pono** - Fairness-observe the spirit and the letter of the law
- **Ha'aha'a** - Humility-be gracious in victory as well as in defeat
- **Koa** - Courage-the heart to do the right thing
- **Kuleana** - Responsibility-take charge of your actions and words

Education, awareness, modeling and practice are important in changing the atmosphere and behavior as we set new standards of what is acceptable and appropriate when we play with aloha. Competing, playing hard, and discipline are activities in keeping with Hawaiian ways.

The UHMAD expects sportsmanlike conduct of its SA and will not tolerate any of the following behaviors:

- Physically abusing an official, coach, SA, opponent, or spectator.
- Throwing of objects at an individual or spectators or across a field or arena.
- Seizing equipment or cameras from officials or the news media.
- Inciting players or spectators to violent action or any behavior which insults or defiles an opponent's traditions.
- Using obscene or inappropriate language or gestures to officials, opponents, team members, or spectators.
- Making public statements which are negative, controversial, or not in compliance with the Department's policy on media relations. (See media relations in section 11.)
- Violating generally recognized intercollegiate athletics standards or the values and standards associated with the University of Hawai'i as determined by your Head Coach and approved by the Athletics Director.

Support your coach and concentrate on playing well. Good sportsmanship comes easily if you are proud of your performance.

DRESS CODE

Personal appearance is a direct reflection on you. Take an interest in how you appear, especially when traveling with your team. Your Head Coach will let you know if a specific dress code is required. In general, you should always exercise good judgment concerning the appropriateness of your attire, taking into consideration the location or function you are attending. You are a highly visible representative of UHM and are responsible for using good judgment in your overall appearance.

CELL PHONES AND THE ATHLETIC TRAINING ROOM

The use of cellular phones or any other electronic devices, such as laptops, notebooks, ipads, macbooks, and cameras, are prohibited in any UH Mānoa Department of Athletics Training Rooms by student-athletes. (This is) to ensure the confidentiality and privacy of all student-athletes who enter for treatment. Please turn off all cellular phones and any other electronic device that you may have upon your arrival to the Athletic Training Room. Failure to comply may result in removal from the Athletic Training Room for a certain period of time. Further noncompliance may result in the denial of access to the Athletic Training Room. An actual breach of the confidentiality and privacy of another individual due to the use of your cellular phone or any other electronic devices will be subject to UHM SA Code of Conduct and may result in minor/major misconduct violations based on the circumstances involved and subject to suspension or dismissal from your team.

Procedures for Dealing with Code of Conduct Violations

By choosing to participate on a UHM athletics program, you voluntarily agree to comply with the SA Code of Conduct as well as with all of the policies and standards of conduct explained in this SA HB. Being a SA is a privilege, not a right. This privilege can be suspended if you do not honor the spirit of your commitment to your team and to the University.

The following paragraphs summarize the UHMAD's procedures for dealing with SA misconduct. Separate procedures for dealing with positive drug tests are described in the section on the Drug Counseling, Education, and Testing Program in section 9.

Disposition of Criminal Cases. When a criminal case has been disposed of through the criminal justice system the UHMAD will review your status as a SA. A SA that is arrested and/or charged with a criminal offense is required to immediately (within 24 hours) notify her/his head coach or position coach. Failure to notify the head coach or position coach could result in additional sanctions. The student-athlete's head coach must report the information to their sport administrator as soon as possible.

Minor Misconduct. If there are minor (i.e., non-criminal) violations of the Code of Conduct, for example, drinking, smoking, tobacco use, or other infractions, including violations of team rules, the Head Coach may suspend you from participation in intercollegiate athletics for a period of time that he or she deems appropriate. You will be given written notification of the suspension by the Head Coach. **You may appeal this action to the Athletics Director in writing and request a meeting to discuss your situation.**

Major Misconduct. Major misconduct involves violations of the laws, including (but not limited to) criminal activity, violent behavior and assault, and drug distribution or possession.

For alleged violations that involve possible criminal misdemeanors, the Head Coach will immediately refer the matter to the Athletics Director. Depending upon the seriousness of the alleged offense, he or she may immediately suspend you from participation in intercollegiate athletics. For alleged felonies, immediate suspension will be automatic, and the matter will also be referred to the Athletics Director for disposition. If you are to be suspended, written notification of the suspension will be provided by the Athletics Director within 72 hours after he or she has been notified of the offense.

While under suspension from participation in intercollegiate athletics for alleged criminal activity or major misconduct, you may not practice or compete with your team, but your financial aid will remain in place. Your name will remain on the squad list during your suspension, and you may avail yourself of the services of the weight and training rooms and of academic support services. You will not be eligible for complimentary admissions to athletic activities.

The University is in no way pre-judging the situation by suspending you from participation; rather, such action is prescribed in order to protect your team from the negative media attention which is inevitably attached to this type of situation. It is also assumed that you will have neither the time nor the mental concentration required for sports participation until the issue has been resolved.

Suspension from participation in intercollegiate athletics relates to your status as an athlete and does not impair your ability to continue as a student of UHM unless UHM takes action under the UHM Student Conduct Code (see above). Conduct that may be a violation of the UHM Student Conduct Code may be reported to the UHM Dean of Students for appropriate action.

Within 72 hours of the receipt of the notification of suspension from participation in intercollegiate athletics, you may request a meeting with the Athletics Director to discuss the suspension and to provide any pertinent facts or mitigating circumstances. All requests for a meeting must be in writing. A meeting with the Athletics Director or his or her designee will occur as soon as is reasonably possible following the written request. The Athletics Director, in his/her best judgment, may modify or lift the suspension and/or impose other sanctions relating to your status as an athlete.

If the Athletics Director decides that further investigation of the violation is appropriate, he or she may decide to resolve the matter or may promptly refer the case to a committee that he or she appoints. This committee will assist the Athletics Director in determining whether a violation of the Student-Athlete Code of Conduct occurred and what the appropriate sanction should be. The Athletics Director is responsible for conducting the investigation and for providing the committee with all the necessary information. The committee shall make recommendations to the Athletics Director, who retains responsibility for the decision.

The decision of the Athletics Director shall be in writing and be final within the UHMAD. The Athletics Director may modify the decision for good cause based on new evidence which may come to light after the final decision is rendered.

Appeal. If you disagree with the decision of the Athletics Director you may file an appeal in writing with the Office of the Vice Provost of Student Success. This filing of the appeal must be done within 14 calendar days after you have been notified of the decision of the Athletics Director. A meeting with the Vice Provost for Student Success or designee will occur as soon as is reasonably possible following the written notice of appeal. The Vice Provost of Student Success may modify the decision of the Athletics Director. The decision of the Vice Provost of Student Success is final within the University of Hawai'i.

The suspension or other sanctions imposed by the Athletics Director shall continue pending the decision of the Vice Provost of Student Success. Sanctions may include warning, probation, restitution, suspension or termination from the Athletics Program.

Misdemeanor Conviction. Upon conviction of a misdemeanor charge, a student-athlete's status will be subject to a review process. The Athletics Director and Head Coach will review the charges and all of the surrounding circumstances. The Athletics Director will consult with the Head Coach and then will take the appropriate action including sanctions varying from suspension, restricted use of athletic services or facilities to dismissal from the team.

Felony Conviction. Any SA convicted of or pleading guilty or no contest to a felony charge shall be permanently dismissed from the team. The SA shall retain her/his grant-in-aid for the balance of the academic year. The Athletics Director will notify the Financial Aid Office that the grant-in-aid shall not

be renewed for any successive academic years. The SA may appeal this decision pursuant to the appeals procedure stated above.

Section 4:

Eligibility and Compliance

As a SA, you are governed by the rules and regulations of the NCAA, of the conference with which we are affiliated, and of the University of Hawai'i at Mānoa. Some of these rules are meant to ensure that you receive the greatest benefit both from your academic and from your athletic experience; others are meant to ensure that no school has an unfair advantage over any other when they compete. UHMAD is committed to full compliance with all NCAA and conference regulations. For you, knowledge of the rules is important because any violation, even one that is not deliberate, could affect your eligibility to play.

This section presents a brief summary of the most important rules, beginning with academic eligibility but also covering some other topics that are regulated by the NCAA. We obviously can't cover all NCAA regulations here, but that means it's all the more important that you become very familiar with the rules in this section. If you have any questions about anything that might affect your eligibility, including matters that are not covered here, you should ask your coach or consult with the Director for Compliance and Eligibility, Amanda Paterson.

Eligibility to Practice

To be cleared to practice each season, you must do the following:

1. Attend the NCAA eligibility team meeting and complete all NCAA, conference and institutional eligibility forms.
2. Complete and pass the athletic physical examination.
3. Complete all health and medical forms and submit to the sports medicine staff prior to participation (practice) in the athletics program. You have an obligation to keep the information submitted updated during the academic year.

ELIGIBILITY TO COMPETE: ALL STUDENT-ATHLETES

To be eligible to compete as an undergraduate, you must be enrolled full-time (at least 12 credits) in a program of studies leading to a degree, unless you are in your final semester, in which case you must be enrolled in the minimum number of credits that will allow you to earn your degree. It is very important that you consult with your academic advisor in Student-Athlete Academic Services whenever you plan to add or drop a class, because at any moment that you fall below the minimum required credits, you become ineligible not just to practice and compete but also to receive a scholarship. To be eligible to compete as a graduate, you must be enrolled full-time (at least 8 credits). There are nuances for graduate students so it is important to speak with your academic advisor.

Almost all students are entitled to four years of eligibility for competition. These four years of eligibility must be taken within the five-year period that begins with your initial full-time enrollment at any 2- or 4-year college or university.

MEDICAL HARDSHIP AND MEDICAL NONCOUNTER

Participation in any varsity competition at any time during the season counts as one full year of eligibility. However, if you are injured during the first half of the season, compete in less than 30% of scheduled competitions, and remain unable to compete until the season ends, you may apply for a “medical hardship waiver” in order to get a year of eligibility restored. The Athletic Department must present your petition with all appropriate medical documentation to the conference office after the conclusion of your season. The decision on whether or not to grant your petition rests with the conference.

Extensions to the five-year clock can be granted to students who have had two years in which they could not compete due to circumstances beyond the student-athlete’s control. Examples of reasons that are considered beyond the student-athlete’s control include injury and financial hardship. Documentation must be thorough and explain exactly why you could not have competed during each academic year. Applications for current student-athletes must be made through the Compliance Office to the NCAA. Having to sit a year in residence due to transfer or redshirting does not constitute a season that was out of a student-athlete’s control. These reasons will not be considered for an extension appeal.

A medical noncounter is when a counter who becomes injured or ill to the point that the individual apparently never again will be able to participate in intercollegiate athletics shall not be considered a counter beginning with the academic year following the incapacitating injury or illness. If circumstances change and the student-athlete subsequently practices or competes at UHM, the student-athlete again shall become a counter, and we shall be required to count that financial aid under the limitations of the bylaw in the sport in question during each academic year in which the financial aid was received.

A student who is not on scholarship may be declared a medical noncounter so as to be able to be declared a student-assistant coach. If circumstances change and the student-athlete subsequently practices or competes at UHM, a violation of coaching limits will be filed.

To be considered for a medical noncounter, the student-athlete and Head Team Physician must meet to go over the injury. Coaches must not have a say in who becomes a medical noncounter. The student-athlete then must meet with Compliance to speak about their scholarship and how to remain in good standing so as to keep their scholarship. **YOU CAN LOSE SCHOLARSHIP IF DON’T GO TO CLASS.**

The academic requirements that apply to new students and to continuing students are described below.

INITIAL ELIGIBILITY

Students in their first year at UHM must meet the following standards in order to practice and compete.

Freshmen. If you are a freshman, you must have registered with the NCAA Eligibility Center, and you must be an academic “qualifier”: you must have graduated from high school, you must have completed a sequence of 16 core courses, and your GPA in these courses and your SAT or ACT scores must fall within the range defined by the NCAA on a sliding scale that allows a low score in one area to be balanced by a higher score in the other. There may be some exceptions for COVID reasons.

If you are a non-qualifier you are ineligible for both practice and competition in your first year. Non-qualifiers have only three remaining years of eligibility, but they can earn a fourth season if they complete 80% of the requirements for their degree before the beginning of their fifth year. The MWC (football only at UHM) mandates that everyone must be a qualifier in order to compete. A non-qualifier will be eligible to compete at a MWC institution only if they receive an AA degree and meet all other JC NQ transfer bylaws.

An academic redshirt may be available to SAs who have not met the initial eligibility standards to become a qualifier. An academic redshirt allows an SA to be eligible for practice and athletically related financial aid, SA will not be eligible for competition or competition related expenses. Those who qualified as an academic redshirt would need to successfully complete nine semester hours of academic credit in each term in order to be eligible after their initial year in residence.

Academic Redshirt. Once a PSA is flagged due to a 2.3 or lower GPA during transcript evaluation, the academic redshirt process for an NLI/scholarship request will be activated.

Two-Year College Transfers. If you transferred from a two-year college and were a high school qualifier (see above), you are eligible for competition and financial aid in your first year only if you have:

1. Completed at least one full-time term (one semester or one quarter) in residence at the two-year college.
2. Earned an average of 12 semester or 12 quarter credit hours which transfer towards your degree at UHM for each full-time semester that you attended, with a cumulative GPA of 2.5.
3. Registered with the NCAA Eligibility Center and completed the amateurism questionnaire.

If you were a high school non-qualifier, you are eligible for competition and financial aid in your first year only if you have:

1. Completed at least three full-time semesters or four full-time quarters in residence at the two-year college;
2. Earned an Associate of Arts Degree (AA) or equivalent degree and earned 25 percent of the credit hours at the two-year college that awarded your degree.
3. Earned 48 semester or 72 quarter credit hours which transfer towards your degree at UHM with a cumulative GPA of 2.5.
4. Completed the NCAA Eligibility Center amateurism questionnaire.

Four-Year College Transfers. If you transferred to UHM from another four-year college, SAs in all sports are able to utilize the one-time transfer waiver. All SAs at a four-year institution must be in the Transfer Portal prior to speaking with a representative at another four-year institution.

Continuing Eligibility

In order to remain eligible to compete, you must be enrolled full-time, you must be making satisfactory progress to your degree, and you must remain in good academic standing. More specifically:

- You must pass at least six credits each semester in order to be eligible to compete in the following semester..
- You must complete at least 18 credits during the fall and spring in order to compete in the following year.
- You must pass at least 24 credits in your first year of enrollment, at least 18 of which must be passed during the regular academic year, not during the summer.
- You must declare your major before the beginning of your fifth semester. To do so, you must apply in person to your specific baccalaureate degree program and obtain a copy of the Declaration of Major form.
- You must complete a minimum percentage of your course requirements in your major in each subsequent year.

Prior to: *% of degree requirements*

5 th semester	40%
7 th semester	60%
9 th semester	80%

The percentage-of-degree requirements are based on the requirements of your major. If you decide to change your major, be sure to notify your academic advisor in Student-Athlete Academic Services immediately.

- If you have attempted 24 credits or more (whether or not you have passed them), you must have a GPA of at least 2.0 in order to remain in good academic standing.
-
- Additional NCAA rules may apply depending on how many full time semesters a student has completed, both at UH Mānoa and at a previous institution. It is always best to check with Compliance regarding eligibility.

Additional rules apply for Baseball and Football:

- In Baseball, you are required to meet all eligibility requirements except the declaration of major in the *fall* in order to be eligible in the *following spring*.
- In Football, you must earn at least 9 credits in the fall in order to be fully eligible in the fall of the following year. If you earn less than 9 credits you will be ineligible for the first four games of the next season.. If, however, an SA completes at least 27 credits during the entire year (fall, spring, and summer), they will be ineligible only for the first two games. Additionally, there is a one-time exception to waive ineligibility if an SA has passed 27 credits during the academic year..

POST-SEASON ELIGIBILITY REQUIREMENT

You must pass at least six credits that apply to the degree requirements in your major during the semester in order to participate in any NCAA championship or bowl game that takes place after the conclusion of that semester.

MAINTAINING YOUR AMATEUR STATUS

The NCAA sets strict rules on what kinds of benefits you can receive and on what sorts of athletics events you can participate in while you are a SA. The following cover the most common cases. If you have any questions about any situation that might affect your amateur status (and thus your eligibility), you should talk to your coach or to Compliance.

1. Do not accept any payment or promise of payment (in cash, prizes, gifts, or travel) for participation in your sport.
2. Do not agree to be represented by an agent or organization in order to market your athletic skills or reputation, even if you don't plan to turn pro until after you graduate.
3. Do not enter in to an agreement of any kind, either verbal or written, to participate in professional athletics in your sport, even if your participation will not begin until your collegiate career has ended.
4. Do not request that your name be put on a draft list for professional sports. A one-time exception is possible in Basketball and Football, but you must check first with the Compliance Office.
5. Do not try out with any professional sports organization during any part of the semester when you are enrolled full-time. See the Compliance Office for the rules on when try-outs might be permissible.
6. Do not play on a professional team in your sport, even if you are not paid.
7. Do not participate on teams other than those fielded by UHM during the academic year without the permission of the Compliance Office. This includes tryouts, exhibition, and tournament games. Basketball players may not participate in any summer league not approved by the NCAA, and they must have written permission from the Athletics Department for summer league participation.
8. Do not agree to have your picture or name used to promote any commercial product. If your picture or name appears in a commercial or advertisement without your permission, notify the Director for Compliance and Eligibility at once. You will not be penalized, but you will be asked to write a letter stating that you did not give authorization.
9. Do not receive more than your allotted number of complimentary admissions nor sell you complimentary admissions at any price.
10. Do not accept such things as gifts, meals, the use of a telephone, or the loan of a car or money from boosters or from anyone within the Athletics Department or anywhere else at the University.
11. Do not accept any job that pays more than the going rate or that compensates you for work that you don't actually perform.
12. Do not receive any benefit that is not available to other students at UHM. This means, among other things, that you must not accept any special discounts on purchases or services or even accept any special payment arrangements that are extended to you because you are an athlete. (Discounts that are available to all students are okay.)

If you are thinking of turning pro, the NCAA has a valuable handbook entitled "A Career in Professional Sports" which you can download at http://www.ncaa.org/library/general/career_in_pro_athletics/2004-05/2004-05_career_pro_athletics.pdf. It tells you what you can and cannot do to keep your eligibility. It also tells you what you can and should do while you are still in school in order to prepare for a professional career.

OUTSIDE COMPETITION

Outside competition is athletics competition against any other athletics team (including an alumni team) that does not represent the intercollegiate athletics program of the same institution. Any SA, in any sport other than basketball, who participates during the academic year as a member of any outside team in any non-collegiate amateur competition becomes INELIGIBLE. Please check with your coach and compliance office before engaging in any outside competition as it may affect your eligibility.

OUTSIDE TEAM

An outside team is any team that does not represent the intercollegiate athletics program of the member institution or a team that includes individuals other than eligible student-athletes of the member institution (e.g., members of the coaching staff, ineligible student-athletes, members of the faculty). Please check with your coach and compliance office before engaging in any outside team as it may affect your eligibility.

Expenses Provided by Institution Policy and Procedure

- 1) The student-athlete secures approval from their Head Coach who then sends a written request for approval to compliance, academics, and sport administrator.
- 2) The student-athlete shall provide a written request/invitation from NGB outlining what expenses will be provided by the NGB, travel information, and dates of departure and return.
- 3) Head Coach will provide information as to what expenses, if any, the sports program is providing through UHF.
- 4) If the student-athlete is a minor, then a written approval from their parents to leave school and travel out of state is required. A travel deviation form must be completed.
- 5) The student-athlete shall provide a written recommendation from their academic advisor.
- 6) The student-athlete shall provide a permission letter to each of their UHM instructors regarding their participation in a non-UHM activity, including missed class information for sign off. Provide copy to academic advisor and sport administrator.
- 7) Student-athlete must complete approval form from Compliance Office.
- 8) Student-athlete secures final written approval from sport administrator.

OUTSIDE Employment AND OTHER FINANCIAL AID

Because of the regulations governing outside employment (number 11, above) and placing limits on financial aid, you will be asked to declare your jobs, how much you have earned or are expecting to earn, and your other sources of financial support. This information will be used only to make sure that you remain in compliance with NCAA rules.

ATHLETICALLY RELATED TIME DEMANDS

The NCAA requires the University to record the hours in which its SA participate in athletically related activities. Your Head Coach is required to complete and submit weekly time sheets recording the team's activities which must be co-signed by a SA on your team through ARMS online. If the time sheet does not match up with actual practice time completed by the team, please inform the compliance office of inaccurate time reporting via ARMS. When your sport is in-season, you may not participate in more than 4 hours per day or 20 hours per week. When your sport is out of season, you may not participate in more than 8 hours per week. These daily and weekly hour limitations do not apply during pre-season practice prior to the first day of classes or during official vacation periods such as spring break. In addition to these hourly limitations, you are also guaranteed at least one day per week during season and at least two days per week out of season when no required activities will be scheduled. If you feel you are practicing more than the allotted times for in and out of season activities, please see the Compliance Office.

Voluntary Athletically Related Activities. In order for any athletically related activity to be considered "voluntary," all of the following conditions must be met:

- The SA must not be required to report back to a coach or other athletic staff any information related to the activity.
- The activity must be initiated and solely requested by the SA. Neither the institution nor athletic staff may require the SA to participate in the activity at any time.
- The SA's attendance and participation in the activity (or lack thereof) may not be recorded for the purposes of reporting such information to coaching staff members or other SAs.
- The SA may not be subjected to penalty if he or she elects not to participate in the activity. Also, incentives and or awards may not be provided to a SA based on his or her attendance or performance in the activity.
- SAs can't mandate "captain's practices" or anything similar where SAs need, or feel the need, to attend.
- Safety exception sports at the University of Hawai'i are Track & Field (field events and hurdles only), Swimming and Diving, Sailing, and Water Polo. Athletes in these sports may ask a coach to watch them during voluntary practice. Coaches are not allowed to provide any instruction during this time and coaches are not allowed to ask them to undergo voluntary practices. Further, coaches are not allowed to reward or punish for attendance at voluntary practices.

Activities that count towards the hourly limit include:

- practice (limit of 4 hours per day)
- required meetings with a coach
- competition (counts as 3 hours, regardless of length)
- required weight-training and conditioning
- discussion or review of game films
- field, floor, pool, or on-court activity
- setting up offensive and defensive alignments
- required participation in camps/clinics
- participation in a physical activity class for SAs only and taught by a member of the athletics staff
- participation outside the regular season in individual skill-related instructional activities with a member of the coaching staff

- On-court or on-field activities called by any member of the team and confined primarily to members of that team
- Visiting the competition site in the sports of cross country and golf

Activities that do not count toward the hourly limits include:

- compliance meetings
- drug or alcohol education meetings
- SAAC meetings
- study hall, tutoring, or academic meetings
- voluntary weight training and conditioning not conducted by a coach or staff member
- voluntary sport-related activities
- travel to or from the site of competition
- training room activities
- recruiting activities
- training table meals
- attending banquets
- public relations, promotional activities, and community service projects

SCHEDULING POLICY

When scheduling athletic competitions and practices, every effort is made to minimize conflicts between athletics participation and academic schedules, especially during exam periods. NCAA rules prohibit missing classes for practice. No regular season competition will be scheduled during finals week, and practices will be kept to a minimum. Exceptions may be granted with the approval of both the Athletics Director and the Assistant Vice Chancellor for Undergraduate Education. In the event a home competition is approved to be played during finals week, exams must be taken as scheduled unless the instructor approves otherwise. Every effort will be made not to schedule home events during normal class times. The approval of the Associate Vice-Chancellor for Undergraduate Education is required for any practice that occurs during prime class time (8:30 am-1:30 pm).

There are also specific rules to minimize the amount of class time that is missed for road trips. When competing in the Pacific Time Zone, the team should leave no earlier than 48 hours in advance of the competition. When competing in the Mountain Time Zone, the team should leave no earlier than 60 hours in advance. When competing in the Central Time Zone, the team should leave no earlier than 72 hours in advance, and when competing in the Eastern Time Zone, the team should leave no earlier than 84 hours in advance. In extenuating circumstances, when travel entails additional class days missed, exceptions may be made to this policy with the approval of the Athletics Director and the Assistant Vice-Chancellor for Undergraduate Education.

TEAM TRAVEL

Your Head Coach will review the standards of conduct that you should observe when you travel with your team. Academic policies for road trips (you *must* let your professors know in advance, and you must be making satisfactory academic progress during the current semester) are discussed in section 5 under *Team Travel*.

In compliance with NCAA regulations, the Athletic Department will pay only for your transportation, room, and meals. Room service, laundry, phone calls, pay television, movies and other entertainment at your place of lodging must be paid for by you. Do not charge any incidentals to your room. If the Athletic Department inadvertently pays for your incidentals you will be declared ineligible until you repay the amount to a charity of your choice.

If your team is participating in a post-season event, UHM will provide transportation for you to travel from campus to the site of the event and back to campus. But if the event occurs during a vacation period and you choose to go home, the University is allowed to pay the greater of the following:

- the cost of a round trip from campus to the event and back to campus; or
- the cost of a round trip from campus to your home and back to campus; or
- the cost of a round trip from your home to the event site and back to your home.

Let your coach know as soon as possible if you want to exercise the option not to return to campus with the team. Deviation from standard team travel may need prior approval.

Note that you are allowed to accept frequent-flier miles for team travel. Make sure that the coaching staff has your frequent flier account numbers.

Under the UHM travel policy, SAs are expected to be in class as much as possible prior to leaving on a road trip. With that, all SAs are expected to attend classes on the day of travel up to at least four hours prior to the time of the flight departure.

UNIFORM TRANSFER POLICY

A University of Hawai'i at Mānoa (UHM) student-athlete is not permitted to have direct or indirect contact with a staff member of another four-year institution without first being placed on the NCAA Transfer Database. Indirect contact can mean communication with a four-year institution via a high school or club coach, a parent, or any other means of obtaining information about another institution. Legislation prevents a four-year institution's coach from speaking with a student-athlete or their family members about the possibility of a transfer without being placed on the Transfer Database.

A student-athlete may initiate the notification of transfer process by providing the student-athlete's institution with a written notification of transfer at any time. The student-athlete must complete an educational module related to transferring before the institution may enter the student-athlete's information into the national transfer database. The student-athlete's institution shall enter the student-athlete's information into the national transfer database within two business days of receipt of a written notification of transfer from the student-athlete or receipt of confirmation of the student-athlete's completion of the educational module, whichever occurs later. The educational module can be found at the NCAA's website, "Want to Transfer?" but clicking on "Division I Transfer Module."

Information needed from the student-athlete includes email address and phone number as this information is required on the Transfer Portal. Once notification/certificate of completion is received, Compliance will expect that the student-athlete has informed their head coach (or designee) about the intent to transfer and

will ask for a meeting with the student-athlete to discuss eligibility. If a Head Coach is notified directly of the transfer, he/she must let the student-athlete know to email Compliance so that the student-athlete can be placed on the Transfer Database. Compliance will add the student-athlete's name to the Transfer Database within two business days of receipt of written notification/receipt of Educational Module completion, and a copy of the notification will be sent to the head coach. Business days are defined as Monday-Friday, 7:45am to 4:30pm HST, excluding Federal, State, or institutional holidays when the University is closed.

The student-athlete will be asked to complete two internal forms on ARMS regarding their transfer. If the student-athlete has voluntarily left the program, they will also be asked to complete a voluntary withdrawal form on ARMS. The student-athlete will be expected to meet with their Head Coach and Sport Administrator. Once the Compliance Office receives the internal Notification of Transfer form, a transfer tracer will be generated and uploaded to the Transfer Database. The information on the transfer tracer will be used by the next institution to certify eligibility.

Legislation dictates that UHM is not allowed to deny a student-athlete to speak with any institution after they have entered the Transfer Portal, nor can it deny a one-time transfer waiver. A student-athlete is free to transfer where they please. Both the BWC and MWC have rescinded their intraconference transfer waiver legislation, meaning you will not be subject to a penalty if you transfer within conference. You are only subject to the NCAA transfer rules.

For more information regarding UHMs official Uniform Policy, please view the policy in its entirety on the Compliance website.

HOSTING A PROSPECTIVE STUDENT-ATHLETE

You may serve as a host when a prospective SA makes an official visit to UHM. From your own recruitment experience, you know that the NCAA has strict policies governing recruitment which include rules on official visits. The UHMAD also has a Recruiting Practices Document which details institutional policies and procedures related to official visits in the Compliance Manual

If you are chosen as a host, you will be asked to review and sign the Recruiting Student-Host Instructions and Receipt Form. This form details the NCAA and UHMAD rules that pertain to official visits. You must follow all of these rules strictly. You must also follow the itinerary for your guest that is planned by your coaches. If you deviate from this itinerary in any way, you must let your coaches know. TMP rules are in place and you should not be hosting a recruit on your required day off.

The Athletics Department will provide you with up to \$75 per day to host the visiting prospect, in addition to the cost of meals. This amount is meant to cover the actual and necessary expenses that you incur in hosting and entertaining your guest. If you entertain more than one visitor at a time, you may receive an additional \$40 per day for each. This money must not be given to the prospect as cash, nor may it be used to purchase any gifts of value such as T-shirts or souvenirs. Nor may it be used in any illegal fashion. Note also that the UHMAD has a zero-tolerance policy on the consumption of alcohol or the use of illegal drugs at any time during the visit.

With the exception of the sport of basketball, your guest is not allowed to participate in any athletic activity involving or relating to their sport, as this would be considered a tryout. You should not allow recruiting conversations to occur between the prospect and boosters, either on or off campus. If an unplanned meeting with a booster occurs, you may only exchange greetings. Also, you may not use any vehicles provided or arranged for by an UHMAD staff member or booster, and you may not transport your guest off-island. You will also be asked to do your best to keep the media away from the prospect at all times.

As a host, treat your guest with the friendliness that typifies our athletics program and island culture. Answer their questions honestly, help them become familiar with UHM, and give them a taste of distinctive environment that makes our university so unique.

SECTION 5: ACADEMIC POLICIES AND SUPPORT

The University of Hawai‘i at Mānoa (UHM) is committed to excellence in education. As a student-athlete (S-A), you will be offered specialized and individualized academic services to enrich your university experience.

STUDENT-ATHLETE ACADEMIC SERVICES

S-As have eligibility requirements, additional responsibilities, and time constraints not imposed on the general student population. To help guide you through the academic process and the educational opportunities at UHM, advising and academic support programs are available through Student-Athlete Academic Services (SAAS). The SAAS advisors are located in the Nagatani Academic Center (NAC) on the first floor of the Athletic Complex.

SAAS advisors are assigned to each team and assist students with all academic matters, including degree plans and graduation requirements. Your academic advisor will help you clarify career and educational goals and assist you in planning and scheduling your courses. A specialized learning assistance program will be offered to students, and students may be referred to other university support offices. SAAS advisors are knowledgeable about the National Collegiate Athletic Association (NCAA), Big West Conference (BWC), Mountain West Conference (MWC), Mountain Pacific Sports Federation (MPSF), and UH Mānoa (UHM) regulations regarding academic eligibility. Working closely with your academic advisor is vital in keeping your eligibility and academics on track.

Many degree programs have academic advisors that S-As will be required to work with to verify degree specific requirements; however, you will still continue to work with your SAAS advisor, regardless of the major you choose.

Registration & Scheduling Courses. Each semester, you must meet with your SAAS advisor for academic advising prior to registration to map out your courses. S-As have the privilege of priority registration each semester provided they first meet with their SAAS advisor. Before making changes to your schedule, you must see your SAAS advisor. Changes in enrollment (adding, dropping, and withdrawing) may potentially lead to ineligibility. Practice caution that you never fall below the NCAA minimum requirement of 12 hours per semester or violate the Progress Toward Degree (PTD) rules. Also, submit all Change of Registration forms to your academic advisor and the proper office before the published deadlines to ensure that your records are accurate and complete. Deadlines for changes in registration can be found in the Academic Calendar: [Here](#). It is your responsibility to meet the payment, registration, and withdrawal deadlines of the current semester.

Class Attendance Policy. Regular and punctual attendance at all classes and laboratory sessions is required. Students are expected to be on time and not leave classes early. In the event of an unavoidable absence, the instructor must be notified with a reason for the absence. Necessary medical documentation

and other sources of documentation should be provided according to guidelines outlined in the syllabus. Classes cannot be missed for home practices. Students must work with professors to map out a plan to make up all missed course requirements.

Class Absences Day of Home Competition. In the event that a home competition should fall on a school day, you are expected to attend classes (except for golf team members). Classes should not be missed. Exceptions must be approved by the Athletic Director, the Faculty Athletics Representative (FAR), and the Assistant Vice-Provost for Student Academic Success.

Academic advisors and coaches monitor class attendance as well as academic progress. Periodic grade checks and attendance inquiries are sent to all instructors to verify attendance, academic progress and grades of individual S-As via UHM's STAR Balance system. If you are academically at-risk, you, your SAAS academic advisor, and your coach will be notified.

Excused Student Absences of Official University Sponsored Events University From Hawai'i Catalog. Although faculty members will make all reasonable attempts to accommodate student absences from class due to their participation in a university-sponsored event, such as an intercollegiate competition at which the student represents UHM, students are not excused from completing course work. For regularly-scheduled events (regular season games), students are to notify instructors WITHIN the first TWO WEEKS of the semester. For special events or tournaments (post-season play), students are to notify their instructors as soon as they learn of the anticipated absence. In both cases, students who must miss class for such events will be responsible for completing all assigned work as expeditiously as possible.

For regularly scheduled athletic competitions, it is the S-A's responsibility to give each of their instructors an Excused Absence Letter during the first two weeks of classes each semester, which lists all of the team's university-sponsored athletic events: [Here](#).

Prior to each road trip, it is the traveling S-A's responsibility to give an Excused Absence Letter to each of their instructors. The purpose of this letter is to make sure that instructors are informed that the student has been selected to travel and will be absent from class. Travel letters may be accessed through the SAAS Travel Letter site. Please note that the official roster of the traveling teams are also posted for each trip and professors have access to the rosters to verify the legitimacy of the travel letter you provide them. Travel letters are only valid for the members of the travel team: [Here](#).

You are expected to be in communication with your professors to work out an alternate date to make up exams and assignments. Though your absences are excused without penalty, you are not excused from completing the assignments and exams. The University's official policy on Excused Student Absences for Official University-Sponsored Events can be viewed at the following link: [Here](#).

Team Travel. Generally, team travel is counted as an excused absence as an official University sponsored event. However, it is up to the instructor to set his or her own rules and it is your responsibility to check with your professor about attendance and make-up exam policies. Discussing your team's travel schedule with your professors during the first week of instruction will give you time to add or drop a class if both you and your professor feel travel will hinder successful completion of the course, before the add/drop deadline.

Before you travel, SAAS must verify that you are fulfilling your academic responsibilities and that you are making satisfactory progress. Poor attendance, failing grades, skipping study hall, and not keeping your appointments with your tutors, mentors, and advisors can all result in your being ineligible to travel.

If you do travel, you must let your professors know prior to every trip. Obtain travel memos from the SAAS website and take them to each of your instructors before you leave. S-As are responsible for completing all assignments and exams by the due date, even if on a road trip, so make prior arrangements with your instructors accordingly. Please note that failure to adhere to the UHMAD's Class Attendance and Class Work Policy may result in the immediate cancellation of your athletic scholarship.

Declaring a Major. According to NCAA rules, you must declare or designate an academic major before you begin your fifth semester of school. To declare your major, see your SAAS advisor in the Nagatani Academic Center who will refer you to the appropriate academic office or major advisor for processing and signing the Major Declaration Form or Designation of Intended Major Form.

To help you stay on track to graduate, you should work closely with both your SAAS advisor as well as your major advisor. It is mandatory that you meet with your SAAS advisor every semester before registering for classes. In addition, some departments require that you also meet with your major advisor each semester prior to registration. It is important to note that SAAS advising does not replace any major mandatory advising, and vice-versa.

Changing your Major. You will need the approval of your college to change your major. Additionally, you will have to consult with your SAAS advisor since a change of major may impact eligibility status.

Summer School. If you plan on attending another school in the summer, you will most likely have to pay your own way. You must also check with your SAAS and major advisors beforehand to make sure that your credits will transfer back to UHM and that they will be applicable to your PTD requirements.. When you take courses at another institution, only the credits will transfer, not the grades. In addition, you must make a "D" or better in order for the credits to transfer.

Grading. Most undergraduate courses have a letter grade system for evaluating academic performance. Each letter grade has a numerical value for the purpose of determining your grade point average (GPA). Listed below are the letter grades and the numerical value they represent:

A+ = 4.0 B+ = 3.3 C+ = 2.3 D+ = 1.3 F = 0.0

A = 4.0 B = 3.0 C = 2.0 D = 1.0

A- = 3.7 B- = 2.7 C- = 1.7 D- = 0.7

An "I" (Incomplete) grade, is given to students who fail to complete a small but important part of the semester's work due to circumstances beyond control. If you receive an "I" for a course, contact the instructor to see what you need to do to complete the course by the deadlines posted in the current Academic Calendar.

“CR/NC” (Credit/No Credit) is used mainly to broaden your education by allowing you to venture into subjects outside your field without risking a poor grade. A “CR” denotes a grade of “C” or better. Only elective courses may be taken for “CR/NC”. Courses taken “CR/NC” do not count in your GPA.

A “W” on your record indicates that you have withdrawn from a course. In order to withdraw from a course, you will need to have the Change of Registration Form signed by your SAAS advisor and the course Instructor. While a “W” does not affect your GPA, you should be aware that some graduate and professional schools do not look favorably upon an excessive number of “W” grades.

UHM ACADEMIC REQUIREMENTS

All students must meet the minimum academic requirements of the University or their college, school or program.

Good Academic Standing Rule. The NCAA requires that in order to be eligible to compete, you must be in good academic standing according to the regulations of your own institution. Here at UHM, once you have completed two (Fall/Spring) semesters, you must have a 2.0 cumulative GPA in order to remain in good academic standing. It is important to check with your declared college or school to make sure you fulfill their requirements for good academic standing that may be more stringent than the university minimum requirements.

Academic Probation. Once a student has attempted two semesters at UHM, students may be placed on academic probation at the end of the Fall/Spring semester in which their cumulative GPA falls below 2.0 or in which they fail to maintain the minimum academic requirements of their college, school, or program.

A student on probation may continue to register for classes by achieving a 2.0 GPA or better in each subsequent semester until the student’s cumulative GPA is above 2.0 and the student is removed from probation. Students may be placed on academic probation at the end of any semester when their cumulative GPA falls below 2.0 or when they fail to maintain the minimum academic requirements of their college, school, or program. Probationary students may register for classes at UH Mānoa, but must achieve a current GPA of at least 2.0 in each probationary semester to be allowed further registration. Failure to meet these conditions may result in suspension or dismissal.

Academic Suspension. Students may be suspended for one semester when they fail to achieve a cumulative GPA of at least 2.0 after two Fall/Spring semesters or when they fail to meet the terms of probation (i.e. fail to earn at least a 2.0 GPA each semester while on probation). Students who take no courses after being suspended for the required one semester are eligible to be readmitted into the college or school from which they have been suspended provided they submit a common application form to Admissions and Records by the official deadline. Students readmitted after suspension are placed on academic probation and must meet the terms and conditions of probation. Failure to do so will result in dismissal.

If you have been suspended from the University, you become ineligible to participate in intercollegiate sports, including practice, use of lockers and training facilities, etc.

Dismissal. Students who have been suspended and who subsequently fail to maintain the minimum academic requirements of the University or their college, school, or program, or fail to meet the terms of probation or suspension may be dismissed. Students who are dismissed are rarely readmitted. Once dismissed, a student is not eligible for readmission to UHM for at least one academic year.

You become athletically ineligible at the time you are dismissed. You are not considered for eligibility until you have been officially reinstated and are allowed to register again as a student.

Note: Information regarding university academic requirements and policies is based on the UHM Catalog.

ACADEMIC HONESTY

The UHM provides an environment that encourages intellectual and personal growth. It believes that “the integrity of a university depends upon academic honesty, which consists of independent learning and research” (UHM Catalog). UHM expects its students to be honest and forthright in their academic endeavors. Cheating, plagiarism and other forms of academic dishonesty go against the stated goals and general spirit of UHM. Cheating and plagiarism are considered as serious academic offenses that violate the Student Conduct Code. They may result in suspension or expulsion from the University.

The following is taken directly from the UH System Student Conduct Code: [Here](#)

Cheating is an act of academic dishonesty and includes, but is not limited to the: (1) use of any unauthorized assistance in taking quizzes, tests, or examinations; (2) use of sources beyond those authorized by the instructor in writing papers, preparing reports, solving problems, or carrying out other assignments; (3) acquiring, without permission, of tests or other academic material belonging to a member of the UH faculty, staff or student body; and (4) engaging in any behavior specifically prohibited by a faculty member in the course syllabus or class discussion.

Plagiarism is also an act of academic dishonesty and includes, but is not limited to, the use, by paraphrase or direct quotation, of the published or unpublished work of another person without full and clear acknowledgement. It also includes the unacknowledged use of materials prepared by another person or agency engaged in the selling of term papers or other academic materials.

The following is taken directly from the UH System Student Conduct Code Procedures: [Here](#)

Any UH community member may file reports against a student for alleged violations of the Student Conduct Code. All reports of violations of the Student Conduct Code shall be submitted to the Student Conduct Administrator or designee in writing and signed by the Reporting Party. In emergency or exigent situations, the Student Conduct Administrator or designee may proceed initially without a written report.

ACADEMIC GRIEVANCES

UHM's policies and procedures for resolving disagreements between a student and faculty member are outlined in the UH grievance procedures. Generally, an academic grievance will be filed when efforts to resolve differences through consultation and mediation fail. Information and copies of the Policy can be accessed: [Here](#).

ACADEMIC SUPPORT SERVICES

The University of Hawai'i at Mānoa is committed to the academic success of each student-athlete. A full range of academic support services are provided to each student in the Nagatani Academic Center in the Athletic Complex. Through the office of Student-Athlete Academic Services, students have access to a peer mentoring program, comprehensive tutorial services, a learning specialist, peer advisors, and computer support services.

Nagatani Academic Center (NAC). The Nagatani Academic Center (NAC) was opened in 1998 through a generous gift from the Nagatani family. The facility was expanded and remodeled in 2013, and today is home to a range of academic support services. The academic advisors report to the Office of Student Academic Success and the Assistant Vice-Provost for Student Academic Success. The NAC contains multiple computer labs and study rooms to provide student-athletes access to a variety of excellent academic resources.

Study Hall/Learning Services. It is the goal of SAAS to treat each student-athlete as an individual with individual learning plans based on their own needs to excel in the classroom. The individual service plans may include academic peer mentoring, tutoring, computer support services, study groups, and/or assigned study hall hours. STAR Balance is the system SAAS uses where students can reserve a breakout room, request (a) tutor(s), and schedule advising appointments with their SAAS and college/school academic advisors.

When traveling on a road trip, expect study hall to be conducted to ensure that academic class time is minimally impacted. Sometimes an academic advisor or a graduate assistant will travel with teams to ensure that a high level of academic engagement is continued.

The University views study hall attendance, at home and on the road, in the same way that your coach views practice. You are expected to attend all appointments in your learning services plan. NAC was especially designed to maximize your development of learning skills and prepare you to study effectively. Our standard policy is to notify your coach and academic advisor if you miss or are late to any academic obligations. We want you to succeed academically and athletically, but the only way that can happen is if you are committed to your future success and are willing to work toward your goals.

Access to the NAC is considered a privileged gathering place for academic excellence. All who enter will be treated with respect and professionalism. The following general policies apply to the use of the Nagatani Academic Center:

- All student athletes must check in and out of the academic center at the front desk.
- Food, drinks, and ice are not allowed in the NAC.
- Students must work quietly to respect the needs of others.
- Computers are to be used for academic coursework.

Non-compliance with these policies will be considered a violation of your commitment to the institution and your team, and will not be tolerated. A violation of our NAC policies may lead to coaches being notified, and any continued violations may result in the loss of access to academic support services, including the use of the computer labs.

Peer Mentor Program. The mission of the Student-Athlete Academic Services (SAAS) Peer Mentor Program is to develop student autonomy and self-efficacy. Mentors help students transition into the collegiate environment and support students within it by emphasizing the development of academic skills, such as time-management and organization, to assist the student in achieving their academic and professional potential. Mentors create a supportive atmosphere for one-on-one or group sessions where we assist students in monitoring their academic progress, identifying academic strengths and areas for improvement, and crafting a personalized holistic plan for success through evaluating current and alternative approaches. We work collaboratively with advisors, tutors, and other academic staff members to best meet the needs of each student-athlete. The goal of the Peer Mentor Program is to produce student-athletes who have the knowledge and confidence to effectively navigate the collegiate environment.

The Learning Specialist. assists student-athletes in identifying possible learning disabilities, coordinating appropriate testing, acting as liaison with the Office of Disability Services (Kokua) and developing academic support plans based on individual strengths/needs.

If a student-athlete has a learning disability, ADHD, or other condition that impacts their performance, the Learning Specialist will be a valuable resource. The Learning Specialist works closely with student-athletes regarding accommodations, assistive technology, campus and community resources, and effective strategies to facilitate success. The Learning Specialist can also assist student-athletes in understanding applicable policies and procedures for individuals with disabilities.

Any student-athlete may make an appointment with the Learning Specialist to gain insight into their learning styles, academic strategies and for support in identifying services that they can access.

The Peer Tutorial Program. The Peer Tutorial Program's mission is to provide students with quality tutorial support in the content of specific courses. Peer tutors are trained facilitators and successful students themselves who work to engage students in the learning process. Through

individual or group sessions, tutors help students gain a better understanding of course content and materials. As a result of engaging with the SAAS Tutorial Program, students are expected to:

- Identify their academic strengths and weaknesses
- Develop effective study skills and strategies that best suit their particular learning styles
- Gain a better understanding of course content and materials

In mandatory training sessions held throughout the academic year, tutors become more knowledgeable about how to appropriately and effectively assist students. They also discuss challenges associated with tutoring, how to overcome those challenges, and learn how to apply information discussed in training to their sessions with students. The Tutorial Program employs approximately 25 peer tutors each semester.

Welcome to Student Athlete Academic Services. Together we can make great things happen.

SECTION 6: STUDENT-ATHLETE SERVICES

The Athletics Department's Student-Athlete Services Office is able to help you obtain on-campus housing and to a very limited degree on-campus parking. As a SA, you are also entitled to complimentary admission to UHM athletics events. These benefits are covered in this section.

HOUSING

On-campus housing is in short supply. Students who get their applications in by the designated housing deadline have higher priority of getting a room (for freshmen, it will be in the Hale Aloha towers). All SA that submit their application in late are not guaranteed a rooming assignment. There is a \$25 fee to apply for housing. The application fee must be paid by all applicants and is non-refundable.

On-campus housing contracts are for the entire academic year. You are obligated to stay in housing for the entire academic year. If you choose to break your contract you will be assessed a housing cancellation penalty. Athletics aid will not cover cancellation fees. If you are evicted from housing you will be assessed a cancellation penalty for breaking your housing contract.

Once you receive a housing offer and assignment, either by mail and/or through your UH email account (hawaii.edu), you MUST return your signed housing contract with your first payment to officially ACCEPT your assignment by the indicated deadline. All student-athletes, regardless of scholarship status, must pay a \$400 (01/2016) security deposit. Student-athletes that are receiving an athletics scholarship that includes housing and meals, only need to submit the \$100 security deposit. (01/2016) Failure to respond to your housing offer and assignment by the deadline will result in the CANCELLATION of your assignment. A \$25 reactivation fee will be charged if you choose to apply again after cancellation.

For more information and for an application form, go to the Housing Office homepage at <http://www.housing.hawaii.edu>.

PARKING

To reserve a parking permit, the following needs to be done:

1. Register for class and be registered as a full time student (12 credits undergraduate, 8 credits graduate)
2. Go to the Parking Office website to reserve a permit. This may only be done during your regular registration time period.
3. Have no outstanding holds on you account.

To determine your regular registration assignment you need to do the following:

1. Go to MyUH.

2. On the left side column under "Registration" click on "Check Registration Status".
3. At "Select a term", choice "Fall/Spring 202*".
4. Check to see how many credits you have earned.
5. Go to the following link to determine the day and time of your registration by virtue of how many credits you have earned. <http://myuhinfo.hawaii.edu/object/uhmtimetable.html>

You will not be able to reserve a parking permit prior to your registration time.

The Parking Office link is: <http://www.hawaii.edu/parking/>

After successfully reserving a parking permit, you need to do the following:

1. Follow the instructions on the confirmation email regarding submission of required documents and payment.
2. Pick up permit a few days before the start of the semester. The date will be on the confirmation email. At that time of pick up is when you need to show proof of tuition payment. If you are on a tuition scholarship, your name will be on a list at the Parking Office.

If you have earned more than **90 credits** you will most likely be able to reserve a permit at this time.

If you are unable to register for a parking permit before they run out, you may apply for one of the **30 parking permits** that are available from the UH Parking Office for SAs. You must attempt to register for a permit **FIRST** before applying for the UHMAD SA permits.

There are a limited number of parking passes reserved for SAs with special parking needs such as off campus practices or other reasons why they need access to their cars.

The online "**Parking Permit Request Application**" will be emailed to your hawaii.edu email address during the last week of classes for all returning SAs. Only new incoming SAs may apply during the first week of school.

You will NOT be eligible for a parking permit if you have outstanding fines (i.e. parking fines, Housing fines, Library fines, Health Services fines, etc.). Please note that Fall/Spring parking permits may not be available until AFTER the start of the semester. The passes will be given to the SAs who have the greatest need.

Recipients will be responsible for the parking fee.

Complimentary Admissions (TICKET OFFICE)

SAs who compete in football, baseball, men's/women's basketball, and men's/women's volleyball may obtain up to four complimentary admission tickets to their own games for use by their family and friends. For away games, the traveling roster receives up to four complimentary admissions. Complimentary admissions for post-season games depend upon the rules of the organization hosting the event (e.g. the Big West or the NCAA). Your coach will let you know if you are entitled to complimentary tickets.

To be eligible to sign up guests for your own sport, you must go through an NCAA meeting and physical. All guest signups are located on ARMS, and all guests need to be cleared by Compliance prior to signing them up.

Guests must present a valid photo I.D. in order to obtain admission. The names you have submitted are not allowed to be changed after the deadline or at the gate. Your guests must appear for admittance at the designated gate no later than the end of the first half of the game.

If you are not using your allotment of complimentary admissions, it is okay to transfer remaining tickets to one of your teammates as long as you don't receive any compensation.

Admission to Football games (non-football players) Present your UHM photo ID to be admitted.

Admission to other games (non-participants) You must present your UHM photo ID in order to be admitted.

Athletes are expected to conduct themselves in an appropriate manner at all athletics events.

SUPPLEMENTAL MEALS

POLICY

The University of Hawai'i at Mānoa Athletics Department may provide a supplemental meal to each participating STUDENT-ATHLETE on countable practice days (team practice during the designated 20 hours a week) in accordance with NCAA Bylaw 16.5.2(d) Meals and Snacks Incidental to Participation as recommended by the Head Coach and approved by the Athletics Director or designee. When the team is on the road the remaining student-athletes will NOT be able to participate in the supplemental meal program.

PROCEDURES

1. Only eligible student-athletes will be able to receive the benefit of a supplemental meal.
2. Failure to show and participate in the supplemental meal program by the student-athlete as scheduled by the Head Coach may result in the loss of the benefit for the student-athlete.
3. Student-athletes must enter through the security entrance and must shower after practice before participating in the meal program.
4. Meals may, upon request, be provided on a take-out basis during the team's designated meal time.
5. Times/Menus/Costs are as follows:
 - 8-10am: Breakfast
 - 11am-1pm: Lunch
 - 6-8pm: Dinner

Meals will be served within these time frames preferably in one to one hour and a half periods.

If special diets are needed, student-athlete should meet with Patrick Baugh of Sodexo to plan these menus out (i.e., vegetarian, allergies).

SECTION 7: NON-SCHOLARSHIP ATHLETES

On average, at least a third of UHM SAs do not receive any athletics-related financial aid largely because of limitations imposed by the NCAA. These SAs, who participate purely for the love of the sport, are essential to the success of our program, and though the public is sometimes not aware, some of them have been among our best-known stars. Non-scholarship SAs have all the rights and benefits, and also all of the duties and responsibilities, of the scholarship athletes in our program. Once the coach has put you on the roster, you are held to the same code of conduct (section 3), you must meet the same eligibility requirements (section 4), you are eligible for the same academic support (section 5), you are entitled to the same services (section 6), you are held to the same expectations on your well-being (section 9), you have access to all of the same facilities (section 10), you are eligible for all of the same awards (section 12), and you have all of the same rights (section 2).

Limited summer school aid may be available to non-scholarship SAs through the Student Athlete Opportunity Fund. Ask for more information in the Student Affairs Office. In addition, the Student Affairs staff is available to help non-scholarship athletes with questions about housing or about finding other sources of financial aid. You are welcome to visit their office in the Nagatani Academic Center.

Please keep in mind that your participation as a student-athlete may prevent you from receiving institutional grants and/or funds due to NCAA Bylaws. Please check with the Student Affairs Office before accepting any institutional grants and/or funds. Certain institutional funds may count against your team's financial aid equivalency or counter limits.

SECTION 8: ATHLETIC SCHOLARSHIPS

Athletic scholarships are awarded by the University upon the recommendation of the Head Coach and the approval of the Athletics Director. These grants-in-aid are not reimbursement for services performed; rather, they are provided to help SAs achieve their educational goals. The NCAA sets limits on the amount and type of financial aid that the University may provide. In the “head-count” sports (Football, Men’s and Women’s Basketball, Women’s Volleyball, and Women’s Tennis), there is a limit on the number of *students* on each team who may receive aid. At UHM, the normal policy is to award a full scholarship to each scholarship recipient in these sports. In the “equivalency” sports (all the rest), there is a limit on the *amount* that may be awarded, calculated as the equivalent of a specified number of full scholarships, but this amount may be divided up among any number of students. Thus it is possible, and in fact quite common, to be given only a partial scholarship, as the coaches spread the available aid around among the many athletes on the team.

A full scholarship covers tuition and general fees, housing, meals, and required course-related books. (For a list of what it does *not* cover, see below.) A partial scholarship covers one or more of these four components. The coach will recommend precisely what is covered by your scholarship award. After you receive your notice via email (1/2015), you should sign your scholarship agreement and return it to the Student-Athlete Services as soon as possible (1/2015). Your athletic aid will not be disbursed until after you have signed your athletic aid agreement. Once you have signed the form:

Tuition and general fees will be paid automatically up to the amount of your award. The payment will show up as a credit when you register for your courses. If you receive a partial award, you will be responsible for the balance, and there will be a hold on your account until all of your financial obligations are paid off.

Housing and meals will be paid directly to the Housing Office if you are staying in UHM student housing. If the cost of your room and/or meal plan is greater than the amount of your award, you will be responsible for the difference. (Your award might, for instance, cover only the cost of a dorm room, and you will have to pay an additional amount if you are assigned to an on-campus apartment.) On the other hand, if the amount of your award is greater than the charge from the Housing Office (for instance, if the award covers the cost of an apartment and you are staying in a dorm, or if you are staying in an apartment and you choose not to take the meal plan), you will be given the difference in the form of a monthly check. If you choose to stay off campus, the entire amount of your housing and meals allowance will be paid in a monthly check, spread out over the entire year. If you are entitled to a check, you will be reimbursed through the cashier’s office via mail or e-refund. Note that you will not receive your check unless you continue to be enrolled as a full-time student. Domestic student-athletes that are owed a refund will receive five (5) checks each semester. International student-athletes will receive one (1) check per semester, less taxes (01/2015). If you are an *international student* entitled to a check, you must pick it up from the Student-Athlete Services Office.

Required Textbooks for returning students will be paid for in advance. The bookstore will be notified what courses you are enrolled in, and your books will be ready for you to pick up before classes begin. New students and those who receive their award letter just before the semester begins must pick up a “book waiver” form from the Student-Athlete Services and present it at the Textbook counter in the bookstore along with a valid ID after they have picked up their own books from the shelves.

If you change your enrollment, get a “book waiver” form for the course that you are adding and return the books for the course that you are returning to the bookstore for a credit. You must bring receipt indicating return to the Student-Athlete Services Office. If a required textbook is not available at the UHM Bookstore, you may purchase it elsewhere. Get a receipt and present it to the Student-Athlete Services for reimbursement.

What isn't covered? A great many of the costs of attending college will not be covered by your scholarship. In addition to travel to and from home, entertainment, and all of your personal expenses, you should be prepared to pay for the following:

- Admission and Housing application fees.
- Fees charged by the individual colleges.
- "Consumable university charges," which can be anything from lab fees for breakage to non-required field trips.
- School supplies such as dictionaries, reference books, pens, notebooks, paper, art supplies etc.
- Library fines, parking fines, and fines for damage to University property, including your dorm room.
- Security deposits, key deposits, or replacement of a lost Residence Hall key.
- Replacement costs for a lost Student I.D.
- Phone charges or use of the telephone in the Athletic Department.
- Vehicle registration fee and parking passes.
- Copying costs and typing fees.

Exceeding the limits. Because any aid that you get might possibly count towards the NCAA limits on athletics-related aid, it is very important that you notify the Student-Athlete Services of any other financial assistance that you are receiving. Some forms of assistance you will be allowed to accept, pending financial aid restrictions. These include financial support from your family, loans, and Pell Grants (see below, under “Other sources of financial aid.”) but let the Student-Athlete Services make that determination by letting them know about any other funds that you receive. (See also page 29 on notifying the Athletics Department about any income that you receive from your job.)

Outreach College Course Policy. All student-athletes wanting to register for an Outreach College Extension Course will need to have their athletic academic advisor complete a Request to Register for an Outreach College Course form. Completion of the form does not mean that the Outreach College extension course tuition will be covered by the student’s athletic scholarship. Tuition for Outreach College extension courses is charged separately and in addition to other UH Mānoa “day” school tuition. Athletics scholarship may not cover tuition costs through Outreach College and is dependent on the athletic award granted. Student-athletes that receive a full grant-in-aid award will have their Outreach charges covered by their athletic scholarship. Student-athletes that receive a full grant-in-aid award that specifically lists “tuition” on their aid agreement will also have their Outreach charges covered by their

athletic scholarship. Student-athletes that receive a partial grant-in-aid award that lists a percentage amount on their aid agreement will not have any additional course costs covered. (01/2015)

RENEWAL AND NON-RENEWAL OF ATHLETICS FINANCIAL AID

NCAA rules allow you to receive a maximum of five years of athletically-related financial aid within the six-year period that begins with your initial full-time enrollment at any college or junior college. **Your award can be revoked only for specific cause.** Among the possible grounds for revocation are: withdrawal from the university, voluntarily withdrawing from your sport, and rendering yourself ineligible for intercollegiate competition, for instance by testing positive for drugs, by signing with an agent, or by failing to meet minimum academic requirements. Your scholarship will automatically be canceled if you are academically ineligible for two semesters in a row, though you may petition for reinstatement by presenting a plan for regaining academic eligibility which must be approved by your coach, by the Athletics Director, and by the Chair of Student-Athlete Academic Services.

In the event of a career-ending injury or illness as a result of participation in the UHM athletics program the Department normally renews the award, provided that you agree to perform appropriate alternate tasks within the Department. Renewal of aid under other more normal circumstances is also customary, though not guaranteed. If you have an athletics scholarship, are still qualified to receive aid, and if you have athletic eligibility remaining, you will be notified before July 1 concerning the status of your scholarship for the following academic year.

Any recommendation by your coach to reduce or not to renew your award must be in writing and will be reviewed by the Athletics Department Scholarship Committee which consists of the Associate Athletics Director, the FAR, and the Director of Student-Athlete Services. If this committee supports the recommendation, it will be forwarded to the Financial Aid Office for action. A letter of notification will be sent to you outlining your right to appeal and that you are entitled to a hearing. In compliance with NCAA rules, the Financial Aid Office is responsible for conducting the hearing and making the final decision whether to renew, not renew, or reduce your award. A copy of the policies and procedures for conducting the hearing will be provided to you including the deadline for requesting a hearing.

Present in State to Receive Aid. In order for scholarship SAs to collect stipend/room & board money, tuition and book waivers, the student **MUST** be present in the state and attending classes at the University of Hawai'i. Exceptions may be made if the student is fulfilling their academic obligations (i.e., internship for academic credit). These exceptions **MUST** have prior approval by **BOTH** your academic advisors and the athletics administration. A failure to comply with these requirements will result in immediate removal of athletic aid.

Summer School Financial Aid

In order to help you graduate on time, a limited amount of summer school aid is available. You need to apply through the Athletics Department Student-Athlete Services, and you must be recommended by your coach. Tuition and fees are more commonly covered than are housing and meals. The portion of costs that is covered by a summer school award is normally the same as the portion of a full scholarship that the

SA received during the regular year. The deadline for application is normally in mid-March. Decisions are made by the Athletics Department Financial Aid Committee.

Summer School application forms can be obtained from the Director of Student-Athlete Services in the NAC, or from your athletic academic advisor (01/2015). You must complete ALL portions of the form. You must let your coach know that you are requesting to attend summer school. Make an appointment with your athletic academic advisor to complete the second portion of the application. You must register online or with your advisor for courses that are approved by your athletic academic advisor; aid will not be processed unless you are enrolled in approved courses. Any changes must be approved by your athletic academic advisor and indicated on the application. Submit your completed application form to the Student-Athlete Services. Your summer school tuition will be paid for once your completed application is approved. **Should you have to make a payment, please check the summer session website because there are different payment deadlines depending on when you register for a summer session. Your registration will be canceled if payment is NOT received by the Outreach College deadline. There is NO guarantee that all credits requested will be funded!**

If you fail a summer session class or withdrew from a course after the 100% refund period (01/2015), you will be required to repay the tuition and fee costs for the failed or withdrawn course. (01/2015) A financial obligation (hold) will be placed with the cashier's office and the amount of aid will be taken from your fall financial aid award. You will be notified by the Director of Student-Athlete Services of the rescinded athletics payment and will be given an opportunity to appeal. (01/2015) If you believe that you are under extenuating circumstances, you may appeal this to the Athletics Department Financial Aid Committee. All appeals must include your personal statement explaining why you failed or withdrew from your summer course, a recommendation from your head coach, and a recommendation from your academic advisor.

Present in State to Receive Aid. In order for scholarship SAs to collect stipend/room & board money, tuition and book waivers, the student MUST be present in the state and attending classes at the University of Hawai'i. Exceptions may be made if the student is fulfilling their academic obligations (i.e., internship for academic credit). These exceptions MUST have prior approval by BOTH your academic advisors and the athletics administration. A failure to comply with these requirements will result in immediate removal of athletic aid.

Post-Eligibility (FIFTH OR SIXTH YEAR) Aid

The Department also makes available a limited amount of post-eligibility financial aid to SAs who have competed and received athletics aid for at least two seasons at UHM, who have exhausted their eligibility to compete in intercollegiate athletics, who meet all applicable NCAA regulations to receive athletics aid, and who demonstrate the potential to graduate within the period of the award. Students may receive up to the amount of aid that they received during the previous academic year.

Applicants must be within 30 credits of graduation or show potential to graduate at the end of the period of the award, and they must meet the same NCAA requirements for satisfactory progress and athletics aid as if they were to compete. These requirements are:

1. SA may receive athletics financial aid for no more than five years and only within six years after initial enrollment in a collegiate institution.
2. Students entering their fifth year must be officially enrolled in a major and must have completed 80% of the degree requirements in that specific degree program.
3. Applicants must have a minimum cumulative and major GPA of 2.0, and at the end of the first term of the award, they must maintain a GPA sufficient to allow graduation.

SAs enrolled in this program will be required to work in the Athletics Department during the period of their award for a number of hours per week commensurate with the amount of their award. All SAs in this program will be assigned a job. The SA's head coach may elect to have the student work in his or her program. If the head coach does not choose this option, the SA must apply for and get hired in another unit within the Athletics Department. If the SA has special skills and would like to work in a certain section within the UHMAD, he or she may request to work there. SAs completing a work assignment will be required to submit a timesheet that shows their hours worked for the entire month. Failure to submit a timesheet with your supervisor's signature may result in your award being revoked. (01/2015)

SAs in this program must be enrolled in a minimum of fifteen units per term during the period of the award unless they are in the final semester of their degree program and fewer than fifteen units are required to complete the degree. In the case of a SA who has less than twelve units left to complete the degree program, the Athletics Department may elect to pay the cost of the tuition alone but not award housing or meals. In such situations the work requirement will not be enforced. SAs in this program will also be required to sign and adhere to an Academic Contract in order to fulfill the terms and conditions of their Post-Eligibility Aid Agreement. (01/2015)

Post-eligibility aid is not awarded automatically. You must submit an application to the Student-Athlete Services Office no later than the announced deadline (usually in May). The application requires a recommendation from the Head Coach and a list of courses to be taken within each term of the award, verified by your academic advisor. Applications for aid will be reviewed by the UHMAD's Financial Aid Committee. Recipients of post-eligibility aid will also be required to sign and adhere to an Academic Contract. Not completing the requirements in the Academic Contract may put eligible students at risk of their post-eligibility aid being cancelled. (01/2015)

COST OF ATTENDANCE (COA)

Provides additional scholarship aid for student-athletes up to the cost of attendance per new NCAA bylaw 15.02.5 full grant-in-aid. Each sport that offers grant-in-aid will be eligible for cost of attendance funds based on their scholarship limits. A head coach can recommend COA to be awarded to a student-athlete not currently receiving athletics aid with approval of the athletics director.

Due to availability of funds, COA is awarded one time only on a year-by-year basis.

One-Time Only Scholarships

As a general rule in the recruiting process, athletics scholarships are awarded based on athletic ability.

Recommendations by coaches to award an athletic scholarship on a one time only basis (one semester or one academic year) may be considered in the following cases:

1. The SA is a senior and has engaged in major competitions for the team and is on track to graduate; and/or
2. The award furthers compliance with Title IX scholarship requirements

Exceptions to the above policy will be considered on a case-by-case basis and approved by the sports administrator & Athletics Director.

The SA retains the opportunity for a hearing as required by NCAA Bylaw 15.3.2.4 when the athletics aid is not renewed. The SA must sign a document that they understand and agree to the terms of the one-time-only award. The scholarship request must be timely as follows: Recommended by November 15th for Spring semester, and May 15th for Fall semester.

TAX LAW RELATED TO ATHLETIC SCHOLARSHIPS

SAs are responsible for paying taxes on a variety of sources of income, according to the Internal Revenue Service. Be sure to check with a tax advisor whether or not the following items must be reported in your situation:

1. The value of travel for official visits in the recruiting process (including air transportation, lodging, meals and entertainment).
2. Expenses paid for travel to receive an award.
3. The portion of an athletics scholarship including room and board. (The portion of an athletics scholarship covering tuition, books and fees is generally not taxable.)

International students receiving athletic scholarships are subject to U.S. tax law. Any amount of athletics scholarship above the cost of Tuition, Fees and Books are subject to U.S. Federal Withholding Tax. International scholarships for student-athletes that resident on-campus are also subject to U.S. Federal Withholding Tax on the Room and Board portion of their scholarships. The Room and Board portion of international scholarships is subject up to 14% IRS Tax Withholdings. International student-athletes also have a responsibility to file a tax return each year, regardless of whether or not they were subject to tax withholdings. It is the student-athlete's responsibility to be aware of tax return deadlines and to submit the appropriate tax return documents. (01/2015)

Other SOURCES OF Financial Aid

If you need additional support, the personnel in the UHM's Financial Aid Office will help you investigate the possibility of long-term student loans or federal grants, and they will also assist you with the application process. Be sure that the advisors in the Financial Aid Office know you are a scholarship SA, and again, before you accept any other form of aid, be sure to discuss it with the Director of Student Affairs in the UHMAD to make sure that it does not affect your athletics scholarship.

Pell Grants. The UHMAD encourages all qualified SA to apply for federal Pell Grant funds. Pell Grant awards are based on financial need. For additional information on Pell Grants contact the Financial Aid Office and/or contact the Student Affairs Office.

Special Assistance Fund for Student-Athletes. In 1991, the NCAA established the Special Assistance Fund for SAs to assist SAs with special financial needs. If you are receiving a Pell Grant, you are eligible to receive funds for course supplies, clothing and shoes, assistance with medical expenses, dental expenses, hearing aids, vision therapy, off-campus psychological counseling, and travel expenses for family emergencies. If you are interested in applying, please see the Student Affairs Office for an application and details.

Student-Athlete Opportunity Fund. In 2003, the NCAA established the Student-Athlete Opportunity Fund to provide direct benefits to SA or their families in meeting financial needs that arise in conjunction with participation in intercollegiate athletics, enrollment in an academic curriculum or that recognize academic achievement. All SAs, including international students, are eligible to receive benefits from this fund. If you are interested in more details about this fund, contact the Student Affairs Office for an application and further information.

Note: If you are receiving financial aid other than athletic scholarship and/or Pell Grant, please be sure to check first with the Financial Aid Office to see how additional monies from the Student-Athlete Opportunity Fund will affect your aid package. If your aid package will be affected, you may be able to speak with a financial aid counselor to request a budget adjustment to allow the additional monies from the Student-Athlete Opportunity Fund.

FAFSA. As a best practice, all prospective and enrolled student-athletes should submit a Free Application for Federal Student Aid (FAFSA). In order to qualify for federal aid, students must be a U.S. citizen or a permanent U.S. resident. Non-athletically-related federal financial aid is excluded from team equivalency computations which will permit student-athletes to receive additional sources of financial aid without affecting team financial aid limits. Other institutional grants may be awarded, although you receiving the award may affect team equivalency limits. Please check with the Student Athlete Services Office in NAC prior to receiving such awards.

Outside Aid. NCAA financial aid regulations permit student-athletes to receive scholarships, grants, and awards from agencies other than the student-athlete's university. These awards must be received from programs that are established and continuing and which seem to provide financial assistance to students. UHMAD required all student-athletes to submit information regarding any outside awards they have received from an outside organization prior to ensure they have been issued in accordance with NCAA rules and regulations. Please check with the Student Athlete Services Office before accepting outside aid.

SECTION 9: YOUR WELL-BEING

Because your physical and mental well-being is essential to your success, both as a student and as an athlete, the Athletics Department provides several resources to help you reach and maintain your optimum health. This section describes the programs and facilities that are available to you, and it also describes the Department's Drug Counseling, Education, and Testing Program.

Medical Care

The University of Hawai'i at Mānoa (or UHMAD) offers an extensive sports medicine program. The program's goals are to prevent injuries whenever possible and to provide all appropriate rehabilitation when they do occur.

The Athletic Training Staff consists of seven full time certified athletic trainers and five graduate student assistants. The athletic trainer that is assigned to your team will oversee your team's health care. He or she will want to consult with you about all aspects of your health (including prevention, first aid, injury management, rehabilitation, illness, and other health concerns), so that he/she can assist you in acquiring the best, most efficient care.

The Athletic Training Staff can assist you best if you keep them informed of problems when they occur. It is essential that you report any injuries and illnesses to the Training Room Staff as soon as possible. If a certified athletic trainer is not available contact your coach. Failure to report an injury may lead to you having to assume financial responsibility for any associated medical expenses.

For the location and hours of the Athletic Training Rooms and for the rules that you are expected to follow, see section on Facilities.

Physical Examinations. The University requires all incoming freshmen and transfer students to undergo a physical evaluation and examination before participating in the intercollegiate sports program. A completed record of the physical must be on file at the Athletic Training Room. At the time of the exam, you will be asked to complete a Medical History Information Form describing previous injuries and your past medical history. If you have sustained injuries to the head, neck, back, shoulder, knee, ankle, or internal organs, or if you have had fractures, dislocations, severe sprains, surgery, or any other major health related problem, you are required to note this on the information card. This information will be reported to the Team Physician and Athletic Training staff members to ensure that we have an accurate record of your medical history.

You must also pass a physical examination each year before one of the Team Physicians will certify you as fit to practice and compete.

Treatment of Athletically Related Injuries and Illnesses. You must report all injuries or illnesses that might interfere with your ability to practice or participate in your sport to the Athletic Training Staff or

Team Physician, as soon as possible. You should also report the problem to your Head Coach or Position Coach. You should see your team's Certified Athletic Trainer as soon as possible after an injury occurs. At that time, an evaluation will be performed to determine the extent of your injury and your ability to practice or compete that day. If necessary, you may be referred to a medical professional for additional care. The Athletic Training Staff is allowed to treat only athletically related injuries and illnesses that are incidental to your participation in intercollegiate athletics. It is important that they be notified of any injury or illness that might affect your sports participation.

Should an injury occur when the Team Physician or a member of Athletic Training staff is present, the injury will be evaluated before you continue to practice or play.

You must follow all instructions given by the Team Physician or your Certified Athletic Trainer. You should practice and play only with the approval of the Team Physician if you are under her or his care. Treatment should be continued until the Team Physician or Athletic Training Staff determines that no further treatment is required. If you are unable to keep a doctor's or Certified Athletic Trainer's appointment, be sure to call and cancel.

Concussion Protocol. A one-time, pre-participation baseline concussion assessment will occur before a Student-Athlete starts their athletic season. Student-Athletes will have to pass their baseline concussion assessment before they are cleared to practice or play.

Referrals. Referrals can only be made by your Team Physician. If you go to an outside physician for a second opinion without the Team Physician's approval you are responsible for all bills incurred.

Emergency Treatment. If there is a life threatening situation after hours (e.g., difficulty with breathing or heart function, severe uncontrolled bleeding, neck or back injuries, etc.) please contact the Oahu Emergency Service (phone 911) immediately. A Certified Athletic Trainer should then be notified as soon as possible. For emergencies of a less serious nature, contact your Certified Athletic Trainer. If an emergency occurs at an away game, contact your Certified Athletic Trainer or your coach.

Rehabilitation Care. If a physician recommends that you start a treatment or rehabilitation program you may be referred to a Certified Athletic Trainer or to a Physical Therapist. All referrals are made on an individual basis, and each program is designed to help you reach the goals established in your treatment or rehabilitation plan.

As part of the initial rehabilitative process, the Athletic Training staff evaluates the problem and designs a rehabilitation program for you. It is your responsibility to comply with all instructions in order to promote a quick recovery. Your treatments will be scheduled around your class and practice times.

If you have injuries requiring supportive devices, including casting, taping, and wrapping, you should consult with the Team Physician or Certified Athletic Trainer assigned to your team to see when or if use of the device may be discontinued. All required taping will be done at one of the Athletic Training Rooms on campus before practices or games or after treatments.

Preventive Taping, Wrapping or Bracing. After consultation by the Athletic Training staff with your Head Coach a program of preventive taping is established for each sports team. Ask our athletic trainer if you are not sure of your team's policy.

Mental health

As with physical injuries, mental health problems may affect athletic performance and limit, or even preclude, training and competition until successfully managed and treated. The University of Hawai'i at Mānoa cares about the Mental Health of all Student-Athletes. Counseling services are available free of charge at the Counseling and Student Development Center (CSDC). All matters discussed in counseling are **confidential**. If you are interested in counseling, please call CSDC at (808) 956-7927 or walk into the Center to set up an intake appointment.

The Athletic Department offers virtual and in person mental health counseling services through the athletics training room. Contact Dr. Sladky to be referred to the licensed mental health professional to schedule an appointment.

Medical Expenses

You must report any athletically related illness or injury to your team's Certified Athletic Trainer or the Team Physician before the Athletics Department can assist you with any associated medical expenses. The Athletics Department will only pay for medical expense benefits incidental to you participating in intercollegiate athletics.

Unless the Team Physician recommends otherwise, the Athletic Training Room and the Student Health Center are to be utilized for all treatment. All other medical bills and prescription expenses must be approved for payment by the Team Physician in accordance with Athletics Department policy and NCAA regulations.

The Athletics Department does not assume any financial responsibility for medical treatment obtained without a written referral from the Team Physician. If a second opinion is requested, it too must be authorized by the Team Physician if it is to be paid for by the Athletics Department.

Dental Care. Each SA is responsible for his or her own dental care unless the need for such care is the result of an athletically related injury. If a mouthpiece was provided for your sport, it must have been worn at the time of the injury if the Department is to accept financial responsibility. All dental injuries must be reported to the Athletic Training Staff immediately.

Corrective Lenses. The Department does not routinely furnish corrective lenses to SA. However, corrective lenses may be provided if it is determined by the Team Physician that they are needed for intercollegiate athletics participation.

INSURANCE COVERAGE

The Athletics Department purchases insurance to cover you against injury occurring during training sessions, practice, or competition. Coverage applies to the athletic program and its activities, not to the individual athlete. Accordingly, if you are hurt in the dorm or in an athletics activity that is not University sponsored, you may not be covered by the Department's insurance policy. Additionally, our policy does not cover sickness or illness

Our insurance covers injuries that are the direct result of a regularly-scheduled practice or training; regularly-scheduled competition or exhibition game; a scheduled tryout by a student attending the university full time, workout session or team meeting; or a supervised and sponsored sports activity.

The insurance program provides coverage on an excess basis. This is the type of policy that most universities purchase. Under excess coverage, all bills must first be submitted to your personal insurance carrier or to your parents' insurance carrier if you are covered as a dependent. The University policy then covers deductible and coinsurance amounts.

You will receive an Insurance Questionnaire form prior to the opening of practice which you (or your parents, if you are under 18) must complete before you are permitted to participate. You also should be aware if your coverage requires precertification or a referral from a primary provider, so that you do not disqualify any treatment for reimbursement.

The Athletics Department also purchases coverage against a catastrophic injury, which includes disability benefits for a SA sustaining a serious injury. Additional details are available from the Athletics Department office.

If you do not have health insurance coverage through a family policy, it is recommended that you purchase the health insurance policy offered by the University of Hawai'i to all UH students to cover non-athletically related injuries and illnesses. All UHM international students are required to have a health insurance policy. For further information or to purchase student health insurance, contact University Health Services at 956-8965, or check their website at www.hawaii.edu/shs.

In addition to the Insurance Questionnaire Form, all SA are also required to sign the "Acknowledgment of Risks and Release of Responsibility" forms and "Medical Consent Form" before participating in intercollegiate athletics. If you or your parents have any questions concerning insurance coverage, please feel free to call an Athletic Training Staff Member at 956-7144 or the Athletic Business Office at 956-6505.

It is your responsibility to assist the athletic training staff in making sure your medical bills are being paid.

The following steps must be taken to ensure payment for any medical services:

1. Report all injuries or illnesses immediately to your team's Certified Athletic Trainer.
2. Provide accurate primary insurance health insurance information to the Athletic

Training Room or team physician.

3. Before you seek medically related service outside of the Athletic Training Room, you will need a written referral from the Team Physician.
4. Keep all bills or statements you receive in the mail. Bring them to your team's Athletic Trainer so that they can be reviewed for accuracy and payment.
5. Take your health insurance card and ID to any medical appointments.
6. Please contact the Athletic Business Office at 956-6505 for any questions concerning medical bills.

Student-Athlete disordered eating Intervention Protocol

If a member of the athletic staff has a concern, or if an individual(s) expresses concern to an athletic staff member, that a SA may be at risk because of disordered eating, the following procedural steps will be taken:

1. The staff member will meet confidentially with the concerned individual(s) and gather specific information regarding the behavior of the SA suspected of disordered eating and then refer the concerned individual(s) to one of the Certified Athletic Trainers (ATC).
2. The ATC will arrange to meet with the SA to discuss the concerns raised regarding his/her disordered eating behavior. Based on the objective information gathered by the ATC the following steps may be taken:
 1. No direct intervention will be taken, however monitoring may occur.
 2. Request that the SA be evaluated by a UH team physician or University Health Services physician for further objective findings (i.e. significant weight loss, BMI, low % of body fat, blood testing, etc). The team of University Health Services physician will facilitate a counseling and nutritional referral.
3. If step 2b above is chosen, the ATC will contact the University Health Services directly to arrange for examination of the SA.
4. Based on the results of the evaluations, the university health services clinician will determine one of the following:
 - a. The SA is not in any immediate risk. If medical clearance is recommended for the SA the university health services clinician will notify the ATC immediately via telephone and in writing.
 - b. The SA may be at risk physically or emotionally. Temporary suspension from participation in intercollegiate athletics may be instituted pending further medical intervention. The UHM Physician in consultation with the ATC will make the final decision regarding athletic participation. The ATC will communicate all decisions to the SA directly. **It must be made clear to all parties concerned that the University Health Services physicians and the ATC shall act in the best interest and personal safety of the SA.**

5. If the SA has not been cleared or if further intervention is necessary, a mental health intervention team will be assembled as soon as possible to develop a formal healthcare plan and written compliance contract with the SA. The eating disorders intervention team may consist of the following members:
 - a. Student-athlete
 - b. Student-athlete's chosen representative
 - c. "UHM Team Physician or University Health Services clinician
 - d. ATC
 - e. Nutritional support personnel
 - f. Counseling clinician
 - g. Other medical professional, if desired

6. The healthcare plan and compliance contract developed by the eating disorders intervention team will include a process for determining the SA's compliance with the contract and the consequences of non-compliance.

7. The SA may or may not be cleared for athletic participation following review by the eating disorders intervention team.

The health and welfare of the SA will be the primary consideration throughout the consultation and intervention process. Furthermore, medical confidentiality applies to all information shared with the ATC, the university health services, the university counseling services and members of the mental health intervention team.

Student-Athletes and Pregnancy

Title IX: A recipient of federal funding shall not discriminate against any student, or exclude any student from its education program or activity, including any class or extracurricular activity, on the basis of such a student's pregnancy, childbirth, false pregnancy, termination of pregnancy or recovery there from, unless the student request voluntarily to participate in a separate portion of the program or activity of the recipient. Terminating or reducing financial assistance on the basis of pregnancy or a related condition is also prohibited under Title IX.

If you become pregnant: If you become pregnant while participating on an intercollegiate team at the University of Hawai'i at Mānoa we want you to know we have a policy designed to help you. First, we encourage you to discuss your pregnancy and related health concerns with your private physician or a physician at the Student Health Center. We also encourage you to tell your athletic trainer and team coach as soon as you learn you are pregnant but you are **not** required to do so. You may also want to inform your partner, family members, religious advisor, personal physician and others close to you. If you have seen a healthcare provider for diagnosis of pregnancy, you should be aware that you are protected by confidentiality and they cannot inform anyone else of your pregnancy without your permission. If athletic trainers and coaches are informed, they will also keep this information confidential unless you give them permission to do otherwise. We want to protect your physical and mental health as well as the health of the fetus while you consider your options.

Team membership. We suggest you do not withdraw from your sport before talking to someone as this can result in loss of scholarship.

NCAA Bylaw 15.3.4 states: “voluntary withdrawal may result in loss of financial aid”.

Pregnancy is considered a temporary medical condition and the NCAA Division I Manual Rule 14.2.1.3 is as follows:

Pregnancy Exemption. A member institution may approve a one-year extension of the five-year period of eligibility for a female SA for reasons of pregnancy.

What happens to your scholarship: If you are pregnant and you inform your athletic trainer and coach and you do not voluntarily withdraw from your sport, your scholarship will remain in place for the remainder of the granting period. Your coach can help you discuss your situation with the Athletics Department.

Where to go for help: The UHM team physician, your athletic trainer or coach will refer you to counseling and healthcare at University Health Services or providers outside the Athletic Department to help you. Remember, the team physicians, athletic trainers and coaches are obligated to keep your pregnancy confidential unless you specifically give them permission to share that information. If you choose not to tell your athletic trainer or coach, below is a list of resources to assist you. You can be seen for pregnancy testing, referral and counseling at the University Health Center and Counseling Center. Providers there can also help you discuss your pregnancy with your athletic trainer and coach if you choose to do so.

University Health Center	(808) 956-6221
UHM Counseling Center	(808) 956-7927
Honolulu Planned Parenthood Clinic	800-769-0045

Can you participate in your sport? If you are pregnant and want to continue to participate in your sport then you, your healthcare provider, the team physician, your coach, your athletic trainer, and the athletic department representative will form a support team to discuss if and how you can safely continue in your sport. Depending on your sport and with your healthcare provider’s approval, you may be able to participate up to the 14th week of your pregnancy. If you choose to participate, you will receive information regarding the risks of athletic participation during pregnancy and your healthcare provider will discuss it with you. When you feel that you understand the issues involved in participating during pregnancy, you will be asked to sign a consent form and it will be added to your medical record. Your support team will monitor your health and academic progress during your pregnancy and can assist you in return to your sport if you decide to return.

What about medical insurance coverage? If you have the UHM sponsored health insurance, Hawai‘i Medical Service Association, Blue Cross-Blue Shield of Hawai‘i (HMSA), and become pregnant, this insurance covers pregnancies. Contact HMSA customer service at (808) 948-6111 for more information on insurance benefits and coverage. If you are not insured, contact University Health Services or Renown Pregnancy Center (808) 956-6221 for referral for prenatal care. The Athletic Department insurance policy **does not** cover pregnancy related costs.[U1]

What if you are a male athlete whose partner becomes pregnant? While male SAs are not affected physically by pregnancy like female SAs, they can have stress over the pregnancy and worry about their pregnant partner and her fetus. Male SAs may question whether they are ready for fatherhood and the personal and financial obligations associated with pregnancy. We encourage you to discuss these issues with your partner and healthcare providers at the University Health Services or UHM Counseling Center.

TRANSGENDER STUDENT ATHLETES

The UHAD strives to foster a positive environment where every single SA receives an equal opportunity to excel and achieve at their optimum potential. The NCAA recently approved a policy for the inclusion of transgender SAs. A transgender person is an individual whose gender identity does not match the person's sex at birth. For example, a male to female transgender person is someone who was born with a male body, but who identifies as a girl or a woman. The inclusion of transgender SAs creates an opportunity for transgender SAs to participate in accord with their gender identity, but at the same time also upholds a balance of competitive equality within sports teams. Over the years, our university has continually embraced students of color, women, students with disabilities, and lesbian, gay and bisexual students. There is great value in appreciating and embracing the diversity that makes our university so special. As our athletics program begins to expand our outreach to transgender SAs, we must strive to make the transitional process as smooth as possible.

The following policies describe the inclusion of transgender SAs undergoing hormonal treatment for gender transition:

1. A trans male (female to male) SA who has received a medical exception for treatment with testosterone for diagnosed Gender Identity Disorder or gender dysphoria and/or Transsexualism, for purposes of NCAA competition may compete on a men's team, but is no longer eligible to compete on a women's team without changing that team's status to a mixed team.
2. A trans female (male to female) SA being treated with testosterone suppression medication for Gender Identity Disorder or gender dysphoria and/or Transsexualism, for the purposes of NCAA competition may continue to compete on a men's team but may not compete on a women's team without changing it to a mixed team status until completing one calendar year of testosterone suppression treatment.

If there is a transgender SA on your team here is a list of suggestions to encourage respectful behavior, safety and diversity:

Expectations for Student-Athletes:

1. Use respectful and preferred language and terminology when discussing transgender SA participation or interacting with a transgender teammate.
2. Become familiar with non-discrimination and harassment policies of the University and the Athletic Department.

3. Encourage others to be respectful while using preferred language and terminology.
4. If taunting or harassment from spectators or opponents occurs during competition report it to your coach.
5. Respect the right of privacy of all SAs with respect to personal information.

DRUG COUNSELING, EDUCATION, AND TESTING

Both the NCAA and the UHMMAD strongly condemn the use of dangerous and illegal chemicals, including recreational drugs and substances that are intended to boost athletic performance. The NCAA maintains a comprehensive list of banned drugs that includes stimulants, anabolic steroids and other anabolic agents, diuretics, street drugs, and peptide hormones. Blood doping is also prohibited. You will have a copy of the NCAA list uploaded on your ARMS account at the (01/2014) beginning of the year, and an up-to-date version is also available at the NCAA website:

https://ncaaorg.s3.amazonaws.com/ssi/substance/2022-23NCAA_BannedSubstances.pdf

You are responsible for knowing what's on this list and for avoiding all banned substances. Exceptions are made only for certain drugs that you are taking by prescription for a legitimate medical purpose. In order to protect yourself, and in order to establish a record in the event that you test positive for a drug that are using legitimately, it is very important that you let your trainer or the team physician know of any medication or substance that you are taking. That includes non-prescription drugs and nutritional/dietary supplements. Many products that you can buy over the counter nowadays contain substances that the NCAA bans, and ignorance is not accepted as an excuse. If you have any questions about any product that you are using, be sure to check with your trainer or with the team physician first. If a SA tests positive for use of a supplement product and has not checked this product out with the athletics staff, the SA bears full responsibility and sanctions for a positive drug test. Please visit the Training Room, specifically Brian Wong, if you have any questions regarding supplements that you may be taking or may wish to take.

In order to provide you with the fullest possible protection, the UHMAD offers a comprehensive drug education and counseling program. In addition, the Department and the NCAA conduct separate but complementary drug tests. You may be subject to either or both types of drug tests during the course of the year. You should read all of the following information carefully so that you are both prepared and informed.

Supplement Advisory: Products sold over-the-counter and through the internet for sexual performance enhancement may contain banned anabolic agents, including testosterone and DHEA. Also, weight loss products or products sold to reduce water retention may contain stimulants and diuretics, banned by the NCAA.

Before consuming any nutritional/ dietary supplement product, review the product and its label with your athletics department and staff. Dietary supplements are not well regulated and may cause a positive drug test result. Any product containing a dietary supplement ingredient is taken at your own risk.

Drug Counseling, Education, and Testing Program at uhm

In today's climate of drug abuse and misinformation, the staff of the UHMAD makes every effort to educate you concerning the dangers of substance abuse. A comprehensive drug education program has been designed to address all aspects of substance use and abuse through counseling, education, and testing.

Counseling. If you or a friend are using drugs and would like help, please contact one of the following people who are part of our drug counseling network:

Dr. Jonathan Sladky, Team Physician 956-6594

Wendy Saelua, R.N., Head Nurse, University Health Services 956-8965

Dr. Alan Hawk, UHM Psychiatrist 956-7927

Ku'ulei Salzer Alcohol and Other Drug Education Program (ADEP) Counselor 956-5091 or email adep@hawaii.edu

They can direct you to professionals who will be able to assist you in obtaining the help you need, and all conversations will be strictly confidential.

Here are some additional resources that are available to you for assistance or referral:

UHM Counseling and Student Development Center QLC 312; 956-7927

UHM Alcohol and Drug Education Program QLC 313D; 956-3453

Mānoa Alcohol Project (MAP) 956-3453

Alcoholics Anonymous 946-1438

Al-Anon (for family members and friends of those who abuse alcohol) 593-3977

Narcotics Anonymous Helpline 734-4357

DASH (Drug Addiction Services of Hawai'i) 538-0704

Salvation Army Treatment Center 595-6371

Education. The UHMAD is committed to making every effort to prevent the use of illegal drugs by its SAs. You are required to attend the NCAA meeting presentation which will cover both UHMAD drug testing, as well as NCAA drug testing. You are also encouraged to enroll in KLS 384, a class focusing on the identification of substances that people use to modify their mood or behavior.

Testing. Drug testing is done to ensure that you are medically competent to participate in intercollegiate athletics and to minimize your risk of being injured. It is meant not only to identify SAs who are using prohibited substances, but also to give you an additional reason to say "no."

The Athletics department has implemented a year-round random drug testing that will test for both street drugs as well as performance enhancing drugs. Anyone who tests positive for a banned drug will be required to submit to retesting.

Prior to the administration of the test, you will be told if you have been chosen for random, suspicion, or re-testing. You will have already signed an "Agreement, Consent, and Receipt" form prior to participating in practice for your sport. (If you are under 18 years of age, the program description will be mailed to your parents or legal guardians, and their signature will be required.) This form states that you understand the drug testing program, that you voluntarily consent to submit to testing for prohibited substances, and that you consent to the release of information to a limited number of people responsible for the administration of this program. After you provide a urine sample, you will be asked to fill out a chain of custody form confirming that all procedures were properly followed during the testing procedure.

Every effort is made to insure the integrity and confidentiality of the testing process. You should feel free to raise any concerns you might have with the drug testing program. However, if you choose not to sign the consent form or complete the drug testing, you will not be cleared to participate in intercollegiate athletics practice or competition.

Results of Positive Drug Tests. If you are found to be using a drug on the NCAA Banned Drugs List during an Athletics Department test, you will be required to undergo a physical examination and a substance abuse assessment, and you will be counseled as to the effects not only on you but also on your team members. You will also be required to participate in drug education, counseling, or treatment as directed by the UHMAD Medical Staff.

In addition, you will be subject to the following consequences:

- After the first positive test, the SA may be withheld from all intercollegiate athletics competition and/or practice if his or her continued participation may represent a health and safety risk to the student-athlete and/or others as determined by medical evaluation and substance abuse assessment.
- The second positive test requires a suspension equaling 20% of his or her regular season of competition.
- The third positive test requires a suspension equaling 30% of his or her regular season of competition.
- The fourth positive test will result in permanent expulsion from all teams and termination of athletically-related financial aid.

Positive test results may also result in the loss or non-renewal of your athletic grant-in-aid. Be aware that it is considered a positive test result if you fail to give a urine sample.

Following a suspension the student-athlete must be medically released in order to return to practice. Failure to participate in the specified program will result in continuation of the suspension.

The following will occur for positive performance enhancing drug test results:

- First offense:
 - Ineligible for competition for one year from test date.
- Second offense:
 - Dismissal from the team
 - Cancellation of student-athlete athletics scholarship

Notification Procedure. If you test positive for drug use, you will be verbally notified by the Medical Review Officer, and also will be given written notification. You may, within 72 hours of the receipt of this notification, request a meeting with the Associate Director of Athletics to discuss the situation, to review the testing procedures used, and to provide any pertinent facts or mitigating circumstances, including medical justification for the use of a prohibited substance.

All requests for a meeting must be in writing. A meeting with the Associate Director of Athletics will occur as soon as is reasonably possible following the written request. The consequences imposed and set forth in the written notification, take place 72 hours after the delivery of the notice, if you have not requested a meeting with the Associate Director of Athletics. If a meeting does take place and it is decided that the results were based on a defective testing procedure or that the positive test was otherwise improper, no record of the positive test results will be kept.

The NCAA Drug-Testing Program

The NCAA conducts a separate drug-testing program that has two components: random testing at any time during the course of the year, and testing during post-season games. You will be asked to sign a consent form prior to your compliance meeting at the beginning of the year. Your agreement to submit to testing is a precondition of your participation in any NCAA sport.

At least once a year (but not necessarily only once), the NCAA will select SAs from our program to submit to a test for performance enhancing drugs, about 18 from Football and about 8 from another NCAA sport. Students will be chosen randomly from the squad lists, and the test will be given a maximum of two days' notice prior to the test. These tests can occur at any time during the year, including the summer. If you are off-campus during the summer, you will be expected to report to a nearby testing site. The consequences of a refusal to cooperate will be the same as for a positive test.

In addition, the NCAA will conduct random comprehensive testing of the participants in NCAA championship events and post-season football games. You may be called upon to provide a sample at any time during the competition.

The NCAA penalties for testing positive are very severe. After your first positive test, you will be ineligible to participate in any regular season or post-season competition for a full calendar year and you will lose a year of eligibility in all sports. You will remain ineligible until you test negative and you have been restored to eligibility by the NCAA Student-Athlete Reinstatement Committee. If you test positive a second time for the use of any substance other than a "street drug," you will lose all remaining regular season and postseason eligibility in all sports.

You can find a great deal more information about the NCAA's drug-testing program at https://ncaaorg.s3.amazonaws.com/ssi/substance/2022-23/2022-23SSI_DrugTestingProgram.pdf. In addition to the banned drug list, they offer FAQ documents on their championship drug testing and summer drug testing programs and documents describing the procedures for exceptions and appeals.

STRENGTH AND CONDITIONING PROGRAM

You are encouraged to maintain the best physical condition possible. The Strength and Conditioning Coordinator will put together a conditioning program tailored to your specific needs. The goal of each individualized strength and conditioning program is to assist you in reaching your full physical potential with regard to strength, flexibility, speed, and endurance, and to help eliminate injuries that result from weak muscular structure. Approach your workout session as an opportunity to improve yourself so you can perform better at your sport. Weight room rules have been established to ensure your safety. The Strength and Conditioning Coordinator, as well as your coach, will instruct you on the proper use of facility equipment. If either you or someone else gets hurt while working out, immediately contact the nearest Strength and Conditioning staff member. An athletic trainer will then be called to evaluate the injury, and if necessary, you will be transported either to the Student Health Service or to the emergency room.

See section 10: Department Facilities for the location, hours and rules of the Weight Room.

TEAM AND STUDENT-ATHLETE TRAVEL SAFETY POLICIES

The purpose of these procedures is to provide a framework for, and assign responsibility and accountability for safe and efficient athletic team and SA travel for UHMAD (for the complete version see the UHAD Manual Section 20).

The Athletics Director or his/her designee shall be responsible for the overall administration of this policy including compliance, oversight, and necessary record keeping.

Coaches are responsible for developing their season travel plans, to include recommended and approved transportation methods and gaining written approval from the appropriate associate athletic director in advance of the season or subsequent schedule change.

Any coach or athletic staff member violating this policy may be subject to disciplinary action.

Team and Student-Athlete Transportation Policies – Vehicles

Driver Selection and Qualifications

Any individual transporting SAs must have a valid driver's license and be insured. New, full-time employees receive a background check. Students and volunteers that will be driving SAs are subject to a motor vehicle record check.

Mopeds

According to state law, "no person shall drive a moped which is carrying any other person nor shall any person other than the driver ride upon a moped." Any athlete caught violating this law will be reprimanded.

Safe Driving Practices (Time and Distance)

Qualified drivers may not drive more than eight hours in any 24 hour period. Trips of more than 300 miles one way or any driving after 2 a.m. or overnight requires hiring a charter company with a paid driver.

Seat Belt Policy

UHMAD recognizes that seat belts are effective in preventing injuries and fatalities. Therefore, all students, staff, and coaches must wear seat belts when operating a school-owned vehicle, courtesy car, or any other vehicle being used for UHAD business or a team trip.

Passenger Vans

UHMAD will not reimburse for vehicles intended to carry more than 12 passengers.

Buses and Mini-Buses

1. Buses may be used to transport to away venues, transport to hotels from airports, and transport from hotels to playing venues.
2. Approved buses for team transport are motor coach common carriers.

Driving While Impaired

If at any time it is determined by any law enforcement agent that a driver has or had a Blood Alcohol Content greater than zero while driving SAs or others on UHMAD business, the driver will be in violation of this policy and will be prohibited from driving. (01/2014)

Inclement Weather

Drivers are responsible for checking the forecast before departing. Head Coaches have the right to discontinue a trip at anytime they believe SA safety could be compromised. The UHMAD will be responsible for lodging, per diem and other expenses resulting from such a decision.

Team and Student-Athlete Transportation Policies – Aircraft

Air Travel – Scheduled Commercial Flights

Scheduled commercial flights are the most closely regulated and safest form of air travel. A group taking a commercial flight can rely on the pilots' qualifications, training, and experience, as well as the plane's airworthiness. Contractual agreements with risk transfer and insurance provisions are unnecessary, and travelers can enjoy a high degree of confidence, based on statistical experience, in arriving safely at their destination.

Air Travel – Charters

All charter services procured shall be subject to the approval of the UHMAD Business Office. Every charter company used must have and demonstrate evidence of a current air carrier certificate under FAA Part 135 or 121. The UHMAD contract travel agency shall provide UHMAD with written verification for all charter flights from the FAA Flight Standards District Office (FSDO) that an Air Carrier Operating Certificate has been filed and is being maintained in good standing.

Air Travel Other than Commercial Carrier or Department Contracted Charters

SA travel is prohibited on aircraft other than commercial or UHMAD approved charter.

Waivers

Each SA signs an Assumption of Risk and Release form (Appendix 4) each year prior to participation in intercollegiate athletics. The form states that “My participation with the intercollegiate athletic program may involve intra-island, inter-island, national and international travel via automotive vehicle or airplane. There are certain inherent risks associated with such travel that may include, but are not limited to, injury, illness or property damage arising from: (a) collisions; (b) mechanical failure of the vehicle or airplane; (c) operator error; (d) storms, floods, earthquakes or other natural disasters; and (e) terrorist activities.”

Team Travel Roster Size

Each sport has a list of approved travel parties for each intercollegiate sport. Any deviations from the approved travel party require approval of the Associate Athletics Director for Administrative Services.

Rooming Assignments

For road trips, SAs shall room two to a room. In the case that there is an uneven number of SAs, the administrator will decide whether the extra SA will room alone or three to a room.

Coaches and SAs shall not room together.

Per Diem

1. Per diem start time: 90 minutes prior to departure time for inter-island travel, 3 hours for out of state travel or documented actual time of arrival at airport (i.e. Parking receipt)
2. Per diem end time: Documented arrival time
3. A dollar amount does not need to be deducted from SAs per diem for pre-game team meals.
4. For team meals provided to SAs that are not pre-game meals on road trips, the cost of the meal must be deducted from the SAs per diem. Dollar amount of deduction commensurate with breakdown of per diem at the rate of breakfast \$9, lunch \$13.50, dinner \$22.50.

Student-Athlete Travel Deviations

SAs who plan to deviate from the team travel itinerary must complete a release form and submit to the form to the Director of Athletics or his designee a minimum of three days prior to departure for the trip.

SECTION 10: DEPARTMENT FACILITIES

While attending the UHM, you have the privilege of utilizing some of the finest athletic facilities available. This section gives you a general orientation to our facilities, and it also contains information about the operation of the Training Rooms, the Weight Room, the Equipment Room, and the Locker Rooms.

THE ATHLETICS COMPLEX AND OUR PRACTICE AND COMPETITION FACILITIES

The Athletic Complex, located on the Makai campus, is the largest athletic facility at UHM. The \$12 million, three-story building contains offices for athletic administration and staff, the coaches' offices (on the third level), the Kinesiology and Rehabilitation Sciences (KRS) Department, and the Student Recreation Services Office. The facility also is home to the following:

- Two practice gyms, each with two regulation basketball courts, three volleyball courts, and six badminton courts.
- A 190-seat air-conditioned auditorium/lecture hall, which is utilized for large team meetings, Departmental meetings, Kinesiology and Rehabilitation Services (KRS) classes, and other University functions.
- The Alexander C. Waterhouse Physiology Research and Training Facility. The 10,000 square foot facility is named after the late Alexander C. Waterhouse, a 1997 UH Circle-of-Honor inductee for his tireless contributions to UHM athletics.
- The Nagatani Academic Center, which includes a study area and two computer labs, plus the offices of Student Athlete Academic Services, the Student Services Office, and the Compliance Office. The Center is named for the late Toshio (Bob) Nagatani, whose financial contributions made its construction possible.
- Men's and women's varsity sports locker rooms
- The athletic training room, featuring complete injury prevention and rehabilitation equipment including Therapeutic Modalities, Ultrasound machines, Whirlpools, Cybex machines, Orthrotron machines, and exercise equipment.
- Two dance/exercise studios with wood floors and large viewing mirrors, plus a large gymnastic/martial arts studio with wall-to-wall exercise mats and viewing mirrors.

Our on-campus competition facilities include:

- **The Stan Sheriff Center.** Home to the men's and women's basketball and volleyball teams, the arena is also used for other important events such as graduation. The Center seats 10,300, and is named for the UHM Athletics Director from 1983 to 1993.

- **The Les Murakami Baseball Stadium.** Named for UHM’s baseball coach with the longest tenure and most wins, the lighted, two-tier structure has seating for 4,312.
- **The Rainbow Wahine Softball Stadium.** The fenced-in facility has bleacher seating for 1,250. The playing surface is natural turf with a skinned infield.
- **UH Tennis Center.** There are twelve regulation courts with overhead lights for night play.
- **Clarence T.C. Ching Athletics Complex.** The field turf surface is a field that is surrounded by an eight lane Mondo track surface. There are overhead field lights and bleacher seats for approximately 9348. This complex includes offices and locker rooms for cross country, soccer, track & field and beach volleyball.
- **The Duke Kahanamoku Aquatics Complex.** Named for Hawai‘i’s premier Olympic swimmer, it includes a 50-meter by 25-yard training and water polo pool and a separate 25-yard by 25-yard competition and diving well.
- **Klum Gym.** Named for Otto Klum, who coached football, basketball, and baseball at UHM in the 1920s and 1930s, the gym features three basketball practice courts, four volleyball practice courts and competition courts for basketball and volleyball.

There are also two large practice fields with natural grass, one used by the football team and the other used by women’s soccer.

Three of our teams use off-campus competition facilities:

- The football team used to play its games at Aloha Stadium, which is owned and managed by an agency of the State of Hawai‘i. Due to their current renovations, Football moved home in 2022 and now holds their games at the Clarence TC Ching.
- The Soccer team competes at the Waipio Peninsula Soccer Stadium in Waipahu, which is owned and managed by the City and County of Honolulu. The stadium seats 4,500.
- The Sailing team’s venue is the Marine Education Training Center at Sand Island.
- The Beach Volleyball program hosts their tournaments in Waikiki at Queen’s Beach.

THE ATHLETIC TRAINING ROOMS

UHMAD has well staffed and equipped Athletic Training Rooms. The Saake Athletic Training Room is located in the Athletic Complex, Room 136. There are also athletic training rooms for baseball, located at the Les Murakami Stadium, Room 106, Rainbow Wahine Softball Stadium, T.C. Ching Complex and in the Stan Sheriff Center.

The Athletic Training Rooms operate on a by appointment only basis. Appointments can be made at <https://uhatr.setmore.com>. The hours for the Athletic Training Rooms vary according to the season. Current hours are posted on the Athletic Training Room doors. For additional information on athletic training services, call 956-7144.

Athletic Training Room Rules. The following rules must be adhered to if the Athletic Training Staff is to be effective in their role of prevention, treatment and rehabilitation of athletic injuries.. Treatment may be refused at any time to those in violation of Athletic Training Room rules and policies.

1. Athletic Training Rooms are open during specified times of the day. These times are posted on the doors.
2. The Athletic Training Room operates on a by appointment only basis. Remember, you are never late for practice because you were detained in the Athletic Training Room; you simply didn't get to the Athletic Training Room early enough.
3. Report all injuries immediately regardless of how minor or insignificant you may think they are. New injuries or illnesses must be reported to your Athletic Trainer as soon as possible in order for the Athletic Training Staff to report the prognosis to your coaches.
4. You are responsible for getting your taping or treatments done in time for all meetings and practices. Sign in for each treatment.
5. All treatments given after practice are administered only after showers. You must use your own white towel for treatment.
6. Injured players will report to each practice session. There is no excuse for missing a meeting or practice unless it is an emergency. Injuries requiring missed practice time must be excused by the Team Physician, Head Certified Athletic Trainer, or Assistant Certified Athletic Trainer.
7. Do not leave a drill or the practice field without the permission of your coach or Certified Athletic Trainer. The practice field is your classroom, a place for you to work and learn. The Certified Athletic Trainer will notify your coach if you are out.
8. Never apply heat to any injury. The Certified Athletic Trainer will decide if heat is needed. If you want to do something for your injury, apply ice, and mild compression and elevate the injured area. Ice is for treatment only. It should not be eaten or used in drinks.
9. Continue all treatment until the medical staff decides they are no longer needed. Do not stop treatments just because it feels better.
10. You should consider having your ankles taped or wrapped prior to each practice or game. If you are required to have taping done during the season, you must shave your ankles.
11. Do not handle any of the treatment modalities. If misused, they can be dangerous! All treatments are administered by the Athletic Training Staff.
12. You are to use the Athletic Training Room for treatment only. No team meetings or study halls are allowed. The Athletic Training Room is not a place to hang out and socialize. The only reason to be in the Athletic Training Room is if you have business with the Athletic Training Staff.
13. No interviews are permitted in the Athletic Training Room
14. Abusive behavior or language is not tolerated.
15. The Athletic Training Room is the medical center of the Department of Athletics. Help keep this area clean and orderly. No food or drinks are allowed in the Athletic Training Room.
16. The Athletic Training Rooms are co-ed. Please wear appropriate clothing.
17. No football or multi-cleated shoes of any kind are to be worn in the Athletic Training Room.
18. No supplies should be removed from the Athletic Training Room without the Athletic Trainer's permission.
19. The Athletic Training Room phones are for business use only. Please do not ask the Athletic Trainers for the use of the phone. Use of the phones by a SA may be a violation of NCAA rules.
20. Athletic Trainer Students should be treated with the same respect as regular staff members.
21. Injuries not sustained during team functions are not the responsibility of UHM Department of Athletics.
22. The use of cellular phones or any other electronic devices, such as laptops, notebooks, iPads, Macbooks, and cameras, are prohibited in any University of Hawai'i at Mānoa Department of Athletics Training Rooms, including off-campus locations designated as training rooms (hereinafter referred to as

the “Training Room”) by student-athletes. This is to ensure the confidentiality and privacy of all student-athletes who enter for treatment. Please turn off all cellular phones and any other electronic device that you may have upon your arrival to the Training Room. Failure to comply with this policy may jeopardize your opportunity to obtain treatment in the Training Room and may result in removal from, and/or denial of access to, the Training Room. Further, any breach of the confidentiality and privacy of another individual due to the use of your cellular phone or any other electronic devices will be subject to the University of Hawai`i at Mānoa Student-Athlete Code of Conduct and may result in minor/major misconduct violations based on the circumstances involved and may include suspension or dismissal from your team.

THE WEIGHT ROOM

Alexander C. Waterhouse Physiology Research and Training Facility hours vary throughout the year. Go to the weight room to check the posted hours. If you would like additional information on the Strength and Conditioning Program, call 956-7882.

In the event of a disciplinary problem, the Strength and Conditioning Staff have the authority to remove a SA from the facility.

1. Spotters should be used for all near-maximum-effort lifting.
2. Food or drinks are not allowed in the facilities.
3. Tobacco or spitting is not allowed.
4. Shirt and shorts/sweats are mandatory.
5. Athletic shoes are required. Flip-flops, sandals, muddy shoes, and bare feet are not acceptable.
6. All weights and dumbbells must be returned to their proper racks.
7. For your protection, weight belts are provided.
8. Horseplay is not allowed
9. SA should check with a member of the Strength and Conditioning staff before starting any strength and conditioning workout.

THE EQUIPMENT ROOMS

Two varsity sports Equipment Rooms are located in the Athletic Complex. These fully stocked rooms are off limits to everyone except Equipment Room staff. The Equipment Rooms supply SAs and teams with all their uniforms, supplies and equipment needs for both practices and games. The Equipment Rooms hours of operation varies throughout the year and will be posted on the doors of both rooms. Their phone numbers are: 956-7818 (Makai) and 956-6559 (Mauka). All uniforms, practice gear and equipment including sponsor-provided items shall be inventoried and checked out by the equipment room staffs.

Equipment Room Rules and Policies

1. Prior to issuance of athletic equipment, all SA need clearances for: physicals, drug testing, academics, NCAA paperwork, and coaches' approval. Your name is then established on a roster for that particular sport and is given to the Equipment Room, at which time you may be issued all necessary equipment and apparel for your sport.

2. Athletic uniforms, warm-ups, and other forms of equipment or apparel issued to you may only be used during official athletic practices or events. This equipment is not intended for personal, everyday use. Any exceptions to this policy must be approved by your Head Coach and the Equipment Manager.
3. Certain items of equipment or apparel will be stored in individual lockers during the entirety of an athlete's eligibility. Check with equipment staff.
4. Lost or stolen equipment should be immediately reported to the Equipment Manager. The items are marked "lost" on your equipment card and then a replacement is issued, if available.
5. All your equipment is custom fit to your needs. Do not trade equipment with another player.
6. Report all equipment problems to the Equipment Manager immediately. If something happens during a practice, report it to the designated Equipment Manager.
7. Learn to inspect your equipment daily prior to putting it to use. Never wear damaged or altered equipment.
8. Equipment or apparel that is no longer usable (worn or damaged) will be exchanged for new or serviceable items. DO NOT dispose of worn out items regardless of their condition. This is also known as our "one for one" policy.
9. Do not loiter at the equipment window.

SAs who have been cut or been excused from a team will have to immediately clear their locker of all personal items and return all issued equipment and apparel. Failure to do so after two weeks will result in the disposal of all personal belongings.

Note: Equipment rules and policies may vary from sport to sport. If you have any questions concerning the policies for your particular sport please contact the Equipment Manager or your coach.

Locker Room Rules

1. Lockers are assigned and may not be changed unless approved by the Equipment Manager.
2. Keep lockers secured at all times. Locker combinations are to remain confidential.
3. Do not leave valuables in lockers. If you do, keep them locked up at all times and out of plain view.
4. Stay out of other people's lockers.
5. Keep your area of the Locker Room clean.
6. Do not wear muddy shoes into the Locker Room.
7. Report any problems occurring in the Locker Room to the Equipment Manager.
8. Mopeds, scooters, bicycles, etc. are prohibited from the Locker Room areas.

Laundering services

1. Individual laundry bags will be washed and dried daily and will be put back in lockers.
2. Towels may be exchanged on a one-for-one basis anytime the equipment room is open.
3. Personal items of clothing other than practice and/or game laundry is prohibited from being washed in laundry bags.
4. Bulky items such as football pants, sweats, etc. will be washed separately.
5. Laundry bags need to be fastened properly. Failure to do so will result in your laundry coming out of your bag. The missing items may be available at the front window.
6. Laundry bags and game wear turned in after 7:00 pm will be washed the following day. Learn to turn in bags immediately after practice sessions or game is over.

7. During the winter break and summer, times to turn in your laundry bag may vary. Times will be posted at the equipment room.

Equipment Collection Policy

1. You will be charged for any unreasonable damage to equipment items. Fines for excessive damage to equipment are levied after the Head Coach and Equipment Manager have been consulted. If the damage is severe enough to warrant the purchase of a new item, you must pay the replacement cost. You are also financially obligated for any lost or stolen articles.
2. Specific items of equipment or apparel loaned to the individual will be returned to the Equipment Manager no later than one week (five working days) following the final competition for that sport.
3. Immediately following a five day grace period (five working days after the last competition) for equipment/apparel check in, SA will be billed for any equipment that has not been turned in. SA will then have five working days to pay the bill or return the equipment.
4. Following the five day grace period and the five day billing period (10 working days) a list of financial obligations will be sent to the University Cashier's Office. At this point, the SA may no longer turn in equipment or apparel. He or she must pay the bill.
5. Note that financial obligations to the University will prevent the student-athlete from registering for classes, sending transcripts, receiving scholarship checks, checking out library book, etc.

SECTION 11:

THE MEDIA AND THE COMMUNITY

As an SA, you are going to find that you are regarded both as a public figure and as a representative of the University. This section is meant to help guide you in your relations with both the media and the community.

MEDIA RELATIONS

The UHMAD is the only NCAA Division I program in the state. There are no professional sports teams in the islands, therefore people look to UHM athletics and its SAs to represent the State of Hawai'i on the local, national, and international levels. Because of UHM's unique position, the media, especially the local press, provide the highest level of coverage. UHM athletics takes up about 40 to 50 percent of the sports page in the major daily newspaper every day and the local television stations provide extensive coverage on their newscasts.

As a UHM SA, you should cooperate with the media whenever possible, but there are also rules that reporters are supposed to follow. Reporters are asked to check-in with the Media Relations Office before roaming around the Athletic Complex, and they are required to obtain approval from a UHM media relations representative before conducting an interview with any UHM SA. SAs who are approached by the media outside of a normal game or practice setting should make sure this approval has been granted before providing an interview.

Interviews can be a valuable learning experience. The following tips are worth keeping in mind.

1. Do not accept phone calls, e-mails, or visits from reporters unless prior approval has been given by a media relations representative. If a reporter tries to contact you in any way without prior approval, politely inform the reporter of the UHMAD media policy and ask them to contact the appropriate media relations representative for your sport. This policy is in place in part to help deter people trying to obtain information for gambling purposes.
2. Organize your thoughts before a scheduled interview. Understand the difference between interviews for print (newspapers and magazines) and broadcast (television and radio). Not all television and radio interviews are live; in fact they are usually taped for later broadcast. Be particularly careful when conducting live interviews since what you say cannot be edited.
3. Do not say anything to any reporter that is not meant to be repeated or used in a story. You should never offer comments "off the record" when being interviewed.
4. Try to provide honest answers to questions. If you are not comfortable answering a question, let the reporter know that you would rather not answer or talk about that subject.
5. Confine discussions with the media to matters directly related to your performance, the performance of your team, and only the personal information that you feel comfortable divulging.

6. Avoid criticizing your coaches and teammates. All concerns involving teammates and coaches should be discussed in a private setting without any reporters present. Other topics that should be completely off limits include UHMAD business, budgets, contracts, and facilities; NCAA, Big West, MWC and MPSF issues; the health, condition, or academic status of your teammates; and disciplinary actions.
7. Notify a Media Relations representative if there is anything you are or were uncomfortable with during an interview (for instance, reporters asking you to meet in a social setting).
8. All UHM athletic facilities except for practice facilities are off-limits to reporters. This includes the locker rooms, training rooms, weight rooms, and the Nagatani Academic Center. If you see a reporter in an area that is off-limits, please contact a Media Relations representative immediately.
9. Developing personal relationships with reporters is not prohibited. However, what you say to a reporter, in any setting, can be used in the media. Be careful of where you are, whom you are with, and what you say at all times.

You are encouraged to contact the Media Relations Office at 956-7523 for assistance if you feel you need more help with techniques for handling interviews.

SOCIAL MEDIA

On-line platforms such as Tik Tok, Snap Chat, Facebook, Instagram, and Twitter can be a great way to stay in touch with other and having a social media presence. But they can also be a way of attracting attention that you might not want. Some people your age have fallen victim to identity theft and to stalking; others have been embarrassed when they went to apply for a job and their potential employers have seen what was posted on their site. Use common sense both in who you allow to see your site and in what you display there.

- Use the option to privatize your site whenever you can so that only people that you know can gain access. Keep in mind that since you're a SA, people that you don't even know are going to want to find out more about you.
- Think about what kind of information you're sharing, even if you limit access, because anyone who can get to your site can pass on what they find to anyone else. It's a bad idea to post your class schedule, your home address, your cell-phone number, or any information about where you are going to be staying on your road trips.
- It's also a bad idea to reveal anything of a really personal nature. You probably shouldn't put anything that you wouldn't want to read about in a newspaper.
- Be careful about posting photographs or describing your activities in a way that reflects badly upon yourself, upon your teammates, or upon the University. Remember, once you post a picture on a social network site, it becomes the property of the site.
- Don't post any comments about your coach or about your teammates, either good or bad. You do not want to run down your team; you also do not want to reveal inside information either to reporters or to people who bet on athletic events.

BOOSTER ORGANIZATIONS

One of the most important ways in which the community becomes involved in UHM Athletics is through its booster organizations. The umbrella booster group and the principal fundraising unit for UHM Athletics is 'Ahahui Koa Ānuenuē. 'Ahahui Koa Ānuenuē raises money for scholarships, programs, and facilities through its preferred seating program, booster club membership and activities, major gifts, and endowments. AKA is managed by a paid staff and by a forty-person volunteer Board of Directors which works closely both with the Athletics Department and University of Hawai'i Foundation (UHF).

In addition, many teams have their own individual booster club to lend encouragement and support:

Baseball - Grand Slam Club

Basketball (Men's) - Rainbow Basketball Club

Basketball (Women's) - Rainbow Wahine

Football - Na Koa

Soccer - Rainbow Wahine Soccer Hui

Softball - Hui Kako'o Pa'ani Pohili

Tennis - UH 'Ohana Tennis

Volleyball (Men's) - Men's Volleyball Club

Volleyball (Women's) - Wahine Volleyball Club

There is also the Rainbow Wahine Hui, whose purpose is to promote and support women's athletics in general. The Letterwinners Club is the UHM Athletics alumni organization. Anyone who was included on the varsity roster of any sport for at least one year is welcome to join. The club serves as a way of allowing former SAs to stay in touch, but it also exists to give former athletes a way to support the athletics program.

You will have an opportunity to meet with boosters either before or after your competition or at affairs such as team banquets. You should be gracious in your expression of gratitude for their support: these are, after all, your team's biggest fans. But remember also the rules on accepting benefits. Boosters are never allowed to offer gifts to individual SAs: all of their contributions must go to the Department even if restricted for your team. If anyone offers you a gift or favor of any kind, politely turn it down and immediately inform your coach. If you do not, you will jeopardize your eligibility.

COMMUNITY SERVICE PROJECTS

The UHMAD considers it a priority to contribute or give back to the community that supports its programs. SAs and UHMAD employees volunteer their time at many community service functions throughout the year. These efforts are strongly encouraged by the University, but participation in such projects is strictly regulated by the NCAA. All public service appearances made by SAs must be approved in advance by the Director for Compliance and Eligibility. In addition, the sponsoring organization must present a written request and certify that they understand the NCAA rules regarding such appearances and that their event is in compliance with these rules.

If you are asked to participate in a community service project (e.g. a public appearance, a TV or radio promotion, etc.), you and the sponsoring agency must fill out the appropriate forms from the Director of

SA Development in room NAC 25E. You may receive actual expenses to travel to such events and a meal in conjunction with the event, but no cash or material remuneration. You are not allowed to miss any classes. At no time may a SA be involved with projects that promote a commercial product, service, or facility.

SECTION 12: RECOGNITION AND AWARDS

UHMAD, the Big West Conference, the Mountain West Conference, and the Mountain Pacific Sports Federation are eager to honor outstanding performances by SAs, both in competition and in the classroom. This section lists the various types of recognition that they offer.

Please be very cautious about accepting any honor or recognition that is not listed here. You can jeopardize your amateur status if you accept any gift or benefit that is not available to other students at the university, even if the offer is termed an "award." Gifts or awards from boosters or from professional athletics associations are restricted by the NCAA, and acceptance of such may jeopardize your eligibility. If you are in doubt, check with your Head Coach or with the Assistant Athletics Director for Compliance and Eligibility.

Departmental Regular Season Awards

In order to receive an athletic award, you must be of amateur standing, you must be eligible for athletic participation as defined by the NCAA, and you must have been representing the University of Hawai'i at the time of competition. The specific criteria for lettering in each varsity sport are established by the Head Coach. The coach may also recommend letter awards in special situations for athletes who do not meet the stated guidelines. Criteria for lettering are as follows:

- Baseball - Participation in 25% of the officially scheduled contests and/or coaches' recommendation.
- Basketball - Participation in one-third of the scheduled varsity contests and coaches' recommendation.
- Cheerleaders - Adherence to pep squad rules, participation at all designated games, practices, UHM functions and community projects, and coaches' recommendation.
- Cross Country/Track and Field - Participation in intercollegiate competition; adherence to program expectations; and coaches' recommendation.
- Football - Making a significant contribution in varsity contests and coaches' recommendation.
- Men's Golf - Participation in an intercollegiate event and coaches' recommendation.
- Women's Golf - Participation in 20% of the scheduled tournaments, no unexcused absences from team practice, and coaches' recommendation.
- Sailing - Competition in the PCIYRA sanctioned regatta or top half of the team in local competition for one year, regular participation in practice and local competition for one year, and coaches' recommendation.
- Soccer - Participation in a varsity contest, no unexcused absences from practice, passing all team conditioning time trials prior to first game, and coaches' recommendation.
- Softball - Participation in a varsity competition, regular attendance at practice, adherence to team expectations, and coaches' recommendation.
- Swimming and Diving - Scoring point(s) in dual meet and/or conference championship competition, and coaches' recommendation.
- Tennis - Participation in varsity competition and coaches' recommendation.

- Volleyball - Participation in varsity competition, regular attendance at practice, and coaches' recommendation.
- Water Polo - Participation in varsity competition, regular attendance at practice, and coaches' recommendation.
- Student Managers - Coaches' recommendation and approval of the Athletics Director.

If you have earned an athletic participation award, you will be given a certificate and a letter. The Associate Athletics Director/ SWA's Office maintains a roster of award winners.

BOWL AND CHAMPIONSHIP AWARDS

In addition to the regular season awards, the Department may also present awards to SAs who participate in special events (such as bowl games, all-star games, or post-season competition) or in recognition of winning a conference or national championship. These awards will be made at the recommendation of the Head Coach and the approval of the Athletics Director.

Senior Awards

Senior participation awards will be presented to SAs who have exhausted their collegiate athletics eligibility. The list of senior SAs receiving the senior participation award will be the responsibility of the Marketing office in consultation with the head coach and Compliance Office. Additional participation awards given to seniors must be approved by the Compliance Office to assure compliance with NCAA value limits.

BIG WEST & Mountain West Conference Awards

In season, the Big West regularly chooses a SA of the week in each of the sports that it sponsors. In some sports, more than one award is offered, based upon position. Nominations are made by the Media Relations Directors and the awardees are selected by the conference office.

At the end of the season, the conference presents a trophy to the championship team (based on standings) and also to the winner of the conference tournament, if applicable. In sports with tournaments, an award is also made to the tournament MVP and to the all-tournament team.

At the end of the season, the head coaches in each sport vote to choose a conference player or athlete of the year, a freshman of the year, and a coach of the year, and in some team sports there are also position players of the year. The coaches also choose an all-conference first team and an all-conference second team. Some of the larger sports also have all freshman or newcomer teams or all-conference teams based on position.

SCHOLAR-ATHLETE AWARDS

The University, our conferences, and the NCAA all give special recognition to SAs who have also excelled academically. Most of these awards are given automatically, based on your grades, but for the scholarship awards, you have to be nominated. If you think that you might qualify, you should express your interest either to the FAR or to the Director of Student-Athlete Development.

UHM Scholar-Athlete Award. Each spring, the university honors its top scholar-athletes at the annual Scholar-Athlete Event. To qualify, a SA must have lettered during the preceding year. SAs who have completed only one semester (i.e., freshmen and new transfers) must have a 3.5 GPA; those who have been here for two semesters or more qualify if they have a GPA of at least 3.0 either cumulatively or during the preceding full year.

The Jenny Matsuda Award. Awarded annually to the top Female and Male Scholar-Athlete of the University of Hawai'i at Mānoa Athletics Department. Named in honor of Jennifer Matsuda, Director of Student-Athlete Academic Services from 1999-2015.

The Jack Bonham Award. The Jack Bonham Award, the Athletics Department's highest honor, is named in honor of a former Assistant Athletics Director at UHM. It is presented annually to the senior SA, one male and one female, who best exemplify the ideals of athletic excellence, academic achievement, public service, leadership, and character for which Jack Bonham stood. SAs are nominated by their coaches; the selection is made by UHMAD Athletics Administrators.

Big-West Academic All-Conference Team. To be eligible for the Academic All-Conference team, student-athletes have to maintain a 3.0 cumulative grade point average, complete one full year at the member institution prior to the season for which the award is being received (i.e., be at least a sophomore academically) and compete in at least 50 percent of their team's contests. The Big West announces the Academic All-Conference Teams at the end of each season of competition (fall, winter, and spring).

Big West Scholar Athletes. To be eligible for the Commissioner's Honor Roll, student-athletes must have been on the team roster in a varsity sport during the previous season of competition, eligible for competition, and achieve a cumulative GPA of at least 3.0. Those with a GPA of 3.21 or better will be named Scholar Athlete with Honors, and those with a 3.51 or better will be named Scholar Athlete with Highest Honors. All awardees receive a certificate from the conference.

Big West Male & Female Scholar Athletes of the Year. Every year each Big West member school selects one male and one female Big West Scholar-Athlete of the Year. Honorees are announced on March 1, and they receive a plaque at a breakfast held in conjunction with the Big West Basketball Tournament. To be eligible for the award, a student-athlete must be a non-freshman with a 3.25 minimum GPA. Selection is based on athletic and academic performance from the previous academic year's spring term and the current academic year's fall term.

Academic All-Mountain West Team. To be eligible for selection, student-athletes must have completed at least one academic term at the member institution while maintaining a cumulative grade point average of 3.0 or better and they must have participated in at least 50% of their team's contests in the preceding season.

Mountain West Scholar-Athletes. To be eligible for selection, student-athletes must have completed at least two academic terms at the member institution while maintaining a cumulative grade point average of 3.5 or better, and they must have participated in varsity competition in a Mountain West sponsored sport..

Mountain West Scholar-Athletes of the Year. The award is bestowed annually to one male and one female who best exemplify the term "student-athlete" by achieving excellence in academics, athletics and community involvement. In addition to athletic achievement, recipients of the Scholar-Athlete of the Year Award must have a minimum 3.5 grade point average, demonstrate leadership, and exhibit good character and conduct on and off the playing field. This year's winners will each receive a \$2,500 postgraduate scholarship.

Mountain Pacific Sports Federation Academic All-Conference Award. The MPSF gives its award to participants in MPSF sponsored sports who are at least sophomores, who have been at their school for at least a year, have participated in at least 50% of their team's contests in the preceding season, and who have a cumulative GPA of at least 3.0.

NCAA Division I Degree Completion Awards. The NCAA offers a limited number of scholarships for SAs who have completed their eligibility, who have exhausted their eligibility for institutional athletics-related financial aid (usually after five years), and who are within 30 credits of graduating. The application materials usually come out in late March for the following year. If you think that you qualify, you should make your interest known to the FAR or to the Director of Student-Athlete Development.

NCAA Post-Graduate Scholarship Award. Each year the NCAA awards approximately 175 Post-Graduate Scholarships, worth up to \$7,500 each, to outstanding SAs, evenly divided between men and women. Nominees must have at least a 3.2 GPA and be in their final year of competition. Awards are based upon athletics achievement, academic performance, leadership, and service to the university and the community. Each institution may nominate up to ten SAs. Nominations are made by the FAR, and the application form requires recommendations from the Head Coach, an UHMAD administrator, and an academic professor. Applications are due at the end of the nominee's competition season (Fall, Winter, or Spring). If you think you qualify and if you plan to go to graduate school, make sure that you make your interest known to the FAR.

NCAA Walter Byers Postgraduate Scholarship. The Byers Scholarship offers \$21,500 a year for up to two years of graduate study. Two awards are made nationally each year. Recipients are required to have at least a 3.5 GPA, they must show evidence of superior character and leadership, and they must demonstrate that participation in athletics has been a positive influence on their personal and intellectual development. Nominations are made by the FAR. At UHM, nominees will be selected from those who are nominated for the NCAA Post-Graduate Scholarship Award.

NCAA Woman of the Year. Each year one or two wahine student-athletes, exhausting their eligibility will be nominated as the UH NCAA WOY nominee. Nominees will be forwarded to the Big West conference office to be considered as the Big West NCAA WOY nominee. For more information on the NCAA WOY award and nomination process click on the following link:
<https://www.ncaa.org/sports/2013/12/9/ncaa-woman-of-the-year.aspx>

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INTERCOLLEGIATE ATHLETICS HEALTH INFORMATION

Dear UH Student-Athlete and Parents,

Welcome to the University of Hawai'i at Mānoa. In order to prepare for the upcoming school year, we need to have current and updated information before student-athletes can begin official team practice activities.

All student-athletes must report any athletically related illness or injury to their team's Athletic Trainer or the Team Physician before the Department of Athletics can assist with any associated medical expenses. **Completion of the Health Insurance Information form is required of both new and returning student-athletes.**

If you have any questions regarding insurance coverage, please feel free to contact the Athletic Business Office at (808) 956-6505, or an Athletic Trainer at (808) 956-7144.

HEALTH INSURANCE INFORMATION AND AUTHORIZATION

The Department of Athletics' insurance policy is intended to provide **secondary insurance** for our student-athletes for injuries occurring while participating in the practice or play of intercollegiate sports. The policy is intended to provide "excess" or "secondary" coverage to any personal or parents' or marital insurance benefits. **This means that any student-athlete's own insurance or that of the student-athlete's parents and/or spouse must be billed first.** After the applicable insurance plan has paid all available benefits, our Department of Athletics' insurance policy will pay any remaining amount, up to the maximum limit of our policy.

If you do not have personal insurance or are not covered by a parents' or marital insurance policy, any injury or medical condition that you may sustain or suffer and any injury or medical condition you may cause in connection with your participation in the UH Athletics Program might not be fully covered by an insurance policy held or obtained by the University of Hawai'i.

Do you currently have Medical Insurance? Yes No

It is recommended that if you do not have health insurance, you should purchase the health insurance policy offered through the University of Hawai'i for its student body, to cover non-athletically related injuries and illnesses.

If you do have health insurance, this form authorizes the Department of Athletics to bill a student-athlete's insurance or a student-athlete's parents' and/or spouse's insurance for any bills incurred for treatment of an athletic injury. No medical expenses will be paid out of Department of Athletics' funds without accurate insurance information on file. It is the student-athlete's sole responsibility to keep the information current. Please notify the Athletic Training Room staff of any changes in your insurance.

I hereby authorize any Insurance Company, Employer, Hospital, Physician, Surgeon, Pharmacy, or other health care provider to release any information with respect to injury, treatment, or insurance. A photocopy of this authorization shall be considered as effective and valid as the original.

I will notify the Training Room of any changes in my insurance coverage within 30 days of said changes. I understand that if I do not provide appropriate and complete information regarding any insurance claims I may be responsible for any outstanding medical bills.

Student-Athlete Printed Name

Parent/Legal Guardian Printed Name
(If student-athlete is under 18 years of age)

Student-Athlete Signature

Parent/Legal Guardian Signature
(If student-athlete is under 18 years of age)

Date

Date



**ASSUMPTION OF RISK, CONSENT,
WAIVER, RELEASE AND
INDEMNITY AGREEMENT**

Student-Athlete's Name: _____ Sport(s): _____

The University of Hawai'i offers students the opportunity to participate in intercollegiate athletics. Certain potential risks to personal health and safety are inherently associated with athletics and participation in sports requires an acceptance of the risks of injury, loss and damage. Those unwilling to accept these associated risks should not participate in an intercollegiate athletics program or any intercollegiate sports.

I wish to participate in the University of Hawai'i at Manoa intercollegiate athletics program and specifically the above- referenced sport(s) (collectively, the "*UH Athletics Program*"). In consideration for my participation in the UH Athletics Program, I agree to the following on behalf of myself and my heirs, executors, administrators, and personal representatives:

1. Representation of health. I understand the nature of the UH Athletics Program and I represent that I am in good physical, mental, and emotional health and able to participate in the UH Athletics Program. If, at any time, I believe the conditions of my participation to be unsafe, I will immediately cease further participation in the UH Athletics Program. I further agree to and represent that in connection with my participation in the UH Athletics Program: (a) I will be covered by a private medical and/or health insurance policy or if I am not covered by such insurance policies, I acknowledge and agree that any injury or medical condition that I may sustain or suffer and any injury or medical condition I may cause in connection with my participation in the UH Athletics Program might not be fully covered by insurance policies held or obtained by the University of Hawai'i and (b) the University of Hawai'i will not be responsible for or required to indemnify or defend me with respect to any illness, personal or bodily injury, death, economic and property damage, severe emotional loss, and any other loss, damage, or injury (collectively the "*Injuries/Damages*") that I may sustain or suffer in connection with my participation in the UH Athletics Program, including but not limited to bruises, lacerations, sprains, strains, heat stroke, cardiac arrest, respiratory arrest, broken bones, and possibility of head injury or permanent disability.

2. Assumption of risk. I understand and acknowledge the dangers and risks involved in my participation in the UH Athletics Program including the Injuries/Damages. These Injuries/Damages may be caused by actions or inactions of myself or others participating in the UH Athletics Program, travel to and from sites of the activities, and/or the conditions where the UH Athletics Program occurs such as the use and/or condition of the premises or equipment being used, the rules of play, the temperature, the weather, the conditions of participants or competitors, and the actions or omissions of any participants or competitors.

I understand and acknowledge that my participation in the UH Athletics Program may involve intra-island, inter-island, national and international travel via automotive vehicle, aircraft, vessel, or other modes of transportation, and that there are dangers and risks associated with such travel that include, but are not limited to, Injuries/Damages arising from collisions; mechanical failure of vehicle, airplane or other mode of transportation, operator error; storms, floods, earthquakes, hurricanes, typhoons, volcanic eruptions, and/or

other natural disasters; terrorist, war, or armed conflict activities, rebellions, riots or other acts of civil commotion, epidemics, pandemics, and other regional, national, or international public health emergencies, and governmental actions, restrictions or requirements.

I acknowledge that there may be the possibility of other Injuries/Damages not known to me or not readily foreseeable at this time.

Particular rules, equipment, and personal discipline may reduce the risk of Injuries/Damages. Nevertheless, the risk of injury, including Injuries/Damages, still exists. I understand that the University of Hawai'i cannot and does not guarantee my personal health or safety during my participation in the UH Athletics Program

I HAVE READ AND UNDERSTOOD THE ABOVE RISKS AND I VOLUNTARILY CHOOSE TO PARTICIPATE IN THE UH ATHLETICS PROGRAM. I FULLY ACCEPT AND ASSUME ALL RISKS OF THE INJURIES/DAMAGES RESULTING FROM MY PARTICIPATION IN THE UH ATHLETICS PROGRAM. I have read and understood all written materials setting forth the requirements for my participation, including all the materials included in the Student-Athlete Participation Packet to which this Assumption of Risk and Consent, Waiver, Release, and Indemnity Agreement ("**Agreement**") is attached and I will observe, follow, and comply with all verbal and written instructions.

3. Waiver and release. I hereby waive, release, and discharge any and all claims, demands, actions, rights, and causes of action for any and all Injuries/Damages, known or unknown, related to, arising from, or traceable either directly or indirectly to my participation in the UH Athletics Program (collectively the "**Released Claims**").

4. Indemnify, defend, and hold harmless. I accept full responsibility for my participation in the UH Athletics Program and I agree to indemnify, defend, and hold harmless the University of Hawai'i, and its past, present and future Board of Regents, officers, employees, agents, and assigns from any and all Released Claims and any and all demands, actions, judgments, injunctions, orders, directives, penalties, assessments, liens, liabilities, losses, damages, costs, and expenses (including attorneys' fees), arising or resulting from or caused by any of my acts or omissions (or by any person for whom I am responsible) during, involving, or related to my participation in the UH Athletics Program.

5. Photo, Video and Sound Recording Release and Consent. For the benefits provided to me as a student-athlete in the UH Athletics Program, I authorize and grant permission to the University of Hawai'i and its officers, agents, employees, successors, licensees, and assignees to take, use, duplicate, publish, broadcast and license others to take, use, duplicate, publish, and broadcast photographs, video, sound recordings and/or live stream of my participation in the UH Athletics Program, to include the right to use my name, image, likeness, appearance, and voice (collectively the "**Recordings**"): (a) for any legitimate purpose, including any educational, institutional, scientific, fundraising, marketing, promotional, or informational purposes whatsoever, (b) in perpetuity, (c) on a worldwide basis, (d) without compensation to me or my heirs, (e) in any manner or media, or format now existing or hereinafter created, including use on social media sites and web pages accessible to the general public, and (f) alone or in combination with other Recordings. All right, title, and interest in the Recordings belong solely to the University of Hawai'i and/or its licensees or sub-licensees. I understand the UH Athletics Program may attract media coverage or be recorded, in whole or in part, for rebroadcast or retransmission, and I consent to my inclusion in such media coverage and such recordings (including the Recordings), which may appear in print media, live or replay telecast or broadcast, podcast, and/or through social media and internet postings, by media companies, and any and all other entities with broadcast or re-broadcast rights to NCAA athletic events in which the University participates.

I have read this Agreement and I understand that I am giving up substantial rights, including the right to sue. I am participating in the UH Athletics Program freely and voluntarily. I agree that: (a) the laws of the State of Hawai'i shall apply to this Agreement and (b) if any portion of this Agreement is invalid, the remainder shall continue in full force and effect.

Student-Athlete Printed Name

Parent/Legal Guardian Printed Name
(If student-athlete is under 18 years of age)

Student-Athlete Signature

Parent/Legal Guardian Signature
(If student-athlete is under 18 years of age)

Date

Date

**AUTHORIZATION TO USE OR DISCLOSE PROTECTED HEALTH
INFORMATION**

I understand that my health information is protected by federal regulations under the Health Insurance Portability and Accountability Act (“*HIPAA*”) and/or the Family Educational Rights and Privacy Act of 1974 (“*FERPA*”), and may not be disclosed to others without either my authorization under HIPAA or my consent under FERPA.

By signing below, I authorize the University of Hawai‘i’s physicians and athletic training staff to disclose my health and medical information to the following:

- Appropriate athletic conference and NCAA staff for purposes of determining my participatory status.
- Coaches, assistant coaches and other athletic staff and University of Hawai‘i personnel for purposes of informing them of the extent of my ability and condition to participate in athletic activities.
- Medical care providers for purposes of evaluation, diagnosis, treatment and rehabilitation.
- County, State, or other governmental or regulatory agencies for purposes of complying with state, county laws, rules or regulations, determining whether to implement health and safety protocols and measures in addressing Covid-19 conditions, and complying with NCAA rules and regulations.
- Claim administrators, medical office personnel and others, for purposes of processing and administering claims on my behalf for (i) the payment of medical services provided to me by physicians, hospitals and others, (ii) the reimbursement of medical expenses, and (iii) the payment of supplemental and other health care benefits and services, including auditing and collection.
- Agents, scouts or representatives of any professional or amateur athletic organization for purposes of recruitment.
- The news media concerning the nature of any athletic-related injury or illness and my expected rehabilitation period, if any, for purposes of addressing my participation in intercollegiate athletic activities.
- My parent(s) or guardian(s) concerning the nature of any athletic-related injury or illness and my expected rehabilitation period, if any.

I understand that the entities and/or individuals above may not be health care providers or health plans covered by HIPAA, FERPA, or other federal privacy regulations, and that they may re-disclose my health information to others without my consent. I understand that while this authorization is voluntary, it is required for participation in the University of Hawai‘i at Manoa intercollegiate athletics program (“*UH Athletics Program*”). I understand that I may refuse to sign this authorization and that my refusal will not affect my ability to obtain treatment or other benefits from the UH Athletics Program or the University of Hawai‘i.

Additionally, I am entitled to receive a signed copy of this form. I may revoke this authorization at any time provided that I do so in writing to the University of Hawai‘i System HIPAA Privacy Officer or Head Athletic Trainer, Lyn Nakagawa (at lynhn@hawaii.edu), but I understand that my revocation will not affect actions that the UH Athletics Program or the University of Hawai‘i will take in reliance on this authorization prior to receiving my revocation. This authorization is valid for one year from the date of signing, unless I revoke it before then.

I have read and understood the terms of this authorization and I have had a chance to ask questions about the use or disclosure of my health information. I authorize the physicians and athletic training staff of the UH Athletics Program and the University of Hawai'i to use or disclose my health information in the manner described above.

Student-Athlete Printed Name

Parent/Legal Guardian Printed Name
(If student-athlete is under 18 years of age)

Student-Athlete Signature

Parent/Legal Guardian Signature
(If student-athlete is under 18 years of age)

Date

Date

Student-Athlete Medical Consent and Disclosure Form

The NCAA requires that you undergo a medical examination before you are allowed to practice, compete, or participate in any conditioning activities in the University of Hawai'i at Manoa intercollegiate athletics program ("**UH Athletics Program**") (NCAA By-law 17.1.5). As part of your medical examination at the University of Hawai'i, you are required to completely fill out all of the attached forms, and either you or your parents/legal guardians (if you are under 18) must also sign the appropriate waivers and authorizations, including the following:

1. Medical Treatment Consent

I consent and authorize the physicians and athletic training staff of the UH Athletics Program and the University of Hawai'i, medical consultants, their staff, and those working under their supervision (collectively, the "**UHMAD Medical Team**") to conduct physical evaluations of me for my participation in the UH Athletics Program; to perform a screening EKG that can identify some heart abnormalities that are risk factors for sudden cardiac death, but not a comprehensive heart exam; to provide me emergency medical care, first aid, and treatment when necessary; to evaluate and diagnose me for any injury or illness sustained; and to provide rehabilitation and therapy while I am enrolled and participating in the UH Athletics Program.

2. Disclosure of Medical Conditions and Medications

I acknowledge that as an active participant in my own healthcare, I have the direct responsibility for reporting all of my injuries and illnesses to the UHMAD Medical Team. I will also inform the UHMAD Medical Team of any medications or supplements that I am taking, prescribed or not prescribed, while I am a participant in the UH Athletics Program. I recognize that my true physical condition is dependent upon an accurate medical history and a full disclosure of any symptoms, complaints, prior injuries and/or disabilities experienced. I hereby affirm that I have fully disclosed in writing any prior and current medical conditions and will also disclose any future conditions to the UHMAD Medical Team.

I acknowledge that I further understand there is a possibility that participation in my sport within the UH Athletics Program may result in a head injury and/or concussion. I have been provided with education on head injuries/concussions and understand the importance of immediately reporting symptoms of a head injury/concussion to the UHMAD Medical Team

Student-Athlete Printed Name

Parent/Legal Guardian Printed Name
(If student-athlete is under 18 years of age)

Student-Athlete Signature

Parent/Legal Guardian Signature
(If student-athlete is under 18 years of age)

Date

Date

CONSENT FOR COVID-19 TESTING

1. I acknowledge that as part of my participation in the UH Athletics Program, state and county laws or regulations and/or NCAA rules and regulations, may require the UH Athletics Program and/or the University of Hawai'i to periodically test me for SARS-CoV-2 (Covid-19).
2. I consent and authorize any physician or athletic trainer associated with the UH Athletics Program and/or the University of Hawai'i and/or any medical group/laboratory used by the UH Athletics Program or the University of Hawai'i to conduct collection and testing for Covid-19 through a nasopharyngeal swab, oral swab, blood draw, or other recommended collection procedure. I acknowledge that my test results may be disclosed to any applicable county, state, or other governmental entity as may be required and permitted by law.
3. If any medical group/laboratory is used to conduct the collection and testing for Covid-19, I consent and authorize said medical group/laboratory to disclose my Covid-19 lab reports and test results to the UH Athletics Program and the University of Hawai'i in accordance with HIPAA and FERPA for the purpose of determining whether to implement health and safety protocols and measures in addressing Covid-19 conditions and to comply with state, county laws and regulations and NCCA rules and regulations.
4. I acknowledge that a positive test result is an indication that I am infected with the virus that causes Covid-19 and I must abide by the isolation and quarantine policies and protocols of the UH Athletics Program and the University of Hawai'i and all applicable federal, state and/or county guidance on isolation and quarantine in an effort to avoid infecting others. If I test positive for Covid-19, I agree to work with the UH Athletics Program, the University of Hawai'i and the State of Hawaii Department of Health for the purposes of contact tracing.
5. I understand that, as with any medical test, there is the potential for false positive or false negative test results to occur. I also recognize that even If I have a negative result now, I can still contract Covid-19 in the future.
6. I, the undersigned, have been informed about the test purpose, procedures, possible benefits and risks, and I have received a copy of this informed consent. I have been given the opportunity to ask questions before I sign, and I have been told that I can ask other questions at any time. I have read the contents of this form and voluntarily consent to undergo testing for Covid-19.

Student-Athlete Signature: _____ Date: _____

If Student-Athlete is under 18 years of age:

Parent/Legal Guardian Signature: _____ Date: _____

Sickle Cell Trait Screening Form **(Effective Summer 2022 for New Student-Athletes)**

Sickle Cell Trait ("SCT") is a genetic (inherited) medical condition that has been associated with life threatening health conditions in athletes who participate in intensive physical exercise. Although most infants in the United States are checked for SCT, few adults are aware of these prior results.

About Sickle Cell Trait:

- SCT is an inherited condition of the oxygen-carrying protein, hemoglobin, in the red blood cells.
- Although SCT is most predominant in African-Americans and those of Mediterranean, Middle Eastern, Indian, Caribbean, and South and Central American ancestry, persons of all races and ancestry may test positive for SCT.
- SCT is usually benign, but during intense, sustained exercise, hypoxia (lack of oxygen) in the muscles may cause sickling of red blood cells (red blood cells changing from a normal disc shape to a crescent or "sickle" shape), which can accumulate in the bloodstream and block blood vessels, leading to collapse.
- Likely sickling settings include timed runs, all out exertion of any type for 2-3 continuous minutes without a rest period, intense drills and other spurts of exercise after prolonged conditioning exercises, and other extreme conditioning sessions (such as activity at altitude).
- Common signs and symptoms of a sickle cell emergency include, but are not limited to: increased pain and weakness in the working muscles (especially the legs, buttocks, and/or low back); cramping type pain of muscles; soft, flaccid muscle tone; and/or immediate symptoms with no early warning signs.

The NCAA now requires that all student-athletes who do not know their SCT status, be tested for SCT. Testing involves a blood test. This test can be obtained at no charge to University of Hawai'i (UH) student-athletes. Alternatively, if you choose not to be tested for SCT you must provide laboratory evidence of your SCT testing results from previous testing

You may not practice or participate in sports until 1) you provide results of your previous testing or 2) your SCT labs are drawn and results are received.

If you have any questions or concerns, please contact the UH Team Physicians or Athletic Trainers. Completion of this form and SCT test results on file is a required component of your athletic physical examination. Any student-athlete who receives a positive test result will be required to meet with a UH Team Physician.

Please choose one option below, sign, and date:

- () I DO choose to be tested for Sickle Cell Trait.
- () I have already been tested, know my results, and will provide written proof of my Sickle Cell Trait status.

Student-Athlete Printed Name

Parent/Legal Guardian Printed Name
(If student-athlete is under 18 years of age)

Student-Athlete Signature

Parent/Legal Guardian Signature
(If student-athlete is under 18 years of age)

Date

Date

Sickle Cell Trait Screening Form

Sickle Cell Trait ("**SCT**") is a genetic (inherited) medical condition that has been associated with life threatening health conditions in athletes who participate in intensive physical exercise. Although most infants in the United States are checked for SCT, few adults are aware of these prior results. About Sickle Cell Trait:

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The NCAA now requires that all student-athletes who do not know their SCT status, be tested for SCT. Testing involves a blood test. This test can be obtained at no charge to University of Hawai'i (UH) student-athletes.

Alternatively, if you choose not to be tested for SCT you must either:

- 1) Provide laboratory evidence of your SCT status; or
- 2) Decline to be tested, and sign the waiver below. If you decline to be tested, you must meet with your athletic trainer and/or team physician and sign the Sickle Cell Trait Waiver form.

You may not practice or participate in sports until 1) your SCT labs are drawn, 2) you provide results of previous testing; or 3) you decline to be tested, meet with your athletic trainer and/or team physician and sign the Sickle Cell Trait Waiver form.

If you have any questions or concerns, please contact the UH Team Physicians or Athletic Trainers. Completion of this form is a required component of your athletic physical examination. Any student-athlete who receives a positive test result will be required to meet with a UH Team Physician.

Please choose one option below, sign, and date:

- () I DO choose to be tested for Sickle Cell Trait.
- () I have already been tested, know my results, and will provide written proof of my Sickle Cell Trait status.
- () I DECLINE to be tested for Sickle Cell Trait at this time, and release, waive, discharge, and hold harmless the University of Hawai'i from all liability relating to my Sickle Cell Status. I understand I must meet with the Team Physician, Athletic Trainer, and sign the Sickle Cell Trait waiver form.

Student-Athlete Printed Name

Parent/Legal Guardian Printed Name
(If student-athlete is under 18 years of age)

Student-Athlete Signature

Parent/Legal Guardian Signature
(If student-athlete is under 18 years of age)

Date

Date



Sickle Cell Trait Waiver Form

Name: _____ Sport: _____ Date: _____

About Sickle Cell Trait

- Sickle Cell Trait (“SCT”) is an inherited condition of the oxygen-carrying protein, hemoglobin, in the red blood cells.
- Although SCI is most predominant in African-Americans and those of Mediterranean, Middle Eastern, Indian, Caribbean, and South and Central American ancestry, persons of all races and ancestry may test positive for SCT.
- SCT is usually benign, but during intense, sustained exercise, hypoxia (lack of oxygen) in the muscles may cause sickling of red blood cells (red blood cells changing from a normal disc shape to a crescent or “sickle” shape), which can accumulate in the bloodstream and block blood vessels, leading to collapse.
- Likely sickling settings include timed runs, all out exertion of any type for 2-3 continuous minutes without a rest period, intense drills and other spurts of exercise after prolonged conditioning exercises, and other extreme conditioning sessions (such as activity at altitude).
- Common signs and symptoms of a SCT emergency include, but are not limited to: increased pain and weakness in the working muscles (especially the legs, buttocks, and/or low back); cramping type pain of muscles; soft, flaccid muscle tone; and/or immediate symptoms with no early warning signs.

I, the undersigned, do hereby affirm that I am declining to be tested for SCT at this time, and release, waive, discharge and hold harmless the University of Hawai‘i from all liability relating to any SCT condition that I may have. I have met with the Athletic Trainer at the University of Hawai‘i at Manoa intercollegiate athletics program to discuss the risks of participation without knowing whether or the extent to which I may have any SCT condition, and have been provided with the NCAA SCT Fact Sheet.

Student-Athlete Signature

Date

Parent or Legal Guardian Signature (If under 18)

Date

Certified Athletic Trainer Signature Print Name Date

Name _____ Sport _____ Date _____



Patient Health Questionnaire and General Anxiety Disorder (PHQ-9 and GAD-7)

Over the last 2 weeks, on how many days have you been bothered by any of the following problems?		Not at all	Several days	More than half of the days	Nearly every day
1	Little interest or pleasure in doing things	0	1	2	3
2	Feeling down, depressed, or hopeless	0	1	2	3
3	Trouble falling or staying asleep, or sleeping too much	0	1	2	3
4	Feeling tired of having little energy	0	1	2	3
5	Poor appetite or over eating	0	1	2	3
6	Feeling bad about yourself- or that you are a failure or have let yourself or your family down	0	1	2	3
7	Trouble concentrating on things, such as reading the newspaper or watching television	0	1	2	3
8	Moving or speaking so slowly that other people could have noticed, or the opposite- being so fidgety or restless that you have been moving around a lot more than usual	0	1	2	3
9	Thoughts that you would be better off dead or hurting yourself in some way	0	1	2	3

PHQ-9 Total Score _____

Over the last 2 weeks, on how many days have you been bothered by any of the following problems?		Not at all	Several days	More than half of the days	Nearly every day
1	Feeling nervous, anxious or on edge	0	1	2	3
2	Not being able to stop or control worrying	0	1	2	3
3	Worrying too much about different things	0	1	2	3
4	Trouble relaxing	0	1	2	3
5	Being so restless it is hard to sit still	0	1	2	3
6	Becoming easily annoyed or irritable	0	1	2	3
7	Feeling afraid as if something awful might happen	0	1	2	3

GAD-7 Total Score _____



Student-Athlete COVID-19 Screening

Name: _____

Sport: _____

As a condition of participating in the University of Hawai'i at Manoa intercollegiate athletics program ("UH Athletics Program"), please complete this form to assess your potential exposure to, risk of carrying coronavirus or other illnesses.

	Yes	No
Have you had any direct contact with someone that has a suspected or confirmed case of COVID-19?		
During your time away from the University of Hawai'i, did you self-quarantine due to suspected exposure to COVID-19 or symptoms of COVID-19?		
During your time away from the University of Hawai'i, have you been living in, or have visited an area reporting an increased number of COVID-19 cases (i.e. "hot spots")?		

Have you previously been or are you currently diagnosed with COVID-19? Yes No

If yes, what was your date of diagnosis? _____

If yes, Please list all of your COVID-19 symptoms: _____

Do you have medical documentation to support your diagnosis and treatment of COVID-19? Yes No

Physician Name: _____

Physician Location: _____

COVID-19 Vaccination

Have you received the COVID-19 vaccine? Yes No Decline to answer

If yes, which vaccine did you receive? Pfizer-BioNTech Moderna Johnson & Johnson/Janssen

Date of Dose #1 _____

Date of Dose #2 _____

Please note, to be recognized as being fully vaccinated, you will voluntarily need to submit a photocopy of your completed vaccine card. Please submit to your athletic trainer or email to uhawaiiatr@gmail.com

Student-Athlete Signature _____ Date _____

If Student-Athlete is under 18 years of age:

Parent/Legal Guardian Signature: _____ Date: _____



DATE OF EXAM: _____

Name: _____ Sex: _____ Age: _____ Date of Birth: _____

Year of Eligibility: _____ Sport(s): _____

Medications and Allergies: Please list all of the prescription and over-the-counter medicine and supplements (herbal and nutritional) that you are currently taking: _____

Do you have any allergies? Yes No If yes, please identify specific allergy below:
 Medicines Pollens Food Stinging insects

Explain "Yes" answers below. Circle questions you don't know the answers to.

GENERAL QUESTIONS		Yes	No	MEDICAL QUESTIONS		Yes	No
1. Has a doctor ever denied or restricted your participation in sports for any reason?				26. Do you have a cough, wheeze, or have difficulty breathing during or after exercise?			
2. Do you have an ongoing medical conditions? If so, please identify: Asthma Anemia Diabetes Infections Other				27. Have you ever used an inhaler or taken asthma medicine?			
3. Have you ever spent the night in the hospital?				28. Is there anyone in your family who has asthma?			
4. Have you ever had surgery?				29. Were you born without or are you missing a kidney, an eye, a testicle (males), or any other organ?			
HEART HEALTH QUESTIONS ABOUT YOU				HEART HEALTH QUESTIONS ABOUT YOU			
5. Have you ever passed out or nearly passed out DURING OR AFTER exercise?				30. Do you have groin pain or a painful bulge or hernia in the groin area?			
6. Have you ever had discomfort, pain, tightness, or pressure in your chest during exercise?				31. Have you had infectious mononucleosis (mono) within the last month?			
7. Does your heart race or skip beats (irregular beats) during exercise?				32. Do you have any rashes, pressure sores, or other skin problems?			
8. Has a doctor ever told you that you have any heart problems? If so, (check all that apply: <input type="checkbox"/> High Blood Pressure <input type="checkbox"/> A Heart Murmur <input type="checkbox"/> Kawasaki Disease <input type="checkbox"/> High Cholesterol <input type="checkbox"/> A Heart Infection				33. Have you had a herpes or MRSA skin infection?			
9. Has a doctor ever ordered a test for your heart? (for example, ECG/EKG, echocardiogram)				34. Have you ever had a head injury or concussion?			
10. Do you get lightheaded or feel more short of breath than expected during exercise?				35. Have you ever had a hit or blow to the head that caused confusion, prolonged headache, or memory problems?			
11. Have you ever had an unexplained seizure?				36. Do you have a history of a seizure disorder?			
12. Do you get more tired or short of breath more quickly than your friends during exercise?				37. Do you have headaches with exercise?			
HEART HEALTH QUESTIONS ABOUT YOUR FAMILY				HEART HEALTH QUESTIONS ABOUT YOUR FAMILY			
13. Has any family member or relative died of heart problems or had an unexpected or unexplained sudden death before age 50 (including drowning, unexplained car accident, or sudden infant death syndrome)?				38. Have you ever had numbness, tingling, or weakness in your arms or legs after being hit or falling?			
14. Does anyone in your family have hypertrophic cardiomyopathy, Marfan syndrome, arrhythmogenic right ventricular cardiomyopathy, long QT syndrome, short QT syndrome, Brugada syndrome, or catecholaminergic polymorphic ventricular tachycardia?				39. Have you ever been unable to move your arms or legs after being hit or falling?			
15. Does anyone in your family have a heart problem, pacemaker, or implanted defibrillator?				40. Have you ever become ill while exercising in the heat?			
16. Has anyone in your family had unexplained fainting, unexplained seizures, or near drowning?				41. Do you get frequent muscle cramps while exercising?			
BONE AND JOINT QUESTIONS				BONE AND JOINT QUESTIONS			
17. Have you ever had an injury to a bone, muscle, ligament, or tendon that caused you to miss a practice or a game?				42. Do you or someone in the family have sickle cell trait or disease?			
18. Have you ever had a broken or fractured bones or dislocated joints?				43. Has a doctor ever diagnosed you with Attention Deficit Hyperactivity Disorder (ADHD) or Attention Deficit Disorder (ADD)?			
19. Have you ever had an injury that required x-rays, MRI, CT scan, injections, therapy, a brace, a cast, or crutches?				44. Are you currently taking prescription medication for ADHD or ADD?			
20. Have you ever had a stress fracture?				45. Do you wear glasses or contact lenses?			
21. Have you been told that you have or have you had an x-ray for atlantoaxial (neck) instability (Down syndrome or dwarfism)?				46. Do you wear protective eyewear, such as goggles or a face shield?			
22. Do you regularly use a brace, orthotics, or other assistive device?				47. Do you worry about your weight?			
23. Do you have a bone, muscle, or joint injury that bothers you?				48. Are you trying to or has anyone recommended that you gain or lose weight?			
24. Do any of your joints become painful, swollen, feel warm, or look red?				49. Are you on a special diet or do you avoid certain types of foods?			
25. Do you have any history of juvenile arthritis or connective tissue disease?				50. Have you ever had an eating disorder?			
				51. Do you have any concerns that you would like to discuss with the doctor?			
				FEMALES ONLY			
				52. Have you ever had a menstrual period?			
				53. How old were you when you had your first menstrual period?			
				54. How many periods have you had in the last 12 months?			
				Explain "Yes" answers here:			

I hereby state, that to the best of my knowledge, my answers to the above questions are complete and correct.

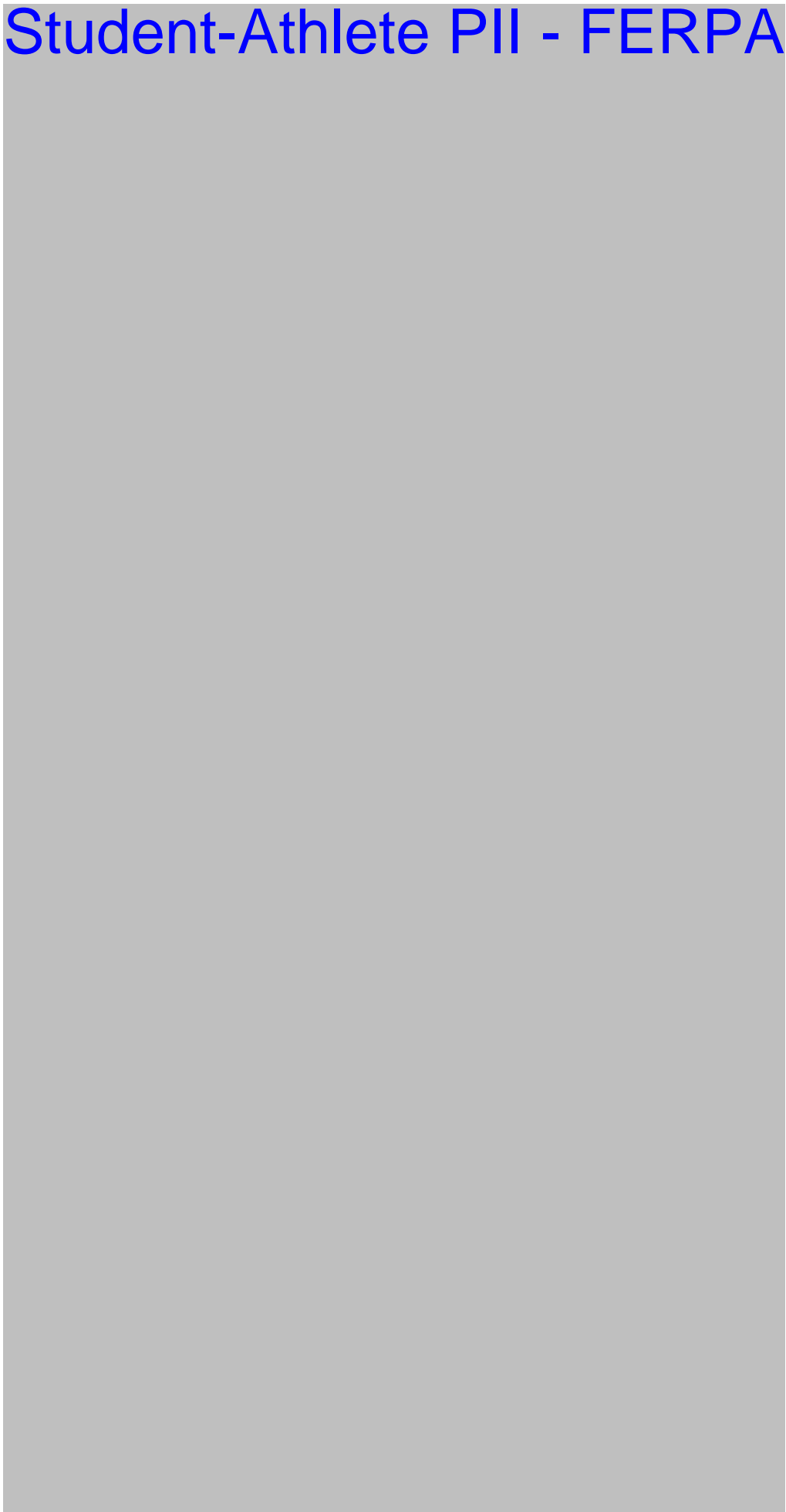
Signature of student-athlete: _____ Date: _____

Fwd: UH Men's Basketball Player Concern

1 message

Student-Athlete PII - FERPA

Student-Athlete PII - FERPA



Student-Athlete PII - FERPA



Student-Athlete PII - FERPA





Student-Athlete PII - FERPA



conversation between

and David Matlin –

Student-Athlete PII - FERPA



Student-Athlete PII - FERPA





Office of Intercollegiate Athletics • 1337 Lower Campus Road • Honolulu, Hawai'i 96822-2370

November 9, 2017

MEMORANDUM

TO:

FROM: David A. K. Matlin, Director of Intercollegiate Athletics

RE: Decision on [Student-Athlete PII - FERPA](#)

Student-Athlete PII - FERPA

The University of Hawai‘i at Mānoa Student-Athlete Handbook (Revised 3 2016), states:

Page 17 CODE OF CONDUCT “You are expected to follow the code of conduct that applies to all UHM students and to the rules that are derived specifically for SAs. The code of conduct and rules a SA must follow are listed below. Your coach may also give you rules and guidelines that pertain to you and your specific team.”

Page 24 STUDENT RESPONSIBILITIES “Being a member of a University of Hawai‘i Athletics team is a PRIVILEGE that you have earned through the hard work you have put in academically and athletically. Violations of any University Policies, Athletics Department Policies, or team rules may result in suspension/dismissal from your team as determined by your coach.”

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The Handbook further states that:

Page 25 MINOR MISCONDUCT, “If there are minor (i.e., non-criminal) violations of the Code of Conduct, for example, drinking, smoking, tobacco use, or other infractions, including violations of team rules, the Head Coach may suspend you from participation in intercollegiate athletics for a period of time that he or she deems appropriate. You will be given written notification of the suspension by the Head Coach. You may appeal this action to the Athletics Director in writing and request a meeting to discuss your situation.”

Coach Beeman appears to have followed the polices as listed in the Handbook.

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Informal Procedure Review
– Women’s Basketball

Overview

Student-Athlete PII - FERPA

In accordance with procedures as listed in the University of Hawai‘i at Mānoa (UHMA) Student-Athlete Handbook (Revised 3/2016) [Student-Athlete PII - FERPA](#)

This meeting was held on October 12, 2017

Athletic Director Matlin informed everyone in the meeting that a fact-finding review would be conducted and decision would be made based on this review.

Issues Investigating

Student-Athlete PII - FERPA

Relevant Policies and Procedures

The UHMAD Student-Athlete Handbook (Revised 3/2016) (ATTACHMENT A) states:

CODE OF CONDUCT (page 17)

“You are expected to follow the code of conduct that applies to all UHM students and to the rules that are derived specifically for SAs. The code of conduct and rules a SA must follow are listed below. Your coach may also give you rules and guidelines that pertain to you and your specific team.”

STUDENT RESPONSIBILITIES (page 18)

“Being a member of a University of Hawai‘i Athletics team is a PRIVILEGE that you have earned through the hard work you have put in academically and athletically. Violations of any University

Policies, Athletics Department Policies, or team rules may result in suspension/dismissal from your team as determined by your coach.”

PROCEDURES FOR DEALING WITH CODE OF CONDUCT VIOLATIONS (page 24)

“By choosing to participate on a UHM athletics program, you voluntarily agree to comply with the SA Code of Conduct as well as with all of the policies and standards of conduct explained in this SA HB. Being a SA is a privilege, not a right. This privilege can be suspended if you do not honor the spirit of your commitment to your team and to the University.”

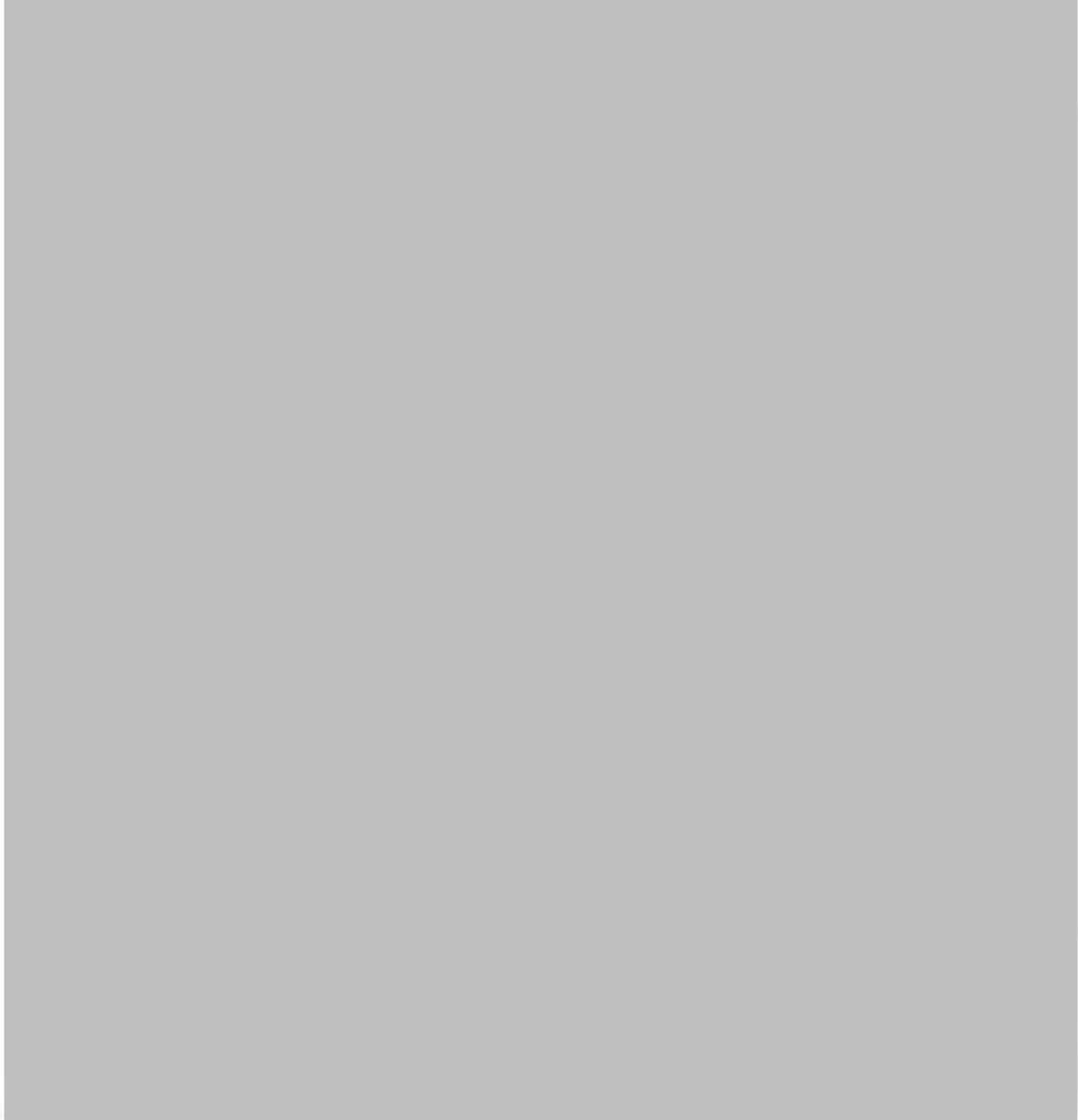
MINOR MISCONDUCT (page 25)

“If there are minor (i.e., non criminal) violations of the Code of Conduct, for example, drinking, smoking, tobacco use, or other infractions, including violations of team rules, the Head Coach may suspend you from participation in intercollegiate athletics for a period of time that he or she deems appropriate. You will be given written notification of the suspension by the Head Coach. You may appeal this action to the Athletics Director in writing and request a meeting to discuss your situation.”

Discussion

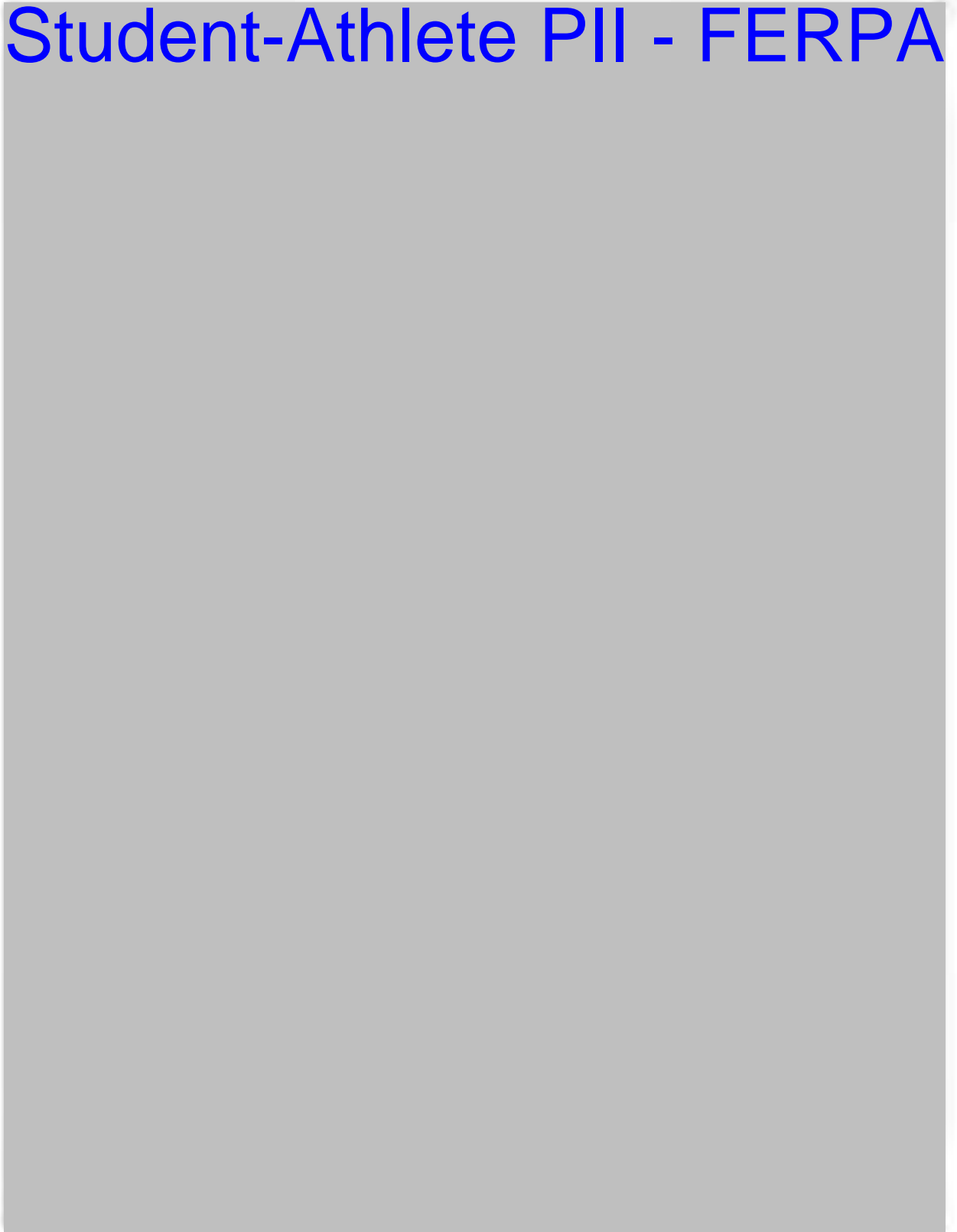
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The UHMAD Student-Athlete Code of Conduct Handbook (Revised 3/2016) states, "If there are minor (i.e., non-criminal) violations of the Code of Conduct, for example, drinking, smoking, tobacco use, or other infractions, including violations of team rules, the Head Coach may suspend you from participation in intercollegiate athletics for a period of time that he or she deems appropriate. You will be given written notification of the suspension by the Head Coach. You may appeal this action to the Athletics Director in writing and request a meeting to discuss your situation." (ATTACHMENT A)

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The UHMAD Student Athlete Handbook (ATTACHMENT A) under PROCEDURES FOR DEALING WITH CODE OF CONDUCT VIOLATIONS (page 24), states, "By choosing to participate on a UHM athletics program, you voluntarily agree to comply with the SA Code of Conduct as well as with all of the policies and standards of conduct explained in this SA HB. Being a SA is a privilege, not a right. This privilege can be suspended if you do not honor the spirit of your commitment to your team and to the University."

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The UHMAD Student Athlete Handbook (ATTACHMENT A) under CODE OF CONDUCT (page 17), states, "You are expected to follow the code of conduct that applies to all UHM students and to the rules that are derived specifically for SAs. The code of conduct and rules a SA must follow are listed below. Your coach may also give you rules and guidelines that pertain to you and your specific team."

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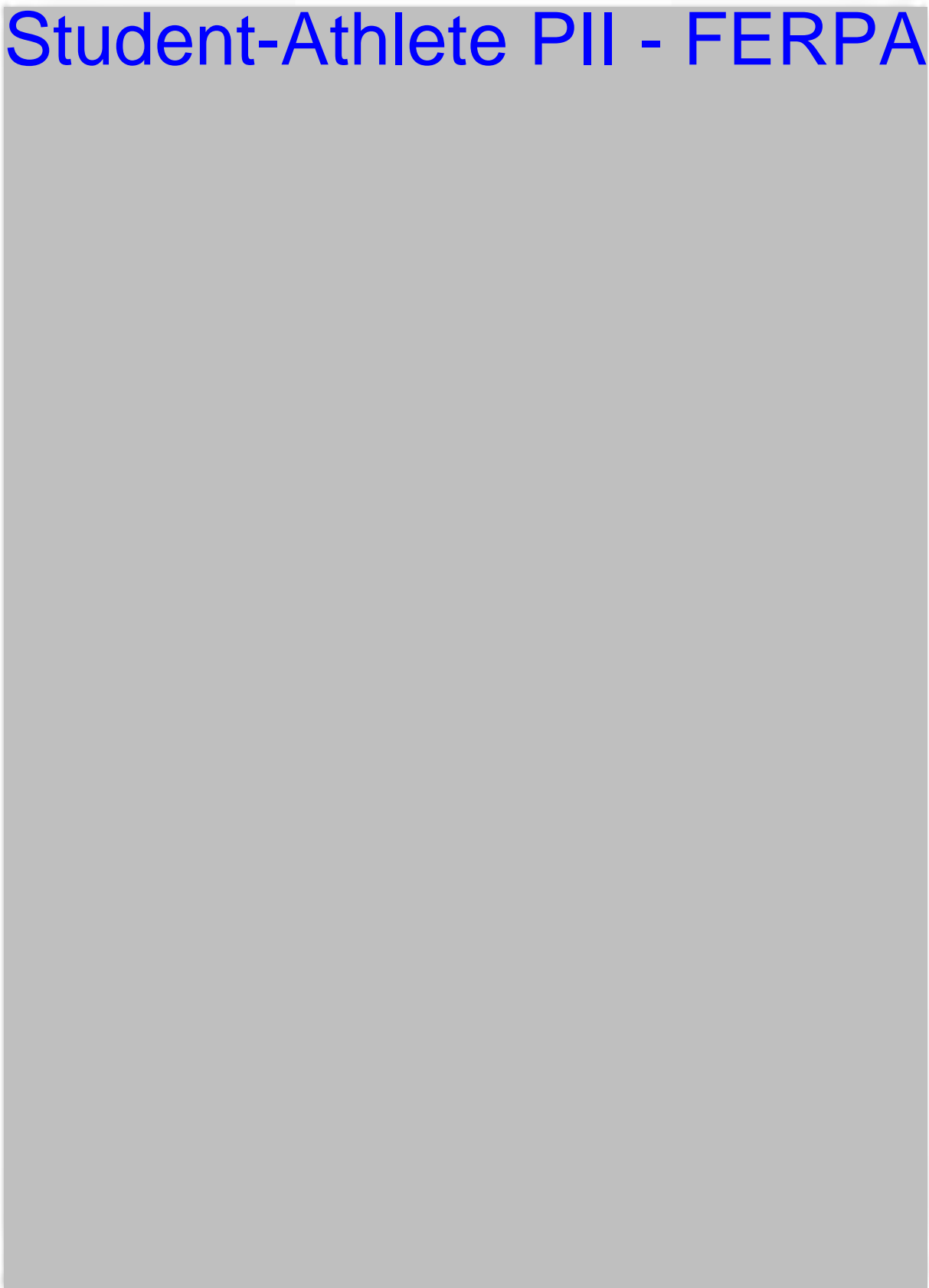
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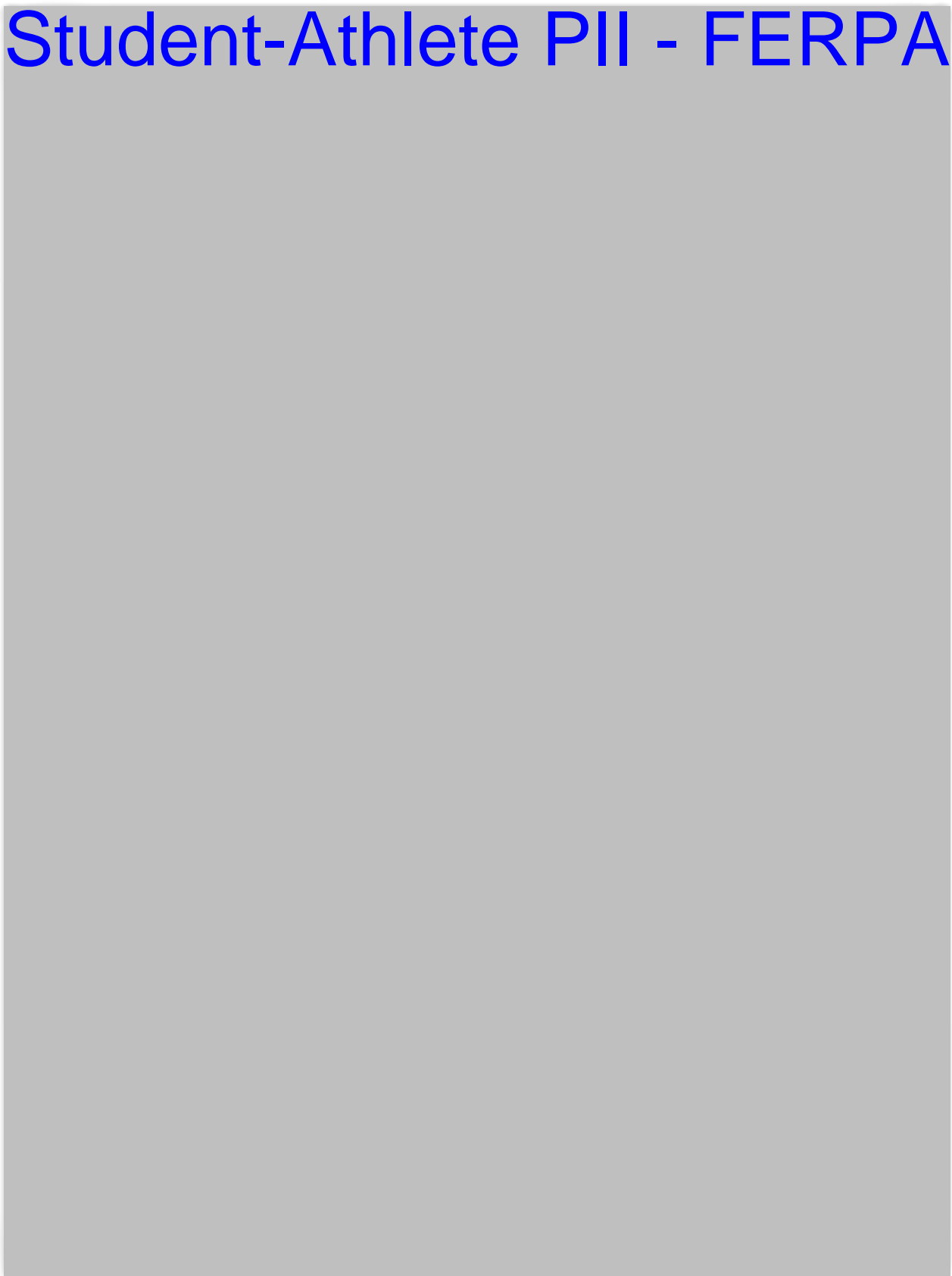
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According to the 2017-18 NCAA Division I Manual, medical DQ is defined in By Law 15.5.1.2 Counter Who Becomes Injured or Ill, as "A counter who becomes injured or ill to the point that he or she apparently never again will be able to participate in intercollegiate athletics shall not be considered a counter beginning with the academic year following the incapacitating injury or illness." (ATTACHMENT J)

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The UHMAD Student-Athlete Handbook (ATTACHMENT A) under STUDENT RESPONSIBILITIES (page 18), states, "Being a member of a University of Hawai'i Athletics team is a PRIVILEGE that you have earned through the hard work you have put in academically and athletically. Violations of any University Policies, Athletics Department Policies, or team rules may result in suspension/dismissal from your team as determined by your coach."

Conclusions

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permission

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The Handbook states:

Page 17 CODE OF CONDUCT “You are expected to follow the code of conduct that applies to all UHM students and to the rules that are derived specifically for SAs. The code of conduct and rules a SA must follow are listed below. Your coach may also give you rules and guidelines that pertain to you and your specific team.”

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, as stated in the Handbook (ATTACHMENT A) under MINOR MISCONDUCT (page 25), states, “If there are minor (i.e., non-criminal) violations of the Code of Conduct, for example, drinking, smoking, tobacco use, or other infractions, including violations of team rules, the Head Coach may suspend you from participation in intercollegiate athletics for a period of time that he or she deems appropriate. You will be given written notification of the suspension by the Head Coach. You may appeal this action to the Athletics Director in writing and request a meeting to discuss your situation.”

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The medical DQ is determined by a doctor and not a coach via an institutional form (ATTACHMENT L) that requires three signatures (Team Physician, Student-Athlete, and Compliance).

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Recommendations

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SECTION 3: CODE OF CONDUCT

As a SA, you are a representative of your team, of the UHMAD and of the UHM. Your position is enviable in that you receive a great deal of attention from the public and from the media. That also means that you have a responsibility to make your representation positive. Familiarize yourself with the Code of Conduct and conduct yourself in a manner that will make the entire community proud.

The UHMAD requires coaches, trainers, and staff to conduct themselves in a way that creates a positive image of the people, values and traditions associated with the University, the Conference and the NCAA. As a SA, you are expected to uphold the same standards of conduct, including academic honesty, that have been adopted by the department and the University.

You are expected to follow the code of conduct that applies to all UHM students and to the rules that are derived specifically for SAs. The code of conduct and rules a SA must follow are listed below. Your coach may also give you rules and guidelines that pertain to you and your specific team. Procedures for dealing with violations of the rules are described at the end of this section.

THE STUDENT CONDUCT CODE

The UHM Student Conduct Code defines the conduct that is expected of all members of the UHM community and it specifies the acts that are subject to University sanctions. Violations of the Student Conduct Code may be reported to the Dean of Students, who may refer the violations to the UHM Student Conduct Committee. After conducting a hearing, the Student Conduct Committee can recommend sanctions which can include suspension or expulsion from the university.

Copies of the Student Conduct Code are available in the Office of Student Affairs, Queen Lili'uokalani Center for Student Services, Room 409 or online at:
http://studentaffairs.manoa.hawaii.edu/policies/conduct_code/

STUDENT-ATHLETE RULES

1. Always present a positive image in competition as well as in your daily life. Do not do anything that would embarrass yourself, your team, your family, or the University.
 2. Understand the importance of being punctual; be on time for every commitment.
 3. Be prepared to give 100% both mentally and physically in the classroom as well as on the playing field.
 4. Do not consume alcoholic beverages on team trips, at athletic events, at departmentally sponsored events, or while hosting a PSA. It is illegal to buy, possess or consume alcohol under the age of 21 in the state of Hawai'i.
 5. NCAA rules prohibit the use of any type of tobacco products while participating in practice or competition or while representing the University in any capacity. The UHMAD discourages the use of tobacco products at any time for concerns of your health.
 6. The use of banned and illegal substances is strictly PROHIBITED. Do not use non-therapeutic drugs at any time.
 7. Do not engage in casino gambling while on road trips.
- By joining UHM's intercollegiate athletics program, you have become a representative of your team and of your University. It is essential that you act responsibly and not do anything to jeopardize your

opportunity to obtain maximum results from your university experience. Your personal conduct is a direct reflection on your good moral character and ethical judgment. You are expected to behave both on and off campus in a manner which brings credit to the University and your team. Be aware of the image you are creating.

Once registered at the UHM, you are expected to conform to all Federal, State and local laws, as well as University regulations. As a SA, you are not exempt from penalty if you violate these laws. Moreover, students penalized for violating public laws are not exempt from further sanctions by University authorities if their actions also violate University rules.

As long as you are a SA you are representing the University and must abide by this Code of Conduct at all times on or off campus. This includes vacation and holiday periods such as spring, winter and summer breaks as well as during the entire academic year.

STUDENT RESPONSIBILITIES

Being a member of a University of Hawai'i Athletics team is a PRIVILEGE that you have earned through the hard work you have put in academically and athletically. Violations of any University Policies, Athletics Department Policies, or team rules may result in suspension/dismissal from your team as determined by your coach. The following "10 commandments" are a few guidelines to remind you of your responsibilities as a SA, as well as help you succeed at the University of Hawai'i at Mānoa. (11/2011)

10 Commandments of a University of Hawai'i at Mānoa Student Athlete

1. Be a Diligent Student.

You are a STUDENT first and an ATHLETE second. You are here, first and foremost to earn a bachelor's degree and must be in good academic standing to participate in athletics. You should work just as hard in the classroom as you do on the playing field.

2. Have a Positive Attitude.

Be positive and support all of your teammates, coaches, faculty, and staff members everyday. Attitude is everything.

3. Cooperate with Those Around You.

Be cooperative with the coaching staff before, during and after all athletically related events, such as practices, competitions and special events. Follow instructions and assignments (room assignments, curfews, practice instructions, competition instructions, etc). When you are working on group projects in classes make a strong contribution to the workload.

4. R-E-S-P-E-C-T.

Respect your coaches, professors, teammates, opponents, fans, classmates and yourself.

5. Attendance is Mandatory.

Being there is half the battle! Be prepared and attend all classes. You are expected to attend all team activities including practices, games and meetings.

6. Learn to Communicate Effectively.

Education, awareness, modeling and practice are important in changing the atmosphere and behavior as we set new standards of what is acceptable and appropriate when we play with aloha. Competing, playing hard, and discipline are activities in keeping with Hawaiian ways.

The UHMAD expects sportsmanlike conduct of its SA and will not tolerate any of the following behaviors:

- Physically abusing an official, coach, SA, opponent, or spectator.
- Throwing of objects at an individual or spectators or across a field or arena.
- Seizing equipment or cameras from officials or the news media.
- Inciting players or spectators to violent action or any behavior which insults or defiles an opponent's traditions.
- Using obscene or inappropriate language or gestures to officials, opponents, team members, or spectators.
- Making public statements which are negative, controversial, or not in compliance with the Department's policy on media relations. (See media relations in section 11.)
- Violating generally recognized intercollegiate athletics standards or the values and standards associated with the University of Hawai'i as determined by your Head Coach and approved by the Athletics Director.

Support your coach and concentrate on playing well. Good sportsmanship comes easily if you are proud of your performance.

DRESS CODE

Personal appearance is a direct reflection on you. Take an interest in how you appear, especially when traveling with your team. Your Head Coach will let you know if he/she requires a specific dress code. In general, you should always exercise good judgment concerning the appropriateness of your attire, taking into consideration the location or function you are attending. Normally, shoes, slacks or shorts, and a collared shirt are required dress for male SA. Female SA should wear shoes and dress in appropriate attire. You are a highly visible representative of UHM and are responsible for using good judgment in your overall appearance.

PROCEDURES FOR DEALING WITH CODE OF CONDUCT VIOLATIONS

By choosing to participate on a UHM athletics program, you voluntarily agree to comply with the SA Code of Conduct as well as with all of the policies and standards of conduct explained in this SA HB. Being a SA is a privilege, not a right. This privilege can be suspended if you do not honor the spirit of your commitment to your team and to the University.

The following paragraphs summarize the UHMAD's procedures for dealing with SA misconduct. Separate procedures for dealing with positive drug tests are described in the section on the Drug Counseling, Education, and Testing Program in section 9.

Disposition of Criminal Cases. When a criminal case has been disposed of through the criminal justice system the UHMAD will review your status as a SA. A SA that is arrested and/or charged with a criminal offense is required to immediately (within 24 hours) notify her/his head coach or position coach. Failure to notify the head coach or position coach could result in additional sanctions. The student-athlete's head coach must report the information to their sport administrator as soon as possible.

Minor Misconduct. If there are minor (i.e., non-criminal) violations of the Code of Conduct, for example, drinking, smoking, tobacco use, or other infractions, including violations of team rules, the Head Coach may suspend you from participation in intercollegiate athletics for a period of time that he or she deems appropriate. You will be given written notification of the suspension by the Head Coach. You may appeal this action to the Athletics Director in writing and request a meeting to discuss your situation.

Major Misconduct. Major misconduct involves violations of the laws, including (but not limited to) criminal activity, violent behavior and assault, and drug distribution or possession.

For alleged violations that involve possible criminal misdemeanors, the Head Coach will immediately refer the matter to the Athletics Director. Depending upon the seriousness of the alleged offense, he or she may immediately suspend you from participation in intercollegiate athletics. For alleged felonies, immediate suspension will be automatic, and the matter will also be referred to the Athletics Director for disposition. If you are to be suspended, written notification of the suspension will be provided by the Athletics Director within 72 hours after he or she has been notified of the offense.

While under suspension from participation in intercollegiate athletics for alleged criminal activity or major misconduct, you may not practice or compete with your team, but your financial aid will remain in place. Your name will remain on the squad list during your suspension, and you may avail yourself of the services of the weight and training rooms and of academic support services. You will not be eligible for complimentary admissions to athletic activities.

The University is in no way pre-judging the situation by suspending you from participation; rather, such action is prescribed in order to protect your team from the negative media attention which is inevitably attached to this type of situation. It is also assumed that you will have neither the time nor the mental concentration required for sports participation until the issue has been resolved.

Suspension from participation in intercollegiate athletics relates to your status as an athlete and does not impair your ability to continue as a student of UHM unless UHM takes action under the UHM Student Conduct Code (see above). Conduct that may be a violation of the UHM Student Conduct Code may be reported to the UHM Dean of Students for appropriate action.

Within 72 hours of the receipt of the notification of suspension from participation in intercollegiate athletics, you may request a meeting with the Athletics Director to discuss the suspension and to provide any pertinent facts or mitigating circumstances. All requests for a meeting must be in writing. A meeting with the Athletics Director or his or her designee will occur as soon as is reasonably possible following the written request. The Athletics Director, in his/her best judgment, may modify or lift the suspension and/or impose other sanctions relating to your status as an athlete.

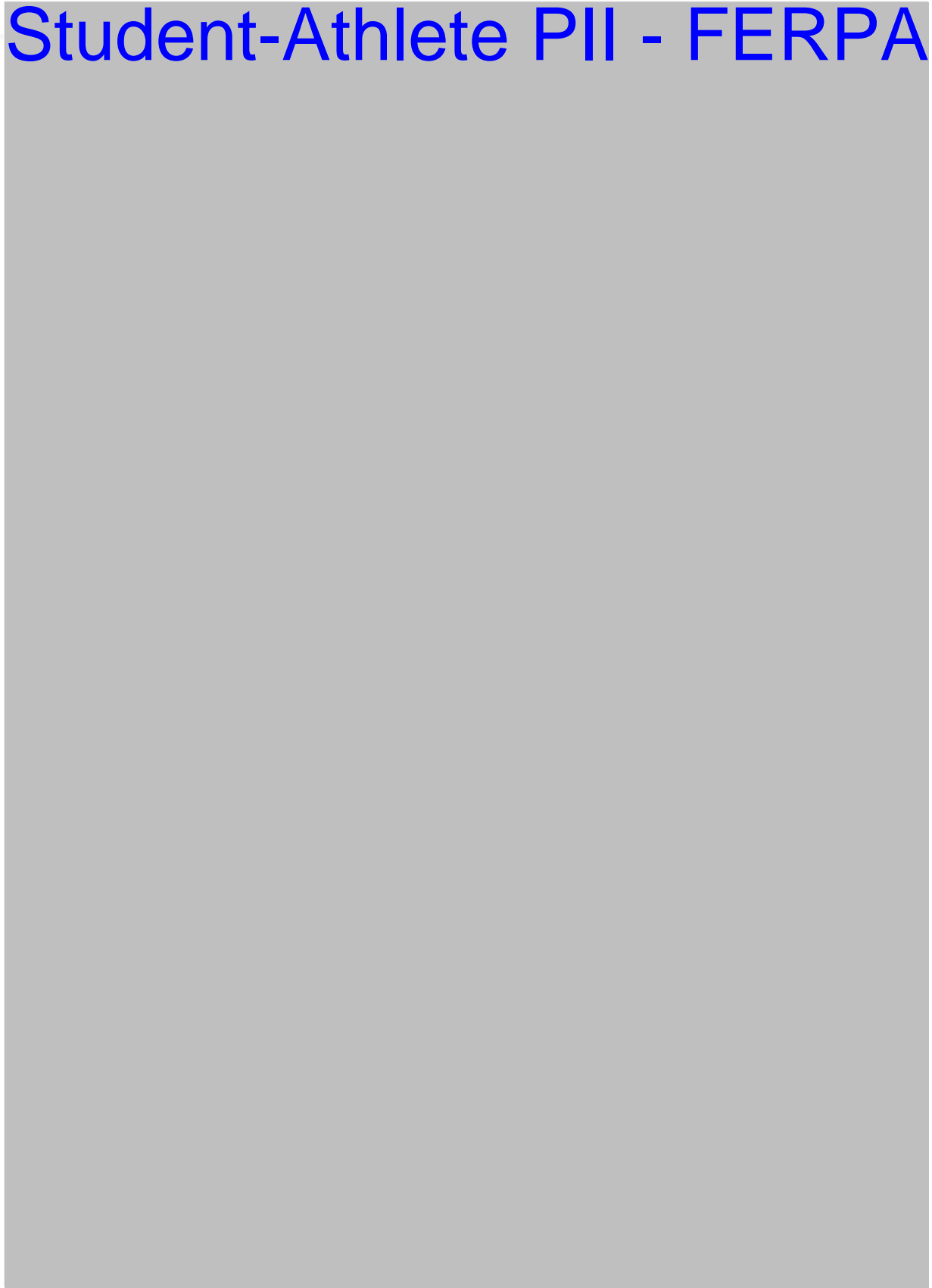
If the Athletics Director decides that further investigation of the violation is appropriate, he or she may decide to resolve the matter or may promptly refer the case to a committee that he or she appoints. This committee will assist the Athletics Director in determining whether a violation of the Student-Athlete Code of Conduct occurred and what the appropriate sanction should be. The Athletics Director is responsible for conducting the investigation and for providing the committee with all the necessary

To whom it may concern,

Student-Athlete PII - FERPA



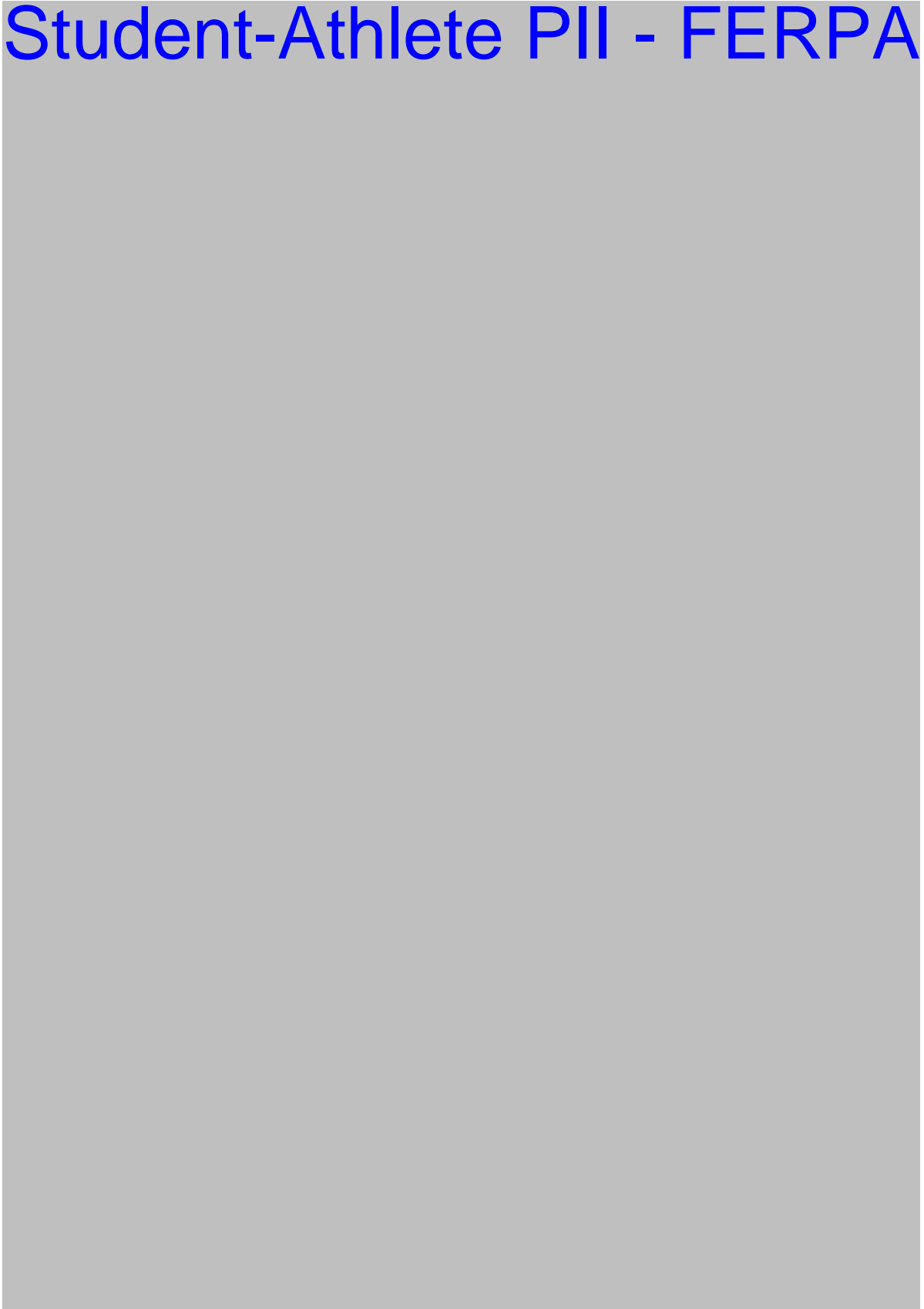
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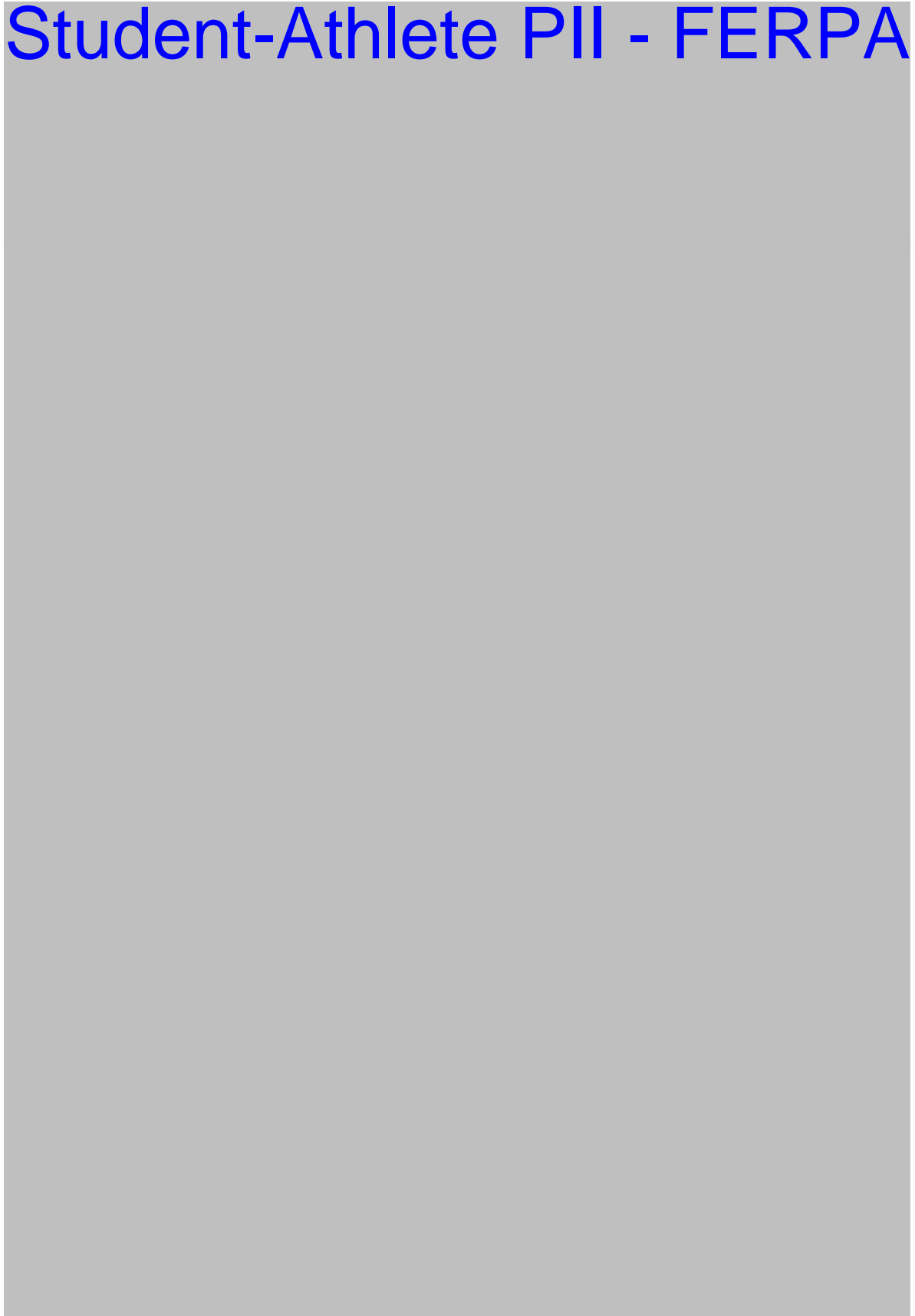


Documentation:
October 16, 2017 Wahine Basketball

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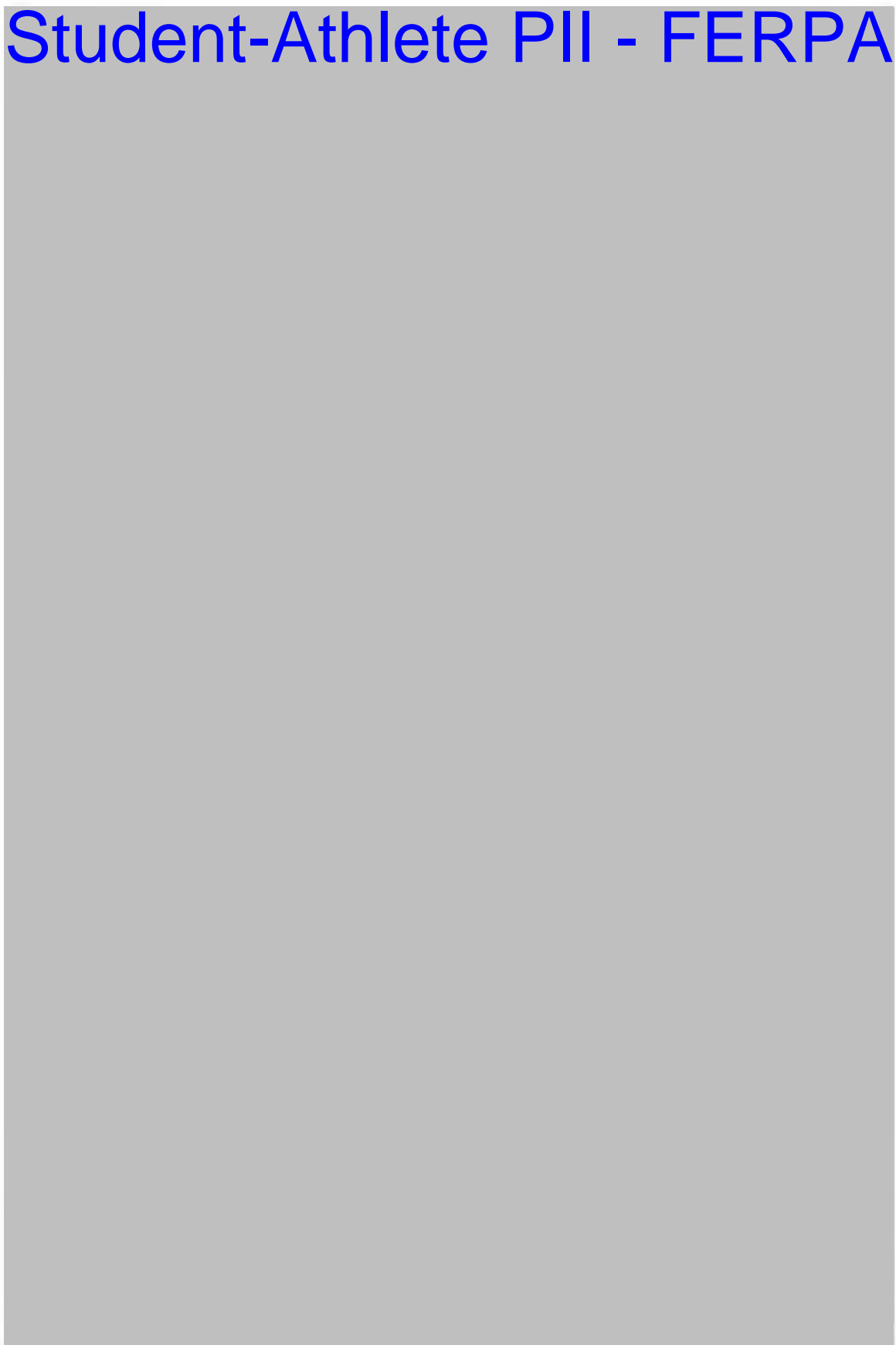
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Rainbow Wahine Basketball Team Rules

Being a member of the University of Hawaii's Rainbow Wahine Basketball Program is an opportunity and a privilege that should be regarded with the utmost care and appreciation. As a member of this program you are expected to take pride in yourself, your team, your coaches, the university and a STATE that you represent, at all times.

This document is to serve as a guideline for following the rules and expectations of a student-athlete on the Rainbow Wahine Basketball team. Athletic Department, individual classroom policy and University rules may be more or less strict. **Please make sure you are aware of additional rules that may affect you.** It is your responsibility to know.

As a general rule you should avoid anything that could bring shame or embarrassment to you, your family, your teammates, your coaches, or the university. For those that make this program a priority and aim to dedicate to winning a championship, making the right decisions will not be hard. For those that need a little more guidance, please be advised by what is outlined here.

ACADEMICS

It is the responsibility of the student-athlete to take ownership of her academic career and monitor her degree progression closely. It is also the responsibility of the student-athlete to not only maintain eligibility by NCAA and University standards, but to also perform to the best of her ability in the classroom. It is the responsibility of the student-athlete to communicate effectively with all professors, academic advisors, tutors, and coaches in order to meet any academic needs that arise.

- Being on time to class means being early. **DO NOT BE LATE.**
- You should sit in the first three rows of the class.
- In the first week of class you should identify yourself to the professor as a Rainbow Wahine basketball player and keep the lines of communication with the professor open.
- You must submit a travel letter to each professor prior to team travel. It is your responsibility to coordinate make-up work for missed lecture notes, assignments, or tests.
- You should bring all necessary books to class and any material needed to take notes.
- **NO MISSED CLASS**
 - If missing class is unavoidable, you must contact ALL of the following people BEFORE the start of class: Garrett, your academic coach, and your professor.
 - If missing class is due to a medical issue, you must contact ALL of the following people BEFORE the start of class: Trainer, Garrett, your academic coach, and your professor. You must take action as directed by Trainer or other medical personnel.
- **NO CELL PHONES** in class. If you are caught on your cell phone in class it will be confiscated.
- **NO iPods. NO Headphones. NO iPads. NO electronics** in class that are not a part of that days lecture.
- **DO NOT** walk into a classroom wearing headphones.

- You should dress appropriately for class. No hats or other head attire.
- Turn in all assignments on time.
- Be on time to all academic meetings or tutoring sessions. **DO NOT BE LATE.**
- If you have to miss a tutoring session you must notify Garrett and your tutor **TWO** hours prior to the appointment. You will be charged \$10.00 for a no show.
- Treat all professors, tutors, advisors, counselors, and administrators with respect.
- You should be attentive in class, avoid talking to classmate expect when appropriate, and participate in class discussion.
- No making any changes to your schedule by adding, or dropping a class, without first meeting with Garrett and a coach.
- Withdrawing from classes is frowned upon and every effort must be made to complete all registered courses in a satisfactory manner.

Grade Requirements

Final Grade of F in a class = Meeting with Athletics Director
 Game Suspension at the discretion of the coaching staff
 If Injured: No travel for away games.
 3 game suspension where you will be unable to sit on the bench for games.

****Please note the coaching staff reserves the right to enact these policies in cases where a class is dropped due to a failing grade at the time of the drop date.**

G.P.A. Requirements

Below a 2.0 GPA= Inability to travel with the team
 Possible suspension from practice and/or games
 Class Checks
 3 additional study hall hours per week
 Weekly meetings with academic coach
 Staff assisted daily planning
 Mandatory tutoring for every class that offers it
 Potential for weekend study hall twice a month

Below a 2.6 GPA = Class Checks
 3 additional study hall hours per week
 Weekly meetings with academic coach
 Staff assisted daily planning
 Mandatory tutoring for every class that offers it
 Potential for weekend study hall twice a month

2.5 - 2.75 GPA = 1.5 additional study hall hours per week
 Weekly meetings with academic coach
 Mandatory tutorial for classes with below a B-
 Potential for weekend study hall once a month

2.76 - 3.0 GPA = Weekly meetings with academic coach
 Mandatory tutorial for classes below a B-

3.0 - 4.0 GPA = Bi-Weekly meetings with academic coach
 Ability to move off campus if an upperclassman.

BEHAVIOR / CONDUCT

It is the responsibility of the student-athlete to conduct herself appropriately in all public settings whether out with the team or on her own. It is the responsibility of the student-athlete to be informed of all NCAA and university rules and regulations and abide by them.

- NO DRUGS
- NO SMOKING
- NO CURSING IN PUBLIC. Know your surroundings.
- NO HAZING
- NO DRINKING under the age of 21
- NO DRINKING during the season
 - For those over 21 and of the legal drinking age, alcohol consumption is frowned upon as it compromises the priorities of an elite level athlete.
 - Make smart choices for you, your team, and this program.
- You should abide by all laws, university rules, facility rules, etc. Breaking the law will be considered a violation of a team rule.
- NO CELL PHONES in team meetings, at practice, at team dinners, at pre-game, at film, at weights, while scouting opponents, while with tutors, or in academic meetings.
- Be on time to all meetings, practices, or scheduled appointment. **DO NOT BE LATE.**
- Be courteous and respectful at all times. Clean up after yourself at restaurants, in all locker rooms, on the bus, in the office or team room, hotel rooms, ect.

COMMUNICATION

It is the responsibility of the student-athlete to be active in fostering open and positive relationships with teammates and coaches. It is the responsibility of the student-athlete to remain in helpful communication with teammates, coaches, and other staff.

- You should make every attempt to deal with conflict in an open and honest way.
- DO NOT LIE
- You should make every attempt to eliminate gossip and talking behind anyone's back.
- You should take and receive criticism.
- You should be in constant communication with your teammates on and off the floor.
- You should be engaged and courteous in conversation and in meetings, look people in the eyes.
- If you receive a call, email, or text from a coach, staff member, trainer, advisor you must respond promptly. If you received a call, return a call. If you received an email, return an email. If you received a text, return a text. You should respond in a timely manner.
- You should communicate your daily schedule and changes to it to the appropriate people.
- DO NOT LEAVE the island without informing a coach.
 - During the academic year weekend trips off island must be approved by the coaching staff a week in advance. Even if home is within driving distance, you still must get approval.
 - Do not make flight arrangements for any trip without talking to a coach.
 - As a general rule, if you cannot get back to campus within an hour, with traffic, you need to tell a coach where you are.

COMPLIANCE

It is the responsibility of the student-athlete to remain in compliance with all NCAA rules, which include providing any requested forms and documentation. It is also the responsibility of the student-athlete to inform family, friends, and other associates of all NCAA and university regulations. It is the responsibility of the student-athlete to maintain her eligibility.

- DO NOT ACCEPT any extra benefits
- DO NOT ACCEPT gifts, money, dinners, transportation, discounts, or services

DRESS CODE

It is the responsibility of the student-athlete to present herself as a successful and productive member of the Wahine basketball program. It is the responsibility of the student-athlete to dress in a respectful and appropriate way at all times.

YOU MUST DRESS APPROPRIATELY in public. Make an effort to keep your breasts, belly, and butt covered. Make the best effort to keep all hemlines at least mid thigh. Use your best judgment.

IN THE CLASSROOM AND TRAVELING

- NO hats
- NO beanies
- NO hoodies
- NO scarves
- NO do-rags
- NO pajamas
- NO boxers
- NO house shoes or bed slippers

ON THE COURT

- NO other collegiate sport team clothing
- ONLY UH attire or generic attire with no logo

HOUSING

It is the responsibility of the student-athlete to abide by the rules and regulations of dorms and/or housing complexes. It is the responsibility of the student-athlete to control who enters her dorm room or apartment and to avoid putting herself or others in a compromising or inappropriate situations.

- You cannot change room assignments with out authorization from the coaching staff.
- You will be assigned a dorm and a roommate your first 2 years. Any dorm or roommate changes must be discussed with the coaching staff.
- Non Roommates can only stay for a maximum of 3 days. See Dorm rules
- No Housing friends, boyfriends, girlfriends or family members in your dorm for free.
- In order to move off campus you must have a 3.00 GPA and be an upper classman
 - If you plan to move off campus and have a roommate, your roommate must be approved by the coaching staff prior to signing a lease.
 - In order to remain of campus, you must maintain a 3.00 GPA

MOTOR VEHICLE SAFETY

It is the responsibility of the student-athlete to abide by all state laws as well as university and athletic department policy when operating or riding in a vehicle. It is the responsibility of the student-athlete to monitor who drives their vehicle, who rides in their vehicle, and where their vehicle is parked. Your first concern should always be the safety of yourself and those around you.

- NO driving with passengers in the back of trucks.
- NO riding as a passenger in the back of a truck.
- NO "stacking" on mopeds, meaning no riding as a passenger or allowing a rider.
- NO driving under the influence of drugs or alcohol.

RECRUITING VISITS

It is the responsibility of the student-athlete to present the University of Hawaii and the Wahine Basketball program with pride and in a positive light. It is the responsibility of the student-athlete to entertain the recruits and make the recruiting visit a special event. Pay it forward and do the right thing. It is the responsibility of the student-athlete to follow all laws, university rules and regulations.

- NO PHONES during any team activity or function
- NO PHONES at dinner
- Be involved and invested in the recruit and their interests.
- Be open and inviting.
- If there is something you don't like about UH or the program, keep it to yourself. Don't lie, but also don't be negative.
- If you notice any RED FLAGS about the recruit, communicate it to a coach immediately.

TRAVEL

It is the responsibility of the student-athlete to conduct herself as a professional while on a road trip. It is the responsibility of the student-athlete to pack all necessary gear and books. It is also the responsibility of the student-athlete to remain focused on the game and as a part of the team.

- Dress Code = Only UH gear worn in the airport, on the bus, and to and from games or practice.
- Be on time to the bus. DO NOT BE LATE.
- DO NOT LEAVE the hotel premises without permission, even if you are with your parents.
- DO NOT have guests in your room without permission, even if it is your parents.
- DO NOT go into a room of friends, family, or associates without permission.
- Be in your own room at curfew.
- LIGHTS OUT = phones, computers, iPads, and any other communication device OFF.
- No cussing in public.
- NO headphones while walking through the airport wait till you are at the gate.
- NO CELL PHONES on the bus to games or shoot-around.

REHAB:

It is the responsibility of the student-athlete to take accountability for injury prevention and rehabilitation in the event of an injury. It is also the responsibility of the student-athlete to communicate effectively with coaches, trainers and the strength and conditioning coach in order to progress effectively and in a timely manner. As an injured player the expectations to work hard and return to the court are even higher than that of your teammates.

- Being on time to rehab appointments means being early. **DO NOT BE LATE.**
- You should bring all necessary equipment to rehab.
- **NO MISSED REHAB**
 - If missing rehab session is unavoidable, you must contact **ALL** of the following people **BEFORE** the start of rehab: Coaches and the appropriate trainer.
 - If missing rehab is due to a medical issue, you must contact **ALL** of the following people **BEFORE** going to the health center: Coaches and the appropriate trainer.
- **NO CELL PHONES, IPODS, iPADS** in rehab unless permitted by training staff.
- You should dress appropriately for rehab.
- Treat all Doctors and trainers with respect.
- Please inform the appropriate trainer when you have Doctor's appointments. When possible do not schedule appointments during class or practice.
- Injured players will travel *at the discretion of the coaching staff*. If you do not travel, it is your responsibility to:
 - Continue your rehab with an available trainer on campus.
 - Meet with the strength and conditioning coach when available.
 - **Do not leave campus unless previously approved by coaching staff**
 - **You must attend study hall during our practice block.**

August 21, 2017

Student-Athlete PII - FERPA



Karla Dem...
8/21/2017

8/21/2017

UNIVERSITY OF HAWAII

Name :

DOB :

Student ID :

Student-Athlete PII - FERPA

STUDENT CHART BY INJURY DATE OF SERVICE RANGE 09-01-2016 TO 10-31-2017

UNIVERSITY OF HAWAII

Name :

DOB :

Student ID :

Injuries History

Student-Athlete PII - FERPA



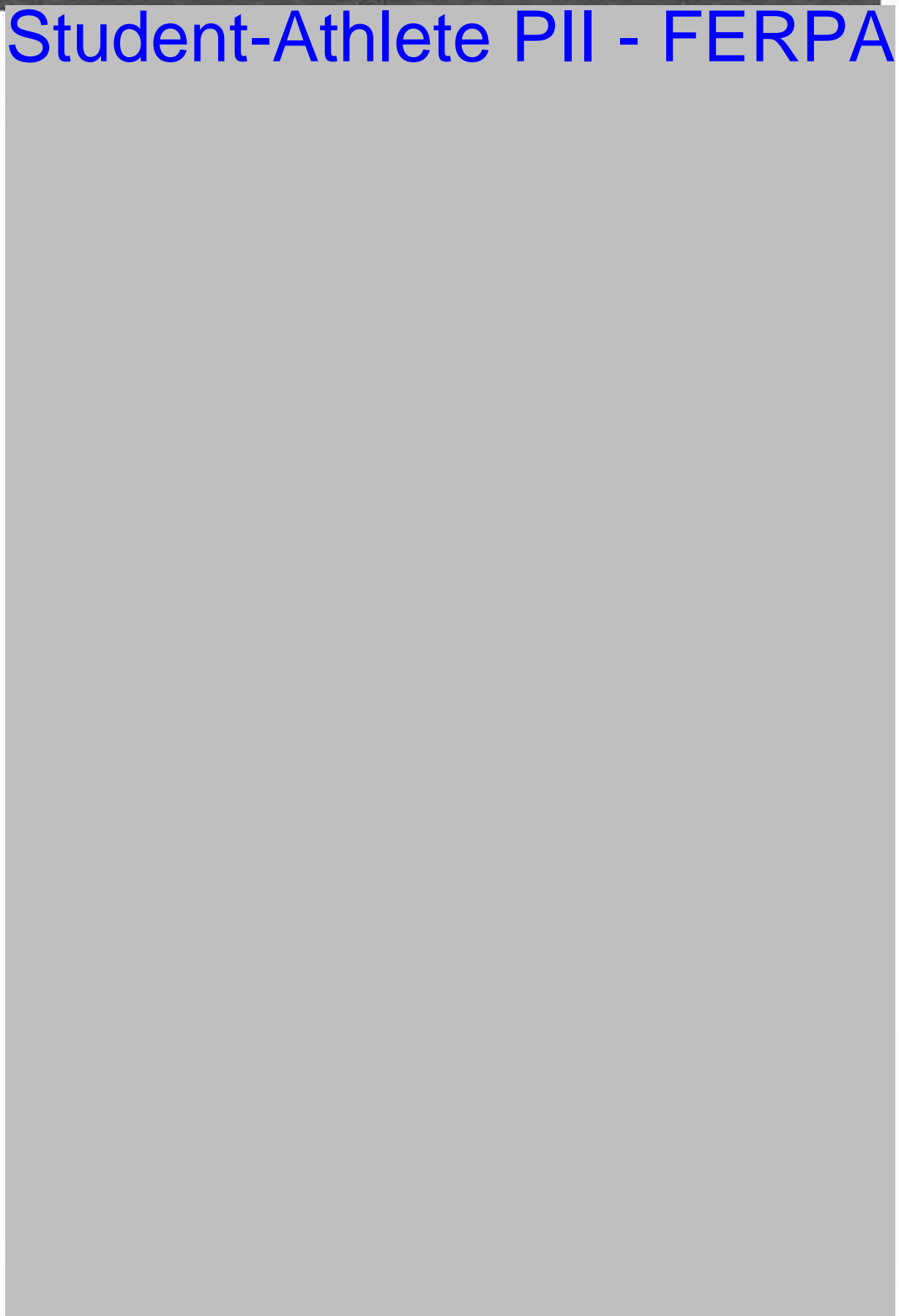
UNIVERSITY OF HAWAII

Name :

DOB :

Student ID :

Student-Athlete PII - FERPA



Name :

DOB :

Student ID :

ATTACHMENT G

Student-Athlete PII - FERPA



UNIVERSITY OF HAWAII

UNIVERSITY OF HAWAII

Name :

DOB :

Student ID :

Active Inquiries

Student-Athlete PII - FERPA



STUDENT CHART BY INJURY DATE OF SERVICE RANGE 09-01-2016 TO 10-16-2017

UNIVERSITY OF HAWAII

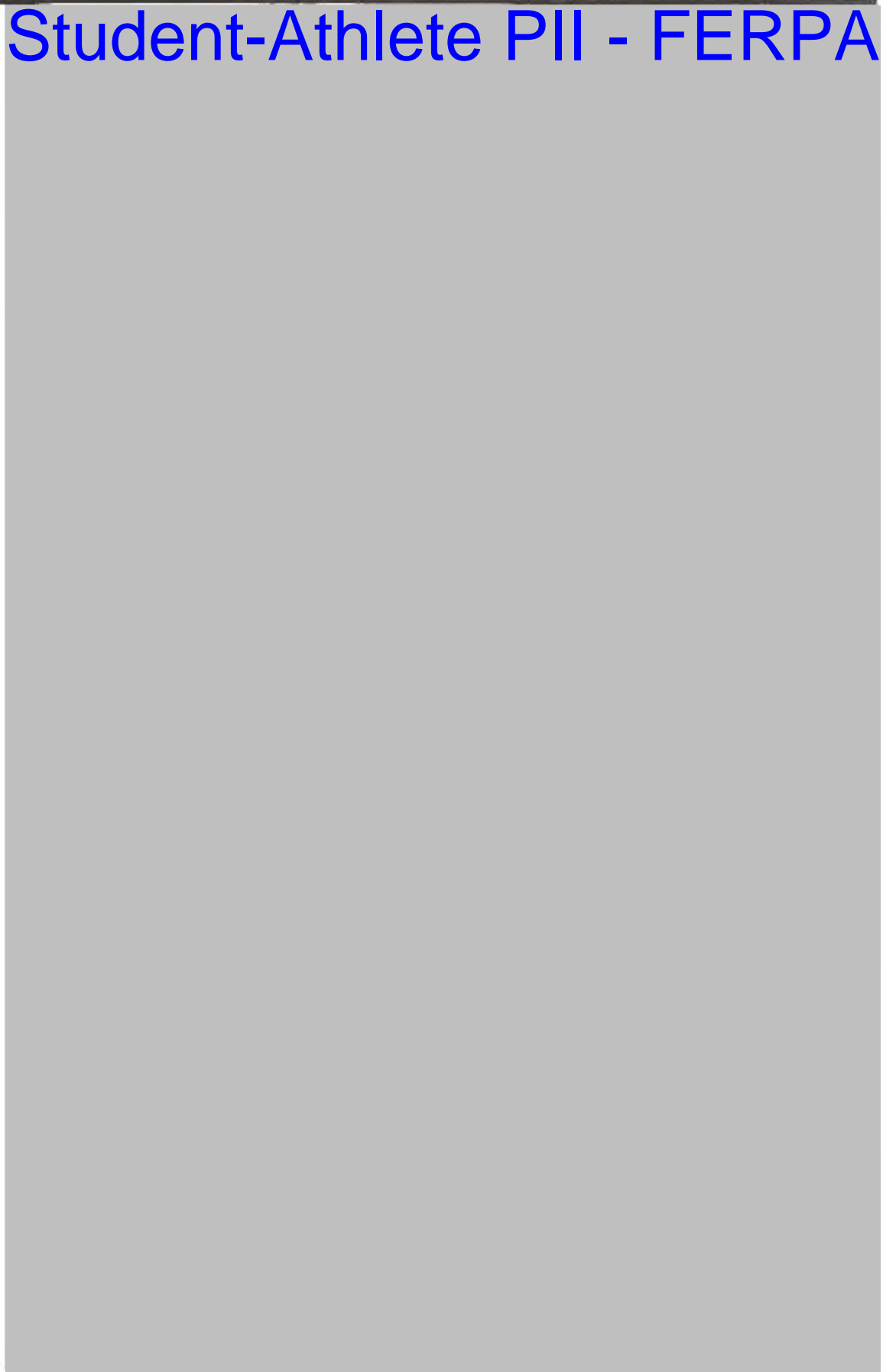
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DOB :

Student ID :

Active Injuries

Student-Athlete PII - FERPA



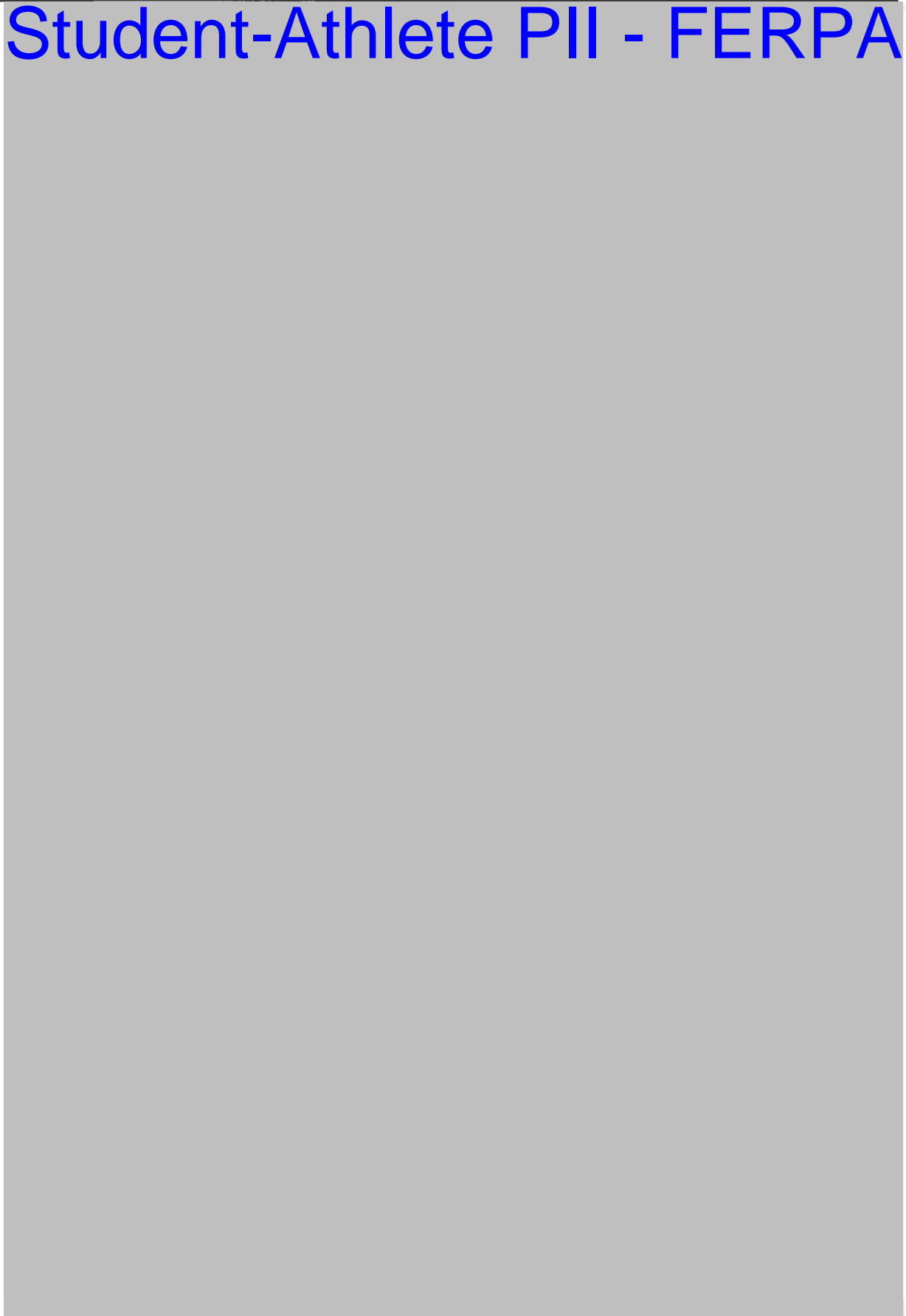
UNIVERSITY OF HAWAII

Name :

DOB :

Student ID :

Student-Athlete PII - FERPA



STUDENT START BY INJURY DATE OF SERVICE RANGE 09-01-2016 TO 10-10-2017

UNIVERSITY OF HAWAII

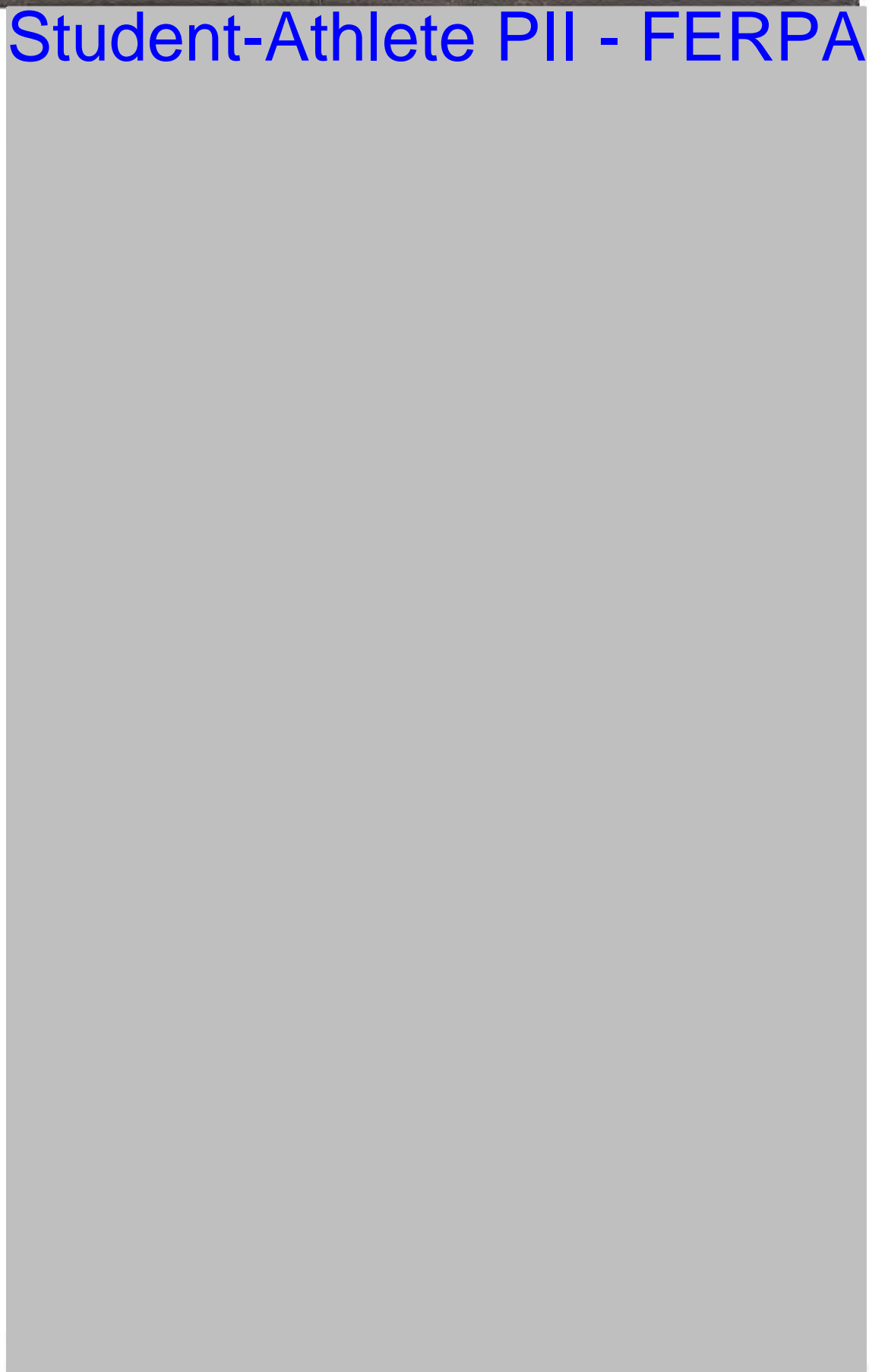
Name :

DOB :

Student ID :

Active Injuries

Student-Athlete PII - FERPA



UNIVERSITY OF HAWAII

Name :

DOB :

Student ID :

Student-Athlete PII - FERPA



STUDENT CHART BY INJURY DATE OF SERVICE RANGE 09-01-2015 TO 08-31-2017

UNIVERSITY OF HAWAII

Name :

DOB :

Student ID :

Active injuries

Student-Athlete PII - FERPA



SEARCHED BY: [REDACTED] DATE OF SEARCH: [REDACTED] RANGE: [REDACTED] TO: [REDACTED]

UNIVERSITY OF HAWAII

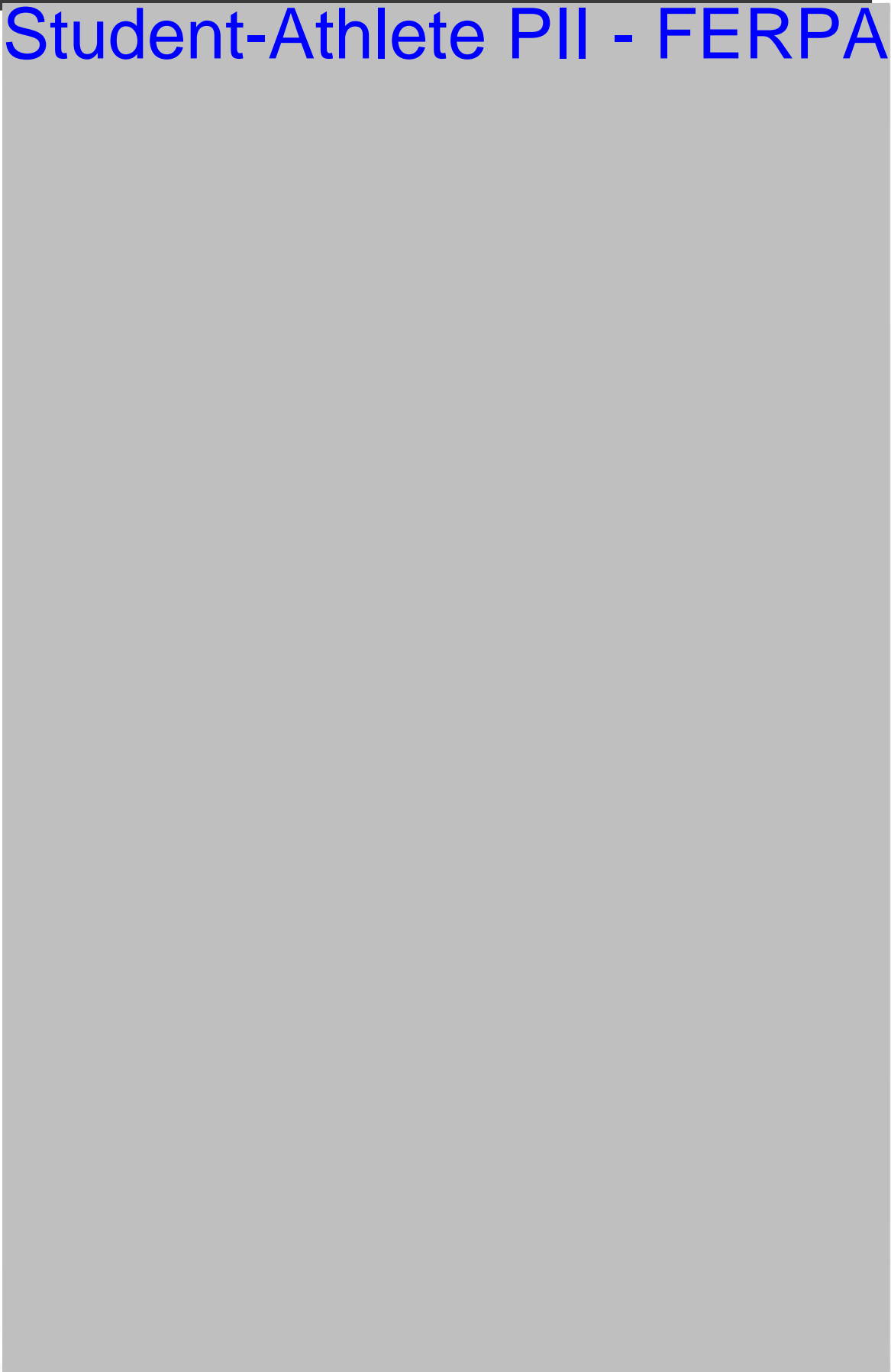
Name :

DOB :

Student ID :

[REDACTED]

Student-Athlete PII - FERPA



STUDENT CHART BY INJURY DATE OF SERVICE RANGE 09-01-2016 TO 10-31-2017

UNIVERSITY OF HAWAII

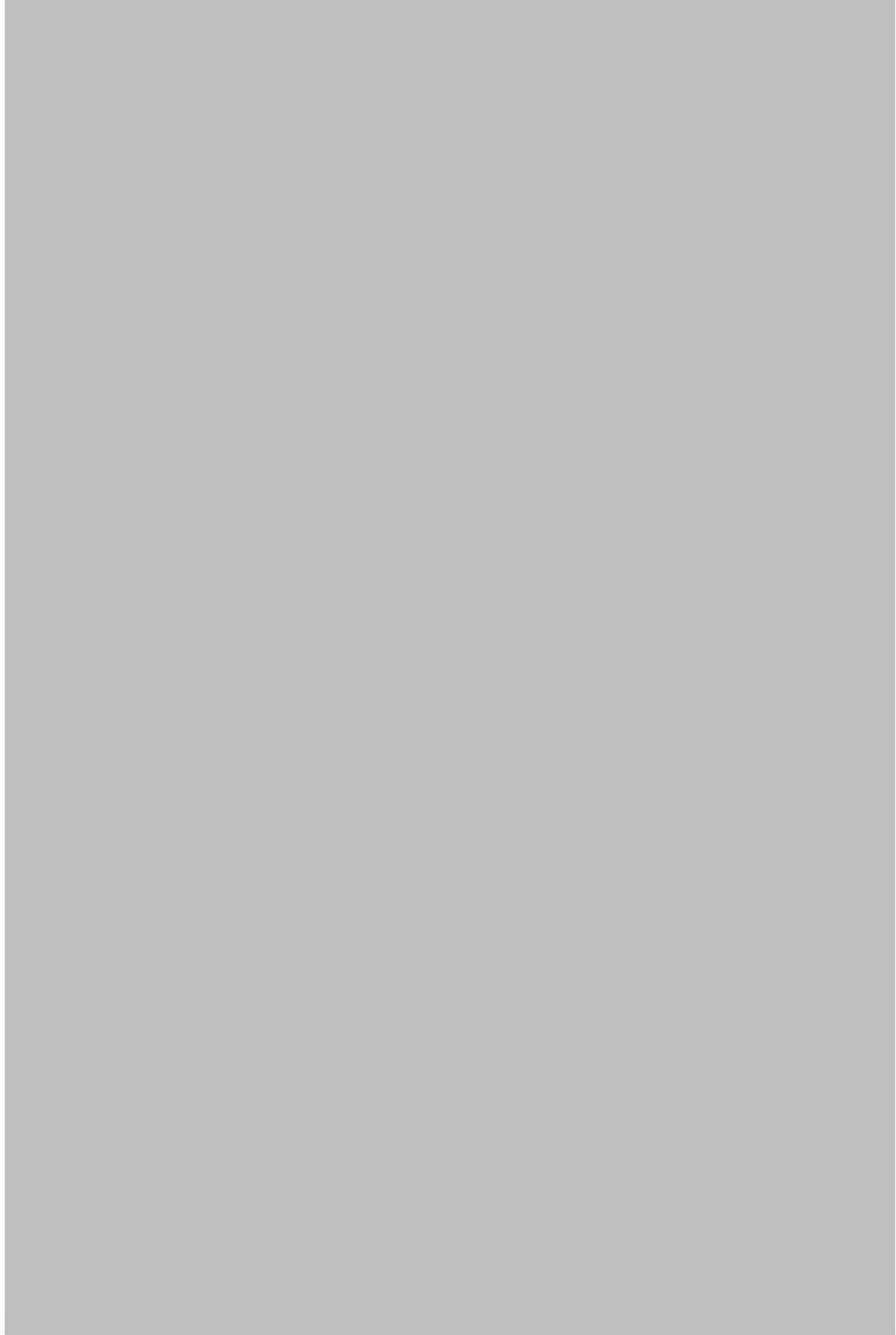
Name :

DOB :

Student ID :

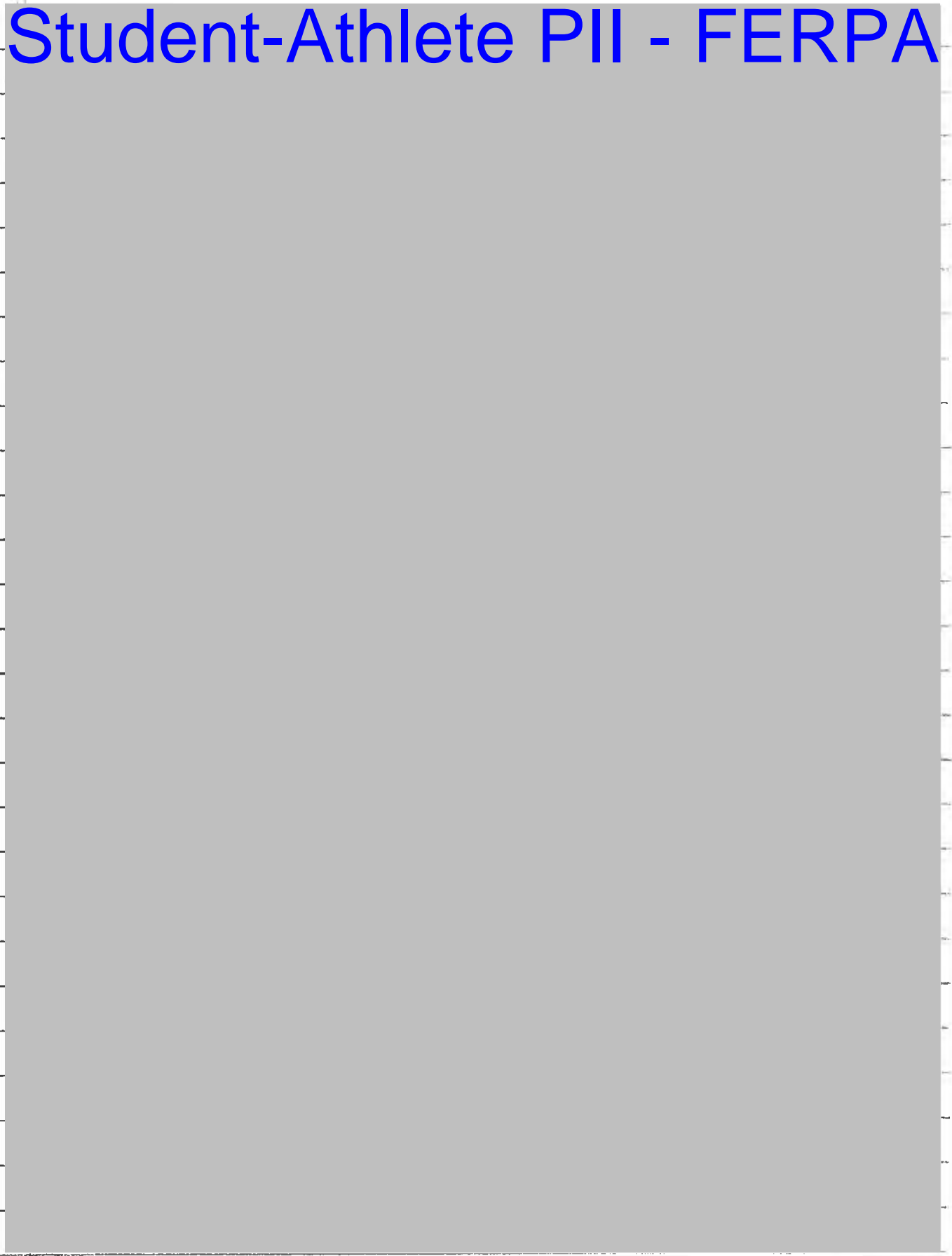
Active Injuries

Student-Athlete PII - FERPA

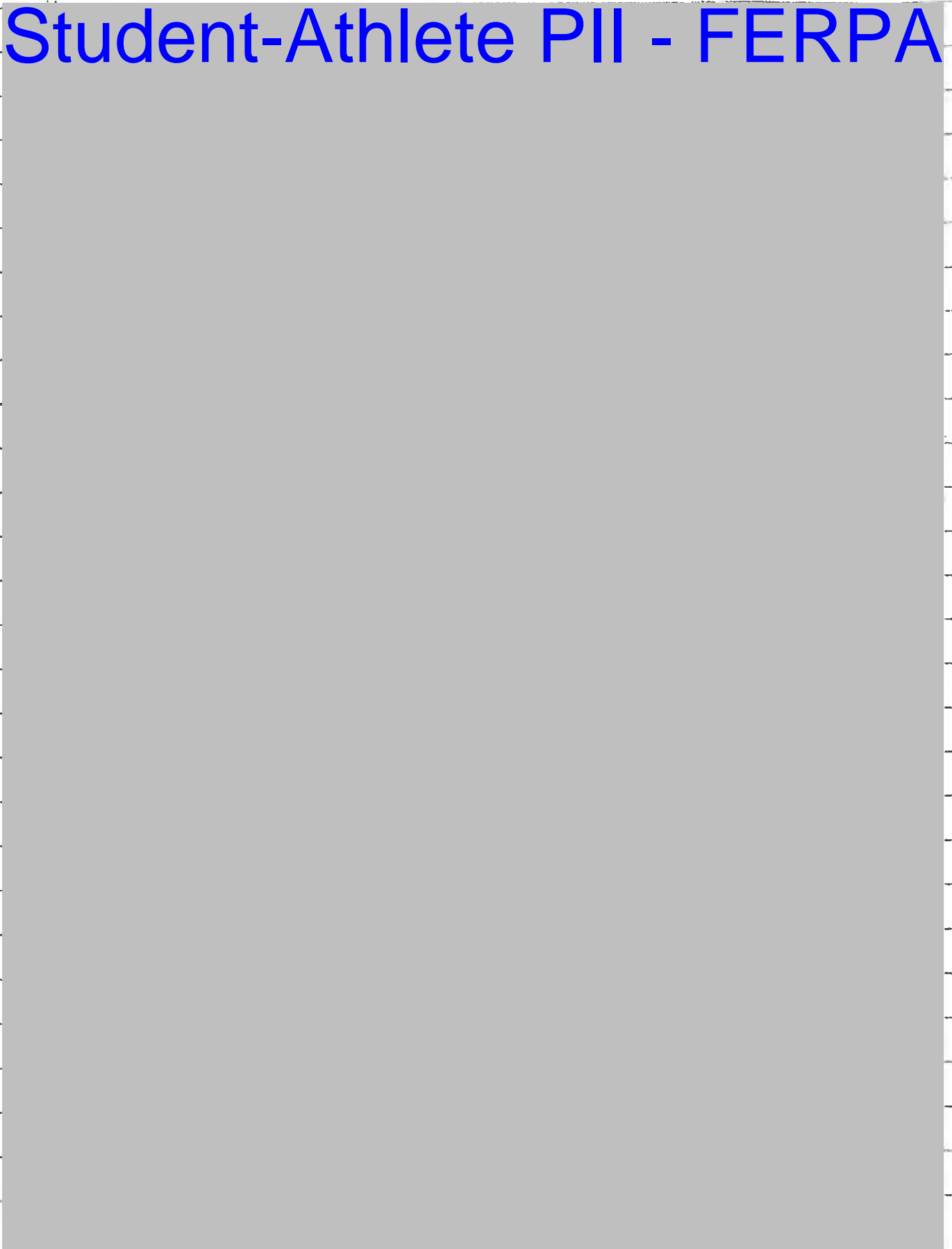


from Teneshia Ruff (Director of Basketball Operations)

Student-Athlete PII - FERPA



Student-Athlete PII - FERPA



Student-Athlete PII - FERPA



10/30/2017

University of Hawaii Mail - Fwd: Academic Meeting

ATTACHMENT I



UNIVERSITY
of HAWAII
SYSTEM

Lois Manin <manin@hawaii.edu>

Fwd: Academic Meeting

Student-Athlete PII - FERPA

15.5.1.2 Counter Who Becomes Injured or Ill. A counter who becomes injured or ill to the point that he or she apparently never again will be able to participate in intercollegiate athletics shall not be considered a counter beginning with the academic year following the incapacitating injury or illness.

15.5.1.2.1 Incapacitating Injury or Illness. If an incapacitating injury or illness occurs prior to a prospective student-athlete's or a student-athlete's participation in athletically related activities and results in the student-athlete's inability to compete ever again, the student-athlete shall not be counted within the institution's maximum financial aid award limitations for the current, as well as later, academic years. However, if the incapacitating injury or illness occurs on or after the student-athlete's participation in countable athletically related activities in the sport, the student-athlete shall be counted in the institution's maximum financial aid limitations for the current academic year but need not be counted in later academic years. (Adopted: 1/10/91, Revised: 3/26/04, 9/18/07)

15.5.1.2.2 Change in Circumstances. If circumstances change and the student-athlete subsequently practices or competes at the institution at which the incapacitating injury or illness occurred, the student-athlete again shall become a counter, and the institution shall be required to count that financial aid under the limitations of this bylaw in the sport in question during each academic year in which the financial aid was received. (Revised: 4/26/01 effective 8/1/01)

15.5.1.3 Aid Not Renewed, Successful Appeal. If an institution does not renew financial aid for a counter in a following year, and a hearing before the institution's regular financial aid authority results in a successful appeal for restoration of aid, the student-athlete shall continue to be a counter if the individual continues to receive athletically related financial aid. However, the student-athlete shall not be a counter if he or she receives institutionally arranged or awarded, nonathletically related financial aid available to all students, provided such financial aid was granted or arranged without regard in any degree to athletics ability. If the student-athlete ever participates again in intercollegiate athletics at that institution, he or she will be considered to have been a counter during each year the financial aid was received.

15.5.1.4 Cancellation of Aid. Once an individual becomes a counter in a head-count sport (see Bylaws 15.5.2, 15.5.4, 15.5.5, 15.5.6, 15.5.7 and 15.5.8), the individual normally continues as a counter for the remainder of the academic year. However, if he or she voluntarily withdraws from the team prior to the first day of classes or before the first contest of the season (whichever is earlier) and releases the institution from its obligation to provide financial aid, the individual no longer would be considered a counter (see Bylaws 15.5.2.2 and 15.5.6.4.1).

15.5.1.5 Eligibility Exhausted. A student-athlete receiving institutional financial aid after having exhausted his or her eligibility in a sport is not a counter in that sport in later academic years following completion of eligibility in the sport. For this provision to be applicable, the student-athlete is otherwise eligible for the aid and is not permitted to take part in organized, institutional practice sessions in that sport unless the individual has eligibility remaining under the five-year rule. (See Bylaw 15.3.1 for eligibility for financial aid.) (Revised: 1/10/91)

15.5.1.5.1 Cross Country/Track and Field. A student-athlete who is awarded athletically related financial aid and who has exhausted eligibility in either cross country, indoor track and field, or outdoor track and field, but has eligibility remaining in any of the other sports, is not a counter in the cross country/track and field financial aid limitations, provided the student-athlete subsequently does not practice or compete in any of the sports that he or she has eligibility remaining in during the academic year in which the aid was awarded. (Adopted: 6/26/01 effective 8/1/01)

15.5.1.6 Aid After Departure of Head Coach. A student-athlete who receives athletically related institutional financial aid in subsequent academic years after the departure of a head coach from the institution is not a counter, provided: (Adopted: 4/29/10 effective 8/1/10, Revised: 4/26/17 effective 8/1/17)

- (a) The student-athlete participated in the applicable sport and received athletically related institutional financial aid during the coach's tenure at the institution; and
- (b) The student-athlete does not participate in the applicable sport during subsequent academic years at the institution.

15.5.1.6.1 Subsequent Participation. If the student-athlete subsequently participates in the applicable sport at the institution, the student-athlete shall become a counter for all years during which athletically related institutional aid was received. (Adopted: 4/29/10 effective 8/1/10, Revised: 4/26/17 effective 8/1/17)

15.5.1.7 Aid After Student-Athlete Becomes Permanently Ineligible. A student-athlete receiving institutional financial aid after becoming permanently ineligible due to a violation of NCAA regulations (e.g., amateurism legislation) may receive athletics aid during later academic years without counting in the institution's financial aid limitations, provided the student-athlete is otherwise eligible for the aid and does not practice or compete in intercollegiate athletics again. If circumstances change and the student-athlete practices or competes, the institution is required to count the financial aid received by the student-athlete during each academic year in which the aid was received (see Bylaw 15.3.1.4). (Adopted: 1/11/94)

15.5.1.8 Summer-Term Aid. Institutional financial aid received during a summer term is not countable in these limitations and does not make a student-athlete a counter.

2016-17 (Freshman): Played in 27 games and made five starts as a freshman in 2016-17...scored a season-high 10 points on 5-for-5 shooting in her collegiate debut against Youngstown State on Nov. 18...grabbed a season-high 11 rebounds against Cal Poly on Jan. 28...averaged 3.1 points and 3.1 rebounds per game in 12.9 minutes per game throughout the season...shot 41.7 percent (35-of-84) from the field, 25.0 percent (1-of-4) from 3-point range and 68.4 percent (13-of-19) from the free throw line...added seven assists, two blocks and six steals for the season...made her last four shots of the season, going 3-for-3 against Cal Poly and 1-for-1 against CSUN in the Big West Tournament.

Prep: A 2016 graduate of Lahainaluna High School in Lahaina, Maui...helped LHS to four consecutive Maui Interscholastic League championships...averaged 16.3 points per game during senior season...a four-time all-state selection earning first-team recognition three times...a 2015 All-State Fab 15 selection and 2016 All-State First Five pick.

Personal: Born _____ in Honolulu...daughter of _____ and _____
 ...has one younger sister, _____ ..intended major is sports management.

Career Highs

Points: 10 vs. Youngstown State (11/18/16)
Field Goals Made: 5 vs. Youngstown State (11/18/16)
Field Goal Attempts: 7 (2x), last vs. UC Riverside (2/8/17)
3-point Field Goals Made: 1 vs. Oregon (11/26/16)
3-point Field Goal Attempts: 2 at Cal Poly (1/19/17)
Free Throws Made: 2 (5x), last at UC Irvine (2/23/17)
Free Throw Attempts: 4 vs. Cal Poly (1/28/17)
Rebounds: 11 vs. Cal Poly (1/28/17)
Assists: 1 (7x), last vs. CSUN (3/8/17)
Steals: 2 vs. Cal Poly (3/7/17)
Turnovers: 2 (3x), last vs. CSUN (2/18/16)
Fouls: 4 (2x), last vs. UC Santa Barbara (2/11/17)
Minutes: 27 vs. UC Riverside (2/8/17)

Opponent	Date	gs	min	fg-fga	pct	3fg-fga	pct	ft-fa	pct	off	def	rebounds			pf	fo	ast	t/o	blk	stl	scoring	
												tot	avg	avg							pts	avg
at USC	11/11/16		dnp	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
at CSU Bakersfield	11/13/16		dnp	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
YOUNGSTOWN STATE	11/18/16	19	5-5	1.000	0-0	0-0	.000	0-0	.000	2	2	4	4.0	2	0	0	0	0	0	0	10	10.0
NEW MEXICO STATE	11/20/16	17	0-4	.000	0-0	0-0	.000	0-0	.000	4	3	7	5.5	2	0	1	2	0	1	0	5.0	5.0
SAN JOSE STATE	11/25/16	*	12	2-5	.400	0-1	.000	0-0	.000	2	2	2	4.3	2	0	0	0	0	1	0	4	4.7
OREGON	11/26/16	*	25	3-4	.750	1-1	1.000	1-1	1.000	0	2	2	3.8	3	0	0	0	0	0	0	8	5.5
NO. 7 MISSISSIPPI STATE	11/27/16	*	11	0-1	.000	0-0	.000	0-0	.000	0	1	1	3.2	2	0	0	1	0	0	0	0	4.4
at No. 9 UCLA	12/04/16		dnp	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
HAWAII PACIFIC	12/11/16	11	1-3	.333	0-0	0-0	.000	1-2	.500	1	1	2	3.0	4	0	0	0	0	0	0	3	4.2
at Nevada	12/18/16	7	1-1	1.000	0-0	0-0	.000	0-0	.000	0	0	0	2.6	0	0	0	0	0	0	0	2	3.9
at Boise State	12-20-16	14	4-6	.667	0-0	0-0	.000	0-0	.000	3	5	8	3.3	3	0	0	0	1	0	0	8	4.4
GRAND CANYON	12/29/16	13	0-3	.000	0-0	0-0	.000	2-2	1.000	0	2	2	3.1	2	0	0	2	0	0	0	2	4.1
at Long Beach State	01/05/17	16	2-4	.500	0-0	0-0	.000	1-2	.500	2	3	5	3.3	2	0	0	0	0	0	0	5	4.2
at UC Davis	01/07/17	23	0-2	.000	0-0	0-0	.000	0-0	.000	0	7	7	3.6	3	0	0	1	0	0	0	0	3.8
CSU FULLERTON	1/12/17	11	0-3	.000	0-0	0-0	.000	0-0	.000	2	0	2	3.5	3	0	0	1	0	0	1	0	3.5
at Cal Poly	1/19/17	10	1-1	1.000	0-0	0-0	.000	0-0	.000	0	1	1	3.3	1	0	0	0	0	0	0	2	3.4
at UC Santa Barbara	1/21/17	4	0-0	.000	0-0	0-0	.000	0-0	.000	0	0	0	3.1	0	0	1	0	0	0	0	0	3.1
UC IRVINE	1/26/17	11	3-4	.750	0-0	0-0	.000	0-0	.000	1	2	3	3.1	1	0	0	1	0	0	1	6	3.3
CAL POLY	1/28/17	22	0-7	.000	0-2	0-0	.000	2-4	.500	3	8	11	3.6	2	0	1	1	0	0	0	2	3.3
at UC Riverside	02/02/17	13	0-2	.000	0-0	0-0	.000	2-2	1.000	3	1	4	3.6	2	0	0	0	0	0	0	2	3.2
at CSUN	2/4/17	13	0-4	.000	0-0	0-0	.000	0-0	.000	2	3	5	3.7	1	0	1	0	0	0	0	0	3.0
UC RIVERSIDE	2/8/17	*	27	1-7	.143	0-0	.000	2-2	1.000	1	1	2	3.6	1	0	0	1	0	0	0	4	3.1
UC SANTA BARBARA	2/11/17	*	8	3-3	1.000	0-0	.000	0-0	.000	0	0	0	3.4	4	0	0	0	0	0	0	6	3.2
UC DAVIS	2/16/17	7	1-2	.500	0-0	0-0	.000	0-2	.000	1	1	2	3.3	1	0	0	0	0	0	0	2	3.1
CSUN	2/18/17	10	3-5	.600	0-0	0-0	.000	0-0	.000	1	0	1	3.2	1	0	1	2	0	0	1	6	3.3
at UC Irvine	02/23/17	12	1-2	.500	0-0	0-0	.000	2-2	1.000	2	2	4	3.3	0	0	1	0	0	0	0	4	3.3
at CSU Fullerton	02/25/17	4	0-1	.000	0-0	0-0	.000	0-0	.000	0	0	0	3.1	1	0	0	1	0	0	0	0	3.2
LONG BEACH STATE	3/4/17	8	0-1	.000	0-0	0-0	.000	0-0	.000	0	3	3	3.1	1	0	0	0	0	0	0	0	3.0
CAL POLY	03/07/17	13	3-3	1.000	0-0	0-0	.000	0-0	.000	1	2	3	3.1	1	0	1	1	0	0	2	6	3.2
at CSUN	03/08/17	6	1-1	1.000	0-0	0-0	.000	0-0	.000	1	1	2	3.1	1	0	0	1	0	0	0	2	3.1
Totals		5	347	35-84	.417	1-4	.250	13-19	.684	32	51	83	3.1	46	0	7	15	2	2	6	84	3.1

Games played: 27
 Points/game: 3.1
 FG Pct: 41.7
 3FG Pct: 25.0
 FT Pct: 68.4
 Rebounds/game: 3.1
 Assists/game: 0.3
 Turnovers/game: 0.6
 Assist/turnover ratio: 0.5
 Steals/game: 0.2
 Blocks/game: 0.1

University of Hawaii at Manoa - Athletics Department

2016-2017 Women's Basketball Schedule

Season Record

OVERALL 12-18 PCT .400 CONF 7-9-0 PCT .438 STREAK L1 HOME 8-7-0 AWAY 3-10-0 NEUTRAL 1-1-0-0

Scheduled Games

OCT 21 (FRI) / 7:00 P.M. HT VS GREEN AND WHITE SCRIMMAGE HONOLULU, O'AHU / STAN SHERIFF CENTER
(ICE CREAM SOCIAL)

OCT 26 (WED) / 7:00 P.M. VS UH HILO (EXHIBITION) W, 84-63
HT

NOV 11 (FRI) / 3:00 P.M. HT AT USC L, 44-76

NOV 13 (SUN) / 11:00 A.M. AT CSU BAKERSFIELD L, 51-58
HT

BANK OF HAWAII RAINBOW WAHINE CLASSIC

· NOV 18 (FRI) / 3:00 P.M. VS SACRAMENTO STATE VS. NEW NMSU 99, Sac. St. 73
HT MEXICO STATE

· NOV 18 (FRI) / 5:30 P.M. VS YOUNGSTOWN STATE (WHITE OUT W, 72-50
HT / OCSports GAME)

· NOV 20 (SUN) / 2:00 P.M. VS YOUNGSTOWN STATE VS. YSU 102, Sac. St. 94
HT SACRAMENTO STATE

· NOV 20 (SUN) / 4:30 P.M. VS NEW MEXICO STATE (FREE YOUTH W, 56-53
HT GAME/DADDY & DAUGHTER NIGHT)

RAINBOW WAHINE SHOWDOWN

· NOV 25 (FRI) / 3:00 P.M. VS OREGON VS. MISSISSIPPI STATE Miss. St. 75, Oregon 63
HT

· NOV 25 (FRI) / 5:30 P.M. VS SAN JOSE STATE (BLACK OUT L, 61-77
HT / OCSports GAME)

· NOV 26 (SAT) / 3:00 P.M. VS MISSISSIPPI STATE VS. SAN JOSE Miss. St. 88, SJSU 51
HT STATE

· NOV 26 (SAT) / 5:30 P.M. VS OREGON L, 49-86
HT

· NOV 27 (SUN) / 2:00 P.M. VS SAN JOSE STATE VS. OREGON Oregon 91, SJSU 62
HT

· NOV 27 (SUN) / 4:30 P.M. VS NO. 77 MISSISSIPPI STATE (GREEN L, 41-86
HT / OCSports OUT GAME)

DEC 4 (SUN) / 12:00 P.M. HT AT NO. 9/10 UCLA L, 49-72

DEC 11 (SUN) / 2:00 P.M. HT VS HAWAII PACIFIC W, 88-54

DEC 18 (SUN) / 12:00 P.M. AT NEVADA L, 59-67 3OT
HT

DEC 20 (TUE) / 4:00 P.M. HT AT BOISE STATE L, 49-61

DEC 29 (THU) / 5:30 P.M. HT VS GRAND CANYON (WHITE OUT W, 51-47
/ OCSports GAME)

JAN 5 (THU) / 5:00 P.M. HT BWC AT LONG BEACH STATE L, 57-68

JAN 7 (SAT) / 12:30 P.M. HT BWC AT UC DAVIS L, 55-70

JAN 12 (THU) / 7:00 P.M. HT BWC VS CAL STATE FULLERTON W, 60-50
/ OCSports (LAW ENFORCEMENT APPRECIATION NIGHT)

JAN 19 (THU) / 5:00 P.M. HT BWC AT CAL POLY W, 87-79

JAN 21 (SAT) / 2:00 P.M. HT BWC AT UC SANTA BARBARA L, 62-74

JAN 26 (THU) / 7:00 P.M. HT BWC VS UC IRVINE W, 79-62
/ OCSports

JAN 28 (SAT) / 5:00 P.M. HT BWC VS CAL POLY (GREEN OUT W, 66-57
/ OCSports GAME)

FEB 2 (THU) / 3:00 P.M. HT BWC AT UC RIVERSIDE L, 45-63

FEB 4 (SAT) / 2:00 P.M. HT BWC AT CSUN L, 56-67

FEB 8 (WED) / 7:00 P.M. HT / BWC VS UC RIVERSIDE (PLAY4KAY) L, 59-79
OCSports

FEB 11 (SAT) / 5:00 P.M. HT BWC VS UC SANTA BARBARA L, 52-67
/ OCSports (BLACK OUT GAME)

FEB 16 (THU) / 7:00 P.M. HT BWC VS UC DAVIS (PATSY T. MINK L, 50-69
/ OCSports DAY)

FEB 18 (SAT) / 7:00 P.M. HT BWC VS CSUN (BOOSTER CLUB L, 49-60
/ OCSports APPRECIATION GAME)

FEB 23 (THU) / 5:00 P.M. HT BWC AT UC IRVINE W, 73-60

FEB 25 (SAT) / 4:00 P.M. HT BWC AT CAL STATE FULLERTON W, 55-45

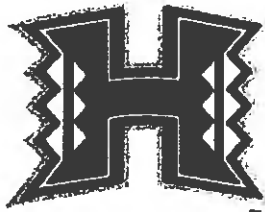
MAR 4 (SAT) / 7:00 P.M. HT / BWC VS LONG BEACH STATE W, 66-63
OCSports (SENIOR NIGHT)

BIG WEST TOURNAMENT

· MAR 7 (TUE) / 6:30 P.M. VS NO. 7 CAL POLY W, 71-50
HT / ESPN3

· MAR 8 (WED) / 4:00 P.M. VS NO. 3 CSUN L, 64-71
HT / ESPN3

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MEDICAL NON-COUNTER PHYSICIAN'S CONFIRMATION FORM

University of Hawaii

Medical Noncounter (NCAA Bylaw 15.5.1.2) A counter who becomes injured or ill to the point that he or she will never again be able to participate in intercollegiate athletics shall not be considered a counter beginning with the academic year following the incapacitating injury or illness.

STUDENT-ATHLETE: _____ **SPORT:** _____

PHYSICIAN'S INFORMATION:

*Please note that this form must be completed in full and signed by the treating physician for the student-athlete to be considered a medical non-counter.

To be completed by the team physician

Team Physician Name: _____ **Organization:** University of Hawai'i, Manoa

Phone Number: _____ **Email Address:** jilwong@hawaii.edu

DIAGNOSIS

Diagnosis of injury or illness (attach documents if necessary): _____

Date of initial injury: _____

Injury occurred during: Practice Competition Other _____

Date of initial medical evaluation: _____

Who advised the student-athlete to discontinue competition? _____

When did the advisement occur? _____

Does this injury/illness prevent the student-athlete from competing again in intercollegiate athletics? _____

On what date was the student-athlete determined to be unable to compete ever again? _____

I certify that the above is an accurate report of the student-athlete's current medical condition and affirm that the student has been injured and/or has suffered an illness to the point that he/she will never again be able to participate in intercollegiate athletics.

Team Physician's Signature: _____ **Date:** _____

I certify that I have suffered an injury to the point that I will never again be able to participate in intercollegiate athletics at the University of Hawai'i. I further understand that if I transfer I will remain ineligible for intercollegiate athletics.

Student-Athlete's Signature: _____ **Date:** _____

Compliance Signature: _____ **Date:** _____

Cc: Head Coach

(former UH basketball student-athlete)	
Testimony	UH Internal Review
<ul style="list-style-type: none"> • Former women’s basketball student-athlete Student-Athlete PII - FERPA • Asked Assistant AD- Compliance/Eligibility, Amanda Paterson, asking that certain information (about status as student-athlete) not be released to press, but Coach Laura Beeman disclosed anyway in two press interviews <ul style="list-style-type: none"> ○ Mother reached out to Athletics Director David Matlin but “nothing happened” • Week prior to October 21, 2016, injured knee at practice. After rehabbing for a week, resumed full contact, but reinjured knee during the Green and White Scrimmage • An MRI was done and was diagnosed as a partial tear in the patellar tendon. The doctor advised to continue to “rehab and work on building the muscles around my knee”. Student-Athlete PII - FERPA was not advised to have surgery at that time. • Student-Athlete PII - FERPA eventually resumed participating in games and would ice after and continue to do rehab. • Student-Athlete PII - FERPA asked about getting surgery so can be ready for following season. Prior to getting the surgery, Coach Beeman asked if Student-Athlete PII - FERPA wanted to redshirt next season or did she think she could be ready. Student-Athlete PII - FERPA informed Coach Beeman that she did not want to redshirt and would work to be ready by the next season. • On May 1, 2017, Student-Athlete PII - FERPA had surgery performed and did rehabbing as directed. • On July 20, 2017, Student-Athlete PII - FERPA was informed by Student-Athlete PII - FERPA 	<p>The following information was provided by Athletics Director, David Matlin; Women’s Basketball Head Coach, Laura Beeman; Associate AD - Student Services/SWA, Lois Manin; and publically available media stories on UH Women’s Basketball:</p> <ul style="list-style-type: none"> • Women’s Basketball Head Coach Laura Beeman Student-Athlete PII - FERPA <ul style="list-style-type: none"> ○ Her practice for all student-athletes is to not provide injury or personal information on any student-athlete if asked by media. <ul style="list-style-type: none"> ○ The media articles were written on the entire team and talks about all team members, including Student-Athlete PII - FERPA. In the articles, the reporter does not attribute any statements about Student-Athlete PII - FERPA to Coach Beeman. Specifically, the reporter makes a statement on the status of Student-Athlete PII - FERPA and confirms that Coach Beeman declined to comment in the story. ○ All of the media stories regarding consistently do not attribute any statements in the article about the student-athlete to Coach Beeman. If Coach Beeman had provided any comments, then the reporter would have attributed the statements to Coach Beeman. It is also possible that the reporter could simply observe who played or not at games and practices and/or talked to other student-athletes before making his statements in his articles regarding Student-Athlete PII - FERPA

Student-Athlete PII - FERPA

family that her grandmother had passed away on Lānaʻi. As soon as Coach Beeman returned from recruiting, mentioned traveling to Lānaʻi for grandmothers Celebration of Life event on August 19, 2027 - - which would require travel on August 16th to Lānaʻi. Coach Beeman supported the travel to the event.

- On August 21st, Coach Beeman informed that she was suspended indefinitely from the team for "...specifically due to me not informing her of Trainer Erin of leaving the island on Wednesday, August 16th 2017, for missing rehab the day I left and because she felt I was not committed to the team, that I am not where I'm supposed to be post surgery."
- states, "I admitted to not telling Trainer Erin but I thought by me telling Coach Beeman that was enough."
- Coach Beeman "pulled out a paper and told me I needed to sign it, said I can look it over first and sign it but I was so upset and hurt that unfortunately I didn't read it first and just signed the paper and left."
- On September 13, 2017, Coach Beeman informed that "...playing for me is not an option anymore..." Coach Beeman offered alternative (e.g., transfer), but student-athlete told Coach Beeman she didn't know what she wanted to do. According to student-athlete, "Coach Beeman told me to take a couple days to think about it."
- September 15, 2017, met with Coach Beeman and "told her I didn't want to transfer and that I wanted to stay at UH and finish school." said she did not want to play basketball anymore and, in turn, Coach Beeman "offered me to be

her suspension to contact Coach

Medically Disqualified". _____ feels that medically disqualified should have been discussed in the first meeting with Coach Beeman, rather than questioning commitment.

- _____ questions why she was not offered a chance to red shirt her sophomore year after realizing she would not be ready and needed more time to recover.

Student-Athlete PII - FERPA



Coach Beeman's _____ was in accordance with documented team rules and athletic department policies.

Student-Athlete PII - FERPA



Assessment:

• Student-Athlete PII - FERPA

- The media articles that were referenced by _____ and her mother support Coach Beeman's statement that she did not provide any information regarding injury/playing status to the media as they do not include any statements on that were attributed to Coach Beeman. Conversely, the articles state that Coach Beeman specifically declined to comment on _____ status.

Student-Athlete PII - FERPA

confirmed that Coach Beeman acted in accordance with team rules and athletic department policies. [Student-Athlete PII - FERPA](#)

- While the UHM Athletics [Student-Athlete PII - FERPA](#) confirmed the action taken by Coach Beeman, it noted that additional sensitivity regarding the timing of the action given the family matters that were being worked through at the time by the student-athlete, might have been beneficial.

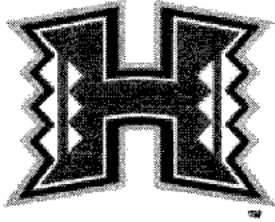
Relevant Documentation:

- Statement by Athletics Director, David Matlin
- Statement by Associate AD – Student Services/SWA, Lois Manin
- Statement by Assistant AD – Compliance/Eligibility, Amanda Paterson
- Statement by Women’s Basketball Head Coach, Laura Beeman
- Statement by Head Team Physician, Dr. Jonathan Sladky
- Media article: “Wahine Endure G&W Scrimmage,” Warrior World, by Brian McInnis, October 28, 2017
- Media article: “Crawford Leaves Hawaii for Personal Reasons,” Honolulu Star Advertiser, by Brian McInnis, November 8, 2017
- Media article: “Rainbow Wahine Want to make Things Right,” Honolulu Star Advertiser, by Brian McInnis, November 10, 2017

Student-Athlete PII - FERPA

[Student-Athlete PII - FERPA](#)

CONFIDENTIAL



MEDICAL NON-COUNTER PHYSICIAN'S CONFIRMATION FORM University of Hawaii

Medical Noncounter (NCAA Bylaw 15.5.1.2) A counter who becomes injured or ill to the point that he or she will never again be able to participate in intercollegiate athletics shall not be considered a counter beginning with the academic year

STUDENT-ATHLETE: _____

SPORT: Student-Athlete PII - FERPA

PHYSICIAN'S INFORMATION:

*Please note that this form must be completed in full and signed by the treating physician for the student-athlete to be considered a medical non-counter.

To be completed by the team physician

Team Physician Name: Student-Athlete PII - FERPA **Organization:** Student-Athlete PII - FERPA

Phone Number: Student-Athlete PII - FERPA **Email Address:** Student-Athlete PII - FERPA

DIAGNOSIS

Diagnosis of injury or illness (attach documents if necessary):

Student-Athlete PII - FERPA

Date of initial injury: Student-Athlete PII - FERPA

Injury occurred during: Student-Athlete PII - FERPA

Date of initial medical evaluation: Student-Athlete PII - FERPA

Who advised the student-athlete to discontinue competition? Student-Athlete PII - FERPA

When did the advisement occur? Student-Athlete PII - FERPA

Does this injury/illness prevent the student-athlete from competing again in intercollegiate athletics? Student-Athlete PII - FERPA

On what date was the student-athlete determined to be unable to compete ever again? Student-Athlete PII - FERPA

I certify that the above is an accurate report of the student-athlete's current medical condition and affirm that the student has been injured and/or has suffered an illness to the point that he/she will never again be able to participate in intercollegiate athletics.

Team Physician's Signature: Student-Athlete PII - FERPA

Date: Student-Athlete PII - FERPA

I certify that I have suffered an injury to the point that I will never again be able to participate in intercollegiate athletics at the University of Hawaii. I further understand that if I transfer I will remain ineligible for intercollegiate athletics.

Student-Athlete's Signature: _____

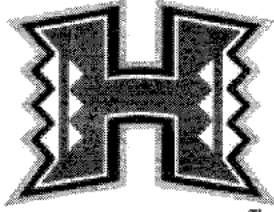
Date: Student-Athlete PII - FERPA

Compliance Signature: Student-Athlete PII - FERPA

Date: Student-Athlete PII - FERPA

Cc: Head Coach

Student-Athlete PII - FERPA



MEDICAL NON-COUNTER PHYSICIAN'S CONFIRMATION FORM

University of Hawaii

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STUDENT-ATHLETE:

SPORT

Student-Athlete PII - FERPA

PHYSICIAN'S INFORMATION:

*Please note that this form must be completed in full and signed by the treating physician for the student-athlete to be considered a medical non-counter.

To be completed by the team physician

Team Physician Name:

Student-Athlete PII - FERPA

Organization:

Student-Athlete PII - FERPA

Phone Number:

Student-Athlete PII - FERPA

Email Address:

Student-Athlete PII - FERPA

DIAGNOSIS

Diagnosis of injury or illness (attach documents if necessary):

Student-Athlete PII - FERPA

Date of initial injury:

Student-Athlete PII - FERPA

Injury occurred during:

Student-Athlete PII - FERPA

Date of initial medical evaluation:

Student-Athlete PII - FERPA

Who advised the student-athlete to discontinue competition?

Student-Athlete PII - FERPA

When did the advisement occur?

Student-Athlete PII - FERPA

Does this injury/illness prevent the student-athlete from competing again in intercollegiate athletics?

Student-Athlete PII - FERPA

On what date was the student-athlete determined to be unable to compete ever again?

Student-Athlete PII - FERPA

I certify that the above is an accurate report of the student-athlete's current medical condition and affirm that the student has been injured and/or has suffered an illness to the point that he/she will never again be able to participate in intercollegiate athletics.

Team Physician's Signature:

Student-Athlete PII - FERPA

Date:

Student-Athlete PII - FERPA

I certify that I have suffered an injury to the point that I will never again be able to participate in intercollegiate athletics at the University of Hawaii. I further understand that if I transfer I will remain ineligible for intercollegiate athletics.

Student-Athlete's Signature:

Date:

Student-Athlete PII - FERPA

Compliance Signature:

Student-Athlete PII - FERPA

Date:

Cc: Head Coach

**ADDITIONAL
DOCUMENTS
REVIEWED**

Meeting with Alan Ginoza
March 31, 2022, 3:00 p.m.
1st Floor Conference Room
Present: Paula Nishimoto and Cindy Uyehara

Testimony: Team Manager (Anonymous)

At the Senate Ways and Means committee hearing on January 7, 2022, there was a written testimony by a former Student Manager for UH Football stating that Todd Graham micromanaged, verbally abusive to players, coaches and staff, pushes religion, threatened scholarships, made no effort to know staff, berated and swore at manager. Manager stated that it affected him mentally and physically and now he is dealing with addiction to anti-anxiety medication.

1. Do you know who the team manager is?

Yes.

2. Were you aware of a team manager that had panic attacks?

I wasn't aware of the name calling. I was aware that he (Coach Graham) berated people but didn't know it was that bad. I didn't know he went off on anyone like that. I see people getting yelled at on the practice field on a daily basis but it's a different kind of yelling.

3. Did you know that the team manager had panic attacks?

I did not know that.

I know he was taking meds but I didn't know why.

a. How did you know he was taking meds?

He mentioned it to Brandon [Devie] and Brandon and I were talking about it. I thought he had anxiety prior to being a football manager. I thought he was discussing what happened in Summer of 2020, talking about how he stays up at night. I thought but I could be wrong it could have been 2021.

4. Were you a part of the conversation between Brandon and the team manager?

I overheard it as I was walking. It was reiterated to me later when I talked to Brandon that he (team manager) has anxiety. Brandon told me "You know he has some kind of anxiety."

5. Did the team manager tell you that he had panic attacks?

I don't recall. Maybe. I can't recall it.

6. Do you know what the anxiety was for?

No.

7. Did he say panic attack or anxiety?

I think I heard anxiety.

8. You don't recall any mention of panic attacks?

No.

Meeting with Alan Ginoza

March 31, 2022, 3:00 p.m.

1st Floor Conference Room

Present: Paula Nishimoto and Cindy Uyehara

9. Have you witnessed him being anxious?

No, he hid it very well.

I knew at some point he was seeing somebody (for professional help) he didn't say.

10. How did you know he was seeing somebody?

Either him or Brandon said he was seeing someone. I can't recall.

He would see Brandon all the time. Brandon was the guy that was overseeing him at that time. I wasn't dealing with him.

11. Were you at football practice?

Sometimes not all the time.

12. You never witnessed him having panic attacks?

No.

13. Did he say he had anxiety regarding football?

He said that was part of it.

The last conversation we had was on the last game he worked. We had a long talk and that's when he told me that he was going to quit being a manager. We talked for a good 1 ½ hours. He felt that he wanted to talk to me, he felt comfortable talking to me. He said he has anxiety and he's going through a lot with school and football. He tried to not make it a big issue. We talked for a long time, 1 ½ hours and it seems like it was a big relief to him after our conversation that night.

14. When did you talk to him, was it at the last game?

He told us he was going to quit after the last game that he worked [Note: Last game worked was 9/18/2021 - UH vs. San Jose State]. Sometime during the week he told us that it would be his last game. That's when he asked if we can talk after the game. After the game, he came into my office and we talked about his anxiety, seeing somebody (a professional), we talked about how he was feeling, that he was feeling better, kind of. I said that's good, it's for your well being. I said to him that he has school going, he wants to graduate, and that this is not well because he's here a lot of the time, spending a lot of time here is hard. I understood.

15. Do you recall him talking about panic attacks?

Talked about anxiety.

16. Did he discuss that it was because of football that he wanted to quit?

He said it's part school, he wants to graduate and part football and that this coach doesn't help. I heard a lot of things third and fourth hand.

Meeting with Alan Ginoza
March 31, 2022, 3:00 p.m.
1st Floor Conference Room
Present: Paula Nishimoto and Cindy Uyehara

17. As for his performance as team manager, did you have any concerns?

No issues. He showed up on time.

18. There were no red flags?

No red flags, if anything he used to come early then he started to show up ten or fifteen minutes before his start time. I don't feel it's a red flag.

19. Did he say that he had anxiety because of the football coach?

No, not to me.

20. Do you feel that it would help if we talked to Brandon about this issue?

Yes, I think he would know more. He is on the field every day.

21. Were you aware that the team manager was getting yelled at?

Yelled at, I was aware but not berated.

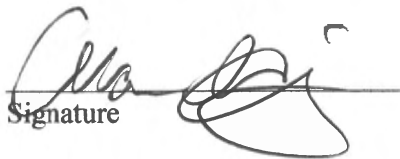
22. Did you witness any panic attacks?

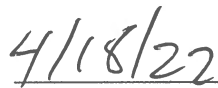
No, not personally.

23. Is there anything else that you want to share with us?

He's happier. He stopped by last week and he stopped by sometime during the season. He was still going to school. I think since all this other stuff he didn't have to worry about so he seems happier.

I, Alan Ginoza, affirm that I have read the information above and it is true, accurate, and complete to the best of my knowledge.


Signature


Date

Meeting with Derek Inouchi
March 31, 2022, 11:40 a.m.
1st Floor Conference Room
Present: Paula Nishimoto and Cindy Uyehara

Testimony:

At the Senate Ways and Means committee hearing on January 7, 2022, stated that he was "surprised he got kicked out of watching pre-season practice"

1. Are you familiar with this incident?

Yes, I believe it was the first day of Spring 2021 football.

2. Why was kicked out?

He wasn't kicked out of pre-season practice. entered the practice field through an open gate that was for equipment and trainer personnel and I believe Landon Keopple asked who he was. It was during the pandemic and only media could attend, no one else could come.

3. How did media get invited?

I invited them.

a. Did you send an email or a text?

I don't know. I'll have to look.

We had restrictions. Media had to enter at a certain gate to the football practice field gate that was by the dorms.

b. Was it Mauka East

Yes.

Media had to enter through a certain gate. did not enter through the media gate, he came in through the soccer field gate. He walked through their practice while practice was going on. He was visible as came in through the practice area. He came in through the wrong gate and that drew attention to him. Then he came up where he saw the rest of the media. He came across the field to come up to the media area.

At that point, Landon called me down and asked "Who is that guy?" Families and the public were not allowed to attend. I told Landon, he's with Spectrum Sports, he's okay, he's a media person. Then I was talking to and told him "They are kicking out people that do not belong here. They are not allowing people and they thought you were someone else so they were going to kick you out." It was no big deal at that time. After practice, after weeks, months later, he adds to his story and said that he was kicked out of football practice.

Meeting with Derek Inouchi

March 31, 2022, 11:40 a.m.

1st Floor Conference Room

Present: Paula Nishimoto and Cindy Uyehara

4. Did [redacted] stay through the practice?

Yes and he left ~~on his own~~ when the rest of the media was told to leave.

The only person to say the word “kick out” was me telling him when he was asking what’s that about (conversation between me and Landon) and I told him it was about kicking out people that are not part of media.

5. When was this practice?

Spring ball, 1st day of practice of last year (2021).

6. Did anyone from the football staff talk to [redacted] ?

No, just me and [redacted] talked.

He would not have gotten my text regarding info on attending practice. He’s not on my normal group text, he would have not known where to enter. The lower gate was open.

7. How would he know that media was allowed at the practice?

He would have known through word of mouth. If it was a normal practice that is how he would enter (soccer gate). During COVID, we tried to get media away from the players, did not want them to make contact. He wouldn’t know that he shouldn’t have entered through that gate. He’s not on my group text.

Testimony: _____

At the Senate Ways and Means committee hearing on January 7, 2022, it was stated that [redacted] was not allowed to attend practice, then why were other families allowed like [redacted] father.

1. Did [redacted] father attend football practice?

[redacted] father attended practice for a week while he was visiting from the mainland. He was outside of the gate, at the same practice as the [redacted] incident. [redacted] ~~was there outside the fence watching practice.~~ Parents and public were not allowed to attend practice at that time, yet [redacted] dad was outside of the gate watching. He wasn’t in the gate. At another time, he was at practice among other families.

[redacted] statement is absolutely true, a double standard. [redacted] statement was fictional/exaggerated.

Meeting with Derek Inouchi
March 31, 2022, 11:40 a.m.
1st Floor Conference Room
Present: Paula Nishimoto and Cindy Uyehara

At the first practice, you knew everyone who was there. Later families of mainland kids were allowed to watch practice inside. No local families were seen.

2. What were the rules regarding watching practice?

At the beginning only media was allowed as we couldn't control ~~family visiting~~ visitors and Lumisight checks.

3. Who was in charge of monitoring the field?

Landon. If there were visitors, they would check in with him. He would be the one to okay who could come in.

4. Were the gates closed?

It was open. One gate wide open for equipment to use. Main football gate was closed. Soccer gate is always open.

There was a double standard. Certain families could come and other families could not come.

5. Did you witness anyone at practice that shouldn't be at practice?

No, it was communicated well. No local families. ~~They~~ I assume they were told ~~you~~ they can't ~~couldn't attend~~ to practice.

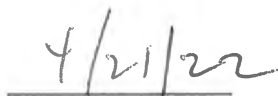
6. How do you know that local families were not allowed to attend practice?

It was a good assumption because no local families attended practice.

I, Derek Inouchi, affirm that I have read the information above and it is true, accurate, and complete to the best of my knowledge.



Signature



Date

Meeting with Jeannie Lee
March 31, 2022, 3:40 p.m.
1st Floor Conference Room
Present: Paula Nishimoto and Cindy Uyehara

Testimony:

At the Senate Ways and Means committee hearing on January 7, 2022, _____ stated that he "after various phone calls, voicemails and messages to AD Matlin and Coach Graham none of which has responded to and I'm not sure why."

1. Did you recall receiving various phone calls/emails from alumni or current student-athletes?

In that time period, prior to WAM, I do recall one voicemail message.

2. What was the message in the voicemail?

I think it was because he wanted to talk to David.

3. Were there any emails?

I can look, I have to look again. [Jeannie reviewed emails and there were no emails from _____ on the athdir@hawaii.edu or jeannie@hawaii.edu email accounts during the time of the WAM hearing]

4. What happened after you retrieved the voicemail?

I didn't pick it up until later. The voice message came in late December and I retrieved it early January as I was on leave. I don't think I was able to give it to David to call because he was busy.

Testimony: Anonymous (UH Fan)

At the Senate Ways and Means committee hearing on January 7, 2022, an Anonymous (fan of UH FB) stated "There's been pleas, letters and talks, yet nothing was ever addressed until now. And now, it's too late. The only hope is to get to the root of the problem and address it ASAP."

1. In general, how are complaints received and how are they handled?

I receive them through snail mail, telephone or email. I try to weed it out to what area it is. If it's something that someone else can handle I would pass it to them. If something we need to handle we try to address but we don't get to all of them.

2. Are the complaints addressed?

Sometimes yes. Sometimes we address the issue, sometimes we don't need to do anything because it's just a comment.

I, Jeannie Lee, affirm that I have read the information above and it is true, accurate, and complete to the best of my knowledge.

Jeannie Lee Digitally signed by Jeannie Lee
Date: 2022.04.28 13:49:31
+10'00'

Signature

_____ Date

Meeting with Sheri Ching
April 1, 2022, 10:40am
1st Floor Conference Room,
Present: Paula Nishimoto, Cindy Uyehara

Testimony:

At the Senate Ways and Means committee hearing on January 7, 2022, (parent of UH Football Player) stated that had mental and physical issues and UH did not help. Parents went on to say that to date, UH Football or UH Athletics has not helped with one penny of physical treatment, even though that is part of his athletic scholarship.

1. **Student-Athlete PII - FERPA**

2.

3. **What happens when you receive a student-athletes medical bill? Can you explain the workflow?**

When I receive the bill I and route it to the athletic trainer for their review and for them to sign off. signature. Once signed off I get their signature, I pay the bill.

4. **Do the parents get the bill?**

Meeting with Sheri Ching

April 1, 2022, 10:40am

1st Floor Conference Room,

Present: Paula Nishimoto, Cindy Uyehara

If the medical facility does not know the proper payee. It should go to the commercial insurance first, then UH Athletics will be secondary if athletically related. There may be times that a bill might go to the patient. I would not know unless the patient forwards the bill to the trainer and the trainer gives it to me. As long as the medical facility -Straub knows the proper steps, they will bill us. If they don't know it will go to the commercial insurance then to the patient.

- 5. The student-athlete handbook talks about the process of billing and insurance for injuries. Is this provided to student athletes?**

I believe so. I don't know how they are informed and how it's disbursed to them.

- 6. Did you get any inquiries from parents?**

No. I didn't receive any phone calls or emails.

Sometimes bills go directly to the home and it doesn't get sent to UH Athletics. For example, most student athletes would send their athletic trainer the bills they receive, and for some their parents will contact call the athletic trainer directly. The athletic trainer will then forward those bills to me, and say I just got a bill for an ambulance and I would tell them to forward the bill to me.

UH won't pay if it doesn't say UH Athletics as the payee. For mainland medical offices it's difficult for they won't allow me to make changes to the payee information (change from patient to UH Athletics) because of HIPAA. If it's a local doctor or facility, it's easier. They will send me a claim and the explanation of benefits so I can make payment.

- 7. Student-Athlete PII - FERPA**

- 8.**

I don't bill for Dr. Sladky's services. Student-Athlete PII - FERPA Student-Athlete PII - FERPA think if the patient met with Dr. Sladky at UH Health Services, UH Health Services would bill * , and if there is any balance due would be billed to UH Athletics (if directed by Dr. Sladky), unless Dr. Sladky tells them to bill UH Athletics.

- 9. Have you received bills from UH Health Services?**

Meeting with Sheri Ching
April 1, 2022, 10:40am
1st Floor Conference Room,
Present: Paula Nishimoto, Cindy Uyehara

Yes. We would usually get quarterly bills from UH Health Services with a list of pending payments but now days it been sent annually.

10. **Student-Athlete PII - FERPA**

11.

12. If UH Athletics paid a bill, does the patient/parents get notified?

No.

I, Sheri Ching, affirm that I have read the information above and it is true, accurate, and complete to the best of my knowledge.



Signature

4/4/22

Date

Meeting with Brandon Devie
April 1, 2022, 9:30 a.m.
1st Floor Conference Room
Present: Paula Nishimoto and Cindy Uyehara

Testimony: Team Manager (Anonymous)

At the Senate Ways and Means committee hearing on January 7, 2022, there was a written testimony by a former Student Manager for UH Football stating that Todd Graham micromanaged, verbally abusive to players, coaches and staff, pushes religion, threatened scholarships, made no effort to know staff, berated and swore at manager. Manager stated that it affected him mentally and physically and now he is dealing with addiction to anti-anxiety medication.

1. Do you know about the testimony regarding the team manager?

I didn't know the specifics of why the team manager left, he met with Al. All the team manager did was he came up to me saying that he was quitting and said "I don't want to do this anymore." I told him "Ok, I'll let Paula know. I know you're unhappy. I can tell. I just want you to know, you are going to have to pay for the rest of your tuition." That was basically our conversation about quitting. I think Al would know more about the motivation of why he wanted to quit.

2. Were you aware that the team manager had panic attacks?

Yes. He came to me the first week we started in 2020 and told me he has panic attacks and is taking medication. I said okay and if you ever need me to take over and do whatever just let me know. I can take over so you can calm down. I knew he had panic attacks and was taking medication and a couple of times he was physically anxious or having panic attacks. If he was having panic attacks, he didn't tell me all the time. There were issues at times and I had to do some of the practices.

3. When did you talk about the panic attacks? Was it in 2020?

I think it was the first week of September 2020, within the first two weeks of Fall camp. Panic attacks never came up in the interview or when doing background checks. It never came up until he was in practice then he told me.

4. Was the panic attack a preexisting condition?

I feel like, yes. I don't know 100% for sure. My opinion is that it's preexisting.

5. He told you about the panic attacks in the first week?

Yes. I don't believe that the team manager started getting panic attacks strictly from the football practice and Todd Graham. I believe he already had issues but football and Todd Graham exacerbated it.

a. Where did he tell you about the panic attacks?

Meeting with Brandon Devie

April 1, 2022, 9:30 a.m.

1st Floor Conference Room

Present: Paula Nishimoto and Cindy Uyehara

We were out at the practice field.

b. How did you respond?

I told him to let me know and whatever I got to do. For the most part we tried to mitigate and have _____ and _____ would spot and shag the ball during the team activities. The team manager would do the sticks. He wouldn't be much of a focal point of the practice being functional. Mostly he would spot the ball.

c. Do you feel that the panic attacks were related to the duties he had as team manager?

I don't believe so. I don't believe it was but I think it exasperated it.

d. Did the team manager tell you when he had panic attacks?

Once or twice. He would tell me "I'm not feeling super great." I think it was twice in 2021 that he said "I don't know if I can do this anymore." I told him "Let me know how I can help. Let me know and I can do your stuff in practice." All of Fall 2021, I was the one spotting the ball because he didn't want to do it. I got yelled at by Todd Graham. He stopped practice and called me out. I was upset by that.

e. The team manager would speak out to you?

Yeah, as it got closer to the day of practice and he didn't want to do it, he would speak out.

f. Did you witness the panic attacks?

A couple of times. I don't know if I witnessed that specific incident that was described in the testimony (Coach Graham stopped all play from the game and yelled at the team manager "It's third down! Not second down! Can we get someone over there who knows what they're doing! He doesn't know what the hell he's doing! Do your damn job!"). I don't remember that specific event. I may have been doing something else.

All the stuff you read, it's true, calling people names, threatening scholarship. Coach Graham calling out the team manager that it's the wrong down on the stick, that probably happened. I was probably there but I don't recall. It could have been a situation when he was holding the stick on the soccer field side and I was on the other side holding the 40 second clock.

Meeting with Brandon Devie

April 1, 2022, 9:30 a.m.

1st Floor Conference Room

Present: Paula Nishimoto and Cindy Uyehara

6. Do you give him any advice/assistance (counseling, time off, adjustments to work location/schedule, etc)?

For school work, he would ask me to change hours and I would say “Yeah, you just got to let me know. We’ll try to work around it.” He did come to me a couple of times saying that he didn’t want a lunch break so he could stay longer and not come back.

7. Did the team manager seek professional help?

I believe so. He's taking medication so you would need to have to see or talk to someone that prescribes medication. He would tell me he had an appointment. I’m making a conclusion that he was since he had repeatable appointments.

8. Do you know the current status of the individual's mental health?

He seems to be better. He volunteered and he seemed fine with the newness. The stress of having a job is a lot for a student. He’s better.

9. What was the team manager’s reason for leaving

He couldn’t do it and wanted to focus more on school. Anxiety never came up as a reason when he told me he didn’t want to do it anymore. It wasn’t an in-depth conversation.

10. Did he ever say it was because of the football program?


My interpretation is that he was working so much and it was too much stress. It was not specifically because of Coach Graham. **Student PII - FERPA**

Student PII - FERPA Bo would call out the team manager and not **Student PII - FERPA**. He specifically said that. Even though Todd would get after the team managers, the anonymous team manager wouldn't be specifically targeted on defensive side as he would be on the offensive side.

11. Is there anything else you want to share with us?

No.

I, Brandon Devie, affirm that I have read the information above and it is true, accurate, and complete to the best of my knowledge.



Signature

04/08/2022
Date

Meeting with Amanda Paterson
April 4, 2022, 10:30 a.m. and April 8, 2022 at 11:00 a.m.
1st Floor Conference Room
Present: Paula Nishimoto and Cindy Uyehara

Testimony: Anonymous (Pressure to take vax)

At the Senate Ways and Means committee hearing on January 7, 2022, an anonymous testimony stated that Coach Graham started to pressure the guys and tell them they have to take the vaccine in order to be a part of the team. The testimony further stated that her son was in a meeting and was thrown out and told not to return with no reason and was kicked out of all team meetings and position meetings and fall camp with no explanation.

1. How does a student-athlete get kicked off of the team?

It's a hard question to answer.

2. Is there a written policy?

No. I think in the student-athlete handbook and the individual team rules of what we expect of them.

a. In the student-athlete handbook, are you referring to the code of conduct section?

Could be that, it has some things about what is expected of you as a student-athlete.

For _____, he wasn't going to get the vaccination and it was not for religious or medical reasons, he did not have a reason for an exemption and he let me know that. I think the institutional rules (need to get vaccinated or have an exemption) at the time meant that he shouldn't be on the team.

i. What were the rules?

You weren't allowed to be on campus if you were not vaccinated or have an approved exemption.

b. Were there NCAA rules about vaccinations?

They gave it to the institution to handle it. They have rules for competition but check with Lyn on that. We had an opt-out policy for one year in 2020-2021 but he did not sign the opt-out policy.

3. Does every student know about the student-athlete handbook?

In the NCAA annual meeting we go over the student-athlete handbook very briefly. We tell them that the policy is in there, take a look at it. We inform them that they can reach out to Faculty Athletic Rep Scott Sinnett or anyone from the Athletics Department.

a. Does this annual meeting occur with all the student-athletes before they start practice?

Yes.

b. Is there an individual meeting for each team?

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Meeting with Amanda Paterson
April 4, 2022, 10:30 a.m. and April 8, 2022 at 11:00 a.m.
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Present: Paula Nishimoto and Cindy Uyehara

Yes. Pre-COVID I would meet with football, soccer, women's basketball, etc., then we would have a bigger meeting for all other sports during the first week of fall classes.

c. Did you have this meeting during COVID?

Yes, we recorded it and the players were to watch it with a coach or staff member present. We couldn't have it face to face because we didn't want to have everyone together in one room.

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4. Is Compliance informed if a student-athlete is off the team?

Yes, we would get a roster change if they are added or dropped via ARMS.

a. Do Compliance get involved before a program drops a student-athlete from the roster?

That's not a step I'm normally involved in. I could be involved earlier but not necessarily. For example, if someone gets in trouble with the Student Conduct Office (Leslie Mitchell's office) I would be involved in that step. If someone got caught cheating, the letter from the Student Conduct Office would be copied to me and I will send the letter to the coach and sport administrator.

b. Does the roster change come from the coaches?

Yes.

c. Does the roster change describe the reason for the dropping a student-athlete?

It has the change date and reason for removing the student-athlete from the roster. Reasons are voluntarily withdrew, cut, quit and other. We (Compliance Office) don't ask for specifics.

d. What's the process for a roster change?

The Program submits it, head coach signs, compliance gets it, then we take them off the roster and update squad list and ARMS. After we tell the world, whoever needs to know. Academics office, equipment room, athletic trainers, etc., it's a big list of need to know departments.

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5. Who is involved in deciding if a student-athlete should be kicked off?

I don't think it's written anywhere.

a. Is there a process or workflow when a student gets kicked off the team?

No.

b. Are there policies on informing student-athletes why they are off the team?

No.

c. Can AD Matlin kick someone off the team?

Meeting with Amanda Paterson
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Present: Paula Nishimoto and Cindy Uyehara

No, the coach is the person that can kick someone off the team. I think it can happen in conjunction with the sports supervisor but not necessarily each time a player is dropped.

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6. Do you have the team rules for every sport?

No.

a. Does every team have team rules?

I don't know.

b. Do you know who has the team rules?

Nope.

c. Does the Compliance Office have the team rules?

No.

Testimony:

Student-Athlete PII - FERPA

1. Can a student-athlete appeal a decision that they are kicked off the team?

Yes, it's pages 15 to 16 in the student-athlete handbook.

2. Student-Athlete PII - FERPA

Deleted: I don't know

3. Student-Athlete PII - FERPA

4. Student-Athlete PII - FERPA

Receiving Complaints:

1. Have you received complaints about the football program/coaches?

Yes, came to speak with me, he wanted to have it remain anonymous but I couldn't guarantee his anonymity. I told him he's free to speak with Dr. Sladky if he was suffering from mental health issues.

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2. Did you bring it up with AD Matlin?

Yes, he asked how many have brought it up and I said "one.:"

Meeting with Amanda Paterson
April 4, 2022, 10:30 a.m. and April 8, 2022 at 11:00 a.m.
1st Floor Conference Room
Present: Paula Nishimoto and Cindy Uyehara

There was another student that confidentially wanted to complain that he wasn't given enough playing time and he felt he deserved more playing time.

Medical Retirement:

1. What is the process for a student-athlete to be medically retired? Do we have anything in policy that states the process/workflow?

The student-athlete meets with the head team physician. Head team physician and student will discuss. It's up to the two of them. If we have a student-athlete that did not want to medically retire, Doc would not clear him to compete. We did have a basketball player who had a Student-Athlete PII - FERPA, he wasn't going to be cleared by Dr. Sladky even though he wanted to play, he didn't want to be a medical noncounter. He just left and found an institution that apparently cleared him. Medical non-countable is when a student-athlete is not in the team's financial aid allotment. I'm not in those discussions, it's between the student-athlete and team physician. For example, if the student-athlete is in constant pain and says "I cannot do this anymore. I need to stop," we tell them "Yeah, you can stop." That type of conversation could happen. There are different scenarios so probably the team doctor is the best person to ask about it.

Deleted: We did have a

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a. Are the parents involved?

Parents should not be involved. It should be the team doctor who says if a student-athlete can medically retire, the team doctor puts his license on the line. For me personally, I believe parents should not be involved. If they are, it should be in conjunction with the student-athlete.

b. Is the trainer involved?

I don't think it's inappropriate. It can be appropriate, if the athletic trainer is involved in the initial conversation. The team doctor and student will meet. The doctor has the form, he fills it out and gets the form to me. I will speak with the student-athlete then the student-athlete will sign the form, then I will be the final sign off. I will then get it to Jim Stein, copy the head coach, the student-athlete has a scholarship and it gets marked as a medical non-counter.

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My key question when meeting with the student-athlete is "Were you pressured into doing this by your coaches?" That's my number one question. Then we discuss how to keep the scholarship (don't fail), that the student-athlete still has access to the academic center and training room for injuries sustained while playing their sport at UH.

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c. Is this for one academic year or multiple years?

We don't do many multi-year scholarships, we have but they are not common.

Meeting with Amanda Paterson
April 4, 2022, 10:30 a.m. and April 8, 2022 at 11:00 a.m.
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If medically retired, for medical non-counter it is mostly for the scholarship, for us to use it again and not count it towards the team allotment. We have used medical retirement for a non-scholarship student so that they can be a student coach.

d. Once a student-athlete is medically retired do they have to continue working with the sports program? Are there commitments to the team after medically retired?

That's up to the coach if they can continue to work with the team. They have to keep up with their academics (Nagatani Center) to keep their scholarship. We used to have a program where students on scholarship would work, but COVID screwed that up. We've got it on the books to bring it back.

e. Is there a service work agreement?

Yes but I'm not sure we were consistent with that agreement, COVID didn't help.

i. Weren't consistent with offering the agreement or following through on the agreement?

Following through. I know that I speak with everyone and tell them that they probably have to work through their scholarship but there's no follow through.

ii. Did have a work agreement?

I don't know. He may have. He was hanging around. Check with Jim Stein.

Deleted: , they couldn't do that, couldn't do face to face academic tutoring.

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Testimony:

At the Senate Ways and Means committee hearing on January 7, 2022, _____ stated that "There was also an incident where I emailed Amanda Patterson kindly asking for my situation or any type of information about me to NOT be released to the press. I was informed about FERPA and told her that I would like my situation not be released to the media at all but Coach Beeman had mentioned myself in 2 separate interviews."

1. **Student-Athlete PII - FERPA**

[Redacted]

Testimony:

At the Senate Ways and Means committee hearing on January 7, 2022, _____ stated that after entering the transfer portal, nobody within the Athletics department contacted him for an exit interview or even bothered to ask me why he wanted to transfer. That this truly showed him how little they cared.

Meeting with Amanda Paterson
April 4, 2022, 10:30 a.m. and April 8, 2022 at 11:00 a.m.
1st Floor Conference Room
Present: Paula Nishimoto and Cindy Uyehara

1. **Student-Athlete PII - FERPA**



b. In your meeting with student-athletes that want to be put in the transfer portal, what is normally discussed?

I talk about how they will likely lose their scholarship at the end of the term. The discussion depends on where they are in their school and their situation, but eligibility moving forward is definitely part of the meeting.

2. **What is the process of someone entering the transfer portal? Do we have a policy?**

We have a policy, it's online under the Compliance section.

There's an NCAA educational module and they need to certify that they watched and sent it to us and we have that to keep on file.

3. **What is the process if a student-athlete wants to transfer?**

The student-athlete tells us in writing that they want to be on the transfer portal. It used to be done in writing or email. Currently it's in ARMS or it could be in writing also. I have two working days to get them into the transfer portal. I would talk to them about ramifications if they have scholarship and eligibility.

a. Do you meet with them within two days?

Yes, I try to speak with them pretty quickly but if I don't, I still have to put them in the transfer portal within two working days.

b. Does anyone contact them (e.g. Sports Administrator, Coach)?

In ARMS there are two forms for them to complete which are the Intent to Transfer and the Request for One Time Transfer.

The Intent to Transfer form starts with the student-athlete, goes to the coach, sports administrator and me. The form says "Please reach out to the Sports Administrator." I don't know what each administrator does. I am fairly certain

Deleted: ,

Meeting with Amanda Paterson
April 4, 2022, 10:30 a.m. and April 8, 2022 at 11:00 a.m.
1st Floor Conference Room
Present: Paula Nishimoto and Cindy Uyehara

Lois sees a lot of the student-athletes that want to transfer. I don't know what happens with other Sports Administrators. I don't know if Jeannie Lee reaches out for David to meet with them. I talk about them getting in touch with the sport administrator, but it's really up to the student-athlete if they meet. We can't force them to do so before they leave.

Deleted: f a student-athlete doesn't, we tell them we want to speak with them before they leave.

The One-Time Transfer form basically talks about the pros and cons for them, if they are on scholarship it says we will take away the scholarship, etc. That form talks about what happens now, the bylaws, when I need to put them in the transfer portal and financial aid. The student-athlete initiates the form and it goes to me.

When I met with the student-athlete we can talk about the selection of the new institution, dates of transfer, for Fall sports I tell them they got to go on May 1 to be eligible for the one time transfer. I definitely speak to them about their scholarship status and their eligibility.

They submit both forms and the certificate (for the NCAA educational module). If they send me the certificate I still have to put them in the transfer portal within two days no matter what, even if they don't submit the ARMS forms. If they don't talk to coaches, sports administrators or me, I still have to input them in the transfer portal.

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For the Request for One Time Transfer Exception, the student-athlete initiates the form, head coach approves, then it goes to sports administrators then compliance, if they are on scholarship it goes to Jim then comes to us (Compliance Office). Jim is informed so he knows they are going to be in the transfer portal. If the coach says I want to cut their scholarship after the term he already got the heads up.

Additional Questions:

- 1. Does the coach's handbook include information on red shirting, medical retirement, financial assistance if medically non-counter, suspended or removed from the team**
No, it doesn't have that.

I have that conversation with the student-athletes. I tell them that they still have to pass their classes or they could lose their scholarship.

Meeting with Amanda Paterson
April 4, 2022, 10:30 a.m. and April 8, 2022 at 11:00 a.m.
1st Floor Conference Room
Present: Paula Nishimoto and Cindy Uyehara

For medical hardship it's in the handbook already. Medical non-counter I added it to the handbook.

In the NCAA meeting we talk about redshirting and that it's up to the coaches, not the student-athlete, as to a decision on who redshirts.

I, Amanda Paterson, affirm that I have read the information above and it is true, accurate, and complete to the best of my knowledge.

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April 13, 2022

Signature

Date

Meeting with Kari Ambrozich
April 5, 2022, 10:00 a.m.
1st Floor Conference Room
Present: Paula Nishimoto and Cindy Uyehara

Testimony:

At the Senate Ways and Means committee hearing on January 7, 2022, (parents of) stated that has been in the fight of his life for his physical and mental health and he has done it with little help from the University of Hawaii Football Coaches. It was also stated that is two classes short of graduation, and he dropped out so discouraged and disenchanted that he finally asked for help from his coaches and no one listened.

1.

Student-Athlete PII - FERPA

Student-Athlete PII - FERPA

2.

Student-Athlete PII - FERPA

I sent an email to all students on Saturday, August 21, 2021 prior to school starting, welcoming them to the semester, telling them how to review class schedules, how to see me to make changes to their schedules, how to get academic services, last day to drop classes, team travel information, etc. I sent a follow up email at 3:00 pm to let them know that Graduate Assistant hours are 9:00 a.m. - 5:00 p.m. throughout the week and provided a campus map. [\(copies of both email correspondences were provided to PA and CU from KA\)](#)

Student-Athlete PII - FERPA

Student-Athlete PII - FERPA

Meeting with Kari Ambrozich
April 5, 2022, 10:00 a.m.
1st Floor Conference Room
Present: Paula Nishimoto and Cindy Uyehara

Student-Athlete PII - FERPA

a. When was the coach's coaches meeting and what was discussed?

We meet on Thursdays sometimes in person or over zoom. There are three advisors that go over issues and all coaches are present.

i. Who are the advisors?

Me, Garrett and Justin Clapp.

We did a preliminary meeting in August when we came on board to provide academic services for the football team, and introducing ourselves. Student-Athlete PII - FERPA

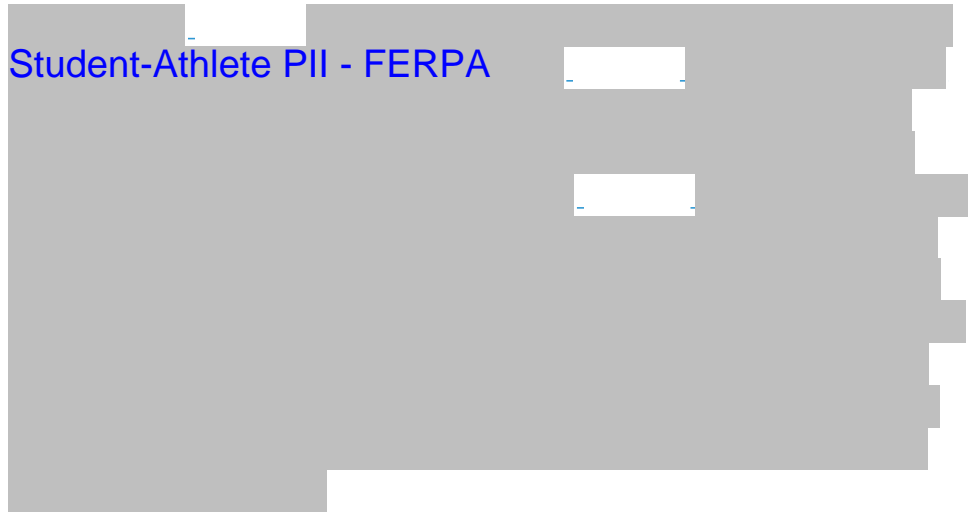
[indent to keep consistent] We [Garrett, Justin, and I] had meetings with the coaches on September 2, 2021, September 16, 2021, September 30, 2021, October 21, 2021, November 14, 2021 and November 18, 2021.

Student-Athlete PII - FERPA

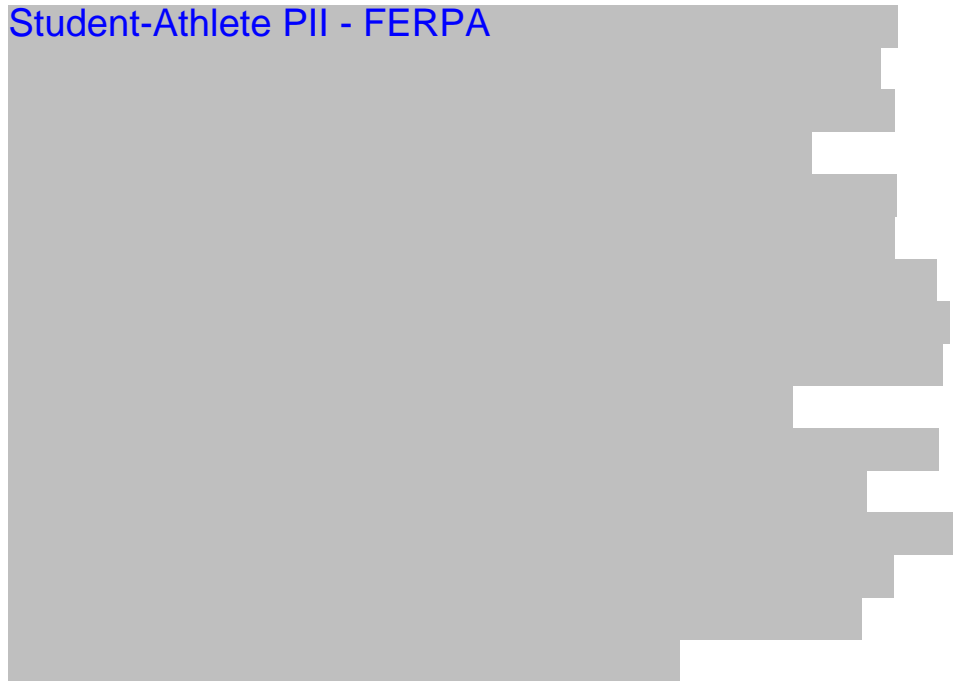
Meeting with Kari Ambrozich
April 5, 2022, 10:00 a.m.
1st Floor Conference Room
Present: Paula Nishimoto and Cindy Uyehara

In the coach's meeting we give information on how the student-athlete's are performing, in study hall and share grade checks, if available. If When student-athletes [football] people aren't showing up to our learning center we tell them that too.

Student-Athlete PII - FERPA



Student-Athlete PII - FERPA



Meeting with Kari Ambrozich
April 5, 2022, 10:00 a.m.
1st Floor Conference Room
Present: Paula Nishimoto and Cindy Uyehara

Student-Athlete PII - FERPA

b. What is a leave of absence?

You would apply for it [at your school/college.](#)

Student-Athlete PII - FERPA

3. Student-Athlete PII - FERPA

4. During the COVID-19 pandemic, how were courses offered?

[Almost all of the courses at the University of Hawaii at Manoa were offered online. The professor of each course decided to teach the course asynchronously or synchronously. Course modality started to change in fall 2021 but a large portion of courses continued to be offered online in a synchronous or asynchronous format.](#) ~~It depended on what the teacher wanted, it was either asynchronous and synchronous. There was nothing in person for Spring 2021.~~

5. Were there accommodations that could be made during that time if a student had difficulties with zoom courses?

[Students would need to contact the professor and/or KOKUA to request accommodations.](#) Student-Athlete PII - FERPA

Meeting with Kari Ambrozich
April 5, 2022, 10:00 a.m.
1st Floor Conference Room
Present: Paula Nishimoto and Cindy Uyehara

Student-Athlete PII - FERPA

Student-Athlete PII - FERPA

. Students are in difficult situations but try to take classes because athletics funding is on a timeline. There are times that Amanda might say we can't pay but the reality is students may need ~~help~~ to take a course at a different time when they are in a better position to graduate. Overall, we try to do the best thing for the kid academically. If any student is having mental/physical issues or an injury to prevent them the ability to complete courses we would advise them to withdraw. I think that they Athletics department has to understand that it's a hard decision to make (withdrawing from class). And there is a ~~There's a propensity~~ propensity to think that it's student-athletes are thinking up clever ways to get ~~about getting~~ a stipend check, instead of consideration that it might be in the best interest of the student and about being ready and able to learn. ~~maybe it's not about that but it's about the learning. Quick judgments are made of students that can be filtered with a little caution about the why.~~ As we are working through these things, students will ask "What does it mean for my scholarship?" It puts us [academic staff] in a weird situation in which we do not have direct information but know how critical funding is to students to finish their graduation/degree requirements and persist. ~~w~~We do get asked and we get put in the middle of these financial conversations ~~of it quite~~ a lot.

6.

Student-Athlete PII - FERPA

a. Is it mandatory for student-athletes to see an Academic Advisor?

That's for the student to decide. It's hard to mandate. We offer support. There are consequences for students who are on a team roster if they don't meet with us.

Student-Athlete PII - FERPA

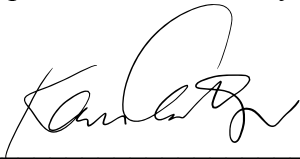
Meeting with Kari Ambrozich
April 5, 2022, 10:00 a.m.
1st Floor Conference Room
Present: Paula Nishimoto and Cindy Uyehara

7. Do you talk to the student-athlete's parents?

Student-Athlete PII - FERPA
[REDACTED] It's rare for me to talk to ~~any student-athletes parents~~ a mom and dad, it's unusual if I do. I always require the student to be with me or participate (in-person, on the phone, or over Zoom) in the conversation when their parents would like to meet. ~~are there. We don't~~ I would never talk about ~~the child~~ a student if they were not present. ~~, if they are not there.~~ We do it together.

My standard practice is not to talk to the parent without the child present. They're 18 years old, they're an adult. Even if they're dealing with depression and/or other difficult situations, it is important that we speak openly and honestly, ~~we need to talk and be honest~~ about how to get the best support for the child (student). ~~that would~~ Any difficult or be-tricky situations would be brought to the attention of our Department Chair, and I would bring in my chair for the conversation.

I, Kari Ambrozich, affirm that I have read the information above and it is true, accurate, and complete to the best of my knowledge.



Signature

Date

Meeting with Scott Sinnett
April 5, 2022, 2:30 p.m.
1st Floor Conference Room
Present: Paula Nishimoto and Cindy Uyehara

At the Senate Ways and Means committee hearing on January 7, 2022, a number of issues were brought up about the UHM Football program. In inquiring about the issues, it was mentioned that the Faculty Athletic Representative had conducted a survey that was sent to all student-athletes in the UHM Athletics department and there were multiple responses from the UHM Football program.

1. Can you briefly explain what your role is as a Faculty Athletics Representative (FAR)?

As a FAR there are multiple roles, it's a catch all. The NCAA constitution has changed (in January) and now the role of the FAR has evolved it's more official with new stuff since this January. Prior to that change, from my perspective, I'm my role is primarily to there for the student-athletes, to try and help them have the best academic experience possible during their time at UHM, and to help them navigate any potential issue that might come up. ~~If there are issues, I help to the best of my ability or direct them to someone that can help.~~

For example, if a student-athlete is traveling and a faculty member won't allow them to make up an exam while they are gone. As the liaison between the faculty and athletics I can reach out to the faculty member and educate them on university policy. ~~I'm the intermediary between Athletics and the faculty member. I'm working with the professor and am the liaison between the faculty and athletic department.~~ Coaches should not be speaking directly to professors.

Other roles have traditionally been to, on paper it used to say, serve as an institutional oversight over Athletics. In that capacity I work with Amanda to sign off on waiver requests and, self-report items, work with Student-Athlete Academic Services (SAAS or referred to as Nagatani Center) and College Athletics Players Association (CAPA). I ensure that student-athletes are fairly and afforded the same access and resources that any student receives, that they are not treated differently one way or another (fairly or privilege treatments).

Commented [ss1]: Please remove. I don't know what this is and don't recall saying this.

2. Please share with us the timeline on when you conducted the student-athlete survey.

I think this was my second year as FAR and the first time doing a survey. I became the FAR in Fall 2019 and I reached out at the start of the semester with an email saying that I'm the FAR and if anything happens speak to me, to please reach out to me for support at any point. use me. COVID-19 came in Fall 2020 and I sent a message about COVID. Moving forward, because of COVID there is was less access to see student-athletes given that, we were not on campus for the whole year. We were worried about the students. Some advisors held a virtual coffee meetings, which was great even if they were poorly attended there was effort but not many students showed up. At the start of the 2021 semester Since there was less ability to see them and nobody responded to my email, I sent a survey to check in with everyone and to see how online classes are going, and to provide them a venue to reach out to me with anything that they

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wanted to mention. I received 125 responses to my survey. We have close to 500 student-athletes so the response from the survey, ~~I think it was~~ relatively good.

a. When was the survey sent out?

September 16, 2021.

b. Was it sent to all student-athletes?

Yes. I think I'm a relatively new FAR, it was a way to try to improve and to be more present to the student-athletes. I thought this was a nice way to try.

c. How long was the survey open?

At least a week. I think I sent out a reminder. I sent it through ARMS and it was a link to the google form.

Prior to the survey, a football former student-athlete reached out and I spoke with him on the phone. He was concerned about his "brothers" and what was going on with Todd Graham. Another student was sent to me on September 13, 2021. We met on September 15, 2021 prior to me sending out the survey on September 16, 2021. I had already prepared the survey and had David Matlin and Lois Manin take a look at it.

i. On September 15, 2021, what was discussed between you and the student-athlete?

He came into my office and talked about all the things that were bothering ~~them~~ him. ~~He said that and he was speaking- he spoke~~ on behalf of his teammates. ~~He~~ said they tried to talk to AD Matlin. In addition to our conversation, I told him that the survey is coming out and feel free to voice his concerns there. The survey was not created nor intended to target the football team, it went out to all student athletes, but the football team did respond more than the other teams. With ~~that~~ everything would be written those concerns I was able to discuss with David Matlin and President Lassner, and also down, then I'll circle back with the student-athlete and see how things are going.

Commented [ss2]: I don't think I said this? I don't remember him mentioning this in our first meeting.

He would come into my office sporadically to see how things were going. I met with him several other times but I'm not sure of the exact dates. I would ask how things were going with the team. ~~He~~ mentioned that some things were better, for example, the organized said that there was no-prayer had been removed, and was happy with that but there was still a hostile environment. He clearly did not like Todd at all. I told him that if he sees improvement and it's for the better of the team that's what we're trying to achieve and that he should recognize improvement whenever possible. He said that it was still hostile, everyone is miserable, Todd is playing his favorites with starters, and playing favorites with Texas boys.

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One area of improvement that I think could be made is with the communication to the student-athletes in these types of situations. They might not understand that the athletic department is unable to discuss many of the things that go on in the background, especially when it comes to personnel. But unfortunately I think they might mistake the absence of more explicit communication to mean that nothing is accomplished. ~~was that we said this two weeks ago, talked about this, we were working on it but I can't tell you details but your voice was heard. We were working on it but in the background. That's the message to students: you didn't hear anything but things are happening.~~ They do know I'm not from Athletics, and as such not the official voice for the department. The meeting on December 7, 2021 was great. I think they felt heard, which is very important in any relationship. that's what you want to do with people. Then I think mIt's just my opinion, but more follow up would have helped. It, ~~might not have solved anything but I think it would have helped.~~

ii. **You mentioned another football student-athlete came to speak to you, what was he talking about?**

Hostile environment, forced prayer, etc. He emphasized, ~~over and over again~~ that it was not just walk ons that were unhappy, but that everyone was treated ~~that way~~ poorly and that no one is happy. Todd yells at him, his coaching staff and equipment managers. That was the general tone of that meeting.

iii. **Was that the same messaging from the former student-athlete?**

Yes.

After that, I met with President David Lassner ~~on twice. I met with him on~~ September 23, 2021, a week after I sent the survey out. I found the responses to the survey concerning It concerned me enough and the survey was one and this was of the main points we discussed. President Lassner suggested we take it to David Matlin, he was Todd's boss at the time, and to go through the proper channels/procedure. I met with AD Matlin a week later on September 30, 2021. On October 5, 2021 I met with AD Matlin, Lois Manin and Paula Nishimoto. On October 21, 2021 I met with Todd Graham and AD Matlin. AD Matlin did speak with Todd before we met but I'm not sure what was discussed. I took the survey results and made them anonymous. It was a pretty awkward conversation for me, I'm a relatively new FAR and had only met Todd once or twice, he's the big football ~~here coach~~ coach of the State. I went through the survey results one by one. During that meeting he was somewhat defensive, saying that never happened before

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at his previous Universities. I wasn't hopeful after that meeting, he did make some changes. AD Matlin followed up and there were some positive things going on.

The ~~main~~-student-athlete who I had been speaking with would follow up with me sporadically. He informed me that forced prayer sessions were no longer part of practice but the abuse and hostile environment continued. It was progress, in training although not so much with a-the complaints of a hostile environment. I never met with Todd again. I don't know how frequently AD Matlin would meet but I know football is a big deal important and that they met at some point(s) to discuss this.

I saw a lot of action about this when everything came out on the news, which was obviously a big deal. As soon as it hit, that started the downward spiral. On December 7, 2021 there was a meeting with AD Matlin and the team, I showed up uninvited. AD Matlin suggested that I not come, he wanted it to be personal and worried that the original invite didn't include me so that it might not be a good idea to surprise the students that way. ~~but~~ However, a the-student-athlete came to my office to say-ask me to come to support him at ~~can you come to~~-this meeting. It worked out well, AD Matlin and I agreed it was good I was there. It was a three hour meeting, AD Matlin took notes. I was very impressed with how David handled the meeting and the questions. He was receptive to their concerns, empathetic, and clearly troubled by what they said. He also did a good job of dispelling false information that had been floating around. One of the good things that came out of the meeting was the Championship Council that was created. I don't know the status of the council now that Todd is gone, but- I hope it continues. ~~It was a byproduct of that meeting and Todd leaving in January.~~ I never met with Todd again. I pretty much was taken out of the picture, things were beyond me at that point. Then the media and state legislature happened, Todd resigned, and a new coach was hired. -

iv. The football student-athlete called you about the December 7, 2021 meeting?
Yes. A former student-athlete reached out.

d. Were there any concerns/red flags from any other sport's program?

From the survey, not that I recall.

e. How many student-athletes completed the survey?

I received a total of 124 responses.

Football - 24 took the survey.

Cross Country - 4

Meeting with Scott Sinnett

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Beach Volleyball - 6
Men's Basketball - 2
Women's Basketball - 5
Baseball - 6
Cheer - 4
Water Polo - 5
Men's Volleyball - 2
Women's Volleyball - 9
Track & Field - 11
Men's Tennis - 1
Men's Swimming & Diving - 1
Women's Swimming and Diving - 8
Softball - 7
Soccer - 6
Sailing - 4
Men's golf - 2
Women's golf - 4

Communication - if there's anything that we can improve on, that would be it. Part of the breakdown, I think for me personally is, I think Ad Matlin's hands are tied. I think student-athletes saw that there was a survey and knew things were going on. They met with AD Matlin on December 7, 2021 to voice their concerns. There's only so much that the department can ~~te~~say about personnel related issues. I think they were waiting for some sort of action. In the future it might help to simply let them know that we are in the process of working on things to the best of our ability. something. I think that the communication streak needs to be open in the future, can be something like this would happen or we're working on this. As far as silence, maybe they can't say much if Todd would be there.

3. Did you follow up with the football student-athletes after the survey?

Only with one student and he said he would be the voice for the many ~~people~~team members.

4. What type of questions were in the survey?

Some of the questions were multiple choice. There were open ended questions and a space to be used for feedback. (Sinnett read the survey)

- a. For the question regarding asynchronous and synchronous courses, what were the results?**

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8% loved online classes. One comment was school sucks, they only had one in-person class, everything else they were struggling with was science and math classes. He said there are 28 people in class and he doesn't know ~~everyone~~ anyone.

5. Were there any other red flags from your survey besides Football issues?

Some students struggled but it was anonymous.

6. Are you involved with medical waivers?

Just to make sure everything is legit from an institutional perspective to say that we're okay with this. That's when someone is trying to get an extension on their (playing) clock and ~~they-we~~ need to send a waiver going to the NCAA.

7. Are you involved with medical non-counter?

I don't see that. If they have academic recovery plan, to get them to be eligible they could come to me. A student-athlete can come to me with anything. It helps when they come to me if they can't get help from someone else.

I, Scott Sinnett, affirm that I have read the information above and it is true, accurate, and complete to the best of my knowledge.



Signature

4/13/2022

Date

Meeting with Lyn Nakagawa
April 6, 2022, 1:00 p.m.
1st Floor Conference Room
Present: Paula Nishimoto and Cindy Uyehara

Testimony:

At the Senate Ways and Means committee hearing on January 7, 2022, (parents of _____) stated that _____ has been in the fight of his life for his physical and mental health and he has done it with little help from the University of Hawaii Football Coaches. It was also stated that _____ is two classes short of graduation, and he dropped out so discouraged and disenchanted that he finally asked for help from his coaches and no one listened.

1. What happens if a student-athlete came to the training room and said they had a mental health issue?

The student-athlete will be referred to a doctor if it was not urgent (not life or death). My frustration is all the complaints are about mental health issues, but the people never said-I have mental health issues. Came to us or their athletic trainer asking for support for mental health.

We always refer them to someone. **Student-Athlete PII - FERPA**

Student-Athlete PII - FERPA

2. Do the trainers take notes?

It depends on the trainer. We document injuries and illnesses as appropriate.

3. Student-Athlete PII - FERPA

Student-Athlete PII - FERPA If they previously had a concussion, once we clear them to be part of our program, they become ours.

4. If a student-athlete went on their own to get other medical professional help without Dr. Sladky's referral, do they have to pay for the services themselves?

Yup.

5. Student-Athlete PII - FERPA

Our Athletic Department policy states that the student athlete's insurance will be billed as primary, the University is secondary or picks up any copays. A lot of people complain about their personal insurance being billed but it's actually a benefit for them. For example, you go to Dr. Smith and Dr. Smith bills the insurance then the University pays

Meeting with Lyn Nakagawa

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the balance. There is an assumption that medical insurance is like car insurance and they think that their rates are going to run up but it's actually taking away from their deductible (maximum out of pocket expense). If they have a \$500 deductible, the University pays for the \$500 and now that individual and any other individuals that are covered under that other-dependents-that-are-covered-on-the-health-insurance-won't have to pay for the health services that they receive.

6. How much involvement does the training room have with the student-athlete's parents?

I don't think it's in writing, each person handles it differently. I would tell the student-athlete that "Your mom called me" and I would check with the student-athlete if they are okay with me talking to the parent.

Mental health is common for every patient. We have new patients that will sign the form and say I'm good with you talking to x about my mental health. I don't know if Kelly (Hee) implemented one. If they are 17 years old, we can talk to their parents.

Testimony: Anonymous (Pressure to take vax)

At the Senate Ways and Means committee hearing on January 7, 2022, an anonymous testimony stated that Coach Graham started to pressure the guys and tell them they have to take the vaccine in order to be a part of the team. The testimony further stated that her son was in a meeting and was thrown out and told not to return with no reason and was kicked out of all team meetings and position meetings and fall camp with no explanation.

1. What was told to coaches about student-athletes being vaccinated?

We directly told the coaches on August 12, 2021 in the all department staff meeting, Dr. Sladky and I had a pretty big powerpoint and there was information on concussions. There were two main slides to address vaccination requirements. [Lyn to provide] Either vaccinated or seek an exemption. Throughout the summer we provided education to the student-athletes, information about what it takes to get here, safe travels and Lumisight.

On August 2, 2021 there was an email from Dr. Sladky to all student-athletes, [Lyn to provide] it was the first time for a formal procedure for returning to campus, information was sent about what to present for the State of Hawaii for the Fall semester. It was either vaccinated or if not vaccinated, provided an exemption. Dr. Sladky provided the different requirements needed.

2. Were they told that they had to be vaccinated in order to be a part of the team?

Meeting with Lyn Nakagawa

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No, it was either vaccinated or seek an exemption. At some point they had to show proof of one or the other. At some point they needed it to participate. Football started practicing before classes started. We were testing 30-40 football players throughout the season, some were starters we had to continually test. Only for football we handled the testing, for other sports they had to get their own tests. At the end of the football season we were down to teens.

3. **Did you receive any complaints about coaches and the way they handled the vaccination requirements?**

Not about coaches. We received questioning about testing and some were unhappy with the vaccine mandates. It was not our rule but the University's rule and NCAA rule.

4. **Can you walk us through how a student-athlete becomes medically retired/noncounter?**

There are forms that require signatures, meetings with student-athletes, Coach, Compliance, etc. I don't know how it starts. At some point they speak with the team doctor or compliance.

5. **What's the process to initiate a medical retirement?**

Sometimes student-athletes will start the process, sometimes it's a conversation between student-athlete and team physician.

- a. **Does the athletic-trainer get involved?**

The trainer may ask the physician if this would qualify.

- b. **Does the trainer talk to the student-athletes?**

Yes and they talk to Compliance.

- c. **What is the conversation?**

For example, a student-athlete has back pain and had surgery but is not getting better. He/She can't practice for one year or two years. The student-athlete is saying they will never be able to compete. Before you could not transfer but I think the rules have changed.

- d. **The physician would be the one saying not cleared?**

Yes. It's we don't think the student-athlete would be able to be whole to compete.

- e. **Does the coach get involved?**

Yeah, honestly most of the time the coach wants it because they want the scholarship back. I'm making sure with the Compliance Office that is what the student wants.

Honestly, it's a lot of education

- i. **Do you give education on medical retirement?**

Meeting with Lyn Nakagawa

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Team physician and compliance.

- f. **As far as paperwork, who signs the forms?**

Compliance and Dr. Sladky. Dr. Sladky has the final sign off.

Most student-athletes are worried that they will lose their scholarship. Coaches want the medical retirement to happen so they become a non-counter. They can't compete but they keep their scholarship.

- g. **Is there education about medical retirement for coaches?**

It's mainly through Compliance.

6. **Do you know what we can release to the public or say regarding medical retirement?**

I don't think we would say anything. They sign a generic medical consent to release information.

- a. **They have to sign the medical consent form?**

Yes. The main purpose we have it is so we can share information within our unit. I can talk to Academics if a student-athlete has a concussion. It's an authorization to release health and medical information. And they have a right to revoke it.

7. **Who decides who is fit to play/return to play?**

The medical staff, athletic trainer, team physician. We can take input from the coaches of what they think and can perform. If we think it would not do medical harm, we could sign off on it.

8. **Who decides on their rehab?**

Athletic trainer and they sign on rehab.

9. **Does the Training room have policies regarding rehab (e.g. missing appointments)?**

No it depends and varies for each athletic trainer, we have nothing to withhold so we rely on the coaches.

10. **Does the student-athlete sometimes receive bills? If so, what happens?**

The billing all goes to Sheri. Sheri sends it to the athletic trainer we sign to verify service and return to Sheri. Sometimes if the doctor's office sends the bill to the student-athlete, the student-athlete will bring it to the athletic trainer and the trainer sends it to Sheri.

11. **Where are student-athletes informed about insurance coverage?**

Probably per team thing, it's in the handbook with a stack of papers that the student-athletes do every year. They sign off on it every year. It's ~~probably~~ also in our pre-

Meeting with Lyn Nakagawa

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Present: Paula Nishimoto and Cindy Uyehara

participation physical paperwork that they sign annually in our paperwork and it's given with the student handbook.

12. Student-Athlete PII - FERPA

Testimony: Anonymous

At the Senate Ways and Means committee hearing on January 7, 2022, an anonymous testimony stated that their son never received meals on multiple occasions and went hungry, his food was left outside in the hallway and no one notified him it was there, that the meals lacked nutritional value and that they didn't check on him everyday to see if he was fine.

1. What happened if a student-athlete had to quarantine due to COVID-19 positive or close contact?

If they lived in the dorms, the University of Housing transported and put them up at a hotel.

a. Did University Housing feed the quarantined student?

I don't know. I think it fell on the coaches.

b. If the University Housing transferred the student to the hotel. Was it University Housing responsibility to watch care for the student?

Yes.

c. It was mentioned that if they were off campus that UHMAD put them in the Outrigger Malia, is that correct?

Yes.

2. Who was in charge of caring for student-athletes with COVID?

We would monitor their health and safety. We would monitor their symptoms.

a. Would the student-athlete get a call from the Athletic Trainer?

Yes, they would check on them. If they had chest pains we would monitor them.

b. If they were quarantined due to having close contact with a person that has COVID-19, would the Athletic Trainer check on them?

Not everyday but if we tell them if you have symptoms, let us know.

c. Were their sports programs responsible for meals?

Yeah. I think Lois (Manin) would know.

Meeting with Lyn Nakagawa

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3. When the entire team was in lockdown, it was mentioned that _____ wasn't properly cared for. Do you know where _____ was quarantined?
I don't know.

4. Who would check on the quarantined football student-athletes?

An athletic trainer to check on them.

- a. Do the athletic trainers have notes of when they checked on the student-athletes?

Probably text.

- b. Who was in charge of football players?

Probably Brian (Wong).

- c. Did you receive any complaints regarding _____ ?

Not that I remember. I know they ~~hated them~~ many student athletes complained they did not like staying in hotel.

5. Were you involved with the COVID-19 policies for our department?

Yes, it was the COVID-19 medical team, myself, Dr. Sladky and executives.

Lois would come out with policies and share with the department.

I, Lyn Nakagawa, affirm that I have read the information above and it is true, accurate, and complete to the best of my knowledge.



Signature

5/3/2022
Date

Meeting with Lois Manin

April 6, 2022, 9:00 a.m. and April 8, 2022, 11:45 a.m.

1st Floor Conference Room

Present: Paula Nishimoto and Cindy Uyehara

Testimony:

At the Senate Ways and Means committee hearing on January 7, 2022, an _____ stated that she told Coach Beeman that she did not want her situation to be released to the media at all and Coach Beeman had mentioned her in two separate interviews.

1. What information was released?

Student-Athlete PII - FERPA

_____ The media asked her and I don't know what Beeman said. It might be a Star Advertiser story. I don't remember. _____ can look it up. Probably the reporter asked her where _____ was, I think she said no comment.

a. Do you recall if this happened twice?

No, I'll try to look for it.

[Manin provided two Star Advertiser articles written by Brian McInnis dated November 8 and 10, 2017. Also found Warrior World article dated Oct 28, 2017 stating, Beeman declined comment on her ()]

2. Student-Athlete PII - FERPA

3. Student-Athlete PII - FERPA

Testimony:

1. If a student-athlete has issues with their classes, who do they contact?

The can go to their academic advisor in the Nagatani Center or directly to the FAR.

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2. Student-Athlete PII - FERPA

3. What kind of support do we provide scholarship and non scholarship student-athletes if they are a medical non counter?

We still allow them to go to summer school if they meet the criteria. The recent criteria is if there's no eligibility but they need 6 credits to finish school we will accommodate them to get them to graduate, another need would be if their GPA is low and they need summer school. For medical retirement, ask Jim Stein. I believe we treat them like a normal student-athlete that is on course to graduate and is progressing towards a degree.

Student-Athlete PII - FERPA

A lot of these kids are dealing with life after football.

Football was their identity and now they are living without it so they're struggling.

Student-Athlete PII - FERPA

4. Who decides which student-athlete gets a scholarship?

For summer school applications, Jim, me, the FAR, and sometimes Amanda.

Testimony: Anonymous

At the Senate Ways and Means committee hearing on January 7, 2022, an anonymous testimony stated that their son never received meals on multiple occasions and went hungry, his food was left outside in the hallway and no one notified him it was there, that the meals lacked nutritional value and that they didn't check on him everyday to see if he was fine.

1. Do you know where [redacted] was staying when he was in quarantine?

He was not in the dorm. Check with Jaymie (Ho) or Charlında (Ioane) ; they would know if they were in a hotel.

2. What happened if a student-athlete tested positive for COVID-19 or was exposed to COVID-19?

If they were in the dorms, they (Student Housing) had their own protocol.

If not in the dorms and couldn't be isolated, we made arrangements to send them to the Outrigger Malia Hotel. The program (coaches) was responsible for feeding them and making sure they were fed.

3. Did you get complaints about meals?

The dorms were getting complaints

a. Were there any complaints from students staying at the hotel?

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Not to me.

Testimony: Anonymous (UH Fan)

At the Senate Ways and Means committee hearing on January 7, 2022, an anonymous (fan) stated that "There's been pleas, letters and talks, yet nothing was ever addressed until now. And now, its too late. The only hope is to get to the root of the problem and address it ASAP."

1. In general, how are complaints handled?

It depends on where it goes and the nature of the complaint. If it goes to athdir@hawaii.edu, will triage. If it comes to me, I'll triage, I would gather information, respond on other people's behalf or I tell them to handle it. It depends, sometimes I will answer it if I feel like I have enough information.

Testimony:

At the Senate Ways and Means committee hearing on January 7, 2022, stated that after entering the transfer portal, nobody within the Athletics department contacted him for an exit interview or even bothered to ask me why he wanted to transfer. That this truly showed him how little they cared.

1. Are student-athletes given exit interviews?

Yes. It's handled by the sports administrator. For me, I look for patterns, any kind of inappropriate behavior and I also look for useful stuff. I tell the student-athlete that the information is used to get better, for a better experience for future student-athletes. I'm not going to say to the coach XX said this or that. If there are issues that are not concerning and do not need to get addressed immediately, I try to make it anonymous and wait for an opportune time to mention it to the coach. If it is something more pressing then I figure out a useful strategy to approach the coach.

Testimony:

At the Senate Ways and Means committee hearing on January 7, 2022, stated "This continues to happen because Matlin, Manin and administration refuse to keep any coach accountable, and frankly, refuse to do anything at all. In short, Beeman emotionally abused me since 2016 and it was not exclusive to the basketball court- it did not matter what I was doing." She continued by stating that Coach Beeman gave her an ultimatum of medically retiring.

1. Do you meet with student-athletes and their parents?

If parents reach out and ask what's going on, we tell them to talk to their daughter.

Student-Athlete PII - FERPA

Meeting with Lois Manin

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1st Floor Conference Room

Present: Paula Nishimoto and Cindy Uyehara

a. **Student-Athlete PII - FERPA**

2. **Student-Athlete PII - FERPA**

3. **Student-Athlete PII - FERPA**

Medical Retirement is between student-athlete and the doctor.

Coaches should make it aware that there is an option but tell the student-athlete that it's not up to them and they need to talk to their doctor. For medical retirement, we pay for the scholarship and it doesn't count to the teams count of scholarships and the coach can replace the student-athlete.

a. **Who decides if a student-athlete will red shirt?**

Coaches talk to the student-athlete to red shirt. Sometimes it's done during the recruiting process. Check with Amanda on red shirt, who decides.

4. **Did you receive any complaints that assistant coaches are being bullied by Beeman? What actions were taken?**

No.

a. **Any lawsuits?**

Not that I know of.

5. **Student-Athlete PII - FERPA**

Meeting with Lois Manin

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1st Floor Conference Room

Present: Paula Nishimoto and Cindy Uyehara

Student-Athlete PII - FERPA

6. What do we share about Medical Retirement?

Ask Lyn (Nakagawa).

Additional Questions:

Football survey:

1. After Sinnett discussed the survey with David, David met with the football team. Were you in this meeting?

I was not involved.

2. Did you meet with other units (equipment room, training, S&C)? (After Twitter)

Yes, we met with the Equipment Room, Training Room and Facilities.

a. Why was this meeting scheduled?

I don't completely remember it may have been a suggestion from me to David. I heard about things that Todd (Graham) was doing like changes in airline seats, changes that I didn't feel was right. I wanted them to bring it forward. Sudsy (Brandon Devie) had issues and I wanted them to air out their concerns. They are on the front line and work with the football program daily.

We met with the equipment room with Sudsy and Al (Ginoza), the training room with Lyn (Nakagawa) and Brian (Wong) and Facilities with Teri (Chang) and Sis (Mahealani Finau)

b. When did these meetings occur?

I don't remember.

3. We understand that there was a Football Council that was formed in light of the events with Todd Graham. Do you know what the Council's purpose? Do you know the status of the program now?

I heard about it but it was more a David thing. I wasn't involved.

4. What are we doing with other sports with regards to concerns?

If there are concerns with a sport the student-athlete would come to me. Sometimes they say that they don't want to say anything and want to be anonymous. I tell them I can't go to the coach if it's anonymous or if they don't want me to say anything. If they are saying they feel unsafe then I'll have to talk to the coach.

Meeting with Lois Manin

April 6, 2022, 9:00 a.m. and April 8, 2022, 11:45 a.m.

1st Floor Conference Room

Present: Paula Nishimoto and Cindy Uyehara

It depends on how the concerns are raised. For example, the student-athlete will voice their concern, I tell them I want you to talk to your coach. It depends on what the student-athletes are willing to divulge and willing to do it in a way that it's not anonymous.

With procedural stuff, I look into whether they want me to or not because it has to be resolved. For other stuff, like if someone says "I don't understand how we made decision we're not traveling" I can't do anything about that because the coach decides who plays and who is on the team.

5. Do we conduct end of season surveys?

There's an end of season survey that Char sends out. Due to staffing workload, I'm not sure if it's being sent out every year. We need to be more consistent with that, we also have a project of reviewing the survey because it is so long, and it's yes/no questions, we need more open ended questions. There's a comment section but the student-athletes don't usually comment.

6. Do we have exit interviews?

The exit interviews are conducted by the sports administrators. The sports administrator would schedule and conduct the survey. Some student-athletes don't show up, just this week alone I had two student-athletes that were scheduled and did not show up and the same two were scheduled again today but they didn't show up.

7. Are you involved with the student-athletes requesting to be in the transfer portal?

There is a workflow on ARMS. I get prompted and I have to sign off in order for the workflow to continue. In 48 hours they need to be inputted in the transfer portal. I try to talk to them. Amanda tells them you need to talk to Vince, David or I. I try to schedule an appointment with them.

a. Do the student-athletes reach out to you?

They do. If they don't, I reach out to them.

b. When you meet with a student-athlete that wants to go into the transfer portal, what questions do you ask the student-athlete?

Same questions as the exit interviews. I ask about everything, how are the facilities, locker rooms, any issues with laundry, equipment or media relations. If something else comes up, I'll ask additional questions. I ask some if they have an idea about where they are going. I ask what their plan is, next steps. I ask about coaches individually, some don't answer the questions, they say I don't have problems with the coaches. Depending on the student-athlete some are very honest and some are like I don't want to talk to you.

Meeting with Lois Manin

April 6, 2022, 9:00 a.m. and April 8, 2022, 11:45 a.m.

1st Floor Conference Room

Present: Paula Nishimoto and Cindy Uyehara

Team Rules:

- 1. Are there team rules for all sports programs?**

I don't know if for all. We are working on it and we need to get better at collecting, reviewing and memorializing the team rules on a yearly basis.

COVID Guidelines Update:

- 1. After sending the COVID-19 Guidelines update emails, did you receive any emails from Football coaches or staff about the guidelines?**

I don't get involved with vaccinations.

Suspension:

- 1. What is your role as Sports Administrator in a suspension?**

The coach notifies me, I tell them make sure you give written notice and copy me on it. Follow the Student-Athlete Handbook process.

- 2. Do coaches notify you before they suspend a student-athlete?**

Yes. I have bimonthly meetings with my coaches and some of them will tell me in our meetings or some will call or come by the office to let me know.

- 3. Does a Sports Administrator get involved when a student-athlete is kicked off the team?**

If someone gets kicked off we don't give written notification to the student-athlete. A lot of this stuff happens in the heat of the moment and we can't memorize everything. There probably should be something in writing if a student-athlete gets dismissed from a team.

I, Lois Manin, affirm that I have read the information above and it is true, accurate, and complete to the best of my knowledge.



Signature



Date

Meeting with David Matlin

April 8, 2022, 2:00pm

1st Floor Conference Room (Cindy and Paula) DAKM via Zoom

Present: Paula Nishimoto and Cindy Uyehara

Testimony: Student-Athlete PII - FERPA

Student-Athlete PII - FERPA

At the Senate Ways and Means committee hearing on January 7, 2022,

Student-Athlete PII - FERPA *stated that there was boot camp like training, racism, inequality towards hawaiian and local players, segregation between players, suspended for sneaking to watch film, suspended after discussing issues with sister to Coach Graham, Coach Graham gave false hope in returning to program and that he was ghosted by Coach Graham.*

1. Were you aware of issues mentioned in the testimony from _____ ?

I wasn't aware until I met with Scott Sinnett in October. He talked to President Lassner, then he called me and gave me an overview on the phone. At that point, I decided to get Lois and Paula involved. We all (David, Lois Manin, Scott Sinnett, and Paula Nishimoto) met on October 5 via zoom. After this meeting, I called Todd (Graham) to tell him we will be meeting with FAR Sinnett and myself. I didn't give him details just that the FAR (Faculty Athletics Representative) will be there going over concerns from the team. Scott, Todd and I met on October 21, 2021. We went through the survey, Sinnett sanitized it (made it anonymous). I had first-hand knowledge on some of the allegations being not true. Todd struggled with many of the things that Scott mentioned. Scott went through the entire document and Todd answered some questions while listening to other comments. You could tell he was sad and a little hurt.

a. Did you have any plan of action?

One action item, we discussed was for him to let the players pray on the field without him being present. He made that adjustment immediately. The second action item was that he was not going to attend road trip chapel service anymore. Some players felt like he was taking attendance. He made this adjustment too. We also addressed another concern about practice being held to 10am and some student-athletes didn't have enough time to shower, eat, drive home and get to class. Practice was modified to ensure they were ending on time, so some student-athletes could get to class on time.

We also discussed him watching his tone with players and said we would meet again to discuss how we can improve communication.

Additionally, I met with Todd on November 16 at 1:00 as a follow up. Essentially discussed some of the Action items and got a status update on our

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action items and how Todd felt things were going. He said, things were improving.

On December 7, 2021 at 1:00 p.m. I had a zoom with Pastor Norman Nakanishi and Pastor Shawn Withy-Allen (former UH Football Student Athlete). I met with Todd to tell him that I wanted to engage Norman and Shawn to assist with the football team. Todd, Shawn and myself met in the Ed Wong room on December 9th at 10:30am to discuss how we can improve the situation and the communication. The Championship Communication Committee was formed and a document was created on January 3, 2022.

- i. **Do you have the document?** Yes, I have a text of the document. I'll forward you the document that I have after this meeting. [David sent the list of committee members].
- ii. **Does the Championship Communication Committee still exist?**
Yes, Timmy (Chang) met with Shawn and Norman about it. It's the same concept. The focus is on communication. The council was a place where players can meet with Shawn. It's a safe place where they can meet without the coaches. As appropriate, coaches are included.
- iii. **Who decided who will be on the council?**
The student-athletes made this decision.

2. Did you have a meeting with the football student-athletes on December 7, 2021?

I met with the student-athletes from 8:00 a.m. to 12:00 p.m. in the Athletics' lecture hall. Scott (Sinnott) came at the request of a student-athlete. We met 18 to 20 players. Players would jump in and out of the meeting and some stayed for the full four hours. There were a lot of complaints about playing time, the way he treated and talked to people and his swearing (some said he didn't swear). About 15% of the team attended the meeting and of the 15% that attended, the majority were not happy with Todd's coaching. Most of the complaints were the way he spoke to them. It seemed like there were more complaints about Bo Graham and his evaluation of talent.

Did you take notes?

I did, but I can't find those notes

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Present: Paula Nishimoto and Cindy Uyehara

Was there any outcome?

What I told them is that there's a communication issue we need to improve. They wanted me to fire them (Todd and Bo), that's when the concept of a communication committee came up. A committee in which they can share their issues without fear of being persecuted for saying what's on their mind.

3. Did you meet with the other athletics' departments?

Yes, on December 8, 2021.

a. Who did you meet with?

Ticket Office, Facilities, Patrick (Sodexo), Media Relations, Training Room and Equipment Room. We met in the Athletics Lecture Hall.

b. Why did you meet with the other departments?

Because we were doing a 360 to get more information to corroborate and hear specific issues.

- Ticket Office - nothing, they don't work with him much or at all, no relationship with Todd.
- Facilities - there were issues with Rich (Richard Sheriff). The issue was concerning football utilizing the Stan Sheriff Center.
- Patrick – said he had very few issues, if any.
- Training room – Nothing significant was mentioned
- Media Relations - they had a good working relationship with him, it was better than with prior football coach, Nick Rolovich.
- Equipment Room - there was an issue with Suds (Brandon Devie) and a team manager. Some said that Todd used the "F" word a lot but many of them said they did not ever hear him use the "F" Word. Suds and others felt Todd was disrespectful to him during a team practice. It had something to do with ball placement.

On December 9, 2021 at 10:30 a.m., I met with Todd, Norman, Scott and Shawn. We met for one and half hours on mechanics and communication. Todd was attentive at that meeting and we discussed some of the continued challenges with a subset of the team members.

Meeting with David Matlin

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1st Floor Conference Room (Cindy and Paula) DAKM via Zoom

Present: Paula Nishimoto and Cindy Uyehara

Testimony:

At the Senate Ways and Means committee hearing on January 7, 2022, it was stated that

Student-Athlete PII - FERPA

1. Student-Athlete PII - FERPA

How does one get kicked off the team? Is there a process?

Student-Athlete PII - FERPA

a. Is there a process for kicking a player off the team?

Student-Athlete PII - FERPA

They

do it verbally then it's put into ARMS to formalize it.

Testimony:

At the Senate Ways and Means committee hearing on January 7, 2022, stated that he "after various phone calls, voicemails and messages to AD Matlin and Coach Graham none of which has responded to and I'm not sure why."

1. Did you receive concerns about the football program via phone calls, voice mails and messages from alumni and didn't respond?

He called the generic number. I don't remember being aware of it. I have since spoken with him.

2. stated that he wants to know how alumni could help the program. Do you have a response to this statement?

We got him engaged to support a nutrition program with Kimo (Kai). Lois and I had a meeting with 7-8 alumni. They wanted to help and we met to get them engaged and to let them know that we were excited that they wanted to help the program. Now Vince (Baldemor) is working with them going forward to keep them engaged to help the program to get better. They mentioned that they felt disenfranchised the last two years. I believe there is no question we could have done a better job with alumni engagement. We were focused on Health and Safety (ie.. COVID) and building a stadium in short notice. They are involved now and seem excited about Timmy Chang being the new leader of the program.

Meeting with David Matlin

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a. How is he keeping them engaged?

Vince is our point person for engagement. I reached out to Mike Lafaele (Football Alumni) occasionally to get updates on how we are doing. Key is continued communication between football program and athletics administration.

Testimony: Student-Athlete PII - FERPA

At the Senate Ways and Means committee hearing on January 7, 2022, (parents of) stated that has been in the fight of his life for his physical and mental health and he has done it with little help from the University of Hawaii Football Coaches. It was also stated that is two classes short of graduation, and he dropped out so discouraged and disenchanted that he finally asked for help from his coaches and no one listened.

1. Student-Athlete PII - FERPA

2. Student-Athlete PII - FERPA

Testimony: Anonymous

At the Senate Ways and Means committee hearing on January 7, 2022, an anonymous testimony was submitted by a parent of a UH Football player in that testimony they stated that that the program will not survive if Coach Graham continues to be head coach and and mistreats the players and some assistant coaches. They also stated "We also met with Dave Matlin to try and see what can be done but we were told that he will not get involved and the issues should be resolved between my son and coach Graham. So we basically got nowhere with Matlin. We also told him that if nothing is done a lot more players will transfer."

Meeting with David Matlin

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Present: Paula Nishimoto and Cindy Uyehara

1. Did a player's parent(s) complain about issues with Coach Graham mistreating players and assistant coaches?

I assume this anonymous testimony is from the parents of

parents () reached out to me and asked to do a zoom. We did a zoom on Sunday, December 28 at 7pm. They expressed concerns about Coach Graham, but most of their concerns were with OC Bo Graham. They said he was not communicative and 'the boys' did not have confidence in him. I told them there would probably be some changes on the offensive side of the ball. I encouraged the player to meet with Coach Graham first to communicate directly. I sent the player an email on November 28, 2021 to set up a meeting, the priority for me was his well-being. We communicated on November 29th. He didn't meet with Todd so I encouraged him to meet with him and he said "Okay. Thank you Dave." The recap I received from the meeting with Todd:

He met with Todd on Tuesday and said he was committed to remain a Rainbow Warrior. On Wednesday he sent coach a text saying he wanted to transfer. The player and I were supposed to meet too. He said he would meet with me but never responded to my emails to meet after his initial response.

David A. K. Matlin <matlin@hawaii.edu>

Dec 1,
2021, 7:28
AM

Hi :

Sorry .. Just re-read your email. How about we zoom/chat at 3:30pm HT today or 4pm HT tomorrow? Friday is pretty open too. If you want to meet in Person, I can do it on Monday before noon. or between 4pm and 5:30pm.

Aloha,

David

On Tue, Nov 30, 2021 at 11:46 AM David A. K. Matlin <matlin@hawaii.edu> wrote:
Aloha :

Meeting with David Matlin

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Present: Paula Nishimoto and Cindy Uyehara

I am in Irvine for Big West Meetings now and head to Seattle for WVB regionals on Friday. I return on Sunday.

We can do a zoom or phone call prior to me returning or meet in person when I return. I am good either way. Let me know which you prefer and what times work best for you.

Go Bows!

David

On Mon, Nov 29, 2021 at 10:04 PM

wrote:

Hi Mr. Matlin sorry for seeing this so late, I'm free whenever this week, so whenever your free we can meet, thank you!!!

On Sun, Nov 28, 2021 at 7:56 PM David A. K. Matlin <matlin@hawaii.edu> wrote:

Dear :

I spoke to your parents today. I really appreciated them reaching out. I would really like to meet with you. My goal is to listen and learn and to discuss the best path forward for you. In the end, I will support and respect you and any decision that you make.

I get on a plane tomorrow and need to get to the airport around 11am. I could meet you in person early tomorrow or we could zoom when I get to LA. I might not return until Sunday as I will be at Big West meetings until Thursday and then WVB regionals on Friday and Saturday.

... I really appreciate you and I know how much you care about Hawaii and your teammates.

My cell is [REDACTED] * so you can email or text me to set up a time to meet.

Aloha,

David

My Final email to

:

*Staff PII – HRS § 92F-13(1)

Meeting with David Matlin

April 8, 2022, 2:00pm

1st Floor Conference Room (Cindy and Paula) DAKM via Zoom

Present: Paula Nishimoto and Cindy Uyehara

Wed, Dec 1, 2021, 11:35 AM

David A. K. Matlin <matlin@hawaii.edu>

to

I want to wish all the best in both your academic and athletic endeavors. I know this was not an easy decision for you and in the end you are doing what you believe is best for you.

Finish up this semester strong academically.

All the best to you and your family.

Happy Holidays,

David

Testimony:

At the Senate Ways and Means committee hearing on January 7, 2022, _____ stated that after entering the transfer portal, nobody within the Athletics department contacted him for an exit interview or even bothered to ask me why he wanted to transfer. That this truly showed him how little they cared.

1. In August 2020, did **Student-Athlete PII - FERPA** come to you with complaints regarding Coach Ganot?

Student-Athlete PII - FERPA I met with the whole team in Gym 1 on a Sunday, October 18, 2020 at 2:30 p.m. It was the Sunday before the season started. There were complaints about coach working them too hard. I met with Lawrence (Lam - Athletic Trainer). Eran asked for input from the staff, trainer and strength coach and modifications were made. I followed up with players with the new schedule and received positive feedback. Majority of them said practices were improving while a few said more could be done. I met with Eran to discuss additional modifications. We made a few more changes and I continued to follow up with Lawrence and Eran and the players throughout the season.

Meeting with David Matlin

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Present: Paula Nishimoto and Cindy Uyehara

2. Student-Athlete PII - FERPA

3. Student-Athlete PII - FERPA

I was very clear with the team that if they wanted action I would need to speak to Coach Ganot. I received their blessing to talk to coach Eran. I also talked to Eran to focus on his team culture and discussed him being perceived as too robotic. The truth is, as far as his culture, he made changes that continue to improve his team culture. Two months ago he came to my house to talk about it. We met for four hours and talked about how we can both improve and provide a better experience for the team.

Student-Athlete PII - FERPA

The following action was taken...

- I met with Eran and the trainer Lawrence Lam
- Eran worked with Lawrence to modify practice schedule
- Eran met with Staff and then players. He took ownership on areas that he can improve upon – Meeting was to clear the air and get better
- Throughout the season I followed up with team members and Staff and received positive feedback that things were improving.

4. stated that nobody within the Athletic Department contacted him for an exit interview or even bothered to ask why he wanted to transfer.

Student-Athlete PII - FERPA

Testimony:

At the Senate Ways and Means committee hearing on January 7, 2022, an stated that she told Coach Beeman that she did not want her situation to be released to the media at all and Coach Beeman had mentioned her in two separate interviews.

1. Student-Athlete PII - FERPA

Meeting with David Matlin

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Present: Paula Nishimoto and Cindy Uyehara

ADDITIONAL QUESTIONS:

1. Do you have the football team rules?

I saw them but don't know if I have a copy of them.

2. What is your role as Sports Administrator in a suspension?

We have a process. Amanda can talk more about it. Coach brings it up, we evaluate and do our due diligence. We discuss and then determine if we will bless the coaches recommendation or not. Some are mechanical, like suspension for drugs or smoking pot. There's a process for all suspensions. Amanda, the sports administrator and myself are the primary individuals involved for student athletes' suspensions.

3. Do coaches notify you before they suspend a student-athlete?

Yes.

4. As a Sports Administrator, do you meet with student-athletes that request to be in the transfer portal?

I reached out and I have notes on 8 to 10 of them. **Student-Athlete PII - FERPA**
Student-Athlete PII - FERPA Also, Compliance has a discussion with ever transferring student.
Prior to COVID, I used to meet with every transfer in person.

I, David Matlin, affirm that I have read the information above and it is true, accurate, and complete to the best of my knowledge.

David A. K. Matlin
Signature

4/16/22
Date

Meeting with Courtney Tsumoto
April 11, 2022, 1:00 pm
1st Floor Conference Room
Present: Paula Nishimoto and Cindy Uyehara

Testimony:

At the Senate Ways and Means committee hearing on January 7, 2022, (parents of) stated that has been in the fight of his life for his physical and mental health and he has done it with little help from the University of Hawaii Football Coaches. It was also stated that is two classes short of graduation, and he dropped out so discouraged and disenchanting that he finally asked for help from his coaches and no one listened.

1. **Student-Athlete PII - FERPA**

In the past my role was to coordinate all of the learning services for the teams, organize study halls, and communicate with the tutors and mentors. Now, we have three advisors that do all of that-- which only adds even more additional contact time with students. It's sometimes hard to identify one student, to check that they are reaching out to us, that they are in need or are going through anything if they do not also reach out to us to indicate that they are in need of support. **Student-Athlete PII - FERPA**

Student-Athlete PII - FERPA

The pandemic changed the way that we were able to conduct and continue our learning services and study halls from that initial Spring 2020 semester. We made all our graduate assistants and study hall monitors set up individual meetings with students, then (in later semesters while still operating remotely while our center had been closed) we experimented with zoom study halls that took place throughout the day. I knew we sent emails to say that "If you are academically in danger of anything, please reach out. We have an open door in the sense where you can reach out to us, or you can jump into the zoom study halls." During the pandemic we sent those emails and did try our best to outreach and to support our students.

Student-Athlete PII - FERPA

Student-Athlete PII - FERPA Kari and I switched teams on August 1, 2021 **Student-Athlete PII - FERPA**

Student-Athlete PII - FERPA In the email conversation in June, Trent asked if a student can get an Incomplete if the semester is already finished, but they cannot get an Incomplete (to my knowledge) that far past the ending of the semester after grades had

Meeting with Courtney Tsumoto
April 11, 2022, 1:00 pm
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already been posted. There's a certain timeframe and qualifications. To get an Incomplete (to my knowledge) up to 20% of class has to be remaining and the rest completed as part of the UH criteria. [Student-Athlete PII - FERPA](#)

Before the pandemic, we used to have face-to-face, open doors and student-athletes were expected to physically come in to meet their tutors that they request and also mentors and study halls. There would also be a progress report sent out to professors so we can get a sense of where a student may be at. When COVID-19 hit we had to move study halls onto online individual appointments for the first time. The students were to meet at certain times. [Student-Athlete PII - FERPA](#) The time period was chaotic with coach transitions and also the eve of the pandemic). Nick (Rolovich) left the first day of instruction of Spring 2020 and that is when the new coaching staff started. Then COVID-19 hit and everything shut down and we were even arranging everyone to have a computer to get connected to their classes that suddenly was necessary for it to be online. The time was a bit of a mess—very chaotic and our unit scrambling to see how we can still meet student need and support all.

[Student-Athlete PII - FERPA](#)

2. [Student-Athlete PII - FERPA](#)

The normal learning services that we have—is where I look at each student and what classes they are taking and we set them up with a study hall or other plan based on anticipated need and availability of resources. Some students that don't work well with study hall can check in with somebody so we have regular touch points at some capacity, we are able to see if they need help. We (as advisors) don't have individual meetings with everyone on a weekly basis, but to expand the reach of our support—we have a system of check ins, study halls, mentor and tutor meetings along with progress reports to try to track how students are doing and predict when they might need help. We do work 1:1 with some students as well. We have regular meetings with the football staff. If more time is needed for the student, we call the student and set up the extra time that we have in the center.

Meeting with Courtney Tsumoto
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3. **Student-Athlete PII - FERPA**

Student-Athlete PII - FERPA

We work with FERPA and HIPAA in mind, but we do communicate academic issues between coaching staff and our unit, as we are both in a need to know role. **Student-Athlete PII - FERPA**

a. **Student-Athlete PII - FERPA**

b. **Student-Athlete PII - FERPA**

. I think usually there's a lot of options but in the pandemic there would have been a mix of zoom online and asynchronous online options. A lot of sociology courses were asynchronous. However, when the student registers is also very important. By June 2021(for example) all continuing students would have been registered and incoming students as well. Asynchronous online courses are the first to fill (very popular format), so we would sometimes be limited by availability and what format the class was offered but do try to explore best fit possible for students.

4. **Can you explain the option of credit or non-credit?**

During the pandemic in the Spring of 2020, students had credit or non-credit on their transcript. Anything C or higher they could opt to do credit and have credit with the grade, anything below C could be considered "non-credit" and not earn credit for the completion of the class, but would not impact a student's GPA. I remember going through looking at each student's situation that Spring 2020 semester, we evaluated what might be in the best interest for them and work with those who were responsive. This occurred during the span of a just a few days (the window of time given to opt into credit no credit option). This was the one time only process for the credit no credit that pertained to Spring 2020 semester only.

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Student-Athlete PII - FERPA

5. **Student-Athlete PII - FERPA**

We do have a window of time to make changes (based on student's expressed wishes). I don't know what happens in football and their communication, but we were in the process of sending out an email from each individual advisor informing them of the last day to drop without penalty, tell them to make sure you look at the syllabi and if you want to make changes felt there was a misfit with courses come see us. They are never forced to take a course. Options are presented (based on requirements left over to graduate), they choose from options, and these are not set in stone—there is a window through the start of the term to add/drop and make changes. If they want to make changes, we look if it is reasonable (in terms of going toward their degrees) and could we make these changes, we inform them of their class requirements and try to offer other classes that could work (meet the requirements). Some students add a class to try it out. A lot of the first few days of the semester is spent doing the add/drop of classes.

Student-Athlete PII - FERPA

a. **Student-Athlete PII - FERPA**

If a student came to me in the middle of the semester, leave of absence is an option. We want our students to communicate with us, and then we try to troubleshoot options based on their specific situation and need.

Meeting with Courtney Tsumoto
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6. **Student-Athlete PII - FERPA**

[REDACTED]

Yes we try to get a sense of where everyone is at, anticipate issues and communicate with coaches and work together with them. There was a combination of coaches' meeting on zoom during the pandemic and **Student-Athlete PII - FERPA** was always really good at reaching out and connecting with me as well. We would go through our concerns with everyone, there were a number of students we discussed including students in critical situations that took a lot of our time. There's only so much you can do—in a sense where you can't outreach to everyone when you are simultaneously meeting with students who are also concerned about challenging situations and helping with registration and eligibility paperwork, transfer evaluations, etc. A lot of what we do requires that students outreach, so we quickly know there is a problem and we can jump in and support student(s). *** [REDACTED]** was good to work with. I was not there to know the exact conversations he had with students but he seemed genuinely concerned about **Student-Athlete PII - FERPA**.

7. **Were there accommodations that could be made during that time if a student had difficulties with zoom courses?**

I know we would have tried to look at options. Normally we have students that we are like "Are you sure you can handle this? Only you can tell me what you [feel you] can or cannot handle." And what type of course format (of the options offered that semester). We always try to help students craft a schedule for success. After that he has another point of time to say I have the syllabus and that it's not doable then we can explore other options that hit grad requirements are offered. We just went through semesters since Spring 2020 of courses being offered in non-traditional formats, only now are we starting to get back to more courses offered face-to-face. When we know a student is struggling, we would figure out how we can best support them—but it is a balance of what students need (grad requirements), what is still open at time of registration, etc

a. **Student-Athlete PII - FERPA**

[REDACTED]

[REDACTED]. We normally have conversations during the first week of school. Every advisor should be sending out an email during the first week, welcoming the students, telling them to get their syllabi,

Meeting with Courtney Tsumoto

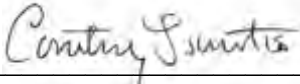
April 11, 2022, 1:00 pm

1st Floor Conference Room

Present: Paula Nishimoto and Cindy Uyehara

participate and get a feel for the class(es) and informing them of the last add/drop date. We tell them that “You need to tell me if you are encountering issues or if you have concerns” and want to find other options. Students should know that-- so they are never “stuck” in classes, not forced (unless it is required by the major to graduate), they do have opportunities to express wanting to make a change. We talk about anticipated fit at the point of registration and only they would know if it’s not a good fit. If someone is not a good test taker and the whole grade is based on the midterm and final, then they should look at [and explore] other classes options.

I, Courtney Tsumoto, affirm that I have read the information above and it is true, accurate, and complete to the best of my knowledge.



Signature

4/29/2022

Date

Meeting with Laura Beeman
April 12, 2022, 1:00pm - Via Zoom
Present: Paula Nishimoto and Cindy Uyehara

Testimony:

At the Senate Ways and Means committee hearing on January 7, 2022, [redacted] stated that she told Coach Beeman that she did not want her situation to be released to the media at all and Coach Beeman had mentioned her in two separate interviews.

- 1. We have two articles from the Star Advertiser written by Brian McInnis on November 8, 2017 and November 10, 2017. [redacted] stated that you mentioned her in two separate interviews.**

On 11/8/17, McInnis wrote, Sophomore forward [redacted] is still on the roster but has not practiced in the preseason for undisclosed reasons. She is not expected to play this season. You were quoted stating “no comment with her”, Beeman said of [redacted] “When I can, I’ll make one.”

On 11/10/2017, McInnis wrote, forward [redacted] is not expected to return after missing the entire preseason for undisclosed reasons.

Student-Athlete PII - FERPA [redacted]

[redacted]. **I do not comment about student athlete injuries.** I was trained by the medical staff that if it's personal in nature or injury in nature, my comment is “no comment.” I’m not allowed to release information.

We get training from our athletic trainers and social media **people**. Also, the Sports Information Director (SID) will jump in to say “I’m not allowed to comment.” I can’t remember who our SID was at the time but they all do the same thing.

- 2. [redacted] stated, “at the end of the season, the pain in my knee had increased and I told Erin I wanted to discuss the possibilities of getting surgery done on my knee to fix the tear and be ready for next season. ”Prior” to my surgery, Coach Beeman asked me if I wanted to see about redshirting my sophomore year or did I think I would be ready to play? I told Coach Beeman I didn’t want to red shirt and I will work hard to rehabbing and be ready for next season. Coach Beeman said ok.**

At no time during this conversation with Coach Beeman or after I was given the option to redshirt if I was not 100% by season and then spend my sophomore year continuing treatment and recovery.

Student-Athlete PII - FERPA [redacted]

- 3. Student-Athlete PII - FERPA** [redacted]

[redacted]. I don’t have the authority to give a kid a medical disqualification. It’s something they go to the athletic trainer and doctor. If they have an inquiry and they want to medically disqualify, I tell them “I don’t have the authority or the ability to render that kind of decision.” I tell them they should talk to

Meeting with Laura Beeman
April 12, 2022, 1:00pm - Via Zoom
Present: Paula Nishimoto and Cindy Uyehara

Student-Athlete PII - FERPA

5. **Student-Athlete PII - FERPA**

I would never tell a kid that they were faking an injury. That goes back to the medical staff, **Student-Athlete PII - FERPA**

6. **Student-Athlete PII - FERPA**

. I would tell a group of captains and all team members to support any of their teammates going through a difficult time, decision, etc...

Student-Athlete PII - FERPA

7. **What is your position on redshirting a student-athlete?**

It's an agreed upon stance with the player and me. It doesn't **always** have to do with injury, sometimes it's about academics or they are not ready to participate and they need more time. I don't think I red shirt anyone here? **I would have to look at the post season compliance notes.** At Mt. San Antonio we did red shirt student-athletes, they needed the academics. For here at UH the ultimate goal is to get a degree. I rarely red shirt. I don't want to. Usually when we bring them in (recruit) we want them to be contributors and usually they are academically solid. **Overall redshirting a player helps them more than anybody.**

a. Would you say it's an interactive process?

Absolutely. If I really want a student-athlete to red shirt, I would get their parents involved. I would get David (Matlin) or Lois (Manin) involved and say "Let's have a conversation with their parents." If they don't want to red shirt **and collaboratively as a staff we feel it is best for them we will redshirt them. If they disagree with our decision they have an option of leaving and we would release them from their NLI. I don't believe this has ever happened at UH. Again redshirting a player does not mean we get "their scholarship back". It means we have made a longer commitment to them. They have 5 years of eligibility to play 4 years. The commitment is to get their degree. Scholarships are a 1 year commitment, with the intentions of it turning into a 4 year commitment. Again, when we redshirt a player it lengthens our commitment to them. We do not get the scholarship back. They are still considered a countable player on our roster. They are still afforded all the same resources an active player receives and are treated no differently than other players.**

I, Laura Beeman, affirm that I have read the information above and it is true, accurate, and complete to the best of my knowledge.

Laura L Beeman
2022
Signature

April 13,

Date

Meeting with Laura Beeman
April 12, 2022, 1:00pm - Via Zoom
Present: Paula Nishimoto and Cindy Uyehara

INTERVIEWEE: FIGG, TRENT

April 13, 2022

Coach Figg was not available via Zoom as he was in the middle of Spring practices at the University of Oregon and after many attempts to connect with him, we decided to send him the questions and his responses are in red.

Student-Athlete PII - FERPA

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

Student-Athlete PII - FERPA

Student-Athlete PII - FERPA

Student-Athlete PII - FERPA

Testimony:

[Redacted] Student-Athlete PII - FERPA

[Redacted]

[Redacted]

[Redacted]

Student-Athlete PII - FERPA

QUARANTINE:

How were meals determined for the team (for those who lived off campus and couldn't isolate at home) when they were in covid-19 protocol quarantine? It is our understanding that individuals that lived in the dorms were taken care of by UH housing. Is that correct?

Lois and her team worked on all meals. The staff only delivered meals to kids when they were in quarantine. If a kid was in quarantine away from home we provided 3 meals per day through Sodexo.

How was it delivered? Did you/coaches/assistants inform SA when the meals were delivered?

The football staff delivered meals to the SA's. They were informed when the meals were delivered.

GENERAL QUESTIONS

How did the coaches communicate with the student-athletes (e.g. individually, position, class)?

- a. If groups, what group were you in charge of?

Phone and text - Student-Athlete PII - FERPA

- b. How did you communicate information to the team?

Group Me, ARMS and group texts when necessary. Assistant Coaches called their players with all pertinent information.

Do you have the team rules during 2020 and 2021 season that you can share with us?

I do not have a "rules" manual



University of Hawaii

Fax

956 4637

To: Paula + Cindy

From: Jonathan Sladky, M.D.

Pages:

Return Fax: 808-956-5834

Date: 4/27/22

Return Phone: 808-956-8965

Re:

cc:

Urgent For Review Please Comment Please Reply Please Recycle

Comments:

This communication is confidential, intended only for the named recipient(s), and may contain information that is privileged or exempt from disclosure under applicable law. If you are not the intended recipient(s), you are hereby notified that the dissemination, distribution or copying of this message is strictly prohibited. If you receive this message in error, or are not the named recipient(s), please notify the sender at either the e-mail address [or fax] or the telephone number above and delete this e-mail from your computer [or discard this fax]. Thank you.

Meeting with Jonathan Sladky
April 14, 2022, 10:00 am
1st Floor Conference Room
Present: Paula Nishimoto and Cindy Uyehara

Testimony:

At the Senate Ways and Means committee hearing on January 7, 2022, _____ stated that he was Student-Athlete PII - FERPA and has seen first-hand how football players can struggle with mental health issues. He stated that what Coach Graham is doing to the players and staff is mental abuse.

1. Student-Athlete PII - FERPA

2. What happens when a student-athlete says that they have mental health issues?

If they disclose to me or one of our doctors we go through their history, what the specific mental health issue is, and we triage them. We have a mental health emergency action plan. If it's urgent and they are in danger of hurting themselves or others, we send them to Queens or Castle ER. If less urgent, there's a range of options such as Kelly (Athletics hired part-time therapist), campus therapy resources (CSDC), psychiatrists at UH or in the community, and sometimes team physicians in our system. Almost everybody comes to us first. Sometimes they go to Kelly or counseling center or get some level of counseling and then they follow up with our doctors.

a. Do student-athletes go to athletic trainers first?

Some of them will present to coaches, trainers or weight room staff first.

Whomever they present to they should be funneled through our physicians or Kelly. In theory if they see Kelly I should know about it. Some cases they see Kelly first and then Kelly tells me about them.

Testimony:

At the Senate Ways and Means committee hearing on January 7, 2022, _____ (parents of _____) stated that _____ has been in the fight of his life for his physical and mental health and he has done it with little help from the University of Hawaii Football Coaches. It was also stated that _____ is two classes short of graduation, and he dropped out so discouraged and disenchanted that he finally asked for help from his coaches and no one listened.

1. Student-Athlete PII - FERPA

Meeting with Jonathan Sladky
April 14, 2022, 10:00 am
1st Floor Conference Room
Present: Paula Nishimoto and Cindy Uyehara

- a. When / Where / What?
Student-Athlete PII - FERPA
- b. How did he tell you?

Student-Athlete PII - FERPA

2. Student-Athlete PII - FERPA

~~Some of the top concussion experts in our state are doing research with him, Dr. Kieffer's - even though his treatments are not not currently widely accepted / not covered by insurance and not well studied in the medical literature, but they some of our state's concussion experts are working on research with Dr. Kieffer and they think there is some promise in his treatments. We have considered referrals to Dr. Kieffer, and might consider it if the treatments had more research or were medically qualified, I might consider it but as of right now I don't refer anyone to him (Dr. Kieffer). We have our own concussion experts and concussion clinics where we regularly refer athletes in need of more advance concussion care.~~

3. Student-Athlete PII - FERPA

4. Student-Athlete PII - FERPA

- a. Student-Athlete PII - FERPA

Meeting with Jonathan Sladky
April 14, 2022, 10:00 am
1st Floor Conference Room
Present: Paula Nishimoto and Cindy Uyehara

5. Student-Athlete PII - FERPA

They are experimental treatments. There is no evidence at this time that are research that Hyperbaric oxygen treatment has been proved that it does not help helps to treat concussion, and the national societies (Undersea and Hyperbaric Medicine Society, etc) recommend only using certified hyperbaric chambers. Student-Athlete PII - FERPA

Hawaii has one of the best leading concussion treatment centers programs / clinics in the nation. Hawaii is was the first state to require every high schools to have an athletic trainer, which allowed us to lead the way withs. We are the first state to have a unified concussion treatment clinic protocols. Kapi'olani's concussion treatment program is excellent and is multi-disciplinary, with occupational therapists, physical therapists, speech therapists and rehab. We send our athletes there, it's the leading program in the nation.

Student-Athlete PII - FERPA

6. Student-Athlete PII - FERPA

7. Student-Athlete PII - FERPA

Meeting with Jonathan Sladky
April 14, 2022, 10:00 am
1st Floor Conference Room
Present: Paula Nishimoto and Cindy Uyehara

Student-Athlete PII - FERPA

8. Student-Athlete PII - FERPA

I talked to ~~Lyn~~ our athletic trainers about this before, and ~~she~~ they told me the paperwork that ~~they~~ our student-athletes get gives information on why they should have private insurance and information on what we are able to cover through UH Athletics.

We had a ~~football~~ a different student-athlete that ~~who~~ did 10 months of physical therapy without our knowledge, then brought us the bill, because one of the ~~the~~ football coaches said "do what you want, UH will cover ~~it~~ them." After that, I specifically sat down with the ~~football~~ coaches to say that they can't do that and to explain the proper referral process. I think I brought it up in the all staff meeting.

9. Student-Athlete PII - FERPA

we bill insurance first, then if there's balance the insurance company sends the family the bill. If the student-athletes get the bill they would bring it to the athletics training room and we will take care of it.

a. Student-Athlete PII - FERPA

At the Student Health Services, we do a full visit, full vital signs, and it's the Student Health Services standard procedures. We put that these patients are athletes. If the student gets the bill they should bring it to the athletic trainer.

b. Student-Athlete PII - FERPA

We bill insurance for all visits to the student health center.

10 Student-Athlete PII - FERPA

Meeting with Jonathan Sladky
April 14, 2022, 10:00 am
1st Floor Conference Room
Present: Paula Nishimoto and Cindy Uyehara

Student-Athlete PII - FERPA

11. **Do coaches often get involved with medical contacts?**

They shouldn't, there's absolutely no reason to. All they have to do is send the athletes to us.

12. **Student-Athlete PII - FERPA**

Testimony: Anonymous (Pressure to take vax)

At the Senate Ways and Means committee hearing on January 7, 2022, an anonymous testimony stated that Coach Graham started to pressure the guys and tell them they have to take the vaccine in order to be a part of the team. The testimony further stated that her son was in a meeting and was thrown out and told not to return with no reason and was kicked out of all team meetings and position meetings and fall camp with no explanation.

1. **What was told to coaches about student-athletes being vaccinated?**

That's a long and complicated process that evolved throughout the pandemic. The University required the vaccine. It was certainly communicated that the vaccine was required or an exemption (to the vaccination policy) was required. Accommodations are made for those who didn't have the vaccine but they had to have the exemption. ~~Some~~ For much of the pandemic, these accommodations were included three times a week testing. We did the testing on our end for the NCAA conference and University rules for vaccines which changed monthly. If you weren't vaccinated or fully vaccinated, it was a relatively rigorous protocol and the athlete might not be able to go on the travel squad due to issues with testing in the mainland. There were accommodations and limitations.

Meeting with Jonathan Sladky
April 14, 2022, 10:00 am
1st Floor Conference Room
Present: Paula Nishimoto and Cindy Uyehara

2. Did you receive any complaints about coaches and the way they handled the vaccination requirements?

No.

OTHER GENERAL QUESTIONS:

1. Can you walk us through how a student-athlete becomes medically retired/noncounter?

It is a mutual decision. At some point because of the injury it would be recommended that they no longer participate with college athletics. They meet with me and Compliance and we explain what medical non-counter entails, in rare occasions you can come back as an athlete but most likely their time as an athlete is done. The patient will come to me and ~~tell me~~ we talk through why they should not participate. ~~Then we have a meeting with the student athlete, Compliance and me and~~ The student-athlete meets with me, and meets with compliance, and we discuss the non-counter form, the course of injury and we ask the student-athlete who told ~~them~~ about them about medical non-counter. The form ~~usually comes from me and~~ either begins with me or with Compliance, but almost always with me. It's almost always, they come to me to say "I don't think I can participate."

2. Do you hear student-athletes say that their Coach said they should medically retire?

No. Almost every case I had medical retirement, I had to encourage them to tell their coaches. They usually felt scared to tell their coaches.

3. Is there education about medical retirement for coaches?

I never provided education to coaches about medical retirement. I did have one incident where the athletic trainer said that the coach was worried about scholarship and told the athlete to medically retire. When I talked to the student-athlete, the student-athlete said that the coach didn't say that and that student-athlete took their time to medically retire.

- a. If a student-athlete medically retires, will they never compete again?

Medical non-counter is when the student-athlete keeps their scholarship and is able to finish their education but not physically able to compete in collegiate athletics.

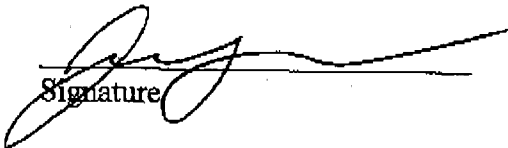
With medical non-counter NCAA, you'll have to ask Amanda but there are ~~always~~ ways for an athlete to return, although it's rare, for example if they to say "I got a new type of therapy and had an unexpected major improvement".

However the general idea is that they have tried everything and they are not able to compete any longer in D1 athletics.

Meeting with Jonathan Sladky
April 14, 2022, 10:00 am
1st Floor Conference Room
Present: Paula Nishimoto and Cindy Uyehara

4. **Who decides when a student-athlete is fit to practice/play?**
One of our team physicians.
5. **Who decides on their rehab plan?**
Any treating physician can decide on a rehab plan. If it's an ACL surgery, the surgeon dictates the rehab plan. Functionally the trainers act autonomously but the physician tells the athletic trainer the injury.
6. **Do you have policies regarding rehab (e.g. missing appointments)?**
We authorize eight appointments at a time. After the eight appointments they will need to see their physician for follow-up physical therapy. If they miss one or two rehab appointments, usually the physical therapist would not see them any more and the student-athlete will have to come back to the physician. Then we address to coaches and trainers why they're missing their rehab.

I, Jonathan Sladky, affirm that I have read the information above and it is true, accurate, and complete to the best of my knowledge.


Signature

4/27/22
Date

07/24/2021 9:45 AM with SLADKY, JONATHAN M.D. for A MEDICAL CONDITION
Encounter #: A984015-91

Vitals

BP= [redacted] Left Arm, Sitting, Large Cuff; Temp= [redacted] * Pulse= [redacted] * ; Height= [redacted] * ; Weight [redacted] * lbs; BMI= [redacted] *

Student-Athlete PII - FERPA

INITIAL ASSESSMENT

Chief Complaint: Here to complete paperwork
Have you traveled in the last 2 weeks*: [redacted]

If patient has fever, cough, or shortness of breath has there been close contact with a confirmed COVID-19 patient: Not [redacted]

In the last 30 days, have you smoked or vaped tobacco?

Student-Athlete PII - FERPA

Student-Athlete PII - FERPA

PHQ-4 Screen (Positive = 3 or more). Do every calendar year:

Student-Athlete PII - FERPA

Undersignature: Student-Athlete PII - FERPA

SUBJECTIVE

*Student-Athlete PII - FERPA

* [Redacted]

UH FB

Student-Athlete PII - FERPA



Medications/OTC/Dietary Supplements

Student-Athlete PII - FERPA

Allergies

Student-Athlete PII - FERPA

Problem List/History

Problem List

Student-Athlete PII - FERPA

Hospitalization/Other

Student-Athlete PII - FERPA

Family History

Student-Athlete PII - FERPA

Social History

Student-Athlete PII - FERPA

*Student-Athlete PII - FERPA

Health Education

Student-Athlete PII - FERPA

PHYSICAL EXAM

Physical Exam

GENERAL:

Student-Athlete PII - FERPA

HEENT:

Student-Athlete PII - FERPA

SKIN:

Student-Athlete PII - FERPA

NEURO:

Student-Athlete PII - FERPA

Procedures

Student-Athlete PII - FERPA

ASSESSMENT

Student-Athlete PII - FERPA

Diagnoses

Student-Athlete PII - FERPA

Encounter Code

Student-Athlete PII - FERPA

REFERRAL

Student-Athlete PII - FERPA

Student-Athlete PII - FERPA

Meeting with Lawrence Lam
May 11, 2022, 10:00 p.m.
1st Floor Conference Room
Present: Paula Nishimoto and Cindy Uyehara

Testimony:

*At the Senate Ways and Means committee hearing on January 7, 2022, stated
“My freshman year I was dealing with a gruesome groin injury which hindered me for my first
two years at the university. During this timespan, there were multiple occasions where the coach
would accuse me of faking my injury which, as someone who loves and respects the game of
basketball.”*

*stated “I really struggled mentally my first two years because at no point did I ever feel
comfortable enough to have a real conversation with my coach about anything. Any time I would
make an attempt to meet with my coach and express any feelings I had been struggling with, he
would just manipulate the conversation in a manner that allowed him to talk and me to remain
quiet and listen. After making a few attempts and getting the same results, I told myself that I
would never try having a real conversation with him again because it does absolutely nothing.
There have been many players who have transferred because of this fact.”*

Student-Athlete PII - FERPA



Student-Athlete PII - FERPA



Student-Athlete PII - FERPA



Student-Athlete PII - FERPA




Summary of Comments on WAM - Lam Interview Summary.docx


Page: 1

 Number: 1 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 9:27:25 AM
Student-Athlete PII - FERPA

 Number: 2 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 9:26:37 AM


 Number: 3 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 9:29:23 AM
Student-Athlete PII - FERPA

 Number: 4 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 9:27:48 AM

 Number: 5 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 9:27:53 AM

 Number: 6 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 9:30:46 AM
Student-Athlete PII - FERPA

 Number: 7 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 9:28:16 AM

 Number: 8 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 9:28:19 AM

 Number: 9 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 9:31:47 AM
Student-Athlete PII - FERPA

Meeting with Lawrence Lam

May 11, 2022, 10:00 p.m.

1st Floor Conference Room

Present: Paula Nishimoto and Cindy Uyehara

Student-Athlete PII - FERPA

“ Are you aware of other players transferring because they couldn’t have a real conversation with the coach?”


-
-  Number: 1 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 9:32:27 AM
Student-Athlete PII - FERPA
-
-  Number: 2 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 9:35:24 AM
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-  Number: 3 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 9:35:25 AM
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-  Number: 4 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 9:32:43 AM
Student-Athlete PII - FERPA
-
-  Number: 5 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 9:35:28 AM
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-  Number: 6 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 9:33:34 AM
Student-Athlete PII - FERPA
-
-  Number: 7 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 9:36:39 AM
Student-Athlete PII - FERPA
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-  Number: 8 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 9:35:44 AM
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-  Number: 9 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 9:35:52 AM
-
-  Number: 10 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 9:35:09 AM
Student-Athlete PII - FERPA
-
-  Number: 11 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 9:35:56 AM
-
-  Number: 12 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 9:37:39 AM
-
-  Number: 13 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 9:38:19 AM
Student-Athlete PII - FERPA
-
-  Number: 14 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 9:37:42 AM
-

Meeting with Lawrence Lam


May 11, 2022, 10:00 p.m.

1st Floor Conference Room  ¹

Present: Paula Nishimoto and Cindy Uyehara


²Not that I know of, I think the guys transferred because of multiple things such as playing times, better opportunities, closer to home, ⁴or they didn't want to live in Hawaii.  ³

12. Has anyone said that they were leaving because of the coach?





⁵No.  ⁶

13. Were you aware of a team meeting in which the players talked to David about the practices and wanting a recovery day?

That was during my time when I was working here. The guys were texting me, it was () and , I can't recall but there were a few more players that did reach out to me. "Hey Lawrence, Our bodies are beat up." At the time I can't tell you what they were doing but I think it was conditioning. The guys told Tanner (Tanner Hull, Assistant Strength and Conditioning Coordinator) and I "Hey, we need a break." Tanner and I talked to Eran. We would usually communicate with Trotter (Jabari Trotter, Assistant Basketball Coach). We talked to Coach Ganot (Eran Ganot) and told him that these guys are sore, they need a break, they need a day off. Coach Ganot questioned "Why? Are they hurt? What's going on?" Tanner said the same thing as I, that it would be great to give them some time off. It was during Covid, so I think they had their mask on. If they were training with their mask on, they would need more breaks and that was my medical opinion. I told him that "It's not my call but this is what they (student-athletes) are saying." Coach Ganot canceled practice. After I found out that they wanted that time off and met with David Matlin to discuss what was going on.

⁷I believe they needed to rest because they didn't have a normal off season.  ⁸

14. Were there adjustments made  ⁹ their schedule?

¹⁰We did adjust their schedule but they got in trouble for hanging out with women's volleyball student-athletes. They weren't allowed to hang out during COVID. ¹¹They took ¹²away basketball practice to say "You guys didn't follow the rules during COVID."  ¹³ Afterwards, I felt that Coach Ganot was better at communicating with me, he checked in more, he lowered the intensity a bit. This is because I  ¹⁴ and I spoke and told them that if they had issues that ¹⁵they needed to go to Eran. Also, if I noticed that they were working too hard that's when I would tell Eran. I always had an open communication with Eran. I think the practices were better. From my first year in  ¹⁶ training room until now, their practices are ¹⁸shorter and the intensity was not as hard. ¹⁷The guys spoke up and ²⁰has gotten better.  ¹⁹

Student-Athlete PII - FERPA

  ²²


-
- Number: 1 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 9:41:03 AM
Please add: "I think there are always players that have troubles with coaches or complaints of coaching style and that does play a part usually in their decision to transfer as well."
-
- Number: 2 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 9:40:00 AM
-
- Number: 3 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 9:39:34 AM
"or that they struggle adjusting to living in Hawaii"
-
- Number: 4 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 9:39:43 AM
-
- Number: 5 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 9:41:24 AM
-
- Number: 6 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 9:46:42 AM
"No not outright the only reason. They would say they are leaving because of a combination of those things I stated before."
-
- Number: 7 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 9:48:14 AM
-
- Number: 8 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 9:49:44 AM
"I believe they needed rest and a slower progression because they didn't have a normal offseason because of COVID. They voiced their opinions to me and Tanner. So me and Tanner brought it to coach to support them."
-
- Number: 9 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 9:50:44 AM
"Coach Ganot did adjust their schedule and from what I remember they canceled that weekend conditioning session."
-
- Number: 10 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 9:50:01 AM
-
- Number: 11 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 9:50:55 AM
-
- Number: 12 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 9:52:22 AM
So at the time partly of why condition and skills session was taken away was because they took away basketball privileges because they got in trouble for COVID gatherings. But I believe they were going to be given the time off anyways because of the complains of being too sore and needing a recovery day.
-
- Number: 13 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 9:50:59 AM
-
- Number: 14 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 9:53:17 AM
Or let me, the other assistant coaches or the support staff know as well so we could speak up.
-
- Number: 15 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 9:52:45 AM
-
- Number: 16 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 9:54:07 AM
A little shorter and intensity of practice is for a shorter duration.
-
- Number: 17 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 10:03:37 AM
-
- Number: 18 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 9:53:36 AM
-
- Number: 19 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 10:04:12 AM
The guys would speak up or let me know so I can let coach Ganot know so it has gotten better.
-
- Number: 20 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 10:03:40 AM
-
- Number: 21 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 10:04:44 AM
-
- Number: 22 Author: Lawrence Lam <laml@hawaii.edu> Date: 5/12/2022 10:05:48 AM
Student-Athlete PII - FERPA
-

Meeting with Lawrence Lam


May 11, 2022, 10:00 p.m.

1st Floor Conference Room 


Present: Paula Nishimoto and Cindy Uyehara

Not that I know of, I think the guys transferred because of multiple things such as playing times, better opportunities, closer to home, or they didn't want to live in Hawaii. 





12. Has anyone said that they were leaving because of the coach?

No. 

13. Were you aware of a team meeting in which the players talked to David about the practices and wanting a recovery day?

That was during my time when I was working here. The guys were texting me, it was () and , I can't recall but there were a few more players that did reach out to me. "Hey Lawrence, Our bodies are beat up." At the time I can't tell you what they were doing but I think it was conditioning. The guys told Tanner (Tanner Hull, Assistant Strength and Conditioning Coordinator) and I "Hey, we need a break." Tanner and I talked to Eran. We would usually communicate with Trotter (Jabari Trotter, Assistant Basketball Coach). We talked to Coach Ganot (Eran Ganot) and told him that these guys are sore, they need a break, they need a day off. Coach Ganot questioned "Why? Are they hurt? What's going on?" Tanner said the same thing as I, that it would be great to give them some time off. It was during Covid, so I think they had their mask on. If they were training with their mask on, they would need more breaks and that was my medical opinion. I told him that "It's not my call but this is what they (student-athletes) are saying." Coach Ganot canceled practice. After I found out that they wanted that time off and met with David Matlin to discuss what was going on. I believe they needed to rest because they didn't have a normal off season. 

14. Were there adjustments made to their schedule? 

We did adjust their schedule but they got in trouble for hanging out with women's volleyball student-athletes. They weren't allowed to hang out during COVID. They took away basketball practice to say "You guys didn't follow the rules during COVID."  Afterwards, I felt that Coach Ganot was better at communicating with me, he checked in more, he lowered the intensity a bit. This is because I  d and I spoke and told them that if they had issues that they needed to go to Eran. Also, if I noticed that they were working too hard that's when I would tell Eran. I always had an open communication with Eran. I think the practices were better. From my first year i  e training room until now, their practices are shorter and the intensity was not as hard. The guys spoke up and it has gotten better. 

[Student-Athlete PII - FERPA](#)

Meeting with Lawrence Lam
May 11, 2022, 10:00 p.m.
1st Floor Conference Room
Present: Paula Nishimoto and Cindy Uyehara

15. **Student-Athlete PII - FERPA**

a. **Did the practices change?**

It got better. **Student-Athlete PII - FERPA** **Student-Athlete PII - FERPA** **Student-Athlete PII - FERPA** They were appreciative of it. They knew that we were trying to give them time off but our (Tanner and I) job was just to give medical and strength coach advice.

16. **Student-Athlete PII - FERPA**

I, Lawrence Lam, affirm that I have read the information above and it is true, accurate, and complete to the best of my knowledge.



Signature

5/12/2022

Date



Number: 1

Author: Lawrence Lam <laml@hawaii.edu>

Date: 5/12/2022 10:08:38 AM



Number: 2

Author: Lawrence Lam <laml@hawaii.edu>

Date: 5/12/2022 10:08:31 AM

Just because it was conversations between me and David Matlin. Those stuff was mainly how communcation could improve between myself and coach Ganot and Coach Trotter.

Fwd: Medical Retirement SA Question

1 message

David A. K. Matlin <matlin@hawaii.edu>
To: Paula Nishimoto <paulaa@hawaii.edu>, Lois M Manin <manin@hawaii.edu>

Thu, Feb 24, 2022 at 2:13 PM

Assessment information/Confidential

Student-Athlete PII - FERPA

From: Jim Stein <jrstein@hawaii.edu>
Date: January 6, 2022 at 11:37:37 AM MST
To: Student-Athlete PII - FERPA
Cc: Kari Ambrozich <kbanders@hawaii.edu>, Landon Keopple <lkeopple@hawaii.edu>
Subject: Student-Athlete PII - FERPA

Student-Athlete PII - FERPA

Jim



Jim Stein
Assistant Athletics Director, Student-Athlete/Administrative Services
University of Hawaii Athletic Department
[1337 Lower Campus Road](#)
[Honolulu, HI 96822](#)
808-956-2637
<http://hawaiiathletics.com>

Student-Athlete PII - FERPA

On Dec 10, 2021, at 1:06 PM, Jim Stein <jrstein@hawaii.edu> wrote:

Student-Athlete PII - FERPA

Appreciate you reaching out.

Student-Athlete PII - FERPA

Thank you,

Jim



Jim Stein
Assistant Athletics Director, Student-Athlete/Administrative Services
University of Hawaii Athletic Department
[1337 Lower Campus Road](#)
[Honolulu, HI 96822](#)
808-956-2637
<http://hawaiiathletics.com>

On Fri, Dec 10, 2021 at 11:01 AM Work Email [Student-Athlete PII - FERPA](#) wrote:
Good morning Jim,

Student-Athlete PII - FERPA

Sent from my iPad

--

#bowstogether #gobows

David A. K. Matlin
Director of Athletics
University of Hawaii Athletics
[1337 Lower Campus Road](#)
Honolulu, HI 96822

<<http://www.hawaiiathletics.com/>> <<http://www.facebook.com/hawaiiathletics>>
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<<http://www.youtube.com/hawaiiathletics>>
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Fwd: Roster

Amanda Paterson <apaterso@hawaii.edu>
To: Paula Nishimoto <paulaa@hawaii.edu>, Cindy Uyehara <cuyehara@hawaii.edu>

Mon, May 23, 2022 at 9:51 AM

FYI



Amanda Paterson
Assistant Athletic Director, Compliance/Eligibility
Deputy Title IX Coordinator for Student-Athletes
University of Hawai'i at Manoa
Athletics Department
[1337 Lower Campus Rd.](#)
Honolulu, HI 96822
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----- Forwarded message -----
From: **Jonathan Sladky** <jsladky@hawaii.edu>
Date: Wed, Aug 4, 2021 at 3:30 PM
Subject: Re: *
To: Amanda Paterson <apaterso@hawaii.edu>

Student-Athlete PII - FERPA

Jonathan Sladky, M.D.
University of Hawai'i Team Physician

On Wed, Aug 4, 2021 at 2:43 PM Amanda Paterson <apaterso@hawaii.edu> wrote:

Student-Athlete PII - FERPA

We can continue the discussion.



Amanda Paterson
Assistant Athletic Director, Compliance/Eligibility
Deputy Title IX Coordinator for Student-Athletes
University of Hawai'i at Manoa
Athletics Department
[1337 Lower Campus Rd.](#)
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*Student-Athlete PII - FERPA

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On Wed, Aug 4, 2021 at 2:32 PM Jonathan Sladky <isladky@hawaii.edu> wrote:

Student-Athlete PII - FERPA

Jonathan Sladky, M.D.
University of Hawai'i Team Physician

On Wed, Aug 4, 2021 at 11:40 AM Amanda Paterson <apaterso@hawaii.edu> wrote:
All,

Student-Athlete PII - FERPA



Amanda Paterson
Assistant Athletic Director, Compliance/Eligibility
Deputy Title IX Coordinator for Student-Athletes
University of Hawai'i at Manoa
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----- Forwarded message -----

From: Student-Athlete PII - FERPA
Date: Tue, Aug 3, 2021 at 4:23 PM
Subject: Re: *
To: Amanda Paterson <apaterso@hawaii.edu>

Student-Athlete PII - FERPA

Let me

know what else you need from me.

Student-Athlete PII - FERPA

University of Hawai'i

On Tue, Aug 3, 2021 at 1:28 PM Amanda Paterson <apaterso@hawaii.edu> wrote:

Student-Athlete PII - FERPA

I'll follow up tomorrow afternoon.

Amanda Paterson

*Student-Athlete PII - FERPA



Assistant Athletic Director, Compliance/Eligibility
 Deputy Title IX Coordinator for Student-Athletes
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On Mon, Aug 2, 2021 at 2:26 PM Jim Stein <jrstein@hawaii.edu> wrote:

Student-Athlete PII - FERPA

I agree with Amanda on

Student-Athlete PII - FERPA

Thank you,



Jim Stein
 Director of Student-Athlete Services
 University of Hawaii Athletic Department
 1337 Lower Campus Road
 Honolulu, HI 96822
 808-956-2637
<http://hawaiiathletics.com>

On Mon, Aug 2, 2021 at 2:17 PM Amanda Paterson <apaterso@hawaii.edu> wrote:

Student-Athlete PII - FERPA

I can check on that though.



Amanda Paterson
 Assistant Athletic Director, Compliance/Eligibility
 Deputy Title IX Coordinator for Student-Athletes
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On Mon, Aug 2, 2021 at 1:38 PM Landon Keopple <lkeopple@hawaii.edu> wrote:

Student-Athlete PII - FERPA

On Mon, Aug 2, 2021 at 11:46 AM Amanda Paterson <apaterso@hawaii.edu> wrote:

Student-Athlete PII - FERPA

Thanks,



Amanda Paterson
Assistant Athletic Director, Compliance/Eligibility
Deputy Title IX Coordinator for Student-Athletes
University of Hawai'i at Manoa
Athletics Department
1337 Lower Campus Rd.
Honolulu, HI 96822
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On Mon, Aug 2, 2021 at 11:43 AM [Student-Athlete PII - FERPA](#) wrote:

Good morning!

Had a question about _____ and _____.

Student-Athlete PII - FERPA

Fwd: Statements in Starbulletin

1 message

David A. K. Matlin <matlin@hawaii.edu>
To: Paula Nishimoto <paulaa@hawaii.edu>, Cindy Uyehara <cuyehara@hawaii.edu>

Fri, Apr 8, 2022 at 3:27 PM

fyi

----- Forwarded message -----

From: **David A. K. Matlin** <matlin@hawaii.edu>

Date: Mon, [REDACTED] at 10:49 PM

Subject: Re: [Student-Athlete PII - FERPA](#)

To:

Cc: Lois M Manin <manin@hawaii.edu>, Cindy Rote <crote@hawaii.edu>, [REDACTED]

Dear

Thank you for your email, and I look forward to meeting with [REDACTED] soon.

Student-Athlete PII - FERPA

Aloha,

David

On Mon, [REDACTED] at 7:33 PM,

wrote:

Aloha Dave,

Student-Athlete PII - FERPA

Aloha,

Student-Athlete PII - FERPA

Student-Athlete PII - FERPA

I look forward to hearing from you.

Sent from my iPhone

>
>
>

--
Go Bows!

David A. K. Matlin
Director of Athletics
University of Hawaii Athletics
1337 Lower Campus Road
Honolulu, HI 96822

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<<http://www.youtube.com/hawaiiathletics>>
<<http://www.instagram.com/hawaiiathletics>>

--
#bowstogether #gobows

David A. K. Matlin
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<<http://www.twitter.com/hawaiiathletics>>
<<http://www.youtube.com/hawaiiathletics>>
<<http://www.instagram.com/hawaiiathletics>>

Fwd: UH **Student-Athlete PII - FERPA** **Concern**
1 message

Athletic Director <athdir@hawaii.edu>
To: Paula Nishimoto <Paulaa@hawaii.edu>, Cindy Uyehara <cuyehara@hawaii.edu>

Fri, Apr 8, 2022 at 3:43 PM

see string below..

----- Forwarded message -----
From: [REDACTED]
Date: Sun, Oct 18, 2020 at 2:04 PM
Subject: Re: **Student-Athlete PII - FERPA**
To: Athletic Director <athdir@hawaii.edu>
Cc: **Student-Athlete PII - FERPA**

yes!

On Oct 18, 2020, at 11:57 AM, Athletic Director <athdir@hawaii.edu> wrote:

Just confirming that we are good for 230pm today.. at Gym1

On Fri, Oct 16, 2020 at 8:09 PM Athletic Director <athdir@hawaii.edu> wrote:

Let's do 230pm on Sunday - same place. I prefer it being the entire team, but will defer to your request.

See you then!

Be well

David

On Thu, Oct 15, 2020 at 8:47 PM [REDACTED] wrote:
Hello Dave,

We appreciate you reaching out! However, we think it would be best [REDACTED] to meet with you rather than the whole team. We just feel that the rest of the guys have enough on their minds with official practices starting up and don't want to add to it. But [REDACTED] and myself are more than happy to meet with you on Sunday if that works best for you!

Thanks,

On Oct 15, 2020, at 2:57 PM, Athletic Director <athdir@hawaii.edu> wrote:

Aloha

How about if i have Jeannie set up a meeting between the team and myself for sometime in the next week?

Maybe on Sunday again? I'm leaving for the Fresno football game next Thursday so it would nice to do it before then.

Be well,

David

On Fri, Oct 9, 2020 at 5:06 PM [REDACTED] wrote:
Sounds good Dave!

Want to express my deepest gratitude for your time even with your busy schedule! It truly meant a lot to us!

On Oct 9, 2020, at 2:42 PM, Athletic Director <athdir@hawaii.edu> wrote:

Aloha

Maybe sometime in the next two weeks, we have another meeting between the team and myself.

Be Safe and Well,

David

On Fri, Oct 9, 2020 at 6:15 AM Athletic Director <athdir@hawaii.edu> wrote:
Aloha...

It is a little flexible but should be completed prior to 10am today. I might have to modify time based on some high priority meetings.

take care

On Thu, Oct 8, 2020 at 7:46 AM [REDACTED] wrote:
Thanks Dave!

Do you have a set time yet? Or is that still being figured out?

*Student-Athlete PII - FERPA

On Oct 8, 2020, at 5:22 AM, Athletic Director <athdir@hawaii.edu> wrote:

fyi... update: the meeting is scheduled for tomorrow.

Still planning to share the talking points we discussed.

Be well..

On Sun, Oct 4, 2020 at 6:47 PM Athletic Director <athdir@hawaii.edu> wrote:
I have a 12 noon MW AD call but can go from 11:30am to 11:55am.

Here is the zoom link:

David Matlin is inviting you to a scheduled Zoom meeting.

Join Zoom Meeting
<https://zoom.us/j/98715559877?pwd=V0dXT2N1aEczamiOUVg2cFdpNytYZz09>

Meeting ID: 987 1555 9877
Passcode: 7quNGY

On Sun, Oct 4, 2020 at 6:29 PM wrote:
Hey Dave,

Does 11:30am work for you tomorrow?

On Oct 4, 2020, at 5:27 PM, Athletic Director <athdir@hawaii.edu> wrote:

by all i mean the [REDACTED]

On Sun, Oct 4, 2020 at 5:17 PM Athletic Director <athdir@hawaii.edu> wrote:
Thanks .

Appreciate your feedback... Possible for us to try to get on a zoom tomorrow if schedules align. I figure 30 minutes - maybe 45 minutes.

Do you have a time you can all be available?

Mahalo,

David

On Sun, Oct 4, 2020 at 5:14 PM wrote:
Hello Dave,

We discussed with the team and feel that it's best if you say that a few players reached out to you to have a discussion with the whole team. A few other specifics that you can include are.

Player Development - We feel that [REDACTED] a very poor job with actually developing [Student-Athlete PII - FERPA](#) skills. That development is put solely on the players to handle themselves.

Student-Athlete PII - FERPA

[REDACTED]
[REDACTED] This has been ongoing for years. [REDACTED] made a slight change for a few weeks upon his return [Student-Athlete PII - FERPA](#), but it didn't last very long.

On Oct 4, 2020, at 3:39 PM, Athletic Director <athdir@hawaii.edu> wrote:

Work in progress/Confidential/Draft

Aloha

Thank you for reaching out to me. I appreciate your courage in setting up the meeting today.

My initial thoughts.

I meet with [REDACTED] as soon as schedules align and when I am prepared to discuss. If I am prepared then I believe I can do it this week.

Prior to that meeting, I am planning to discuss with trainers, team doctors and possibly coaches thoughts on your activity level as well as recovery time. We need to look at the balance based on COVID inactivities levels and resources available (i.e ice baths etc.). This is something that I organically came to based on my own observations. FYI - I might even reach out to some folks today if time permits as I already mentioned this to them that I wanted to talk.

See drafted game plan below:

1. Activity schedule is properly balanced
 - a. Strength and conditioning and Practice schedules
 - b. Proper recovery days (no more than 3 days of strenuous activities?)
 - c. Maybe a day with no activity but dedicated to film only and mental aspects
 - d. Academics
 - e. Schedules -
 - i. Prior to [REDACTED]
 - ii. [REDACTED] to first game
 - iii. Season
2. Imperative to be approachable and both Listen and Hear each individual person

- a. Student Athlete
- b. Staff input
- c. Admin input
- d. Trainer input

3. SAs concerned for your Wellness

a. Questions for . Any specifics I can share? Is this the same prior to his sabbatical from the team or is it more of a concern now.

4. My observations → it would not be professional of me to share these with you but these are things that I track and discuss with coaches often.

Until we discuss, I will keep today's meeting confidential. The more I think about it I think it might be most effective if I say the three of you reached out on behalf of the team and we had a discussion. Or I could say that a few players reached out to have a discussion with the entire team. The team would have to be okay with me saying that we did meet and that everyone is in agreement.

If i am ever asked about who said what (which I do not think I will be), I will say that I would rather focus on the content than attributing to any individual. It would be good if I could say the entire team was unified in the talking points above.

Please feel free to make suggestions and let me know if you have any concerns. I would be glad to jump on a zoom with the three of you if you feel that would be beneficial. I can do tomorrow prior to 10am and between 11am and noon. If you feel we need to huddle and the time above does not work, we can schedule another time. Candidly, it might be better if I have my assistant schedule a meeting with one of you and that person shares the zoom with the other two. might be the best one as we have met before to discuss his pro contract.

I want to let you know that I believe in correction and that when we focus on something we get better. I also call on the entire team to give the room to improve and to acknowledge this approval if it is noticed.

To be transparent, I want to let you know that I plan to reach out to trainers and some other non-head coaching staff to discuss my activity level concerns. I might do that today if time permits.

I want to let you know that I believe we can work together to make this situation better. It will not be easy but it is doable. Also, this is a priority for me but my schedule is jam packed and that is why I would like us to agree on the next steps as soon as possible.

Imua!

David

P.S. I will not mention this to anyone else until we agree on next steps. Please realize if anyone on the team mentions it to someone else it is likely that it will spread to others.

On Sun, Oct 4, 2020 at 7:03 AM .
Hello Dave,

wrote:

Let me know the location whenever you find out!

Thanks!

On Oct 3, 2020, at 11:06 PM, Athletic Director <athdir@hawaii.edu> wrote:

Got it! will follow up tomorrow

On Sat, Oct 3, 2020 at 11:02 PM

wrote:

2pm works Dave! As far as location, you can just let us know tomorrow or whenever you have information!

On Oct 3, 2020, at 10:48 PM, Athletic Director <athdir@hawaii.edu> wrote:

How about 2pm?

depending on a few things, we might meet at the * but i will try for GYM1. Might be an issue with Gym 1 that I can explain to you in person.

Aloha

On Sat, Oct 3, 2020 at 9:56 PM

wrote:

Dave,

Sorry for the delay in response, I just got to the email! But yes tomorrow works perfect if we can get into the gym. Can we get together sometime in the afternoon?

On Oct 3, 2020, at 8:55 PM, Athletic Director <athdir@hawaii.edu> wrote:

I prefer to meet in person so let me think about a place. that said, i feel timing is important and dont want to delay this meeting.

Do you have an off day tomorrow?

If so, maybe we can meet in Gym 1? so somewhere else on campus.

Is tomorrow possible? If not, no worries. We can figure schedule another time.

mahalo

david

On Sat, Oct 3, 2020 at 7:45 PM wrote:

Hi Dave,

Ideally, we would love if all 15 of us could be present for the meeting because this issue is extremely important to every player. Not everyone would be speaking necessarily, but we are just trying to show you through everyone being there how serious we are in regards to this matter. We would also be more than willing to follow any COVID-related guidelines that you put into place in order for us to meet in person. However, if you're uncomfortable meeting in person with that many people we are happy to do a meeting via zoom. Let me know!

Thanks!

On Oct 3, 2020, at 6:58 PM, Athletic Director <athdir@hawaii.edu> wrote:

Aloha

First off, I would be glad to meet!

I appreciate you reaching out. Will the meeting be with the three of you or the entire team? Ideally, I like to do these meetings in person but understand your request for confidentiality until we meet. Also, We will need to be COVID19 safe. Send me the answer to how many folks will be in the meeting and then we can coordinate a time and 'place'.

Be well, Go Bows,
#bowstogether

David

On Sat, Oct 3, 2020 at 3:17 PM

wrote:

Hello Dave!

I am emailing you on behalf of [Student-Athlete PII - FERPA](#) in regards to a pressing issue within the [Student-Athlete PII - FERPA](#) | would love to schedule a meeting between us, the players, and yourself regarding this issue. I have copied

as we have been been apart of the program the longest. We are very thankful for the work you put in to make sure we're all safe. We really hope

you can keep this
situation between us
until we are able to
discuss further. Please
let me know a time and
date that works for you!
The sooner the better!

Thank you!



Courtney Tsumoto <catsumot@hawaii.edu>

6 messages

Trent Figg <tfigg@hawaii.edu>

Mon, Jun 14, 2021 at 6:34 PM

To: Amanda Paterson <apaterso@hawaii.edu>, Courtney Tsumoto <catsumot@hawaii.edu>, Jim Stein <jrstein@hawaii.edu>, Brian Wong <brianwon@hawaii.edu>, Zachary Lucas <zlucas@hawaii.edu>

Sorry, I hit the wrong button on the last email and it sent too soon.

Good evening,

Student-Athlete PII - FERPA

I sent this all in one email so that everyone knows what is going on, and I appreciate all of your help.

--

Trent Figg

Associate Head Coach/Defense

Hawaii Football

tfigg@hawaii.edu



Brian Wong <brianwon@hawaii.edu>

Mon, Jun 14, 2021 at 6:42 PM

To: Trent Figg <tfigg@hawaii.edu>

Cc: Amanda Paterson <apaterso@hawaii.edu>, Courtney Tsumoto <catsumot@hawaii.edu>, Jim Stein <jrstein@hawaii.edu>, Zachary Lucas <zlucas@hawaii.edu>, Lyn Nakagawa <lynhn@hawaii.edu>, Jonathan Sladky <jsladky@hawaii.edu>

Hi Trent,

I have included Dr. Sladky and Lyn on this email as best how to handle this on our end.

Brian

[Quoted text hidden]

--
Brian Wong ATC
Assistant Athletic Trainer
University of Hawaii at Manoa Athletics Department
1337 Lower Campus Rd.
Honolulu, HI 96822
(808) 956-7144
Fax. (808) 956-5717

Jonathan Sladky <jsladky@hawaii.edu>

Tue, Jun 15, 2021 at 5:54 AM

To: Brian Wong <brianwon@hawaii.edu>

Cc: Trent Figg <tfigg@hawaii.edu>, Amanda Paterson <apaterso@hawaii.edu>, Courtney Tsumoto <catsumot@hawaii.edu>, Jim Stein <jrstein@hawaii.edu>, Zachary Lucas <zlucas@hawaii.edu>, Lyn Nakagawa <lynhn@hawaii.edu>

Aloha all,

Student-Athlete PII - FERPA

Jonathan Sladky, M.D.
Team Physician
University of Hawaii
jsladky@hawaii.edu

Student-Athlete PII - FERPA

Hi Trent,
[Quoted text hidden]

Jim Stein <jrstein@hawaii.edu>

Tue, Jun 15, 2021 at 8:20 AM

To: Jonathan Sladky <jsladky@hawaii.edu>

Cc: Brian Wong <brianwon@hawaii.edu>, Trent Figg <tfigg@hawaii.edu>, Amanda Paterson <apaterso@hawaii.edu>, Courtney Tsumoto <catsumot@hawaii.edu>, Zachary Lucas <zlucas@hawaii.edu>, Lyn Nakagawa <lynhn@hawaii.edu>

Hi Trent,

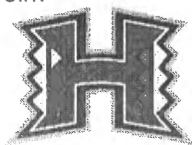
Student-Athlete PII - FERPA

Let me know if you have any questions.

Thank you,

Student-Athlete PII - FERPA

Jim



Jim Stein
Director of Student-Athlete Services
University of Hawaii Athletic Department
1337 Lower Campus Road
Honolulu, HI 96822
808-956-2637
<http://hawaiiathletics.com>

[Quoted text hidden]

Jonathan Sladky <jsladky@hawaii.edu> Tue, Jun 15, 2021 at 10:19 AM
To: Jim Stein <jrstein@hawaii.edu>
Cc: Brian Wong <brianwon@hawaii.edu>, Trent Figg <tfigg@hawaii.edu>, Amanda Paterson <apaterso@hawaii.edu>, Courtney Tsumoto <catsumot@hawaii.edu>, Zachary Lucas <zlucas@hawaii.edu>, Lyn Nakagawa <lynhn@hawaii.edu>

Thank you for the heads up!

Student-Athlete PII - FERPA

Jonathan Sladky, M.D.
Team Physician
University of Hawaii
jsladky@hawaii.edu

On Jun 15, 2021, at 10:19, Jim Stein <jrstein@hawaii.edu> wrote:

[Quoted text hidden]

Trent Figg <tfigg@hawaii.edu> Tue, Jun 15, 2021 at 2:26 PM
To: Jonathan Sladky <jsladky@hawaii.edu>
Cc: Jim Stein <jrstein@hawaii.edu>, Brian Wong <brianwon@hawaii.edu>, Amanda Paterson <apaterso@hawaii.edu>, Courtney Tsumoto <catsumot@hawaii.edu>, Zachary Lucas <zlucas@hawaii.edu>, Lyn Nakagawa <lynhn@hawaii.edu>

We have been communicating with **Student-Athlete PII - FERPA**

Sent from my iPhone

On Jun 15, 2021, at 10:19 AM, Jonathan Sladky <jsladky@hawaii.edu> wrote:

Thank you for the heads up!
[Quoted text hidden]



UNIVERSITY
of HAWAII
SYSTEM

Lois Manin <manin@hawaii.edu>

Fwd: 2021 Summer School -

1 message

Jim Stein <jrstein@hawaii.edu>
To: Lois Manin <manin@hawaii.edu>

Fri, Feb 25, 2022 at 12:06 PM

FYI.



Jim Stein
Assistant Athletics Director, Student-Athlete/Administrative Services
University of Hawaii Athletic Department
1337 Lower Campus Road
Honolulu, HI 96822
808-956-2637
<http://hawaiiathletics.com>

----- Forwarded message -----

From: **Kristi Taniyama** <ktaniyam@hawaii.edu>
Date: Thu, Jul 15, 2021 at 10:31 AM
Subject: 2021 Summer School -
To: [Student-Athlete PII - FERPA](#)
Cc: <lkeopple@hawaii.edu>, Courtney Tsumoto <catsumot@hawaii.edu>, Jim Stein <jrstein@hawaii.edu>

Hello

Congratulations, your request for 2021 summer school [Student-Athlete PII - FERPA](#) was approved.

[Student-Athlete PII - FERPA](#)



Questions/concerns, please contact me. Take care.

Thank you,
Kristi Lee Taniyama
Assistant Director of Student Athlete Services
University of Hawai'i at Mānoa
Intercollegiate Athletics, NAC 25J

2/25/22, 12:24 PM

University of Hawaii Mail - Fwd: Student-Athlete PII - FERPA

1337 Lower Campus Road
Honolulu, Hawai'i 96822
Phone (808) 956-6580
Fax (808) 956-4637



UNIVERSITY
of HAWAII
SYSTEM

Lois Manin <manin@hawaii.edu>

- 2021-22 Aid Agreements

Jim Stein <jrstein@hawaii.edu>
To: Lois Manin <manin@hawaii.edu>

Fri, Feb 25, 2022 at 12:06 PM

FYI. Please see attached [Student-Athlete PII - FERPA](#) for

Student-Athlete PII - FERPA

Thank you,



Jim Stein
Assistant Athletics Director, Student-Athlete/Administrative Services
University of Hawaii Athletic Department
1337 Lower Campus Road
Honolulu, HI 96822
808-956-2637
<http://hawaiiathletics.com>

2 attachments



101K

- Fall 2021 Aid Agreement.pdf



244K

- Spring 2022 Aid Agreement.pdf



Office of Intercollegiate Athletics • 1337 Lower Campus Road • Honolulu, Hawai'i 96822-2370

Student-Athlete PII - FERPA

Aloha :

The Office of Intercollegiate Athletics has recommended that your athletics scholarship be renewed. It is my pleasure to extend to you a **Resident tuition, Fees, and Required Books** for participation as a student-athlete in the sport of ^{Student-Athlete PII - FERPA} at the University of Hawai'i at Manoa during the ^{Student-Athlete PII - FERPA} Semester.

This athletic scholarship award is made in accordance with the rules and regulations of the University of Hawai'i at Manoa, the National Collegiate Athletic Association (NCAA), the Big West Conference, the Mountain West Conference, and the Mountain Pacific Sports Federation. It is important that you read and fully understand the terms and conditions of this award that are listed on the reverse side of this letter. In addition, NCAA financial aid rules limit the amount of institutional aid that can be awarded in each sport. Therefore, you should understand that all institutional aid that you receive from the University of Hawai'i at Manoa will count towards the value of this scholarship agreement, unless NCAA financial aid regulations specifically exempt the aid from counting in your team's financial aid limit.

Your acceptance of this scholarship means that you accept these terms and conditions and agree to abide by them. This award shall make all previous oral and/or written agreements void.

Please inform us of your decision to accept this award by signing a copy of this award letter (over) and returning the signed copy to the Office of Student-Athlete Services for Athletics. This scholarship will not be posted to your financial aid statement until a signed copy of this letter is received by the athletics department. You should keep a copy of the award letter for your records.

Me ke aloha pumehana (sincerely),


Director of Financial Aid Services


Athletics Director/Designee

TERMS AND CONDITIONS FOR THE UNIVERSITY OF HAWAII AT MANOA ATHLETICS FINANCIAL AID

I understand:

- To receive this financial aid/athletics award ("athletics award"), I must meet the admission requirements of and be admissible to the University of Hawaii at Manoa ("UHM");
- **This athletics award may be reduced or cancelled if the NCAA Eligibility Center deems that I am ineligible for competition per NCAA Bylaw 14.3.1.2 (Academic Redshirt).**
- To receive this athletics award, I must be in good academic standing, as defined by my college or school, and maintain all other applicable eligibility requirements for athletics participation and financial aid established by the NCAA, Big West Conference, Mountain West Conference, Mountain Pacific Sports Federation, or any athletic conference to which the University of Hawaii ("UH") is a member ("UHM Conference") and the undergraduate or graduate unit of the UHM in which I am enrolled, and;
- To receive this athletics award, I must comply with the University's Student Code of Conduct, the policies and procedures of the UHM Department of Intercollegiate Athletics ("UHMAD"), including the Student-Athlete Code of Conduct, and my respective team's rules.
- In accordance with NCAA regulations, this athletics award shall be awarded for one academic year and shall not exceed my five-year period of eligibility (unless an NCAA exception applies in either case); said athletics award may be renewed by UHM at the conclusion of the one academic year period of this award as listed in the athletics award agreement (not to exceed the fifth year of eligibility) ("One-Year Period"). Renewal of athletics aid beyond the One Year Period is not automatic and shall be at the recommendation of the UHMAD.
- I must receive written notification of the renewal, reduction or non-renewal of the athletics award on or before July 1 following the One-Year Period if I have athletics eligibility remaining. It is possible for UHM to reduce or not renew my athletics award beyond the One-Year Period for any reason. If this reduction or non-renewal occurs, UHM must provide me with written notice of such action and inform me in writing that I have an opportunity to request a hearing in front of UHM's Financial Aid Appeals Committee.
- The dollar value of this athletics award is calculated based on the cost of my tuition, general student fees, official on-campus room and board allowance per the UHM Financial Aid Services office, and required books. If I am awarded a percentage of an athletics award, I will be awarded the dollar value that equals that percentage of an athletics award (as described above). Additionally, the dollar value of the athletics award will be applied first to tuition, followed by fees, books, housing, and then board.
- Tuition for Outreach College extension courses is charged separately and in addition to other UHM "day" school tuition. I am aware that my athletics award may not cover tuition costs for Outreach College extension courses. It would depend on the type of athletics award granted. In addition, I am aware that my athletics award may not cover specific fees for programs and/or courses (such as the undergraduate business, nursing, dental hygiene, architecture and engineering programs) or any other fees that are not included within the general student fees.
- This athletics award is based on my residency as determined by the UHM Admissions Office and my academic status as stated in the athletics award agreement; therefore, my athletics award may be reduced to match my residency and academic status on an athletics award equivalency basis to the extent there is any change in my status.
- I may be responsible for any charges for withdrawing and/or changing course or programs after the 100% tuition refund period.
- I can be required to obtain on-campus room and board in UHM student housing and dining facilities as a condition of this athletics award.
- **NCAA regulations limit the total amount of athletically-related aid I may receive to a full grant-in-aid (per NCAA regulations full grant-in-aid is based on the cost of tuition, general student fees, the official room and board allowance per the UHM Financial Aid Services office, required books, and other expenses related to attendance at UHM up to the "cost of attendance." Cost of attendance is a dollar amount calculated by the UHM Financial Aid Services office that includes the total cost of tuition and fees, room and board, books and supplies, and other expenses related to attendance at UHM). I may receive additional financial aid only if the additional financial aid is not related to my athletic ability.**
- All institutional aid that I receive from the UHM will count towards the value of this athletics award, unless NCAA financial aid regulations specifically exempt such institutional aid from counting in my individual financial aid limit and/or my team's financial aid limit. **Further, if I receive financial aid or assistance from a source other than UHM, I will notify the Office of Student-Athlete Services prior to accepting the award.** Any source of aid received that affects my individual equivalency or team equivalency as outlined within the NCAA regulations will be adjusted to meet UH Conference and/or institutional financial aid regulations.
- During the term of the athletics award agreement, even if I exhaust my eligibility, discontinue my athletics participation, or suffer an incapacitating athletically related injury which prevents further intercollegiate athletics participation, I am still expected to adhere to these terms and conditions as well as maintain satisfactory academic progress toward graduation, including attending all classes and meeting all other academic obligations. Further, if I am no longer participating in intercollegiate athletics, I may be asked to complete a service learning agreement in order to maintain my athletics award.
- Prior to being counted in my sport for the One-Year Period, I may, on my own initiative, release UH from UH's obligations under the athletics award agreement if I am awarded institutional financial aid unrelated to athletics that is equal to or greater than the value of my signed athletics award agreement.
- Except for the reasons stated in the following paragraph, my athletics award will not be reduced or canceled during the period of my athletics award based on my athletic ability, performance or contribution to my team's athletic success, because of an injury, illness, physical or mental medical condition that prevents me from participating in athletics, or for any other reason related to my athletic performance.
- My athletics award may be immediately reduced or canceled during the term of this athletics award agreement if I (a) render myself ineligible for intercollegiate athletic competition; (b) fraudulently misrepresent any information on an application, letter of intent or financial aid agreement; (c) engage in misconduct warranting substantial disciplinary penalty; or (d) voluntarily withdraw from my sport or sports at any time for any reason.

- If I request to be placed on the NCAA transfer portal, I understand that my athletics award may be cancelled for the following semester.
- Any such reduction or cancellation in my athletics award will be made by the UHM Financial Aid Services office only after I have been provided opportunity for a hearing before UHM's Financial Aid Appeals Committee. I understand that this athletics award does not cover summer school, is it a promise to fund summer school academic work at UHM.

By signing this document, I accept this athletic award offer and accept the terms and conditions set forth above.

Student Signature: _____ Date: 02/23 _____ Student-Athlete PII - FERPA

Print Name: _____

(If student athlete is under 18 years of age):

Parent/Legal Guardian Signature: _____ Date: _____

Parent/Legal Guardian Name: _____



Office of Intercollegiate Athletics • 1337 Lower Campus Road • Honolulu, Hawai'i 96822-2370

Student-Athlete PII - FERPA

Aloha _____ :

The Office of Intercollegiate Athletics has recommended that your athletics scholarship be renewed. It is my pleasure to extend to you a **Resident tuition, Fees, Dorm Apartment B, 19 Meal Plan, and Required Books** for participation as a student-athlete in the sport of _____ at the University of Hawai'i at Manoa during the _____ Semester.

This athletic scholarship award is made in accordance with the rules and regulations of the University of Hawai'i at Manoa, the National Collegiate Athletic Association (NCAA), the Big West Conference, the Mountain West Conference, and the Mountain Pacific Sports Federation. It is important that you read and fully understand the terms and conditions of this award that are listed on the reverse side of this letter. In addition, NCAA financial aid rules limit the amount of institutional aid that can be awarded in each sport. Therefore, you should understand that all institutional aid that you receive from the University of Hawai'i at Manoa will count towards the value of this scholarship agreement, unless NCAA financial aid regulations specifically exempt the aid from counting in your team's financial aid limit.

Your acceptance of this scholarship means that you accept these terms and conditions and agree to abide by them. This award shall make all previous oral and/or written agreements void.

Please inform us of your decision to accept this award by signing a copy of this award letter (over) and returning the signed copy to the Office of Student-Athlete Services for Athletics. This scholarship will not be posted to your financial aid statement until a signed copy of this letter is received by the athletics department. You should keep a copy of the award letter for your records.

Me ke aloha pumehana (sincerely),

Director of Financial Aid Services

Athletics Director/Designee

An Equal Opportunity/Affirmative Action Institution

*Student-Athlete PII - FERPA

TERMS AND CONDITIONS FOR THE UNIVERSITY OF HAWAII AT MANOA ATHLETICS FINANCIAL AID

I understand:

- To receive this financial aid/athletics award ("athletics award"), I must meet the admission requirements of and be admissible to the University of Hawai'i at Mānoa ("UHM");
- This athletics award may be reduced or cancelled if the NCAA Eligibility Center deems that I am ineligible for competition per NCAA Bylaw 14.3.1.2 (Academic Redshirt).
- To receive this athletics award, I must be in good academic standing, as defined by my college or school, and maintain all other applicable eligibility requirements for athletics participation and financial aid established by the NCAA, Big West Conference, Mountain West Conference, Mountain Pacific Sports Federation, or any athletic conference to which the University of Hawaii ("UH") is a member ("UHM Conference") and the undergraduate or graduate unit of the UHM in which I am enrolled, and;
- To receive this athletics award, I must comply with the University's Student Code of Conduct, the policies and procedures of the UHM Department of Intercollegiate Athletics ("UHMAD"), including the Student-Athlete Code of Conduct, and my respective team's rules.
- In accordance with NCAA regulations, this athletics award shall be awarded for one academic year and shall not exceed my five-year period of eligibility (unless an NCAA exception applies in either case); said athletics award may be renewed by UHM at the conclusion of the one academic year period of this award as listed in the athletics award agreement (not to exceed the fifth year of eligibility) ("One-Year Period"). Renewal of athletics aid beyond the One Year Period is not automatic and shall be at the recommendation of the UHMAD.
- I must receive written notification of the renewal, reduction or non-renewal of the athletics award on or before July 1 following the One-Year Period if I have athletics eligibility remaining. It is possible for UHM to reduce or not renew my athletics award beyond the One-Year Period for any reason. If this reduction or non-renewal occurs, UHM must provide me with written notice of such action and inform me in writing that I have an opportunity to request a hearing in front of UHM's Financial Aid Appeals Committee.
- The dollar value of this athletics award is calculated based on the cost of my tuition, general student fees, official on-campus room and board allowance per the UHM Financial Aid Services office, and required books. If I am awarded a percentage of an athletics award, I will be awarded the dollar value that equals that percentage of an athletics award (as described above). Additionally, the dollar value of the athletics award will be applied first to tuition, followed by fees, books, housing, and then board.
- Tuition for Outreach College extension courses is charged separately and in addition to other UHM "day" school tuition. I am aware that my athletics award may not cover tuition costs for Outreach College extension courses. It would depend on the type of athletics award granted. In addition, I am aware that my athletics award may not cover specific fees for programs and/or courses (such as the undergraduate business, nursing, dental hygiene, architecture and engineering programs) or any other fees that are not included within the general student fees.
- This athletics award is based on my residency as determined by the UHM Admissions Office and my academic status as stated in the athletics award agreement; therefore, my athletics award may be reduced to match my residency and academic status on an athletics award equivalency basis to the extent there is any change in my status.
- I may be responsible for any charges for withdrawing and/or changing course or programs after the 100% tuition refund period.
- I can be required to obtain on-campus room and board in UHM student housing and dining facilities as a condition of this athletics award.
- NCAA regulations limit the total amount of athletically-related aid I may receive to a full grant-in-aid (per NCAA regulations full grant-in-aid is based on the cost of tuition, general student fees, the official room and board allowance per the UHM Financial Aid Services office, required books, and other expenses related to attendance at UHM up to the "cost of attendance." Cost of attendance is a dollar amount calculated by the UHM Financial Aid Services office that includes the total cost of tuition and fees, room and board, books and supplies, and other expenses related to attendance at UHM). I may receive additional financial aid only if the additional financial aid is not related to my athletic ability.
- All institutional aid that I receive from the UHM will count towards the value of this athletics award, unless NCAA financial aid regulations specifically exempt such institutional aid from counting in my individual financial aid limit and/or my team's financial aid limit. Further, if I receive financial aid or assistance from a source other than UHM, I will notify the Office of Student-Athlete Services prior to accepting the award. Any source of aid received that affects my individual equivalency or team equivalency as outlined within the NCAA regulations will be adjusted to meet UH Conference and/or institutional financial aid regulations.
- During the term of the athletics award agreement, even if I exhaust my eligibility, discontinue my athletics participation, or suffer an incapacitating athletically related injury which prevents further intercollegiate athletics participation, I am still expected to adhere to these terms and conditions as well as maintain satisfactory academic progress toward graduation, including attending all classes and meeting all other academic obligations. Further, if I am no longer participating in intercollegiate athletics, I may be asked to complete a service learning agreement in order to maintain my athletics award.
- Prior to being counted in my sport for the One-Year Period, I may, on my own initiative, release UH from UH's obligations under the athletics award agreement if I am awarded institutional financial aid unrelated to athletics that is equal to or greater than the value of my signed athletics award agreement.
- Except for the reasons stated in the following paragraph, my athletics award will not be reduced or canceled during the period of my athletics award based on my athletic ability, performance or contribution to my team's athletic success, because of an injury, illness, physical or mental medical condition that prevents me from participating in athletics, or for any other reason related to my athletic performance.
- My athletics award may be immediately reduced or canceled during the term of this athletics award agreement if I (a) render myself ineligible for intercollegiate athletic competition; (b) fraudulently misrepresent any information on an application, letter of intent or financial aid agreement; (c) engage in misconduct warranting substantial disciplinary penalty; or (d) voluntarily withdraw from my sport or sports at any time for any reason.

- If I request to be placed on the NCAA transfer portal, I understand that my athletics award may be cancelled for the following semester.
- Any such reduction or cancellation in my athletics award will be made by the UHM Financial Aid Services office only after I have been provided an opportunity for a hearing before UHM's Financial Aid Appeals Committee. I understand that this athletics award does not cover summer school, nor is it a promise to fund summer school academic work at UHM.

By signing this document, I accept this athletic award offer and accept the terms and conditions set forth above.

Student Signature _____ Date: _____
Student-Athlete PII - FERPA

Print Name _____

(If student athlete is under 18 years of age):

Parent/Legal Guardian Signature _____ Date _____

Parent/Legal Guardian Name _____

University of Hawai'i System - Combination (Campus & Transfer)

Friday, 25 February 2022, 12:38:17 PM

Banner ID: Student-Athlete PII - FERPA
Student-Athlete PII - FERPA

Institution: **Manoa**

Name:

Program: Manoa Undergraduate
Social Science BA/SOC

General Tests

Test Date Test Type Test Score

Campus Report by Semester for Manoa

Summary of Transfer Work Totals into Manoa

Student-Athlete PII - FERPA

Degrees (Petitioned and Awarded)

Status

Student-Athlete PII - FERPA

Campus Report by Semester for Manoa

Subject No Title Lvl Credits Grade Notes WI E O H Foun. Div. NI UD SF Spec. Actions/Comments

Summer 2019 Undergraduate (Designated) BA/SOC (1 Year)

Student-Athlete PII - FERPA

Fall 2019 Undergrad. SO

Student-Athlete PII - FERPA

Fall 2019 Extension

Student-Athlete PII - FERPA

Spring 2020 Undergraduate BA/SOC (1 Year)

Student-Athlete PII - FERPA

Spring 2020 Extension

Student-Athlete PII - FERPA

Summer 2020

Student-Athlete PII - FERPA

Fall 2020

Student-Athlete PII - FERPA

Spring 2021 Undergraduate BA/SOC (1 Year)

Student-Athlete PII - FERPA

Student-Athlete PII - FERPA

Student-Athlete PII - FERPA

Summer 2021

Student-Athlete PII - FERPA

Fall 2021

Student-Athlete PII - FERPA

Spring 2022

Student-Athlete PII - FERPA

End of Record for Manoa

[Click here to see code descriptions for UH Repeat Status](#)

University of Hawai'i System - Transfer Report

Transfer Report by Semester for Manoa

Summary of Transfer Work Totals into Manoa

Transfer Institution Inst Type Transferable Credits

Student-Athlete PII - FERPA

Transfer Course Listing

Manoa Equivalent

School	Subject No	Title	Cr	Gr	Subject No	Title	Cr	WI	E	O	H	Foun.	Div.	NI	UD	SF	Spec.	Action*	
Summer 2016					Student-Athlete PII - FERPA														O
Student-Athlete PII - FERPA																			Y
Fall 2016					Student-Athlete PII - FERPA														N
Student-Athlete PII - FERPA					Student-Athlete PII - FERPA														Y
																		Y	
																		Y	
Spring 2017					Student-Athlete PII - FERPA														N
Student-Athlete PII - FERPA					Student-Athlete PII - FERPA														Y
																		Y	
Summer 2017					Student-Athlete PII - FERPA														N
Student-Athlete PII - FERPA					Student-Athlete PII - FERPA														Y
Fall 2017					Student-Athlete PII - FERPA														N
Student-Athlete PII - FERPA					Student-Athlete PII - FERPA														N
																		Y	
																		Y	
Spring 2018					Student-Athlete PII - FERPA														N
Student-Athlete PII - FERPA					Student-Athlete PII - FERPA														Y

Student-Athlete PII - FERPA

Student-Athlete PII - FERPA

Summer 2018

Student-Athlete PII - FERPA

Fall 2018

Student-Athlete PII - FERPA

Spring 2019

Student-Athlete PII - FERPA

O
Y
Y
Y
Y
N
Y
Y
Y
N
N
Y
Y
Y

:: End of Record for Manoa ::

>> [Click here](#) to see code descriptions for Action Status

University of Hawai'i System - In-Progress Report

In-Progress Courses for All Campuses

Semester	Campus	Course	Level	Credits	Actions/Comments
Student-Athlete PII - FERPA					



This document represents information downloaded from SCT Banner and is not an official transcript of your academic work. Although care has been taken in preparing the information contained in this document, the University of Hawai'i does not and cannot guarantee its accuracy. You should carefully review the information. Should you have any questions about the accuracy of the information, please contact the Admissions and Records Office. The college and your major department exercise the right to determine the courses appropriate to your college program and major requirements for graduation. For questions specific to course applicability, please contact your college/major advisor.

Procedures for Returning to Campus

Sent on 8/2/2021 @ 12:53PM

Email to All SA

Content

Recipients 463

Replies 2

Subject:	Procedures for Returning to Campus		
To:	and 463 others View Details		
From:	Jonathan Sladky <jsladky@hawaii.edu>	Delivered:	8/2/2021
Reply To:	Jonathan Sladky <jsladky@hawaii.edu>	Status:	388 Opened 2 Replied
ARMS Reply Tracking:	On		
Attachments:	Return to campus 1.png Return to campus 2.png		

Aloha UHM Student-Athletes,

We've created some simple guides to help you as you're returning to campus. The attached sheets should help you to determine what you need to present for both the State of Hawaii and for the University for entry this Fall.

If you have any questions, please feel free to reach out or contact your athletic trainer for clarification.

Dr. Sladky
UHM Head Team Physician

Send Email Like This ▲

Close

RETURNING TO CAMPUS FALL 2021

Step 1: Entry to Hawaii

I was fully vaccinated **in the US** (more than 2 weeks past final dose)

I was fully vaccinated **outside** of the US, and **can** obtain Trusted Partner testing

I am **unvaccinated**, and **can** obtain Trusted Partner testing

I am traveling from a country without any Trusted Partner laboratories and cannot bypass Safe Travels

Submit US Covid-19 vaccination card to Safe Travels to bypass quarantine

Submit **Trusted Partner** PCR test to Safe Travels to bypass quarantine

Apply to Dr. Lori Idrata's office for **modified quarantine**, which will allow access to UH campus only during 10 day quarantine

Email uhmq@hawaii.edu to begin the process (state that you are an international student-athlete applying for modified quarantine)

Testing must follow all Safe Travels Hawaii's guidelines as posted on their website - PCR must be done within 72 hours of departure of final leg to Hawaii, etc. Please closely follow Safe Travels website

RETURNING TO CAMPUS FALL 2021

I was fully vaccinated **in the US** (more than 2 weeks past final dose)

I was fully vaccinated outside of the US, with a WHO approved vaccine

I am **unvaccinated**, but planning to get vaccinated

I am applying for exemption under **religious** or **medical** exemption

Step 2: University of Hawaii

Submit US Covid-19 vaccination card through Student Health and to your athletic trainer to enter UH bubble

Schedule first dose of vaccine, and provide vaccination card / proof of vaccination to athletic trainer to enter UH bubble

If you are **exempt**, apply using forms on UHM SHS website for religious / medical exemption; weekly testing required for dorms and for athletics; masking and social distancing required, etc.

Step 3: Dorms

Student Health will provide clearance for dorms based on vaccine card

If you are beginning vaccination, submit proof of first vaccination to enter dorms conditionally

Conditional dorm entry as per dorms require: masking, testing, etc.

Mass Physical Day

1 message

Lyn Nakagawa <lynhn@hawaii.edu>

Reply-To: reply-523993724@hawm.mail.armssoftware.com

To: lynhn@hawaii.edu

Fri, Aug 13, 2021 at 4:48 P

Email to All SA

Hello! We are excited to welcome everyone back to campus for the fall. By now, everyone should have received an email regarding paperwork for their pre-participation physical exams. As a reminder, you must complete your paperwork online and be cleared by our physician in order to participate in any workouts. If you have not completed your physical, we are having a Mass Physical Day on Sunday, August 22nd from 8am-11am in Dance Studio 2. Prior to coming for your physical, please make sure you complete both packets online. Also, please make sure to bring your insurance card with you.

If you have not done so yet, please provide a photocopy of your vaccine card to your athletic trainer or the athletic training staff at uhawaiiatr@gmail.com. Also, please upload a photo to your LumiSight app.

Those that are not fully vaccinated will need to test into the athletics bubble prior to beginning any workouts, and continue weekly testing throughout the year. Testing into the bubble will be done with 2 antigen tests. The first test will be done on Sunday, August 22nd during mass physicals (8am-11am). The second test will be done with your team's athletic trainer on Tuesday, August 24th. They will provide you with further information on the time and location of that second test. Again, you **WILL NOT** be cleared for any activity until both of these antigen tests are completed. Weekly testing will be set up by your athletic trainer.

As we begin the fall, here are some general reminders:

- Please complete the LumiSight app daily prior to coming to campus. If you have any symptoms or feel ill, do not come to campus. Contact your athletic trainer for further instructions.
- Any services in the athletic training room are by appointment only. Appointments for rehab, treatment, whirlpool use, etc can be made at <https://uhatr.setmore.com>.

Please do not hesitate to contact us should you have any questions. Take care and we look forward to seeing everyone soon!

- Athletic Training Staff

uhawaiiatr@gmail.com

808-956-7144



Hawaii Football Team

Sun, Aug 15, 2021 at 10:53 PM

To: "athdir@hawaii.edu" <athdir@hawaii.edu>

Cc: "apateroso@hawaii.edu" <apateroso@hawaii.edu>, "crote@hawaii.edu" <crote@hawaii.edu>, "jrstein@hawaii.edu" <jrstein@hawaii.edu>, "ljeannie@hawaii.edu" <ljeannie@hawaii.edu>, "manin@hawaii.edu" <manin@hawaii.edu>, "vlb2@hawaii.edu" <vlb2@hawaii.edu>

Aloha David Matlin,

My name is _____, I was on the football team from 2015-2019. Through my experience I seen first hand how football players can struggle with mental health issues. During my time at UH I personally struggled with mental health issues. There were times where problems I was dealing with were too overwhelming. It was affecting my performance in the classroom and more importantly on the the football field. I am not the only one who struggles from mental health issues. I lost my brother _____ from mental health issues. I do not want to lose another brother, so this is not something I take lightly.

When Coach Rolovich was our head coach, he understood the culture in Hawaii. He experienced all the amazing things about this program as a player and showed it to us as our coach. He loved us and cared for us and that's how we became a 10 win team. When I speak to my brothers who are currently on the team, that is not the case with Todd Graham. What he is doing to the players and staff is MENTAL ABUSE. Over the past two years I have only heard negative things from the players and staff. Todd Graham has become a dictator to this program.

I am reaching out to you because I know that the players or staff will not speak up about this. I am speaking up because I know what its like to struggle with mental health issues. I know what my brothers are going through. I do not want to lose another brother. Something needs to be done! Please do not over look this email.

Sincerely,



Lois Manin <manin@hawaii.edu>

Re: Hawaii Football Team

1 message

Lois Manin <manin@hawaii.edu>

Fri, Aug 20, 2021 at 1:32 PM

To:

Cc: "athdir@hawaii.edu" <athdir@hawaii.edu>

Bcc: Amanda Paterson <apaterso@hawaii.edu>, Carl Clapp <cclapp@hawaii.edu>, Vince Baldemor <vlb2@hawaii.edu>, Jonathan Sladky <jsladky@hawaii.edu>, Lyn Nakagawa <lynhn@hawaii.edu>

Aloha

Hope you are well. Thank you for your email. We are concerned about the information you are providing and would like more information before determining any course of action.

Would you be able to provide:

- details about the type of "mental abuse" you mention;
- examples of how Todd Graham has become a "dictator" to the program;
- any other details that can help us determine how to approach the information you are providing appropriately.

We share your concerns about mental health of our student-athletes. Please let your "brothers" know that there are resources available to them if they are struggling with mental health. They can speak to an administrator or medical professional at any time. These people include:

Athletics Director David Matlin (matlin@hawaii.edu)

Associate Athletics Director/Senior Woman Administrator: Lois Manin (manin@hawaii.edu)

Assistant Athletic Director for Athletic Training and Student-Athlete Welfare: Lyn Nakagawa (lynhn@hawaii.edu)

Team Physician: Dr. Jonathan Sladky (jsladky@hawaii.edu)

Assistant Athletics Director for Compliance and Eligibility: Amanda Paterson

These conversations are protected through the Family Educational Rights and Privacy Act (FERPA) to the extent mandated law and University rules and regulations. I strongly urge anyone struggling with mental health to speak to someone on the list above so we can help direct them to receive help appropriately.

Sincerely,

Lois Manin, Associate Athletic Director/Chief of Staff/SWA
University of Hawaii at Manoa
1337 Lower Campus Road
Honolulu, HI 96822
Office: 808-956-4498



On Sun, Aug 15, 2021 at 10:54 PM
Aloha David Matlin,

wrote:

My name is _____ I was on the football team from 2015-2019. Through my experience I seen first hand how football players can struggle with mental health issues. During my time at UH I personally struggled with mental health issues. There were times where problems I was dealing with were too overwhelming. It was affecting my performance in the classroom and more importantly on the the football field. I am not the only one who struggles from mental health issues. I lost my brother _____ from mental health issues. I do not want to lose another brother, so this is not something I take lightly.

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I am reaching out to you because I know that the players or staff will not speak up about this. I am speaking up because I know what its like to struggle with mental health issues. I know what my brothers are going through. I do not want to lose another brother. Something needs to be done! Please do not over look this email.

Sincerely,

Weekly COVID-19 Testing for Unvaccinated Individuals

1 message

Lyn Nakagawa <lynhn@hawaii.edu>

Reply-To: reply-527060858@hawm.mail.armssoftware.com

To: lynhn@hawaii.edu

Thu, Aug 26, 2021 at 6:51 PM

Email to All SA

Hello! We hope everyone is doing well and has had a good first week back on campus and in classes. The Athletic Training Staff wants to make you aware of some changes with testing for unvaccinated student-athletes, coaches and staff. Surveillance testing for unvaccinated student-athletes, coaches, and staff will no longer be performed by the Athletic Training Room Staff. According to the UH campus policy, **all individuals who are not fully vaccinated must provide proof of a negative COVID-19 PCR test weekly** in order to be on campus. This PCR test can be done through the UH sponsored Clinical Labs of Hawaii program (<https://www.clinicallabs.com/appt/uhtest/>) for free. This is by appointment only, no walk-ins are accepted. If you do not utilize the free UH testing program, you must receive your test from a State of Hawaii approved facility (<https://hawaiicovid19.com/testing-isolation-quarantine/>). Results must be uploaded weekly to LumiSight via the app or website. Student-athletes and coaches must also provide their negative test result to their athletic trainer. PCR tests must be done weekly (every 7 days) and failure to get tested or report your negative test results to your athletic trainer will result in not being able to come to campus for classes and not being able to participate in any athletic related activities until a negative PCR test is obtained.

Sports in their traditional 20-hour competitive season may be subject to additional antigen testing done by the Athletic Training Staff to meet the testing requirements for competition according to the NCAA and conference policies.

If you are fully vaccinated, please be sure to upload a photo of your card to LumiSight.

Please do not hesitate to contact us should you have any questions or concerns. Thank you!

-Athletic Training Staff

Fwd: Documentation Fwd:

Student-Athlete PII - FERPA

1 message

David A. K. Matlin <matlin@hawaii.edu>

Thu, Feb 24, 2022 at 2:11 PM

To: Paula Nishimoto <paulaa@hawaii.edu>, Lois M Manin <manin@hawaii.edu>

Assessment information/Confidential

----- Forwarded message -----

From: Student-Athlete PII - FERPA

Date: Sat, Jan 8, 2022 at 6:41 AM

Subject: Documentation Fwd:

To: <matlin@hawaii.edu>

Sent from my iPhone

Begin forwarded message:

From: Student-Athlete PII - FERPA

Date: January 8, 2022 at 9:21:59 AM MST

To: Student-Athlete PII - FERPA

Subject: Fwd:

Sent from my iPhone

Begin forwarded message:

From: Kari Ambrozich <kbanders@hawaii.edu>

Date: December 14, 2021 at 12:08:49 PM MST

To:

Cc: Student-Athlete PII - FERPA

Subject: Re:

Hi

Student-Athlete PII - FERPA

Best,
Kari

On Tue, Dec 14, 2021 at 8:46 AM

wrote:

Hi Kari,

Student-Athlete PII - FERPA

Thanks,

On Fri, Dec 10, 2021 at 4:18 PM Kari Ambrozich <kbanders@hawaii.edu> wrote:

Student-Athlete PII - FERPA

Best,
Kari

On Fri, Dec 10, 2021 at 1:33 PM

wrote:

Hey Kari,

Student-Athlete PII - FERPA

Thank you,

--

Kari Ambrozich, (she/her/hers)

University of Hawai'i at Mānoa

Academic Advisor / Learning Services Coordinator

Student-Athlete Academic Services

808-956-2441

808-956-5042 (fax)

[Schedule an appointment on STAR BALANCE](#)

--

Kari Ambrozich, (she/her/hers)

University of Hawai'i at Mānoa

Academic Advisor / Learning Services Coordinator

Student-Athlete Academic Services

808-956-2441

808-956-5042 (fax)

[Schedule an appointment on STAR BALANCE](#)

--

#bowstogether #gobows

David A. K. Matlin
Director of Athletics
University of Hawaii Athletics
1337 Lower Campus Road
Honolulu, HI 96822

<<http://www.hawaiiathletics.com/>> <<http://www.facebook.com/hawaiiathletics>>

<<http://www.twitter.com/hawaiiathletics>>

<<http://www.youtube.com/hawaiiathletics>>

<<http://www.instagram.com/hawaiiathletics>>

Letter from Senator Donna Mercado Kim Re: University Concerns

Lisa Vargas <vargas@capitol.hawaii.gov>

Tue, Jan 25, 2022 at 4:26 PM

To: "rgmoore@hawaii.edu" <rgmoore@hawaii.edu>, Board of Regents <bor@hawaii.edu>

Cc: "Sen. Donna Mercado Kim" <senkim@capitol.hawaii.gov>, "Sen. Michelle Kidani" <senkidani@capitol.hawaii.gov>, "Sen. Donovan Dela Cruz" <sendelacruz@capitol.hawaii.gov>, Nancy Bernal <n.bernal@capitol.hawaii.gov>, Lisa Vargas <vargas@capitol.hawaii.gov>

Dear Chair Moore and Members of the UH Board of Regents:

Attached please find a letter from Senator Donna Mercado Kim regarding university concerns. Please contact our office at 587-7200 if you have any questions.

Lisa

Lisa Vargas

Office of Senator Donna Mercado Kim

State Capitol

[415 S. Beretania Street](#)

[Honolulu, HI 96813](#)

Phone: (808) 587-7200

Fax: (808) 587-7205

Email: vargas@capitol.hawaii.gov

 **22 0125 Letter UH BOR Moore UH Concerns.pdf**
102K



The Senate

STATE CAPITOL
HONOLULU, HAWAII 96813

January 25, 2022

The Honorable Randolph G. Moore, Chair, University of Hawaii Board of Regents
Members of the University of Hawaii Board of Regents
University of Hawaii
2444 Dole Street, Bachman Hall
Honolulu, Hawaii 96822

Dear Chair Moore and Regents:

I have been directing to the Regents various messages I have received that express the concerns and sentiments of constituents and others about not only the University of Hawaii's athletics department, but the general leadership of the institution. I trust that these messages are for the eyes of the Regents only, not for university executives.

Please understand that as the Higher Ed Chair, I am on the frontlines receiving these sentiments from concerned individuals and share these messages with you, as the governing body of the University, to address as necessary. If I believe any communication should receive the attention of the president or other administrators, I will direct those missives to them, as I have done in the past. Besides, senators do not want to be the targets of an orchestrated letter-writing campaign prompted by the administration, as we were during the Senate's information briefing on the athletics department.

It is my belief that members of the public, which include UH faculty and staff, are uncomfortable with conveying their thoughts about the administration to the Regents because they feel that their concerns will then be shared with the administration they are criticizing. One of the key responsibilities of the Board of Regents is to provide oversight of the entire university, and nothing would be gained by sharing critical comments—provided in confidence—with the subjects of those criticisms.

Please inform me of any policies or practices the Board of Regents employs regarding such correspondence.

Sincerely,

Donna Mercado Kim
Chair, Senate Committee on Higher Education



MEDICAL NON-COUNTER PHYSICIAN'S CONFIRMATION FORM University of Hawaii

Medical Noncounter (NCAA Bylaw 15.5.1.2) A counter who becomes injured or ill to the point that he or she will never again be able to participate in intercollegiate athletics shall not be considered a counter beginning with the academic year following the incapacitating injury or illness.

STUDENT-ATHLETE: _____ SPORT: Student-Athlete PII - FERPA

PHYSICIAN'S INFORMATION:

*Please note that this form must be completed in full and signed by the treating physician for the student-athlete to be considered a medical non-counter.

To be completed by the team physician

Team Physician Name: Student-Athlete PII - FERPA Organization: Student-Athlete PII - FERPA
Student-Athlete PII - FERPA
Phone Number: _____ Email Address: Student-Athlete PII - FERPA

DIAGNOSIS:

Diagnosis of injury or illness (attach documents if necessary):

Student-Athlete PII - FERPA

Date of initial injury: Student-Athlete PII - FERPA

Injury occurred during: Student-Athlete PII - FERPA

Date of initial medical evaluation: Student-Athlete PII - FERPA

Who advised the student-athlete to discontinue competition? Student-Athlete PII - FERPA

When did the advisement occur? Student-Athlete PII - FERPA

Does this injury/illness prevent the student-athlete from competing again in intercollegiate athletics? Student-Athlete PII - FERPA

On what date was the student-athlete determined to be unable to compete ever again? Student-Athlete PII - FERPA

I certify that the above is an accurate report of the student-athlete's current medical condition and affirm that the student has been injured and/or has suffered an illness to the point that he/she will never again be able to participate in intercollegiate athletics.

Team Physician's Signature: _____ Date: _____
Student-Athlete PII - FERPA Student-Athlete PII - FERPA

I certify that I have suffered an injury to the point that I will never again be able to participate in intercollegiate athletics at the University of Hawai'i. I further understand that if I transfer I will remain ineligible for intercollegiate athletics.

Student-Athlete's Signature: _____ Date: _____
Student-Athlete PII - FERPA

Compliance Signature: _____ Date: _____

Cc: Head Coach

UNIVERSITY OF HAWAII

Report Date : 4/6/2022 10:34:20 PM

Participant :
Form : PreParticipation Physical Exam Paperwork
Campaign : PPE 2019-2020: Paperwork
Start Date : [Student-Athlete PII - FERPA](#)

Submitted Date : [Student-Athlete PII - FERPA](#)
Form Status : Submitted
Campaign Status : Published
End Date : [Student-Athlete PII - FERPA](#)

Health Insurance Information

1 INTERCOLLEGIATE ATHLETICS HEALTH INSURANCE

Dear UH Student-Athlete and Parents,

Welcome to the University of Hawai'i at Manoa. In order to prepare for the upcoming school year, we need to have current and updated information before student-athletes can begin official team practice activities.

All student-athletes must report any athletically related illness or injury to their team's Athletic Trainer or the Team Physician before the Athletic Department can assist with any associated medical expenses.

The Athletic Department provides **secondary insurance** for our student-athletes for injuries occurring while participating in the practice or play of intercollegiate sports. The policy is "excess" or "secondary" to any personal or parents' or marital insurance benefits. **This means that the student-athlete's own insurance or that of the student-athlete's parents and/or spouse must be billed first.** After the applicable insurance plan has paid all available benefits, our athletic department insurance policy will pay any remaining amount, up to the maximum limit of our policy.

It is recommended that if you do not have health insurance, you should purchase the health insurance policy offered through the University of Hawai'i for its students to cover non-athletically related injuries and illnesses.

Completion of the Health Insurance Information Form is required of both new and returning student-athletes. This form supplies us with necessary information to bill a student-athlete's insurance for any bills incurred for treatment of an athletic injury. No medical expenses will be paid out of athletic department funds without a signed, accurate information sheet on file. It is the student-athlete's sole responsibility to keep the information current. Please notify the Athletic Training Room staff of any changes in your insurance.

If you have any questions regarding insurance coverage, please feel free to contact me at the Athletic Business Office, at (808) 956-6505, or an Athletic Trainer at (808) 956-7144.

* Do you currently have Medical Insurance?

[Student-Athlete PII - FERPA](#)

* I hereby authorize any Insurance Company, Employer, Hospital, Physician, Surgeon, Pharmacy, or health care provider to release any information with respect to injury, treatment, or insurance. A photocopy of this authorization shall be considered as effective and valid as the original.

I will notify the Training Room of any changes in my insurance coverage within 30 days of said changes. I understand that if I do not provide appropriate and complete information regarding any insurance claims I may be responsible for any outstanding medical bills.

* Signature of Athlete:

* (Parental signature required if under 18):

[Student-Athlete PII - FERPA](#)

* Date:

Assumption of risk and release

- Student-Athlete's Name:

[Student-Athlete PII - FERPA](#)

- Sport:

UNIVERSITY OF HAWAII

Report Date : 4/6/2022 10:34:20 PM

Participant :
Form : PreParticipation Physical Exam Paperwork
Campaign : PPE 2019-2020: Paperwork
Start Date : Student-Athlete PII - FERPA

Submitted Date : Student-Athlete PII - FERPA
Form Status : Submitted
Campaign Status : Published
End Date : Student-Athlete PII - FERPA

- The University of Hawai'i offers students the opportunity to participate in intercollegiate athletics. Certain potential risks to personal health and safety are inherently associated with athletics and participation in sports requires an acceptance of the risks of injury. Those unwilling to accept these associated risks should not participate in an intercollegiate athletics program.

I wish to participate in the University of Hawai'i intercollegiate athletics program. Accordingly, I ACKNOWLEDGE THAT I UNDERSTAND AND AGREE TO THE FOLLOWING:

- >It is my responsibility to know my state of health and I certify that I am physically able to participate in the above-referenced sport.

>As a participant of an intercollegiate athletics program I will be engaging in activities that involve risks of injury and loss, both to person and property. The risks of injury include but are not limited to bruises, lacerations, sprains, strains, heat stroke, cardiac arrest, respiratory arrest, broken bones, and possibility of head injury, permanent disability and death. The causes of these risks may include, but are not limited to: (a) the actions, omissions or negligence of the University of Hawai'i, its Board of Regents, officers, employees, or agents; (b) travel to and from the site of the activity; (c) use and/or condition of the premises or equipment being used; (d) rules of play; (e) temperature; (f) weather; and (g) conditions of participants or competitors. I understand that this Assumption of Risk and Release is intended to address all risks of any kind associated with my participation in intercollegiate athletics.

>My participation with the intercollegiate athletic program may involve intra-island, inter-island, national and international travel via automotive vehicle, airplane, or other modes of transportation. There are certain inherent risks associated with such travel that may include, but are not limited to, injury, illness or property damage arising from: (a) collisions; (b) mechanical failure of vehicle or airplane; (c) operator error; (d) storms, floods, earthquakes or other natural disasters; and (e) terrorist activities.

>Particular rules, equipment, and personal discipline may reduce the risk of injury or property loss. Nevertheless, the risk of injury, including but not limited to permanent disability and death, property loss and severe social and economic losses, still exist. I understand that the University of Hawai'i is not in a position to guarantee my personal health or safety during my participation in an intercollegiate athletics program.

>I HAVE READ AND UNDERSTOOD THE ABOVE RISKS AND I VOLUNTARILY CHOOSE TO PARTICIPATE IN A UNIVERSITY OF HAWAII' INTERCOLLEGIATE ATHLETICS PROGRAM. I KNOWINGLY AND FREELY ASSUME ALL RISKS AND RESPONSIBILITIES, KNOWN OR UNKNOWN, FORSEEABLE AND UNFORSEEABLE, IN ANY WAY CONNECTED WITH MY PARTICIPATION IN A UNIVERSITY OF HAWAII' INTERCOLLEGIATE ATHLETICS PROGRAM.

UNIVERSITY OF HAWAII

Report Date : 4/6/2022 10:34:20 PM

Participant :
Form : PreParticipation Physical Exam Paperwork
Campaign : PPE 2019-2020: Paperwork
Start Date : [Student-Athlete PII - FERPA](#)

Submitted Date : [Student-Athlete PII - FERPA](#)
Form Status : Submitted
Campaign Status : Published
End Date : [Student-Athlete PII - FERPA](#)

- In consideration of being permitted to participate in an intercollegiate athletics program at the University of Hawai'i, I voluntarily assume full responsibility for any loss, property damage, or personal injury, including death that I or anyone else may sustain as a result of participation. I, for myself, my heirs, personal representatives and assigns, do hereby agree not to sue and to release, waive, discharge, and hold harmless the University of Hawai'i, its Board of Regents, officers, employees and agents from any and all claims, demands, actions or causes of action on account of loss, property damage, illness, injury and death to myself, or any person, arising from my participation in this activity, the inherent risks in the activity or growing out of or caused by my or anyone else's acts or omissions during my participation in the intercollegiate athletics program.

> I have read this Assumption of Risk and Release and understand that I am giving up substantial rights, including but not limited to my right to sue. I intend that this Assumption of Risk and Release shall be construed broadly to provide a release and waiver to the maximum extent permissible under applicable law.

> This Assumption of Risk and Release shall be governed by the laws of the State of Hawai'i.

> If any portion of this Assumption of Risk and Release is held invalid, the remainder will continue in full legal force and effect.

> I am signing this Assumption of Risk and Release freely and voluntarily.

- Date:
- Student-Athlete Signature:
- Parent/Legal Guardian Signature (If student-athlete is under 18 years of age)
- Date:
- Witness Signature:
- Date:

[Student-Athlete PII - FERPA](#)



Authorization to release health and medical information form

UNIVERSITY OF HAWAII

Report Date : 4/6/2022 10:34:20 PM

Participant :
Form : PreParticipation Physical Exam Paperwork
Campaign : PPE 2019-2020: Paperwork
Start Date : Student-Athlete PII - FERPA

Submitted Date : Student-Athlete PII - FERPA
Form Status : Submitted
Campaign Status : Published
End Date : Student-Athlete PII - FERPA

* AUTHORIZATION TO USE OR DISCLOSE PROTECTED HEALTH INFORMATION

I understand that my health information is protected by federal regulations under the Health Insurance Portability and Accountability Act (HIPAA) and/or the Family Educational Rights and Privacy Act of 1974 (Buckley Amendment), and may not be disclosed to others without either my authorization under HIPAA or my consent under the Buckley Amendment.

By signing below, I authorize the University of Hawai'i's physicians and athletic training staff to disclose my protected health information to the following:

*Appropriate athletic conference and NCAA staff for purposes of determining my participatory status.

*Medical care providers for purposes of evaluation, diagnosis, treatment and rehabilitation.

*Claim administrators, medical office personnel and others, for purposes of processing and administering claims on my behalf for (i) the payment of medical services provided to me by physicians, hospitals and others, (ii) the reimbursement of medical expenses, and (iii) the payment of supplemental and other health care benefits and services, including auditing and collection.

*Agents, scouts or representatives of any professional or amateur athletic organization for purposes of recruitment.

*The news media concerning the nature of any athletic-related injury or illness and my expected rehabilitation period, if any, for purposes of addressing my participation in intercollegiate athletic activities.

*My parent(s) or guardian(s) concerning the nature of any athletic-related injury or illness and my expected rehabilitation period, if any.

I understand that the entities and/or individuals above may not be health care providers or health plans covered by federal privacy regulations, and that they may re-disclose my health information to others without my consent. I understand that while this authorization is voluntary, it is required for participation in athletics. Additionally, I am entitled to receive a signed copy of this form. I may revoke this authorization at any time provided that I do so in writing to the University of Hawai'i System HIPAA Privacy Officer and Associate Athletics Director Carl Clapp (at cclapp@hawaii.edu), but I understand that my revocation will not affect actions that the University of Hawai'i will take in reliance on this authorization prior to receiving my revocation. This authorization is valid for one year from the date of signing, unless I revoke it before then.

I have read and understood the terms of this authorization and I have had a chance to ask questions about the use or disclosure of my health information. I authorize the University of Hawai'i's physicians and athletic training staff to use or disclose my health information in the manner described above.

Student-Athlete Signature:

* Date:

Student-Athlete PII - FERPA

- Parent/Legal Guardian Signature (If student-athlete is under 18 years of age)

- Date:

Medical consent and disclosure form

- Student-Athlete Medical Consent and Disclosure Form

The NCAA requires that you undergo a medical examination before you are allowed to practice, compete, or participate in any conditioning activities in the intercollegiate athletics program (NCAA By-law 17.1.5). As part of your medical examination at the University of Hawai'i, you are required to completely fill out all of the attached forms, and either you or your parents/legal guardians (if you are under 18) must also sign the appropriate waivers and authorizations, including the following:

Please sign name:

UNIVERSITY OF HAWAII

Report Date : 4/6/2022 10:34:20 PM

Participant :
Form : PreParticipation Physical Exam Paperwork
Campaign : PPE 2019-2020: Paperwork
Start Date : Student-Athlete PII - FERPA

Submitted Date : Student-Athlete PII - FERPA
Form Status : Submitted
Campaign Status : Published
End Date : Student-Athlete PII - FERPA

1 *Medical Treatment Consent*

I _____
* consent and authorize the University of Hawai'i physicians, athletic training staff, medical consultants, their staff, and those working under their supervision to conduct physical evaluations of me for my participation in an intercollegiate athletics program; perform a screening EKG that can identify some heart abnormalities that are risk factors for sudden cardiac death but not a comprehensive heart exam; to provide me emergency medical care, first aid, and treatment when necessary; to evaluate and diagnose me for any injury or illness sustained; and to provide rehabilitation and therapy while I am enrolled and participating in an intercollegiate athletics program at the University of Hawai'i.

- I _____
* acknowledge that as an active participant in my own healthcare, I have the direct responsibility for reporting all of my injuries and illnesses to the sports medicine staff of my institution (e.g., team physician, athletic training staff). I will also inform the athletic training or medical staff of any medications or supplements that I am taking, prescribed or not prescribed, while I am a participant in the intercollegiate athletics program. I recognize that my true physical condition is dependent upon an accurate medical history and a full disclosure of any symptoms, complaints, prior injuries and/or disabilities experienced. I hereby affirm that I have fully disclosed in writing any prior and current medical conditions and will also disclose any future conditions to the sports medicine staff at my institution.

2 *Disclosure of Medical Conditions and Medications*

I _____
* acknowledge that I further understand there is a possibility that participation in my sport may result in a head injury and/or concussion. I have been provided with education on head injuries/concussions and understand the importance of immediately reporting symptoms of a head injury/concussion to the sports medicine staff of my institution.

- Student-Athlete Signature
- Date:
- Parent/Legal Guardian Signature (If student is under 18 years of age)
- Date:

Student-Athlete PII - FERPA

Sickle Cell Trait Screening Form

UNIVERSITY OF HAWAII

Report Date : 4/6/2022 10:34:20 PM

Participant :
Form : PreParticipation Physical Exam Paperwork
Campaign : PPE 2019-2020: Paperwork
Start Date : [Student-Athlete PII - FERPA](#)

Submitted Date : [Student-Athlete PII - FERPA](#)
Form Status : Submitted
Campaign Status : Published
End Date : [Student-Athlete PII - FERPA](#)

- * Sickle Cell Trait (SCT) is a genetic (inherited) medical condition that has been associated with life threatening health conditions in athletes who participate in intensive physical exercise. Although most infants in the United States are checked for SCT, few adults are aware of these prior results.

About Sickle Cell Trait

- Sickle Cell Trait is an inherited condition of the oxygen-carrying protein, hemoglobin, in the red blood cells.
- Although Sickle Cell Trait is most predominant in African-Americans and those of Mediterranean, Middle Eastern, Indian, Caribbean, and South and Central American ancestry, persons of all races and ancestry may test positive for SCT.
- Sickle Cell Trait is usually benign, but during intense, sustained exercise, hypoxia (lack of oxygen) in the muscles may cause sickling of red blood cells (red blood cells changing from a normal disc shape to a crescent or "sickle" shape), which can accumulate in the bloodstream and "logjam" blood vessels, leading to collapse from the rapid breakdown of muscle starved for blood.
- Likely sickling settings include timed runs, all out exertion of any type for 2-3 continuous minutes without a rest period, intense drills and other spurts of exercise after prolonged conditioning exercises, and other extreme conditioning sessions.
- Common signs and symptoms of a sickle cell emergency include, but are not limited to: increased pain and weakness in the working muscles (especially the legs, buttocks, and/or low back); cramping type pain of muscles; soft, flaccid muscle tone; and/or immediate symptoms with no early warning signs.

The NCAA now requires that all student-athletes who do not know their Sickle Cell Trait status, be tested for Sickle Cell Trait. Testing involves a blood test. This test can be obtained at the University Health Services Manoa Laboratory, at no charge to University of Hawai'i (UH) student-athletes.

Alternatively, if you choose not to be tested for SCT you must either:

- 1) Provide laboratory evidence of your SCT status; or
- 2) Decline to be tested, and sign the waiver below.

You may not practice or participate in sports until 1) your SCT results are received; 2) you provide results of previous testing; or 3) you decline to be tested and sign the waiver below.

If you have any questions or concerns, please contact the UH Team Physicians or Athletic Trainers. Completion of this form is a required component of your athletic physical examination. Any student-athlete who receives a positive test result will be required to meet with a UH Team Physician.

- Please choose one option below, sign, and date:
- Student-Athlete Printed Name
- Date:
- Parent/Legal Guardian Printed Name (If student-athlete is under 18 years of age)
- Date:

[Student-Athlete PII - FERPA](#)

[Student-Athlete PII - FERPA](#)

Sickle cell disclosure form

- Name:
- Sport:
- Date:
- Check off what you know:
- 1 Sickle Cell Trait Positive (Student-Athlete Initial)
- 2 Sickle Cell Trait Negative (Student-Athlete Initial)

[Student-Athlete PII - FERPA](#)

UNIVERSITY OF HAWAII

Report Date : 4/6/2022 10:34:20 PM

Participant :
Form : PreParticipation Physical Exam Paperwork
Campaign : PPE 2019-2020: Paperwork
Start Date : Student-Athlete PII - FERPA

Submitted Date : Student-Athlete PII - FERPA
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>Likely sickling settings include timed runs, all out exertion of any type for 2-3 continuous minutes without a rest period, intense drills and other spurts of exercise after prolonged conditioning exercises, and other extreme conditioning sessions.
>Common signs and symptoms of a sickle cell emergency include, but are not limited to: increased pain and weakness in the working muscles (especially the legs, buttocks, and/or low back); cramping type pain of muscles; soft, flaccid muscle tone; and/or immediate symptoms with no early warning signs.

I, the undersigned, do hereby affirm that I have been informed of my sickle cell trait status by my family physician and/or a member of the University of Hawaii Sports Medicine Staff. If my sickle cell trait status is positive, I understand that I am required to undergo educational sessions around the topic of sickle cell trait with a University of Hawaii Athletics Physician. This follow-up will be provided through patient counseling, which will include genetic counseling and a discussion of conditioning precautions to minimize the risks and optimize training.

I also give permission for my sickle cell trait status to be shared by the University of Hawaii Sports Medicine Staff, with my coaches and strength and conditioning staff to ensure optimal communication regarding my health and wellbeing.

- Student-Athlete Signature
Parent or Legal Gaurdian Signature (If under 18)
Date:
Athletics Physician Signature
Date:
Certified Athletic Trainer Signature
Date:
Education discussion completed with Athletics Physician.
Initial:
Notification of Coaching Staff and Strength and Conditioning Staff of SCT positive status.
Initial:

Fwd: Documentation of Messages

1 message

David A. K. Matlin <matlin@hawaii.edu>
To: Paula Nishimoto <paulaa@hawaii.edu>, Lois M Manin <manin@hawaii.edu>

Thu, Feb 24, 2022 at 2:10 PM

Assessment information/Confidential

----- Forwarded message -----
From: [Student-Athlete PII - FERPA](#)
Date: Sat, Jan 8, 2022 at 6:42 AM
Subject: Fwd: Documentation of Messages
To: <matlin@hawaii.edu>

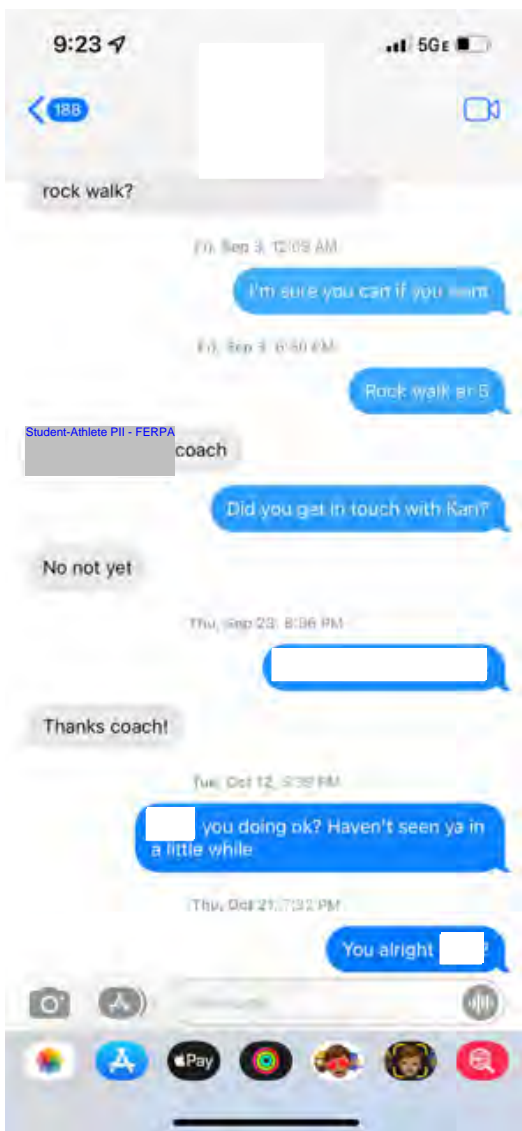
Text message conversations with [Student-Athlete PII - FERPA](#)

Sent from my iPhone

Begin forwarded message:

From: [Student-Athlete PII - FERPA](#)
Date: January 8, 2022 at 9:35:46 AM MST
To: [Student-Athlete PII - FERPA](#)
Subject: Documentation of Messages





9:31

5G

189



Mon, Aug 9, 12:05 AM

Student-Athlete PII - FERPA

Wed, Aug 26, 4:00 PM

You need to go David rest at the training room

Fri, Sep 2, 7:05 PM

You will be here tomorrow right?

Thu, Sep 2, 10:35 PM

What's the schedule like tmr coach?

E

7:55 AM

You guys want me to show up for the rock walk?

Fri, Sep 3, 12:02 PM

I'm sure you can if you want





*Student-Athlete PII - FERPA

9:32

5G

189



Good morning, Coach! Happy New Year. May God keep you and your amazing Ohana happy and healthy throughout the year. Stay safe!

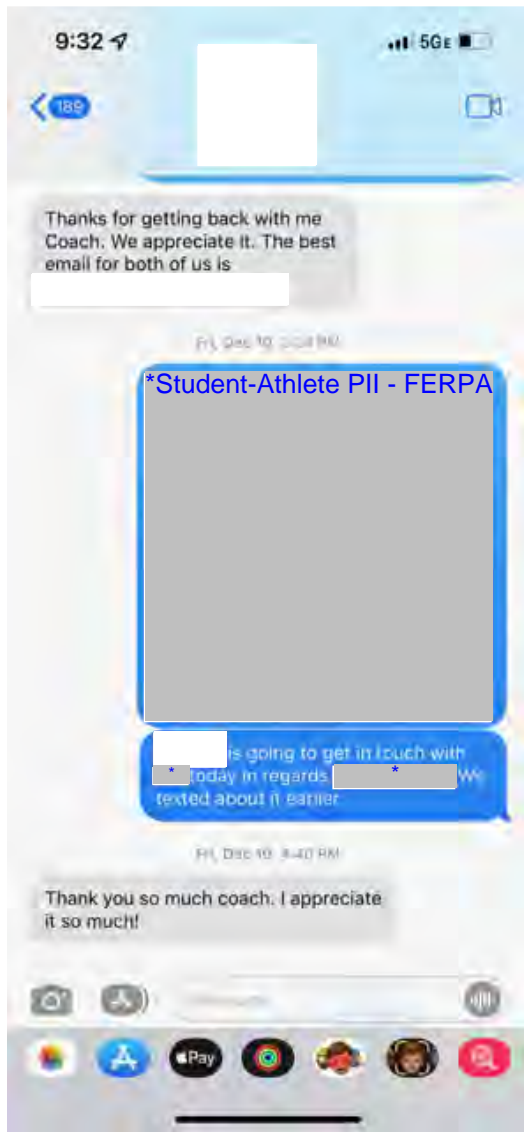
Sat, Jan 1, 2:37 PM

Same to you guys [redacted] All the best in 2022!

Read 1/1/22

iMessage





*Student-Athlete PII - FERPA



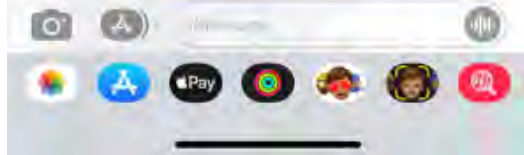
the [redacted] You guys never called to check on [redacted]

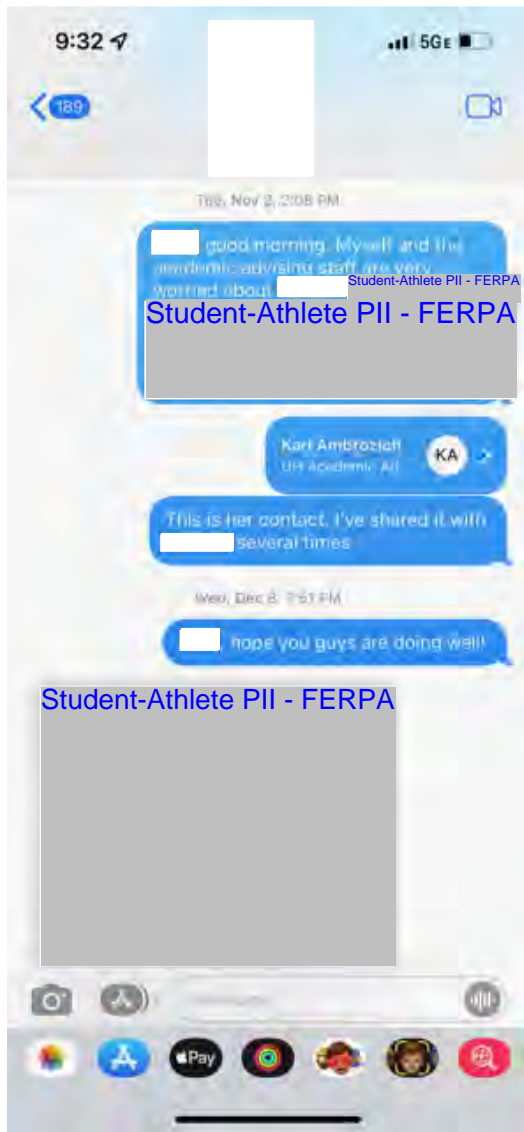
Student-Athlete PII - FERPA

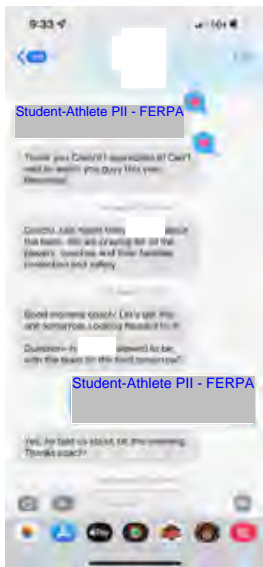
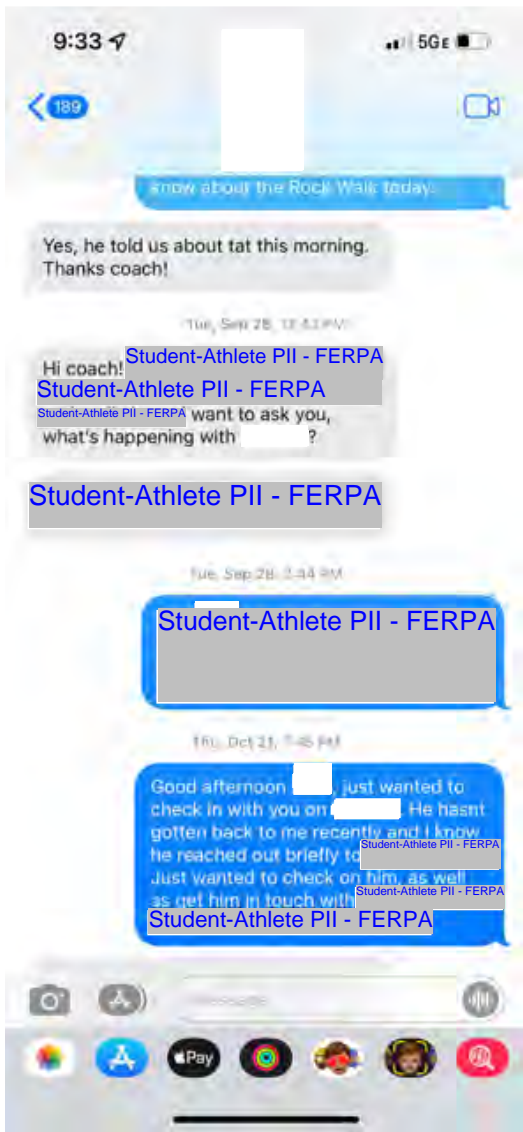


Thu Dec 8 2:07 PM

Kari in academics was out of office when we talked but she is going to look at [redacted] Student-Athlete PII - FERPA
Student-Athlete PII - FERPA
[redacted] Also, I am going to get with our compliance as it pertains to his Student-Athlete PII - FERPA
[redacted] Student-Athlete PII - FERPA As soon as I get info back I will forward and communicate it. What is the best email to reach you at? I believe I have your wife's email too







9:34

5G

189

Fri, Aug 6, 10:45 PM

Student-Athlete PII - FERPA

Awesome! Thank you Coach!

Tue, Aug 10, 5:49 PM

Aloha Coach! Hope you and your family are well!

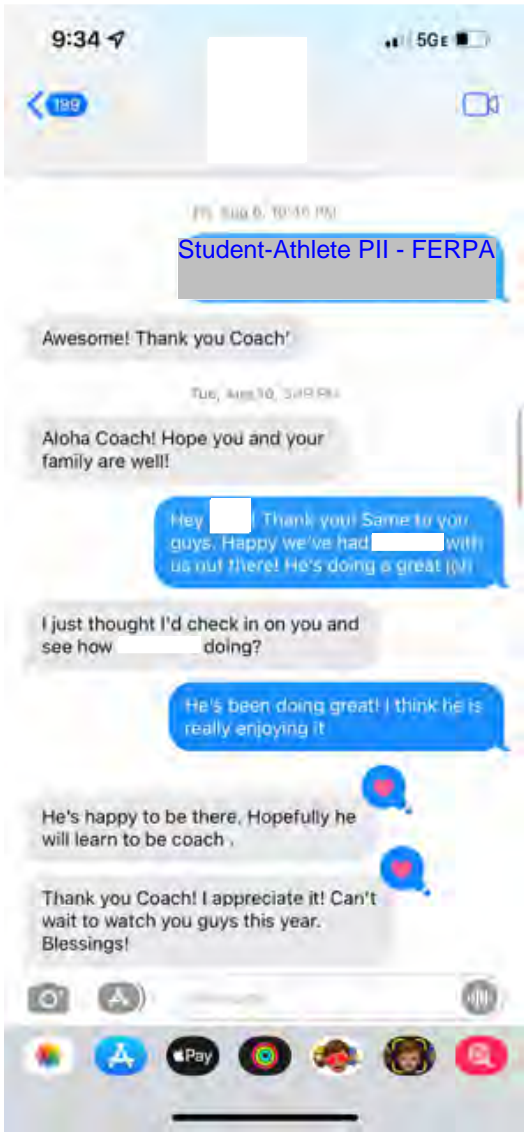
Hey [redacted] Thank you! Same to you guys. Happy we've had [redacted] with us out there! He's doing a great job!

I just thought I'd check in on you and see how [redacted] doing?

He's been doing great! I think he is really enjoying it.

He's happy to be there. Hopefully he will learn to be coach.

Thank you Coach! I appreciate it! Can't wait to watch you guys this year. Blessings!





Sent from my iPhone

--
#bowstogether #gobows

David A. K. Matlin
Director of Athletics
University of Hawaii Athletics
1337 Lower Campus Road
Honolulu, HI 96822

<<http://www.hawaiiathletics.com/>> <<http://www.facebook.com/hawaiiathletics>>
<<http://www.twitter.com/hawaiiathletics>>
<<http://www.youtube.com/hawaiiathletics>>
<<http://www.instagram.com/hawaiiathletics>>

3:04



New iMessage

Cancel

To: [REDACTED]

Wed, Nov 24, 2:59 PM

Hi Dave this is [REDACTED]
[REDACTED] Would I be
able to setup a meeting
with you?

Aloha [REDACTED] Yes. I am
Leaving tonight on a
Redeye. Want to zoom
While I am
Traveling? Or meet in
person when I return. I am
open to either scenario
depending on time
Sensitivity of meeting. I
will make myself available..
Thanks for reaching out.
Happy Thanksgiving.

Wed, Nov 24, 4:55 PM



iMessage



To:

Happy Thanksgiving.

Wed, Nov 24, 4:55 PM

We can do a zoom meeting.
Let's set up a time.

Wed, Nov 24, 6:33 PM

How does 9am HT work for you on Friday? I will be in Wyoming. If not we can do Monday. Happy Thanksgiving to you and yours. Aloha.

Sorry I'll be at work during that time. I'll meet up with you Monday. Happy Thanksgiving!!!!

HAWAII FOOTBALL CHAMPIONSHIP COUNCIL

FRESHMEN

SOPHMORES

JUNIORS

SENIORS





Medical Update

Fall 2021

All Staff meeting

Lyn Nakagawa
Assistant Athletics Director for Athletic
Training and Student-Athlete Well-
Being

Jonathan Sladky, M.D.
Head Team Physician

Mental Health Update

New for Fall 2021 ...

- Kelly Soler, LCSW, will have both in-person and telemedicine counseling / therapy sessions for our athletes
- Kelly is a 2014 grad from UHM -- Master's in Social Work, is a previous collegiate athlete, and specializes in collegiate athlete mental healthcare, and mental health during transition periods

We will be discontinuing TalkSpace, with plans to add access to online therapy options under evaluation at this time



- Please notify athletic trainers or Dr. Sladky if you have any athletes who would like access to counseling. Athletes can access counseling without seeing Dr. Sladky, but our medical team must be aware of the situation and provide approval for billing purposes

Mental Health Options:

- Anonymous, self-referral: UH CSDC (campus counseling services)
- Athletics: Kelly Soler, talk therapy *referral through medical team*
- Athletics: Psychiatry *referral through medical team*

There are also emergent options, primarily “Blue Line” during CSDC hours, Queens and Castle ER’s

Concussion Training 2021

- NCAA has provided standardized guidance for formatting concussion protocols
- No significant changes to our protocol since last year



Definition – *standardized*

- Sport-related concussion (SRC) is a traumatic brain injury induced by biomechanical forces. Several common features that may be utilized to define a concussion:
 - SRC may be caused either by a **direct blow** to the head, face, neck or elsewhere on the body with an **impulsive force** (whiplash) transmitted to the head.
 - SRC typically results in the rapid onset of **short-lived impairment** of neurological function that **resolves spontaneously**. However, in some cases, signs and symptoms evolve over a number of minutes to hours.
 - SRC results in a **range of clinical signs and symptoms** that may or may not involve loss of consciousness.



Signs and Symptoms

Blow to the head, neck, or **body** with transfer of force to head (whiplash, etc)

- **Headache** is most common
- **Dizziness**
- **Difficulty concentrating**, and **confusion / fogginess**,
- Sensitive to light and noise
- **Exam:** *balance, reaction time, memory, oculomotor*
- Behavioral changes, cognitive impairment
- Loss of consciousness < 5%
- Symptoms are general and overlap with other disorders
 → professional evaluation, monitoring over time

Red Flags → ER (EAP)

- Glasgow coma scale <15* (*eyes, verbal, movements*)
 - Any persistent alteration in consciousness!
- Prolonged loss of consciousness (longer than one minute)
- Focal neurologic deficit (→ *intracranial trauma*)
- Repetitive vomiting
- Persistently diminished/worsening mental status or other neurological signs/symptoms
- Spine injury. Any SA with neck pain is treated as if a cervical spine injury is present (i.e. cervical spine immobilization and emergency department transfer).

Independent Medical Care

- As required by NCAA Independent Medical Care legislation, team physicians and athletic trainers shall have unchallengeable autonomous authority to determine medical management and return-to-activity decisions, including those pertaining to concussion and head trauma injuries, for all student-athletes.

Pre-participation

- Education
 - Provided during PPE including chance to ask questions
- Assessment
 - Balance
 - Symptoms
 - ImPACT
 - Physical exam (VOMS)

Suspected Concussion

- Any NCAA student-athlete that exhibits signs, symptoms or behaviors consistent with concussion:
 - **Must be removed** from practice or competition for evaluation.
 - Must be evaluated by an athletic trainer or team physician (or physician designee) with concussion experience.
 - **Must be removed from practice/play for that calendar day** if concussion is confirmed **or suspected**.
 - May only return to play the same day if the athletic trainer, team physician or physician designee determines that concussion is no longer suspected.

Return to Play

Early Return to “below symptom threshold” physical activity

- 24-48 hours rest
- Early exercise biking / monitored exercise at low levels until symptoms resolve

Rehabilitation Phase	Objective of Stage
0. Rest / Symptom limited activity	Recovery
1. Light aerobic exercise	Increase heart rate
2. Sport specific exercise	Add movement
3. Non-contact training drills	Exercise, coordination and cognitive load
4. Full-contact practice	Restore athlete’s confidence; coach staff assesses functional skills
4.5 <i>Return to full learning</i>	<i>Must occur before return to play</i>
5. Return to play	

- Each phase is at least 24 hours (6-7 day minimum)



Pre-participation Physical Exams

- A new physical must be completed for all student-athletes prior to participation in any team workouts.
- Mass Physical Day
 - Sunday, August 22nd 8am-11am
 - Dance Studio #2
 - Please bring insurance card

Re-entering Athletics

- Completed a physical and cleared for participation.
- Meet requirements of the vaccine mandate for athletics
 - Fully vaccinated: Provide photocopy to ATR
 - Partially vaccinated: Provide photocopy and complete series in a timely manner + *weekly testing*
 - Approved exemption: Submit exemption request to UHS ASAP + *weekly testing*

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

		NOT FULLY VACCINATED	FULLY VACCINATED OR DOCUMENTED INFECTION IN THE PAST 90 DAYS (or more than 90 days if allowed by local authorities)
TESTING	Upon Arrival to Campus, or Return to Campus from a Summer Break	Single polymerase chain reaction/nucleic acid amplification test within three to five days 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 <u>substantial or high</u> , weekly PCR/NAAT testing or three-times-week antigen testing.	No testing unless symptomatic, or based on a risk assessment of a documented close contact with COVID-19.
	During Competition Season	Weekly PCR/NAAT testing or three-times-a-week antigen testing when no competition is scheduled. PCR/NAAT test within three days of first competition of the week or antigen test within one day of each competition.	No testing unless symptomatic, or based on a risk assessment of a documented close contact with COVID-19.
	Sustained Increased Transmission	If sustained increased transmission on a team, test all symptomatic individuals or individuals with close contacts, or apply a similar risk mitigation strategy. Sustained increased transmission is likely occurring if: <ul style="list-style-type: none"> • Team of ≤ 50: Concurrent positive cases of three or more. • Team of > 50: Concurrent positive cases of five percent or more. 	

		NOT FULLY VACCINATED	FULLY VACCINATED OR DOCUMENTED INFECTION IN THE PAST 90 DAYS (or more than 90 days if allowed by local authorities)
QUARANTINE & ISOLATION	Close Contacts	Quarantine in accordance with local public health authority guidance for close contact with another individual with confirmed positive COVID-19. <u>Previous considerations</u> regarding activity during quarantine (e.g., individual exercise if it does not cause cardiopulmonary symptoms) continue to apply.	Masking in public indoor settings for 14 days with discontinuation if a COVID-19 test is performed three to five days after exposure and is negative, or if assessment does not reveal high risk.
	Positive Test Protocol	Isolation for 10 days and at least 24 hours have passed since resolution of fever without the use of fever-reducing medications and other symptoms have improved. No exercise during isolation. Post-isolation exercise consistent with <u>previous recommendations</u> , including <u>cardiac considerations</u> .	
ATHLETIC ACTIVITIES	Training and Competition	No restrictions.	
	Team Travel	Masking during travel.	
	Other Athletic Activities (e.g., team meetings)	Universal masking and physical distancing.	Masking in indoor settings.
NONATHLETIC ACTIVITIES	Nonathletic Activities	Universal masking and physical distancing.	Masking in public indoor settings. Large crowd avoidance or masking where community immunity is unknown or vaccination status cannot be determined.
	In-Person Interactions	Universal masking and physical distancing.	Masking in indoor settings.

UHMAD FALL 2021 RETURN TO ACTIVITY PROTOCOLS

Vaccination Mandate

All student-athletes must provide proof of Covid-19 vaccination (photo of vaccination card) to the Athletic Training Room (Lyn Nakagawa at uhawaiiatr@gmail.com) before being cleared to participate in athletic activities. The submitted document must be verified before being cleared to participate. For the University of Hawai'i, all World Health Organization (WHO)-approved Covid-19 vaccinations will be accepted.

Exemptions: Student-athletes must upload/submit exemption form (medical or religious) to University Health Services (https://hawaii.edu/shs/health_clearance/) in order to obtain clearance to participate in athletic activities. Forms should be submitted as soon as possible in order to allow adequate time for the approval process.

Masking (subject to change based on NCAA/CDC/State mandates)

INDOOR: Masks required at all times while indoors for all (vaccinated and unvaccinated) individuals, except when actively participating in athletic activities. Masks are required at all times for all athletic activities conducted in the weight rooms.

INDOOR OFFICES: Masks required unless working in isolation or more than 6 feet from others.

OUTDOOR: Masks required for unvaccinated individuals when social distancing cannot be maintained, except when actively participating in athletic activity.

Testing

100% of unvaccinated individuals will be tested weekly (1 PCR or 3 antigens) (following NCAA)

Missed tests will result in immediate suspension from activities until a negative Covid-19 PCR (or NAAT) test result is obtained.

Locker Room Access

Fully vaccinated individuals:

Mask required indoors (currently, due to Delta variant)

Social distancing recommended while indoors

Unvaccinated individuals:

Mask required

Social distancing required (to the extent possible)

No loitering in locker room

No eating or drinking in locker room

Coaches must monitor protocols

Unvaccinated individuals not following these policies will be subject to discipline up to and including dismissal from the team

Contact Tracing

Exposure to a Covid-19 positive individual will trigger an automatic 10-day quarantine for all unvaccinated individuals who are identified as a close contact (including coaches and staff).

Vaccinated individuals who are exposed will be required to mask and socially distance for 14 days (but no quarantine), or can test at day 5 after exposure to return to normal activity.

Meals

All individuals will be offered grab and go meals.

FALL CAMP (before Aug. 23): Sports conducting fall camp (football, women's volleyball and soccer) can eat outdoors, on campus, and socially distanced. Coaches must monitor. All other sports must eat off campus.

Start of FALL Classes (Aug. 23): ALL sports must eat off campus (grab and go meals).

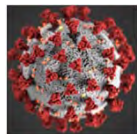
Voluntary Workouts

Unvaccinated student-athletes must provide a weekly negative Covid-19 PCR (or NAAT) test result in order to conduct voluntary workouts on campus.

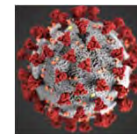
Vaccinated student-athletes must provide proof of vaccination (photo of card) to the Athletic Training Room in order to conduct voluntary workouts on campus.

Travel Protocols

- Visiting teams
 - Providing our protocols and information about Safe Travels.
 - ATs and Coaches
- UH Road Trips
 - Safe Travels
 - Fully vaccinated (in the US): upload cards
 - Previously positive (w/in 90 days): exemption
 - No vaccinated: PCR test
 - Universal Masking (airports, team transportation, etc)
 - Other protocols: TBD



Subject To Change



SARS-CoV-2 is a constantly evolving, mutating virus, and the infection that it causes, "COVID-19", is an evolving disease.

As we are able to better control spread from the Delta variant (which now causes almost all cases of COVID-19), our guidelines will change. But, it is unclear how they will change. We work daily to stay on top of the most updated guidelines.

We hope to be able to offer additional privileges as cases and spread become better controlled.

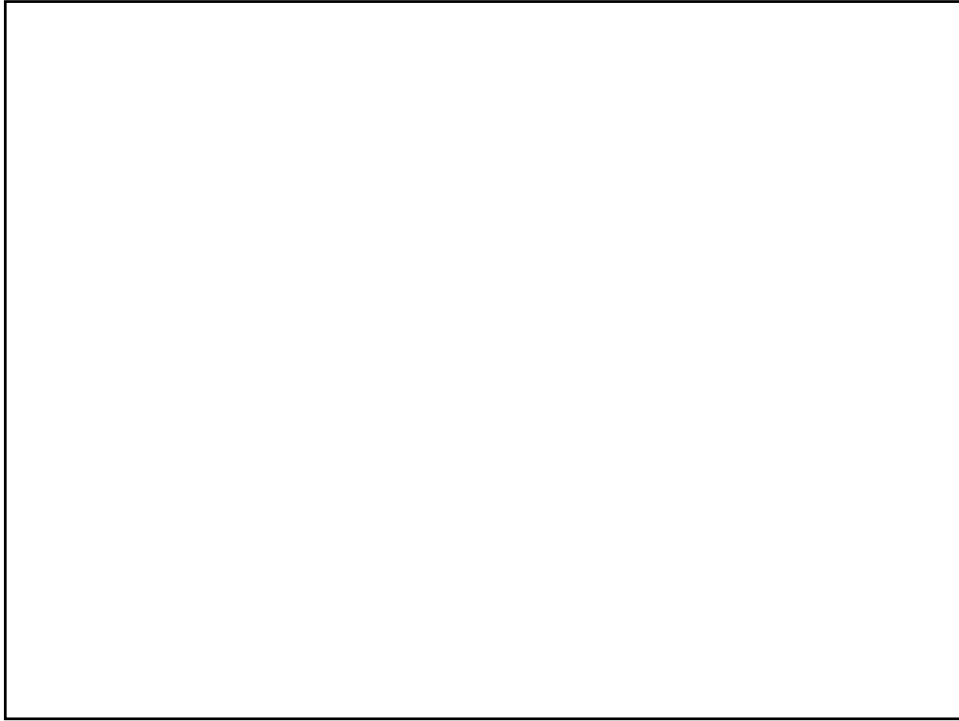
Please be aware that there will likely be many ongoing changes throughout the Fall and Winter, and we ask for your help with flexibility and understanding as we do our best to allow safe athletic participation.

Questions?



Jonathan Sladky, M.D. -- jsladky@hawaii.edu

Lyn Nakagawa -- lynhn@hawaii.edu



REFERENCE SLIDES

Consensus statement

Table 1 Graduated return-to-sport (RTS) strategy

Stage	Aim	Activity	Goal of each step
1	Symptom-limited activity	Daily activities that do not provoke symptoms	Gradual reintroduction of work/school activities
2	Light aerobic exercise	Walking or stationary cycling at slow to medium pace. No resistance training	Increase heart rate
3	Sport-specific exercise	Running or skating drills. No head impact activities	Add movement
4	Non-contact training drills	Harder training drills, eg, passing drills. May start progressive resistance training	Exercise, coordination and increased thinking
5	Full contact practice	Following medical clearance, participate in normal training activities	Restore confidence and assess functional skills by coaching staff
6	Return to sport	Normal game play	

NOTE: An initial period of 24–48 hours of both relative physical rest and cognitive rest is recommended before beginning the RTS progression. There should be at least 24 hours (or longer) for each step of the progression. If any symptoms worsen during exercise, the athlete should go back to the previous step. Resistance training should be added only in the later stages (stage 3 or 4 at the earliest). If symptoms are persistent (eg, more than 10–14 days in adults or more than 1 month in children), the athlete should be referred to a healthcare professional who is an expert in the management of concussion.

ROOM TO MOVE
The brain does not sit snugly in the skull but is set off by an intracranial space. Skull and brain thus don't move in tandem

The head in motion stops suddenly ...

... the brain compresses into the skull ...

... and compresses again as it rebounds

FOOTBALL HELMET

Labels: Hard plastic, Foam padding, Fluid-filled vessels, Dura mater, CEREBRUM, Parietal lobe, Occipital lobe, Frontal lobe, Cerebellum, SPINAL CORD

SIMPLE CONCUSSION
Brain swelling, axonal damage and metabolic disruption lead to classic concussion symptoms

HEMATOMA
Damaged vessels can cause blood to collect above or below the dura, a much more serious injury than a simple concussion

FRACTURE
Uncommon for players wearing football helmets. A fracture can leave bone shards in the brain or otherwise damage soft tissue

Anatomy of a Concussion

Labels: Potassium, Neurons, Blood vessel, Calcium, Glutamate, Glucose

A blow to the brain sets off a flood of neurotransmitters such as glutamate. This prompts neurons to fire incessantly, causing an influx of calcium into the neurons and a release of potassium. To keep firing, the neurons demand extra energy, but the excess calcium reduces oxygen metabolism and thus the cells' ability to generate it. Meanwhile the wash of potassium constricts blood vessels, limiting the supply of new glucose fuel. The high energy demand, restricted blood flow and oxygen debt create an energy crisis that exhausts the neurons, leading to the mental confusion and failed memory of concussion. The brain may take days to restore the chemical balance that constitutes full recovery.

Based on animal models:

- 1) Neuronal membrane disruption
- 2) Electrolyte shifts
- 3) Energy crisis
- 4) Hypo-metabolic state

BRAIN ACTIVITY (PERCENT)

DAYS FROM CONCUSSION

Legend:
 ● Moment of injury
 - - - Demand for glucose
 ■ Blood flow
 ■ Oxygen metabolism

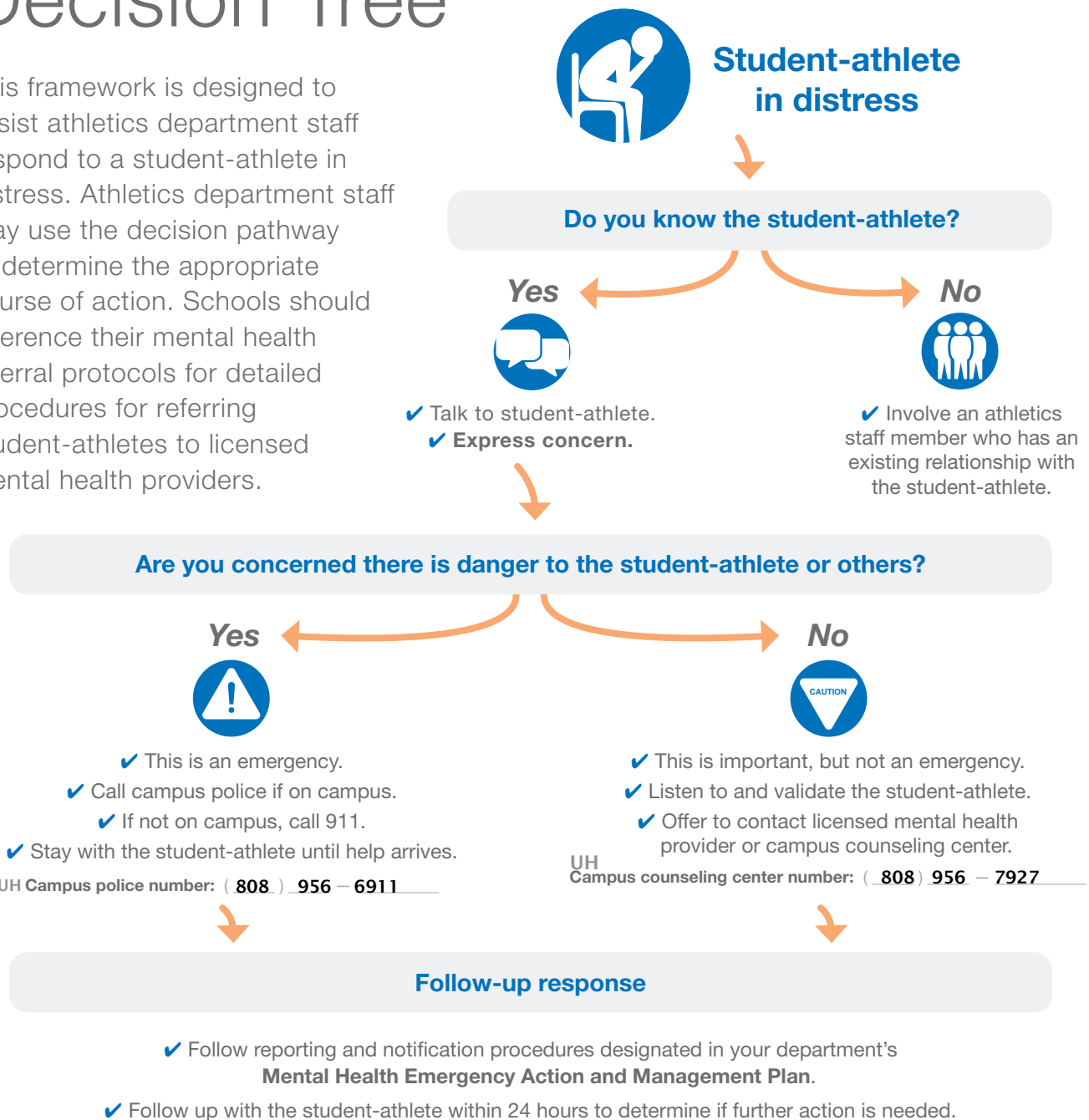
- 1) Blow to the head / neck, or a blow to the body with force transmitted to head
- 2) Symptoms such as

TABLE 2 Signs and Symptoms of a Concussion

Category	Symptoms
Somatic	Headache
	Nausea and/or vomiting
	Neck pain
	Light sensitivity
	Noise sensitivity
Vestibular and/or oculomotor	Vision problems
	Hearing problems and/or tinnitus
	Balance problems
	Dizziness
Cognitive	Confusion Feeling mentally “foggy” Difficulty concentrating Difficulty remembering Answers questions slowly Repeats questions Loss of consciousness
Emotional	Irritable More emotional than usual Sadness Nervous and/or anxious
Sleep	Drowsiness and/or fatigue Feeling slowed down Trouble falling asleep Sleeping too much Sleeping too little

Mental Health Referral Decision Tree

This framework is designed to assist athletics department staff respond to a student-athlete in distress. Athletics department staff may use the decision pathway to determine the appropriate course of action. Schools should reference their mental health referral protocols for detailed procedures for referring student-athletes to licensed mental health providers.



For potential suicide emergencies, contact the National Suicide Prevention Lifeline at 1-800-273-8255.

**Crisis Line of Hawai'i handles all types of mental health crisis questions 24 hours a day / 7 days a week and can respond appropriately to questions of suicide, dangerousness, and other mental health crisis by calling (808) 832-3100.

**Crisis Text line: text 741741 to connect with a crisis counselor from anywhere in the U.S.



Official Roster Change

Submitted by
LYN NAKAGAWA

Summary

Academic Year: 2021-22
Sport: Men's Football
Created: 10/3/2021
Created By: Landon Keopple
Submitter: Landon Keopple

Athlete 1: Student-Athlete PII - FERPA
Athlete 2: [Redacted]
Athlete 3: [Redacted]
Athlete 4: [Redacted]

PROCESS FLOW

1. Initial Submission

Submitted

Student-Athlete PII - FERPA

Student-Athlete PII - FERPA

are no longer on the team."

Landon Keopple

11/16/2021 10:43 AM

2. Compliance Approval

Approved

Compliance approval, WT

Reopen

Cancellation should occur

At the end of the Fall Semester

ATHLETE #2

Athlete's Name: [Redacted]
Status Change Date: 12/03/2021
Did the student-athlete compete in the current or most recent academic year? No
Is the student-athlete a scholarship student-athlete? No
Why is the student-athlete being removed from the roster? Q = Student-athlete voluntarily quit the team

ATHLETE #3

Athlete's Name: Student-Athlete PII - FERPA
Status Change Date: 12/03/2021
Did the student-athlete compete in the current or most recent academic year? Yes
Is the student-athlete a scholarship student-athlete? No
Why is the student-athlete being removed from the roster? Q = Student-athlete voluntarily quit the team

ATHLETE #4

Athlete's Name: Student-Athlete PII - FERPA
Status Change Date: 12/03/2021
Did the student-athlete compete in the current or most recent academic year? Yes
Is the student-athlete a scholarship student-athlete? Yes

Close

CARA Log

Student-Athlete PII - FERPA



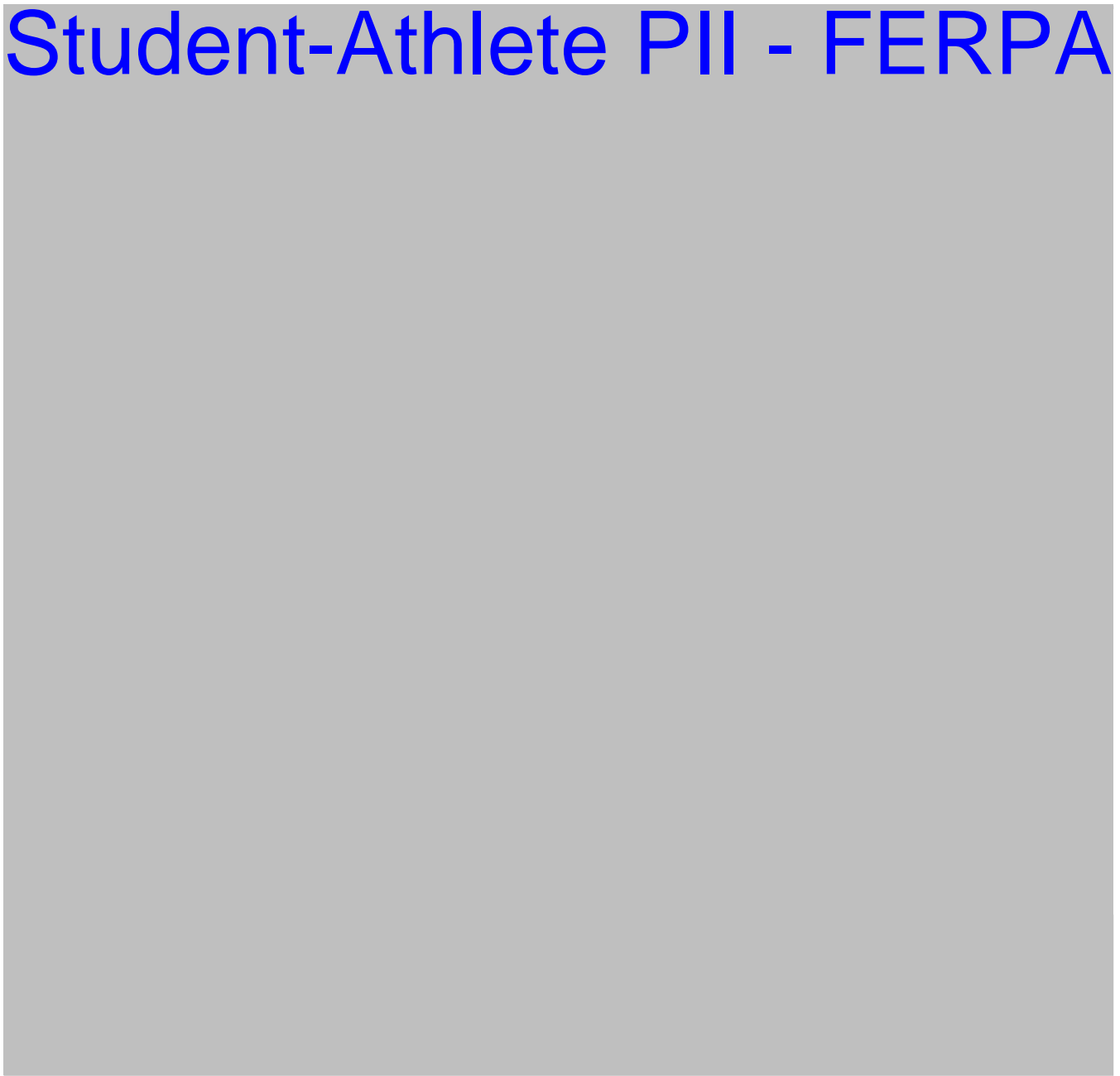
Student-Athlete PII - FERPA

Student-Athlete PII - FERPA



Student-Athlete PII - FERPA

Student-Athlete PII - FERPA



Student-Athlete PII - FERPA

TIMELINE

Sept. 19, 2018

- 6:43 pm Received text message from Cindy Rote (ATTACHMENT 1) regarding
- 6:46 pm Replied to text message
- 6:47 pm Checked email to see if any email came through from **Student-Athlete PII - FERPA**
Student-Athlete PII - FERPA
(ATTACHMENT 2)

Sept. 20, 2018

- am (Verbal conversation at **Student-Athlete PII - FERPA**, Spoke to Cindy Rote and asked her what the status was since I did not receive any email from **Student-Athlete PII - FERPA**
Student-Athlete PII - FERPA
Student-Athlete PII - FERPA Cindy told me that was having trouble with **Student-Athlete PII - FERPA**
Student-Athlete PII - FERPA I stated that I was unaware and asked Cindy if I should reach out to directly. Cindy instructed me to wait until I received an email from
- 12:07 pm Received email (ATTACHMENT 3) from that was addressed to me and David.
- About 12:15 pm Spoke to David via phone to make sure he saw it and informed him that I would respond to the email from
- 12:45 pm Sent email response to (ATTACHMENT 4)
- 12:50 pm Met with in the 1st Floor Conference Room
Student-Athlete PII - FERPA

Oct. 4, 2018

11:23 am Received email from [REDACTED] * (ATTACHMENT 5)
I did not respond to this email as I did not have permission from [REDACTED] to speak about this with [REDACTED] *

Oct. 5, 2018

4:20 pm Received email from [REDACTED] (ATTACHMENT 6)

6:34 pm Sent email response to [REDACTED] (ATTACHMENT 6)

Oct. 9, 2018

12:47 pm Received email from [REDACTED] giving consent to respond to [REDACTED] *
(ATTACHMENT 6)

Oct. 11, 2018

12:19 pm Received another email (with attached written/signed consent) from [REDACTED] * giving consent to respond to [REDACTED] * (ATTACHMENT 7)

Oct. 15, 2018

2:00 pm Lois Manin and Amanda Paterson met with [REDACTED] in David Matlin's office.
(ATTACHMENT 8)

Oct. 16, 2018

2:15 pm Lois Manin met with the [Student-Athlete PII - FERPA](#) (players only) in [REDACTED] *
Conference Room. (ATTACHMENT 9)

Oct. 17, 2018

3:00 pm Lois met with [REDACTED] in David's office. (ATTACHMENT 10)

4:45 pm [REDACTED] * conference call with OGC ([REDACTED] *)

Oct. 25, 2018

4:08 pm Lois sent email to [REDACTED] (copied [REDACTED] and David) regarding clarification for the [Student-Athlete PII - FERPA](#) (ATTACHMENT 11)

*Student-Athlete PII - FERPA

AT&T 4:14 PM 53%

New iMessage Cancel

Cindy Rote

Thu, Sep 19, 8:43 PM

Hi L - sorry to bother you. I met w the [redacted] Student-Athlete PII - FERPA [redacted] Student-Athlete PII - FERPA having a very difficult time. [redacted] going to email you & David asking to be [redacted] Student-Athlete PII - FERPA I can give you details tomorrow but you may hear from [redacted] Student-Athlete PII - FERPA tonight. Student-Athlete PII - FERPA Has asked that no info be shared w coaching staff & asked me not to share w [redacted]

AT&T 4:14 PM 53%

New iMessage Cancel

Cindy Rote

Fri, Sep 20, 12:58 PM

Spoke w [redacted] a few mins ago. Student-Athlete PII - FERPA Student-Athlete PII - FERPA [redacted]

Yes got email from [redacted] Student-Athlete PII - FERPA Please LMK if there is anything I can do.

Ok. Not sure Student-Athlete PII - FERPA Student-Athlete PII - FERPA

AT&T 4:14 PM 53%

New iMessage Cancel

Cindy Rote

shared w coaching staff & asked me not to share w administration. Please don't say anything to any coaches. I don't want you to be surprised. if you get an email, it has to do [redacted] Student-Athlete PII - FERPA See you in the morning. Cindy

Ok thanks for the heads up. Will wait to hear [redacted] Student-Athlete PII - FERPA

Thu, Sep 19, 8:43 PM

Spoke w [redacted] a few mins ago. Student-Athlete PII - FERPA Student-Athlete PII - FERPA [redacted]

AT&T 4:15 PM 53%

New iMessage Cancel

Cindy Rote

Ok. Not sure Student-Athlete PII - FERPA Student-Athlete PII - FERPA [redacted]

Mon, Oct 1, 1:32 PM

Following up on [redacted] Student-Athlete PII - FERPA [redacted]

Yes. Student-Athlete PII - FERPA Student-Athlete PII - FERPA [redacted]

Ok great please keep me posted as to [redacted] status on [redacted]

AT&T 4:15 PM 52%
New iMessage Cancel

Cindy Rote

Mon, Oct 7, 1:21 PM

Following up on Student-Athlete PII - FERPA
Student-Athlete PII - FERPA
successful?

Yes. Student-Athlete PII - FERPA
Student-Athlete PII - FERPA

Ok great please keep me posted as to * status on this.

Ok. Student-Athlete PII - FERPA
Student-Athlete PII - FERPA

AT&T 4:15 PM 52%
New iMessage Cancel

Cindy Rote

successful?

Yes. Student-Athlete PII - FERPA
Student-Athlete PII - FERPA

Ok great please keep me posted as to * status on this.

Ok. Student-Athlete PII - FERPA
Student-Athlete PII - FERPA

Super thank you!
Delivered

*Student-Athlete PII - FERPA



Lois Manin <manin@hawaii.edu>

Permission to travel

1 message

Student-Athlete PII - FERPA

Student-Athlete PII - FERPA

To: Lois Manin <manin@hawaii.edu>, Amanda Paterson <apaterso@hawaii.edu>, Tiffany Kuraoka <tkuraoka@hawaii.edu>

Student-Athlete PII - FERPA

Student-Athlete PII - FERPA

Student-Athlete PII - FERPA

I can swing by and discuss in person if necessary.

Muchos Mahalos

Student-Athlete PII - FERPA

Student-Athlete PII - FERPA



Lois Manin <manin@hawaii.edu>

MDQ assignment
message

To: matlin@hawaii.edu, manin@hawaii.edu

Student-Athlete PII - FERPA

Mr. Matlin and Ms. Manin,

I would like to ask to reassign my working duties for my medical disqualification. Student-Athlete PII - FERPA

Student-Athlete PII - FERPA

Student-Athlete PII - FERPA

In the mean time i until i find a job, I need to be somewhere where I can heal. I will make sure I have a job assignment by this time next week.

Thank you,



Lois Manin <manin@hawaii.edu>

Re: MDQ assignment

1 message

Lois Manin <manin@hawaii.edu>

Student-Athlete PII - FERPA

Cc: "David A. K. Matlin" <matlin@hawaii.edu>

Aloha

Thank you for your email. Based on what is stated, it appears that you are not able to perform your duties

Student-Athlete PII - FERPA

We are not interested in forcing you into an environment or situation that makes you sick. Dealing with injuries is difficult, so we are thankful you have someone to talk to about this and are willing and able to refer you to the appropriate resources on campus for additional support if requested.

I am not sure what your current duties for [Student-Athlete PII - FERPA](#) program entail and what the schedule demands are. That stated, I do feel that the [Student-Athlete PII - FERPA](#) to be immediately informed so [Student-Athlete PII - FERPA](#)

Student-Athlete PII - FERPA

Please call me to discuss how this can be accomplished. I can be reached via cell at 808-554-0440.

Lois Manin, Associate Athletic Director/Chief of Staff/SWA
University of Hawaii at Manoa
1337 Lower Campus Road
Honolulu, HI 96822
Office: 808-956-4498



On Thu, Sep 20, 2018 at 12:07 PM
Mr. Matlin and Ms. Manin,

wrote:

I would like to ask to reassign my working duties for my medical disqualification. [Student-Athlete PII - FERPA](#)

Student-Athlete PII - FERPA**Student-Athlete PII - FERPA**

In the mean time i until I find a job, I need to be somewhere where I can heal. I will make sure I have a job assignment by this time next week.

Thank you,

Student-Athlete PII - FERPA



Lois Manin <manin@hawaii.edu>

1 message

To: manin@hawaii.edu
Cc: matlin@hawaii.edu, jln@hawaii.edu

Student-Athlete PII - FERPA

Dear Ms. Manin,

Student-Athlete PII - FERPA



Lois Manin <manin@hawaii.edu>

Re: Help

1 message

Student-Athlete PII - FERPA

To: Lois Manin <manin@hawaii.edu>

You can respond to [redacted]. Use as much detail as you want

On [Student-Athlete PII - FERPA](#) Lois Manin <manin@hawaii.edu> wrote:

Hi

I am saddened by your email and very sorry this situation has caused you additional stress to the level that you indicate. Please know that we are here to support you and your well-being, as well as your academic success.

Student-Athlete PII - FERPA

We are ok with your two requests as stated. I will discuss this, [Student-Athlete PII - FERPA](#)
[Student-Athlete PII - FERPA](#)

Student-Athlete PII - FERPA

I received an email from [Student-Athlete PII - FERPA](#) and unable to discuss the situation without your consent due to privacy laws. If consent is granted, I will respond with minimal detail and prefer that you speak to [redacted] directly and keep [redacted] posted on the situation.

Please take the time to reach out to us if you need any assistance.

Sincerely,

Lois Manin, Associate Athletic Director/Chief of Staff/SWA
University of Hawaii at Manoa
1337 Lower Campus Road
Honolulu, HI 96822
Office: 808-956-4498



On [Student-Athlete PII - FERPA](#)
Hi Ms. Manin,

wrote:

I am writing to you for help. [Student-Athlete PII - FERPA](#)
[Student-Athlete PII - FERPA](#)

Student-Athlete PII - FERPA

Student-Athlete PII - FERPA



10/25/2018

University of Hawaii Mail - Consent

ATTACHMENT 7



UNIVERSITY
of HAWAII
SYSTEM

Lois Manin <manin@hawaii.edu>

Consent
message

To: David Matlin <matlin@hawaii.edu>, Lois Manin <manin@hawaii.edu>

Student-Athlete PII - FERPA

See attached.
Mahalo,

Student-Athlete PII - FERPA

A large rectangular grey box redacting the main body of the email message.

Student-Athlete PII - FERPA

1/1

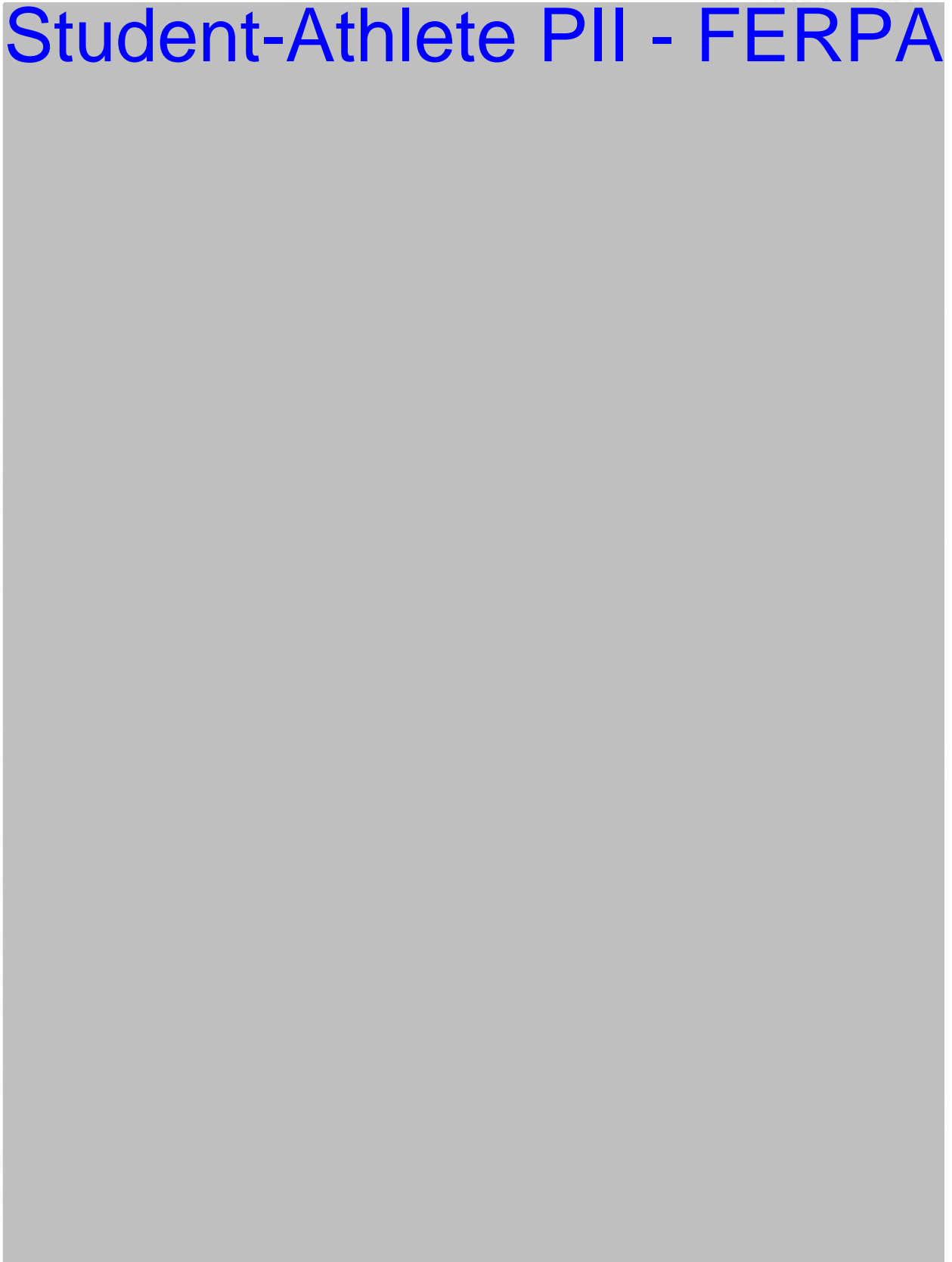
Student-Athlete PII - FERPA

Meeting with on October 15, 2018

Student-Athlete PII - FERPA



Student-Athlete PII - FERPA



Student-Athlete PII - FERPA



Student-Athlete PII - FERPA



Student-Athlete PII - FERPA



Student-Athlete PII - FERPA



Student-Athlete PII - FERPA



Student-Athlete PII - FERPA



Meeting with Women's Basketball Team on October 17, 2018

Student-Athlete PII - FERPA

Lois explained that medically retired student-athletes have access to certain facilities and services (Weight Room, Training Room, NAC, etc.).

Student-Athlete PII - FERPA

Student-Athlete PII - FERPA

Student-Athlete PII - FERPA

Student-Athlete PII - FERPA that injuries happen and that we all need to move on. Lois also explained that they (the players) are not prohibited from carrying on a relationship with outside of basketball if they chose to do so.

Student-Athlete PII - FERPA

Lois stated that this was part of journey, and it was part of their journey. Lois said that she would like for the coaches and the team to focus on preparing for the upcoming season on the court and continue to do well in the classroom.

Lois also told the players that they should all know that any one of them, at any time, can come to her and speak confidentially about anything they think may be going sideways or anything involving your experience as a student-athlete. Lois stated that Coach Beeman and her have a very good professional relationship, but it doesn't mean we always agree on things and at the end of the day, we work together to make the program better.

Lois closed the meeting asking if anyone had any questions. One of the players asked how her day was going.

Meeting with _____ on October 17, 2018

Student-Athlete PII - FERPA



Student-Athlete PII - FERPA



Student-Athlete PII - FERPA





Lois Manin <manin@hawaii.edu>

Clarification

1 message

Lois Manin <manin@hawaii.edu>

Thu Student-Athlete PII - FERPA

Cc: "David A. K. Matlin" <matlin@hawaii.edu>

Hello

I hope you are well. Student-Athlete PII - FERPA, I wanted to reach out and clarify boundaries going forward so that we are all on the same page and there are no misunderstandings.

Student-Athlete PII - FERPA

Thank you, in advance, for your cooperation and please feel free to reach out to me if you have any questions or concerns.

Sincerely,

Lois Manin, Associate Athletic Director/Chief of Staff/SWA
University of Hawaii at Manoa
1337 Lower Campus Road
Honolulu, HI 96822
Office: 808-956-4498





Office of Intercollegiate Athletics • 1337 Lower Campus Road • Honolulu, Hawai'i 96822-2370

Student-Athlete PII - FERPA

Aloha

The Office of Intercollegiate Athletics has recommended that your athletics scholarship be renewed. It is my pleasure to extend to you a **WUE tuition, Fees, Dorm Apartment B, 19 meal plan and Required books award** for participation as a student-athlete in the sport of **Student-Athlete PII - FERPA** at the University of Hawai'i at Manoa during the *** academic year.**

This athletic scholarship award is made in accordance with the rules and regulations of the University of Hawai'i at Manoa, the National Collegiate Athletic Association (NCAA), the Big West Conference, the Mountain West Conference, and the Mountain Pacific Sports Federation. It is important that you read and fully understand the terms and conditions of this award that are listed on the reverse side of this letter. In addition, NCAA financial aid rules limit the amount of institutional aid that can be awarded in each sport. Therefore, you should understand that all institutional aid that you receive from the University of Hawai'i at Manoa will count towards the value of this scholarship agreement, unless NCAA financial aid regulations specifically exempt the aid from counting in your team's financial aid limit.

Your acceptance of this scholarship means that you accept these terms and conditions and agree to abide by them. This award shall make all previous oral and/or written agreements void.

Please inform us of your decision to accept this award by signing a copy of this award letter (over) and returning the signed copy to the Office of Student-Athlete Services for Athletics. This scholarship will not be posted to your financial aid statement until a signed copy of this letter is received by the athletics department. You should keep a copy of the award letter for your records.

Me ke aloha pumehana (sincerely),

Director of Financial Aid Services

Athletics Director/Designee

An Equal Opportunity/Affirmative Action Institution

*Student-Athlete PII - FERPA

TERMS AND CONDITIONS FOR THE UNIVERSITY OF HAWAII AT MAŊO A ATHLETICS FINANCIAL AID

I understand:

- To receive this athletics award, I must be admissible to The University of Hawai'i at Mānoa;
- This Athletic Award may be reduced or cancelled if the NCAA Eligibility Center deems that I am ineligible for competition per NCAA Bylaw 14.3.1.2 (Academic Redshirt).
- To receive this athletics award, I must be in good academic standing, as defined by my college or school, and maintain all other applicable eligibility requirements for athletics participation and financial aid established by the NCAA, Big West Conference, Mountain West Conference, Mountain Pacific Sports Federation, and the undergraduate or graduate unit of The University of Hawai'i at Mānoa in which I am enrolled, and;
- To receive this athletics award, I must comply with the University's Code of Student Conduct, the policies and procedures of the Office of Intercollegiate Athletics and my respective team's Code of Conduct.
- In accordance with NCAA regulations, an athletics award shall be awarded neither for a period less than one academic year (unless a NCAA exception applies) nor for a period that would exceed my five-year period of eligibility; said award may be renewed at the conclusion of the period of the award (not to exceed the fifth year of eligibility). Renewal of athletics aid beyond the period of this agreement as listed on the reverse of this document is not automatic and shall be at the recommendation of the Office of Intercollegiate Athletics.
- I must receive written notification of the renewal, reduction or non-renewal of this award on or before July 1 following the period of this agreement as listed on the reverse of this document, if I have athletics eligibility remaining. It is possible for the University to reduce or not renew my award beyond the period of this agreement for any reason. If this reduction or non-renewal occurs, the University must provide me with written notice of such action and inform me in writing that I have an opportunity to request a hearing in front of the University of Hawai'i at Mānoa's Financial Aid Appeals Authority.
- The dollar value of this athletic award is calculated based on the cost of my tuition, general student fees, official on-campus room allowance per the Financial Aid Office, the maximum board plan available, and required books. If I am awarded a percentage of an athletic award, I will be awarded the dollar value that equals that percentage of an athletic award (as described above). Further, I will not receive that percentage of each individual component of an athletic award. Additionally, the dollar value of the athletic award will be applied first to tuition, followed by fees, books, housing, and then board.
- Tuition for Outreach College extension courses is charged separately and in addition to other UH Mānoa "day" school tuition. I am aware that my athletics award may not cover tuition costs through Outreach College and is dependent on the athletic award granted. Additionally, the undergraduate business, nursing, dental hygiene, architecture and engineering fee, along with any other fees that are not classified within the general fee, are not automatically covered by my athletic award.
- This athletic award has been awarded based on my residency and academic status stated on the reverse of this document; therefore, my athletic award may be reduced to match the award equivalency if any status has changed.
- My eligibility for a reduced tuition rate through the Western Undergraduate Exchange (WUE) program is based on my state of legal residency, as well as the eligible areas of study identified by the Admissions Office. If I am awarded an athletic award based on my WUE eligibility, the dollar amount will not be increased if I am not eligible for WUE tuition rates.
- I may be responsible for the cost of withdrawn courses or credit changes after the 100% tuition refund period.
- I can be required to obtain on-campus room and board in University of Hawai'i at Mānoa dormitories and dining facilities as a term and condition of this athletics award.
- NCAA regulations limit the total amount of athletically-related aid I may receive to a full grant-in-aid (per NCAA regulations full grant-in-aid is based on the cost of tuition, general student fees, the official on-campus room allowance, the maximum board plan available, required books, and other expenses related to attendance at UH up to the cost of attendance. Cost of attendance is a dollar amount calculated by the Office of Financial Aid that includes the total cost of tuition and fees, room and board, books and supplies, and other expenses related to attendance at The University of Hawai'i at Mānoa). I may receive additional aid only if the additional aid is not related to athletics ability.
- All institutional aid that I receive from The University of Hawai'i at Mānoa will count toward the value of this athletic award agreement, unless NCAA financial aid regulations specifically exempt the aid from counting in my individual financial aid limit and/or my team's financial aid limit. Further, if I receive aid from a source other than The University of Hawai'i at Mānoa, I will notify the Office of Student-Athlete Services for Athletics prior to accepting the award. Any source of aid received that affects my individual equivalency or team equivalency as outlined within the NCAA regulations will be adjusted to meet NCAA, Big West Conference, Mountain West Conference, Mountain Pacific Sports Federation and/or institutional financial aid regulations.
- During the term of this agreement, even if I exhaust my eligibility, discontinue my athletics participation, or suffer an incapacitating athletically related injury which prevents further intercollegiate athletics participation, I am still expected to adhere to the terms and conditions contained in this agreement as well as maintain progress toward graduation, including attending all classes and other academic obligations.
- Prior to becoming a counter in my sport for the outlined academic year, if I am awarded institutional financial aid unrelated to athletics that is equal to or greater than the value of my signed award of athletically related financial aid, on my initiative, I may release the institution of its obligation to provide the athletically related financial aid.
- My athletics award will not be reduced or canceled during the period of my award based on my athletic ability, performance or contribution to my team's athletic success, because of an injury, illness, physical or mental medical condition that prevents me from participating in athletics, or for any other athletics reason.
- My athletics award may be immediately reduced or canceled during the term of the award if I a) render myself ineligible for intercollegiate competition; b) fraudulently misrepresent any information on an application, letter of intent or financial aid agreement; c) engage in serious misconduct warranting substantial disciplinary penalty; or d) voluntarily withdraw from my sport at any time for any reason.
- Any such reduction or cancellation will be made by the Office of Financial Aid only after I have been provided an opportunity for a hearing before the University of Hawai'i at Mānoa's Financial Aid Appeals Authority.

This award does not cover summer school, nor is it a promise to fund summer school academic work at the University of Hawai'i at Mānoa.

By signing this document, I accept this athletic award offer and accept the terms and conditions set forth above.

Student-Athlete PII - FERPA

Student: _____

Date: _____

University of Hawai'i Athletic Department
Exhausted Eligibility/Medical/Non-Participant Student-Athlete
ACADEMIC CONTRACT
[Student-Athlete PII - FERPA](#)

This document is an addendum to your Post-Eligibility Aid Agreement and represents an Academic Contract between you and the University of Hawai'i Athletics Department. You must sign and adhere to this Academic Contract in order to fulfill the terms and conditions of your Post-Eligibility Aid Agreement. Your post-eligibility aid will discontinue when you have exhausted your eligibility to participate in your sport.

In addition to the requirements of your Post-Eligibility Aid Agreement, you must also fulfill the following requirements in order to receive post-eligibility aid:

1. Meet with your Academic Advisor, as determined by said Advisor, and provide documentation, via LauLima or reports from professor(s), showing satisfactory performance in each class for which you are registered;
2. Follow the approved academic course plan outlined by your Academic Advisor;
3. Meet with your coach, as determined by said coach;
4. Attend all classes and study halls;
5. Attend all mandatory and voluntary tutoring sessions as scheduled by the Student-Athlete Academic Services staff;
6. Meet with your Academic Advisor prior to priority registration;
7. File a petition to graduate (preferably prior to the semester you will be graduating).
8. Fulfill work hour requirements according to the Service Learning Agreement (if applicable).

Failure to abide by the requirements herein will result in the following penalties:

- \$1,000 hold may be placed on your student account;
- A hold equivalent to the cost of tuition for any course(s) in which you receive a grade of D or F (resulting in failure to meet graduation requirements);
- Cancellation of your post-eligibility aid.

I understand the above requirements and agree to abide by them during any semester or semesters in which I am receiving post-eligibility aid from the University of Hawai'i.

(PRINT) Name: _____

Sport: _____

[Student-Athlete PII - FERPA](#)

Signature: _____

Date: _____

Phone #: _____

E-Mail: _____

Anticipated Date of Graduation: _____

College of Enrollment: _____

[Student-Athlete PII - FERPA](#)

[Student-Athlete PII - FERPA](#)

cc:

David A.K. Matlin, Athletics Director
Amenda Paterson, Assistant Athletics Director, Compliance and Eligibility

Courtney Tsumoto, Department Chair, SAAS
Jim Stein, Compliance Coordinator

05/2018



2018-19 Exhausted Eligibility/Medical Non-Participant Student-Athlete Service Learning AGREEMENT

DIRECTIONS: Fill in the top portion then have the supervisor of your intended service learning area complete the middle portion. Read the statement at the bottom and sign.

NAME: _____

SPORT: Student-Athlete PII - FERPA

(FOR INTENDED LEARNING AREA SUPERVISOR)

Name of Supervisor: _____

Student-Athlete PII - FERPA

Department/Sport: _____

Description of Duties: _____

Work Period (Semester and Year) _____

Student-Athlete PII - FERPA

*Number of Hours per week: _____

Student-Athlete PII - FERPA

*Hours of service learning anticipated based on scholarship amount:

- 8 hours/week for Tuition, Fees and Books (or comparable based on scholarship percentage)
- 15 hours/week for Tuition, Fees and Books plus Housing or Meals (or comparable based on scholarship percentage)
- 20 hours/week for Tuition, Fees and Books; Housing and Meals (full grant-in-aid)

The above named student-athlete will be under my supervision for the semesters indicated in order to fulfill their service learning assignment requirement.

Student-Athlete PII - FERPA

Supervisor Signature _____

Student-Athlete PII - FERPA

Date _____

Email Address: _____

By signing this agreement, I understand that I will be expected to perform service learning duties as assigned by my supervisor for the expected number of hours dependent upon the award amount of my post-eligibility aid. I also understand that I will be required to submit monthly timesheets indicating the number of hours I worked each week during that month, which will be signed by my supervisor.

Student-Athlete Signature

Student-Athlete PII - FERPA

Date



**2018-19 Exhausted Eligibility/Medical Non-Participant Student-Athlete
Service Learning AGREEMENT**

DIRECTIONS: Fill in the top portion then have the supervisor of your intended service learning area complete the middle portion. Read the statement at the bottom and sign.

NAME: _____

SPORT: _____

Student-Athlete PII - FERPA

(FOR INTENDED LEARNING AREA SUPERVISOR)

Name of Supervisor: _____

Student-Athlete PII - FERPA

Department/Sport: _____

Description of Duties: _____

Work Period (Semester and Year): _____ *Number of Hours per week: _____

Student-Athlete PII - FERPA

*Hours of service learning anticipated based on scholarship amount:

- 8 hours/week for Tuition, Fees and Books (or comparable based on scholarship percentage)
- 15 hours/week for Tuition, Fees and Books plus Housing or Meals (or comparable based on scholarship percentage)
- 20 hours/week for Tuition, Fees and Books; Housing and Meals (full grant-in-aid)

The above named student-athlete will be under my supervision for the semesters indicated in order to fulfill their service learning assignment requirement.

Student-Athlete PII - FERPA

Supervisor Signature _____

Date _____

Email Address: _____

Student-Athlete PII - FERPA

By signing this agreement, I understand that I will be expected to perform service learning duties as assigned by my supervisor for the expected number of hours dependent upon the award amount of my post-eligibility aid. I also understand that I will be required to submit monthly timesheets indicating the number of hours worked each week during that month, which will be signed by my supervisor.

Student-Athlete Signature _____

Student-Athlete PII - FERPA

Date _____



The Senate

STATE CAPITOL
HONOLULU, HAWAII 96813

SENATOR DONOVAN M. DELA CRUZ

June 9, 2022

Mr. David Lassner, President
University of Hawaii
Bachman Hall 202
2444 Dole Street
Honolulu, HI 96822

Dear President Lassner:

RE: Vision for a D1 Athletics Program

As a follow up to the Senate Committees on Ways and Means and Higher Education informational briefing on Friday, January 7, 2022, please provide the vision for the University of Hawai'i's D1 athletics program and the plan to accomplish it.

Please provide your response by Noon, Thursday, June 30, 2022. Should you have any questions, please contact Chung Chang, WAM Committee Clerk, at 586-6800 or via email at c.chang@capitol.hawaii.gov.

Sincerely,

Senator Donovan M. Dela Cruz, Chair
Committee on Ways and Means

Cc: Mr. David Matlin, Athletic Director



WARRIOR WORLD



(<https://www.hawaiiwarriorworld.com>)

Wahine endure G&W scrimmage

By Brian McInnis on October 28, 2017 | **FEATURED**

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The Rainbow Wahine had 11 players available for their Green and White scrimmage Friday. / Brian McInnis, Star-Advertiser

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The 2017-18 preseason has been all about resisting attrition for the Rainbow Wahine basketball team. That was on display Friday night, as UH put on its women's Green and White intrasquad scrimmage at the Stan Sheriff Center and suited up only 11 players. That meant there was only one available substitute at any point during three eight-minute periods of 5-on-5 play.

More From Hawaii Warrior World



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“No. 1, I want to stay healthy. I think that’s what every coach wants in the preseason,” said UH coach Laura Beeman, whose team was picked to finish fourth in the Big West preseason polls this week. “with this group, we don’t have to coach a lot of attitude or effort. Fortunate that they play hard. So I want to see execution.

“Hard when you’re playing against each other, because you know what’s coming. But you still can have offensive reads and defensive reads.”

Players were mixed and matched between squads across the three scrimmage periods in front of a modest Sheriff crowd. Overall, forward **Makenna Woodfolk** led all Wahine with 11 points on 5-for-9 shooting, while guard **Julissa Tago** added 11 on 5-for-11. Preseason first-team all-BWC guard **Sarah Toeaina** chipped in seven on 3-for-7 shooting.

The Green squad won 38-32, with the 6-foot-2 sophomore Woodfolk contributing nine of her points on that side, including a swished 3-pointer.

“We’re able to show a little bit of our versatility,” Toeaina said beforehand. “A lot of our players can play different positions. We’re pretty excited to show them a little mixture of everything.”

Guards **Tia Kanoa** and **Rachel Odumu**, who are both eligible this year coming off redshirt transfer seasons (Arizona State and Monmouth, respectively), combined for 12 points. The **Salanoa** twins, **Lahni** and **Leah**, combined for nine.

UH was without guard **Courtney Middap** and forward/center **Mackenzie Clinch Hoycard** because of injuries. While Middap is near a return, the team expects to be without Hoycard for several weeks after she went down with a knee injury in practice this week.

“Unfortunately we’ve had a couple of really weird injuries,” Beeman said. “So we have yet to go full, and that’s kind of frustrating, because you’re always juggling. It is what it is and you can’t change what’s happened; you just have to make do.”

In addition, sophomore forward **Keleah-Aiko Koloï** is effectively done with the team for undisclosed personal reasons. She is not expected to return. Beeman declined comment on her.

Koloï, a Lahainaluna High product, averaged 3.1 points and 3.1 rebounds in 12.9 minutes of 27 games last season.

Of playing with a reduced number of bodies in practices, Toeaina said: “It’s prepared us a little bit early for what any of the season might be. We get a lot of bumps and bruises on the road. ... It shows we can handle those and allows other players to step up, although we do miss those girls who are out. It lets the younger girls know that we’ll still set a solid foundation.”

The Hoycard situation is tough because, as Beeman said, “We were hoping she could come in and if not start, then come off the bench, 6, 7 or 8. That’s obviously changed. Hopefully we get her back by conference (in January).”

That should mean an expanded role for 6-4 freshman center **Lauren Rewers**, who put together four points and five rebounds during the scrimmage.

UH plays a 5:30 p.m. exhibition Wednesday against Hawaii Hilo, a tune up for the regular-season opener Nov. 10 at Portland.

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Recommended videos





COMMENTS (6)

1 islandman *October 28, 2017 10:18 pm*

So who else did not suit up ? Hoycard, Middap and ?

2 Brian McInnis *October 29, 2017 7:52 pm*

Sophomore C Taylor Donohue.

3 roygbivs *October 29, 2017 8:27 pm*

Tough breaks for Coach Beeman.

Somethings are outta whack with eligible players leaving the program when the season about to start...

It's happening way too often.

4 Kazu *October 29, 2017 8:43 pm*

Whats with these girls leaving. Koloi third BB player in three years. Same thing with Wahine Volleyball. Smith, and Lipscomb leaves. Light de commits. Smith leaves and goes to CAL ends up starting Libero.

5 cappie the dog *November 8, 2017 4:23 pm*

I would think better of Olivia Crawford if she was booted off the team.

Three days before tip-off?

She was a poor shooter, but that is all relative, because nobody from last year's team could shoot.

I do remember a respite on the road, however, in which she converted several threes.

And I thought Crawford had some of Janevia Taylor's grit.

Also, she wasn't a turnover machine Briana Harris.

I am not going to root against a kid.

I wish her well.

6 cappie the dog *November 8, 2017 4:25 pm*

...like Briana Harris.

I don't want to appear ungrammatical.

Starting the season at Portland is somewhat ominous.

On the men's side, in Alaska, in 1993, Hawaii lost to the Pilots 100-47.

Comments are closed.

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Alica Schmidt Is The Most Charming Athlete To Exist

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Standings**2019-20 Big West men's basketball**

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At 53, This Is Will Smith's True Net Worth

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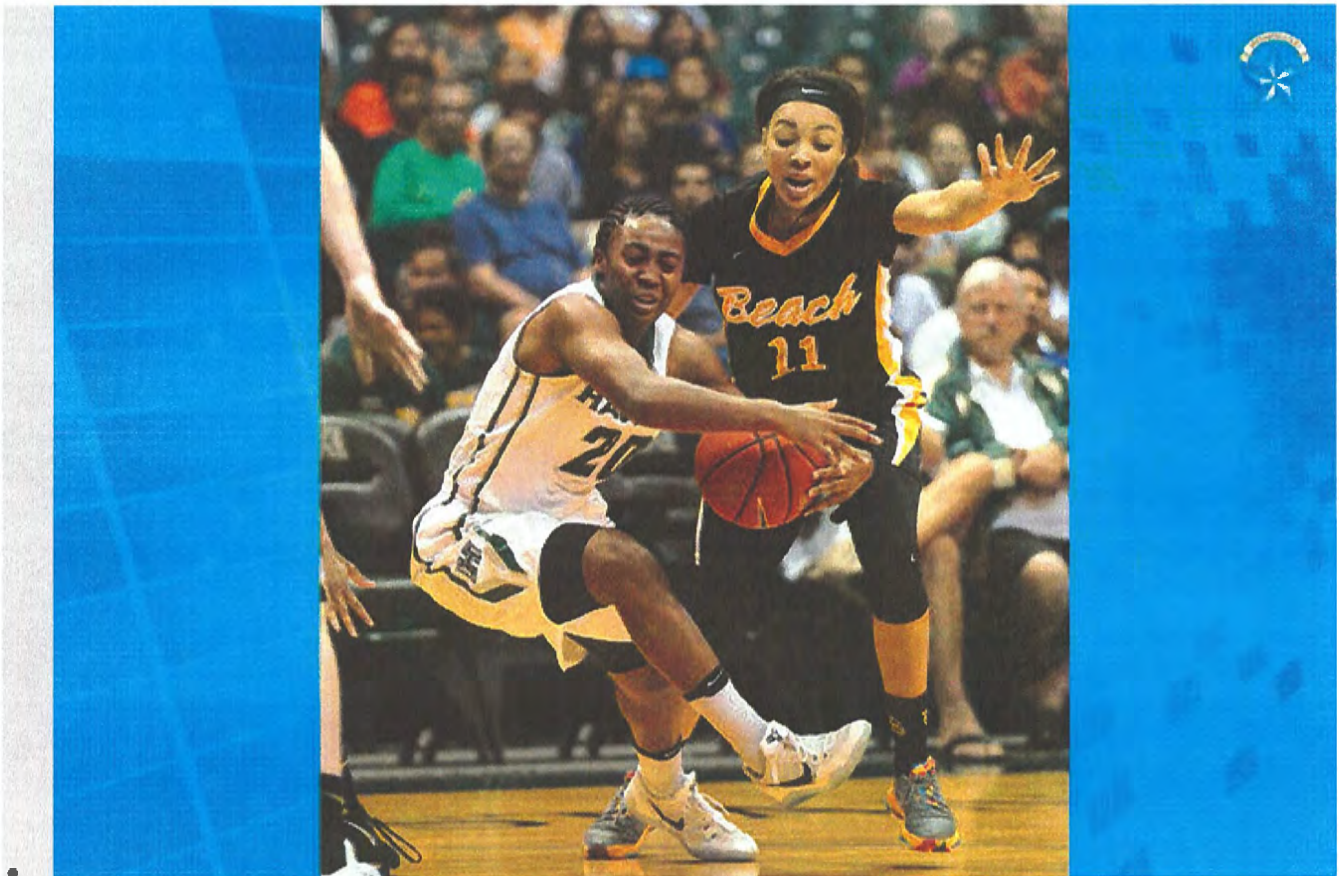
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Crawford leaves Hawaii for personal reasons

- By [Brian McInnis](#)
- Nov. 8, 2017



JAMM AQUINO / JAQUINO@STARADVERTISER.COM

The departure Olivia Crawford, left, leaves Arizona State transfer Tia Kanoa as UH's starting point guard.

Olivia Crawford, a point guard with the Hawaii women's basketball team for the past two seasons, has left the Rainbow Wahine program just days out from UH's season opener.

UH opens the 2017-18 slate on Friday at Portland of the West Coast Conference.

The 5-foot-5 Crawford of Lakewood, Wash., was a contributing freshman on UH's NCAA tournament team of 2015-16 and started all 30 games last year, averaging 8.2 points and 2.1 assists per game. The two-game Pacific Northwest trip, capped with a visit to Seattle University, would have been a homecoming of sorts for her.

But Crawford messaged the Honolulu Star-Advertiser: "Yes I have left the team, for personal reasons. Haven't been kicked off or anything ... just putting myself first is all!"

Crawford was competing with Arizona State transfer Tia Kanoa for the starting point guard job in the preseason. She was absent from the bench during last week's 85-34 exhibition win over Hawaii Hilo, in which Kanoa recorded five points and five assists.

UH coach Laura Beeman declined to elaborate on the circumstances of Crawford's departure.

"I will confirm she has left the team for personal reasons," Beeman said of Crawford in a message Tuesday. "No further comment."

The loss of Crawford further depletes UH's roster.

Sophomore forward Keleah-Aiko Kolo'i is still on the roster but has not practiced in the preseason for undisclosed reasons. She is not expected to play this season.

"No comment with her," Beeman said of Kolo'i. "When I can, I'll make one."

Post players Mackenzie Clinch Hoycard and Taylor Donohue are out indefinitely with injuries. Guard Courtney Middap is day to day, meaning UH has 10 or 11 available players against the Pilots.

"We need five," Beeman said. "If I have 10, that's more than five."

UH, which returns All-Big West first-teamer Sarah Toeaina, was picked to finish fourth in the conference preseason polls. Toeaina, Kanoa and Monmouth transfer Rachel Odumu were recently named team captains.

Rainbow Wahine want to make things right

• By [Brian McInnis](#)

• Nov. 10, 2017



DARRELL MIHO / SPECIAL TO THE STAR-ADVERTISER

Hawaii women's coach Laura Beeman is on a mission to make last year's 12-18 season a distant memory. She changed her entire coaching staff in the offseason.

Laura Beeman really does not take well to losing.

Coming off her first subpar record as Hawaii women's basketball coach, Beeman employed a scorched-earth offseason campaign that saw her change

out her entire coaching staff and re-install a tough-love approach that she withheld from a young team for much of last year.

To her, 12-18 (7-9 Big West) was the result of the leniency.

“(Last year) I didn’t think they could handle my intensity and the stress of college basketball, with so many incoming kids,” the sixth-year coach said this week. “So I really took a look at that and said, hey, gotta be who you are. And coach the way you coach, and trust that if the team can’t handle it, they will let me know. Offseason was a lot of reflection for me.”

GUARDS

Returns: #0 Julissa Tago, 5-9 So.; #1 Rachel Odumu, 5-9 Jr.; #11 Tia Kanoa, 5-8 Jr.

Gains: None

Losses: Briana Harris, 4 years; Olivia Crawford, 2 years

Summary: It’s Kanoa’s show to run after sitting out a year transferring from Arizona State, and with Crawford’s recent departure from the team. Tago looks to build on a promising freshman season (5.1 ppg, 4.3 rpg) as the only 2016-17 player with more assists than turnovers. Odumu could break out after transferring from a quiet two years at Monmouth.

WINGS

Returns: #2 Courtney Middap, 5-10 So.; #5 Sarah Toeaina, 5-11 Sr.; #12 Leah Salanoa, 5-10 Jr.; #21 Lahni Salanoa, 5-11 Jr.

Gains: #15 Jadyynn Alexander, 5-10 Fr.

Losses: None

Summary: Toeaina knows what she excels at, and that’s the mid-range game and strong drives to the hoop. It falls to the Salanoa twins — a combined 72 3-pointers in 2016-17 — and Middap to be the team’s primary 3-point threats. Both Salanoas shot above 35 percent from deep as sophomores, while Middap is the team’s long-range specialist. Alexander adds depth at the position.

BIGS

Returns: #25 Amy Atwell, 6-0 Fr.; #33 Taylor Donohue, 6-3 So.; #25 Makenna Woodfolk, 6-2 So.

Gains: #10 Mackenzie Clinch Hoycard, 6-3 Fr.; #14 Lauren Rewers, 6-4 Fr.

Losses: Adrienne Darden, 1 year; Keleah-Aiko Koloï, 1 year

Summary: With Donohue and Hoycard out indefinitely with injuries, Woodfolk leads the way up front for a baby-faced unit. She had a double-double in the exhibition against UH Hilo and showcased a 3-point shot not seen in her freshman year (5.3 ppg, 6.0 rpg). Rewers, a true center, is raw but potentially impactful with her size. Atwell adds depth coming off a redshirt injury season.

Enter Tia Kanoa, a player after Beeman's own heart.

The 5-foot-8 point guard out of Kamehameha and Arizona State watched from the sidelines as Hawaii struggled last year. She's claimed the 2017-18 starting job — and probably not just because incumbent Olivia Crawford decided to leave the team a handful of days ago for personal reasons.

"Her level of competition is phenomenal every day," Beeman said. "She brings intensity. At times it's almost like, hey, tone it down a notch. She has one drive, and that is: I'm going to do what it takes to win, and you better be on this train with me or we're going to have a problem. And I love that level of intensity — that's what you need in a Division I point guard, that's what you need in a Division I program."

Kanoa played a total of nine games in two years at Arizona State, partially due to an injury her freshman season. She and Monmouth transfer Rachel Odumu inject new life into the Wahine backcourt.

They, returning BWC first-teamer Sarah Toeaina (13.5 ppg), and the Salanoa twins — Lahni and Leah — are the primary reasons Hawaii was picked to finish in the top half (fourth) of the Big West this year.

But UH is injury-hit to start the year, with bigs Taylor Donohue and Mackenzie Clinch Hoycard out indefinitely. Someone else will have to step in as backup point guard with Crawford gone, and **forward Keleah-Aiko Koloï is not expected to return after missing the entire preseason for undisclosed reasons.**

"Everybody's gotta step up, basically," Kanoa said. "We all have our roles the coaches have given us. And as certain people have different injuries and

certain people can't play as much, we step up in different areas that Coach wants us to."

Hawaii continues its tradition of opening up on the road every year under Beeman, with games at Portland of the West Coast Conference today (5 p.m.) and Seattle University of the WAC on Sunday (11 a.m.).

The Pilots went 6-24 last year, while the Redhawks were 15-18. UH will have 10 or 11 players available, depending on the day-to-day status of wing Courtney Middap.

"It gives this young group a lot of confidence to go on the road and say, hey we gotta win," Beeman said. "We at least gotta go 1-1 on this road trip."

Board of Regent/CSS Interviews Preparation

1 message

Joel Matsunaga <joelkm@hawaii.edu>

Sat, Oct 22, 2022 at 9:05 AM

To: David Matlin <matlin@hawaii.edu>, Timmy Chang <timmy.chang@hawaii.edu>, Eran Ganot <eran@hawaii.edu>, Amanda Paterson <apaterso@hawaii.edu>, Jim Stein <jrstein@hawaii.edu>, Scott Sinnett <ssinnett@hawaii.edu>, Jonathan Sladky <jsladky@hawaii.edu>, Laura Beeman <lbeeman@hawaii.edu>, Lyn Nakagawa <lynhn@hawaii.edu>, Lois Manin <manin@hawaii.edu>, Derek Inouchi <inouchi@hawaii.edu>

Cc: Paula Nishimoto <paulaa@hawaii.edu>, Cindy Uyehara <cuyehara@hawaii.edu>

All,

This email is to provide you with information to help prepare for your upcoming interview with College Sports Solutions (“CSS”).

CSS will be interviewing various Athletics and University staff as part of their “independent assessment” which is being done on behalf of the Board of Regents (“BOR”).

Background:

- On January 7, 2022, a Legislative Briefing was held regarding Athletics and primarily UH Football.
- While the majority of comments provided during the legislative briefing were favorable to Athletics, there were testifiers that raised concerns.
- As a result, the BOR approved an “independent assessment” of the concerns raised and engaged CSS to conduct it.

Interview Process:

- Interviews will be conducted by Jeff Schemmel and Karl Bensen from CSS.
- Also in attendance will be a UH Athletics administrator (either myself, Paula Nishimoto, or Cindy Uyehara). The UH Athletics administrator is in attendance to:
 - Help facilitate and assist during the interview.
 - Be available to respond to any Athletics staff questions regarding the process

Interview Specifics/Details:

- Dates/Times: October 31 – November 2. Each of you signed up for a specific date and time. You will be receiving a separate email confirming your date/time shortly.
- Location: Athletics Conference Room 106 (first floor)
- Arrival Time: Please arrive for your interview 10 minutes in advance
- Duration: Allow for one hour

Athletics Documents Provided to CSS:

As part of its independent assessment, CSS requested and was provided documents and other data from Athletics.

- Most of you provided “statements” or similar information about some of the concerns raised by testifiers. Those statements were among the information already provided to CSS. You can expect that your interview will cover portions of your statement. You should

review your statement in advance to allow the interview to proceed efficiently and be productive. A copy of your statement that was provided to CSS will be sent to you shortly for your convenience.

- A number of other documents (e.g., communications between individuals, medical information and academic information) were provided in response to CSS' requests. As many of the documents contained student-athlete confidential information, they are not being shared at this time. If asked a question during the interview regarding a document you do not have direct knowledge of, it would be appropriate to let the interviewers know and respond accordingly.
- Immediately following the legislative briefing, Athletics proactively initiated its own "internal review" of the concerns raised. A copy of Athletics' internal review report was also provided to CSS. Since the report contains sensitive and confidential student-athlete information regarding the concerns raised, its distribution has been deliberately limited. As a result, the information examined, the report's conclusions, and the actions taken as a result, have not been widely or directly shared with the Athletics staff. As with other documents which you may have no direct knowledge of, if asked about the Athletics internal review report, it would be appropriate to let the interviewers know and respond accordingly.

Athletics Support of BOR and CSS Review:

- In the interest of continuous improvement, Athletics proactively initiated its own internal review of the concerns raised during the legislative briefing and supports the BOR's independent assessment.
- Athletics appreciates that you are making yourself available to be part of the CSS interviews. They are an important part of the independent assessment process and we are hopeful they will be productive and efficient for all parties.

To Be Provided to You Shortly:

As mentioned above, the following information will be sent to you shortly in a separate email:

- Date and time of your scheduled interview
- Copy of your "statement" if you provided one
- Name of the UH Athletics administrator who will be attending your interview session

Summary

Thank you again for participating in the BOR independent assessment and CSS' interviews. If you have any questions, please feel free to reach out to myself or the UH Athletics administrator who will be attending your interview session.

Joel

--

Joel Matsunaga
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Email: joel.matsunaga@hawaii.edu



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March 16, 2023

MEMORANDUM

TO: Randolph G. Moore
Chair, Board of Regents

VIA: David Lassner *David Lassner*
President, University of Hawai'i

FROM: David A. K. Matlin *DAKM*
Athletics Director

SUBJECT: University of Hawai'i at Mānoa Athletics Department's Proposed Action Steps
Regarding College Sports Solutions Report Recommendations

23 MAR 16 AM 11:42
UNIVERSITY OF HAWAII
BOARD OF REGENTS

The University of Hawai'i at Mānoa Athletics Department (UHM Athletics) is providing this response to the report and recommendations issued by College Sports Solutions as part of the Board of Regents independent assessment of the testimony provided at the Hawai'i Legislature's informational briefing on January 7, 2022.

Immediately following the January 7, 2022 informational briefing conducted by the Senate Ways and Means Committee and Senate Higher Education Committee, UHM Athletics initiated an internal review of the testimony presented during the hearing. In the interest of getting a fully independent review of all the testimony received at the briefing, UHM Athletics was in agreement with and fully supportive of the Board of Regent's decision that an independent and external assessment of the testimony offered during the briefing should be conducted.

UHM Athletics recognizes the thoroughness of College Sports Solutions independent assessment and appreciates its conclusions that:

"It appears that University and athletics department leadership was mindful of and followed Regents Policy 7.208. There was no criminal behavior found; there were no NCAA violations associated with the identified issues; and there were no major public behavior issues that went unreported to the Board."

"The efforts to deal with the specific UHM football issues were dealt with appropriately and in a timely fashion throughout the season by University and athletics department personnel, and in our opinion, did not warrant official notice to the Board during that time."

The CSS conclusions validate the dedication of the athletics department staff and other individuals within the University to the student-athletes within the program.

Randolph G. Moore
Athletics Actions on CSS Recommendations
March 16, 2023
Page 2

In addition to the conclusions reached by CSS, UHM Athletics also appreciates the recommendations that CSS offered for consideration by the athletics department, the University and the Board of Regents. In both its own internal review and the independent assessment conducted by the Board of Regents, UHM Athletics' objective was to obtain a full and in-depth review of all the testimony offered during the January 7, 2022 hearing, as well as to identify any areas for improvement that could benefit the athletic program and its student-athletes.

After careful review, and in the interest of continuous improvement, UHM Athletics embraces the recommendations in CSS' report and offers the attached list of proposed actions in response to the recommendations.

Thank you for your time and dedication to comprehensively and independently assess the testimony that resulted from the legislative informational briefing. UHM Athletics expects to benefit from the work conducted by the Board of Regents and commits to moving forward with action on the recommendations.

**University of Hawai'i at Mānoa Athletics Department
Actions of CSS Report Recommendations**

#	CSS Report Recommendation	UHM Athletics Response to CSS Recommendations
1.	<p>Continue to enhance and clarify the role of the Faculty Athletics Representative (FAR).</p> <p>As is known in college athletics, the role of the FAR is defined differently from institution to institution. Some have a very limited role, with participation only as NCAA-mandated liaisons to faculty and staff and in eligibility certification roles. Others are much more involved, providing the university, athletics, and the student-athletes hands-on representation and advocacy. The latter appears to be the current role of FAR Sinnett. We believe this is good for the Institution, and we are impressed with FAR Sinnett's interest and commitment to provide continued effective service, particularly as a connection to the student-athletes and their well-being. We encourage UHM to continue to support and enhance that role.</p>	<p><i>The University of Hawai'i at Mānoa Athletics Department (UHM Athletics) appreciates that CSS recognizes the significant and impactful role that it proactively chose its Faculty Athletics Representative (FAR) to play in advocating for student-athletes.</i></p> <p><i>Consistent with the recommendation by CSS, UHM Athletics commits to continuing with the existing strong role it has given its FAR and considering enhancements as warranted. As it has demonstrated by elevating the FAR role to be among the most significant in the nation, UHM Athletics will continue to utilize the FAR to be a strong advocate for its student-athletes.</i></p>
2.	<p>Continue to improve and enhance avenues of communication for student-athletes.</p> <p>With today's mental health concerns and the continuing focus on student-athlete welfare, coupled with today's social media prevalence, the challenges of college athletics departments and universities throughout the United States related to the well-being of students is both visible and paramount. Universities must be constantly identifying and implementing new and effective ways for students to have their voices heard and acted upon. To this end, we recommend the following for the University of Hawaii, as we have recommended for other universities and their athletics departments.</p>	
2.a.	<p>Enhance the opportunities for SAAC to provide input and feedback to administration.</p> <p>It is important that the department continue to identify ways for student-athletes to be heard. As importantly, there must be constant encouragement, through effective communication, of student-</p>	<p><i>UHM Athletics is always looking to improve ways for student-athletes to have the ability to raise issues that they feel are important.</i></p> <p><i>CSS' recommendation to "enhance opportunities for SAAC" is consistent with UHM Athletics' approach to management by</i></p>

**University of Hawai'i at Mānoa Athletics Department
Actions of CSS Report Recommendations**

#	CSS Report Recommendation	UHM Athletics Response to CSS Recommendations
	<p>athletes to utilize those methods. Of course there must be guidelines built into that communication and encouragement.</p>	<p><i>seeking continuous improvement. UHM Athletics will work with the UHM Athletics administrator with operational oversight over the SAAC (i.e., Director of Student-Athlete Development) to review and optimize the communication between the student-athletes and the administration. In addition to considering enhancements in the communication for the student-athletes on the SAAC, methods will be developed and implemented to track how effectively all communications from student-athletes are received, documented, forwarded for action and followed up on, by the UHM Athletics administrator and others with responsibilities for issues that arise from the SAAC.</i></p> <p><i>In addition to enhancing opportunities for the SAAC itself, UHM Athletics will also conduct a review to determine whether the SAAC's effectiveness could be enhanced by restructuring positions/reporting relationships within UHM Athletics.</i></p> <p><i>While the CSS Report correctly identified the SAAC as a key resource for student-athletes to have issues heard; it should be noted that the SAAC is not the only channel available to student-athletes. For example, the coach/student-athlete channel has traditionally been a key communication channel utilized by collegiate athletics programs nationwide. Beyond the traditional relationship between coach and student-athlete, some teams have adopted practices that proactively check in with their student-athletes to identify any issues rising to the level requiring action. It was a proactive survey of student-athletes by the FAR that first uncovered the issues in the football program that gave rise to these events.</i></p> <p><i>Another example of how UHM Athletics proactively seeks ways to communicate with its student-athletes is its current evaluation and roll out of the RealResponse platform to all student-athletes in its program. The RealResponse digital platform is</i></p>

**University of Hawai'i at Mānoa Athletics Department
Actions of CSS Report Recommendations**

#	CSS Report Recommendation	UHM Athletics Response to CSS Recommendations
		<p><i>currently in use by more than 1,500 athletic organizations and is used to empower athletes, employees and others, via a safe space, to use their voice as well as equip management to quickly respond to needs and concerns within the organization.</i></p> <p><i>UHM Athletics will continue to seek ways to improve channels of communication to allow its student-athletes to have free and open access to the athletics administration.</i></p>
2.b.	<p>Consider identifying a person to serve as an “ombudsman” to assist and engage student-athletes relative to their input and feedback.</p> <p>In recognition of the importance of this communication issue and the initiatives surrounding it, we recommend that UHM hire a new staff person, or name a current staffer as a full-time “ombudsman” to reach out, listen to, and respond meaningfully to student-athletes. It is important that these people and their roles be clearly identified and communicated to student-athletes, and that they have regular and continual interaction with student-athletes. In that way, the student-athletes not only become familiar, but as importantly, become comfortable bringing thoughts and issues to her/him.</p>	<p><i>Allowing its student-athletes to have channels that allow for open communication has always been a key objective for UHM Athletics. UHM Athletics agrees that it is important for student-athletes to feel that they have an effective voice and channel whether it is formally an ombudsman type position or other.</i></p> <p><i>Effectively, the responsibilities of an ombudsman as recommended by CSS are already included within the job responsibilities of the Director of Student-Athlete Development. UH Athletics will review the existing job responsibilities of that and/or possibly others to determine if they need to be expanded or modified to ensure that student-athletes have an effective advocate within the department.</i></p> <p><i>For example, as identified by CSS in its report, the University of Hawai'i at Mānoa FAR position already has enhanced responsibilities and availability to the UHM Athletics student-athletes. Because the current FAR is male, UHM Athletics has identified a female executive outside of UHM Athletics to serve as a contact for issues a student-athlete might prefer not to raise with a male. It is possible that the “ombudsman” type of functions are best situated to reside outside of UHM Athletics. As recognized by the NCAA when it required the use of FAR positions, having a position external to the athletics program can at times facilitate open and candid communications better than an internal position.</i></p>
2.c.	<p>Consider a student-athlete council in every sport.</p> <p>The success of the current Hawaiian Football Championship</p>	<p><i>UHM Athletics agrees with CSS' recommendation that the success of the “Championship Council” concept for football warrants a review to determine whether other sports might also</i></p>

**University of Hawai'i at Mānoa Athletics Department
Actions of CSS Report Recommendations**

#	CSS Report Recommendation	UHM Athletics Response to CSS Recommendations
	<p>Council, in response to previous issues, and now continuing under the new coaching staff, has clearly been a success. It could very well be useful in other sports, providing an additional vehicle for student-athletes to be heard. We recommend consideration of these types of councils in other sports.</p>	<p><i>benefit from adopting the concept. Discussions will be initiated with the other sports teams within UHM Athletics regarding whether the "Championship Council" concept could also benefit their programs.</i></p>
2.d.	<p>Review the current Student-Athlete Handbook relative to student-athlete communication.</p> <p>The current Student-Athlete Handbook, as stated above, addresses the various ways that student-athletes can be heard. We suggest a review of that Handbook to ensure identification of, emphasis on, and encouragement of the use of the avenues available to student-athletes to communicate their thoughts, issues, and requests to administration. We also recommend that current members of the SAAC assist in this exercise.</p>	<p><i>The Student-Athlete Handbook is a "living" document and subject to continuous review and updating. Anytime an update is being considered, UHM Athletics looks to see what other areas might need updating. The student-athlete communications sections of the handbook can be included in the next updating of the handbook.</i></p> <p><i>Typically when UHM Athletics updates its Student-Athlete Handbook, it seeks a wide base of inputs from different staff and groups. UHM Athletics would be interested in and consider any input that the SAAC would be open to sharing.</i></p>
2.e.	<p>Conduct an annual session with all student-athletes on the content of the Student-Athlete Handbook, with emphasis on the language therein relative to student-athletes experience and welfare.</p> <p>It is our understanding that in the past, all student-athletes, as part of or separate from their annual orientation process, were provided a session focused on the Student-Athlete Handbook, detailing important sections, particularly those dealing with their well-being, welfare and experience.</p> <p>We recommend that these sessions be reinstated as part of the orientation process, with emphasis on the many ways for them to have their voices heard. We recommend that these orientation sessions be conducted on a team-by-team basis with the UHM athletic director, senior woman administrator, FAR and the athletics</p>	<p><i>The historical practice for UHM Athletics was to include all new and incoming student-athletes in "in-person" orientation that included, among other things, discussion on the Student-Athlete Handbook. The in-person sessions were suspended for a period of time, in accordance with the pandemic restrictions, but are being reinstated going forward.</i></p> <p><i>In addition to reinstating the in-person orientation sessions as recommended by CSS in its report, UHM Athletics will also be considering additional reinforcement of the important sections within the Student-Athlete Handbook via other communications channels such as periodic emails to student-athletes, addition of links to the Team Rules, etc.</i></p>

**University of Hawai'i at Mānoa Athletics Department
Actions of CSS Report Recommendations**

#	CSS Report Recommendation	UHM Athletics Response to CSS Recommendations
	department ombudsman in attendance.	
3.	<p>Consider language in coaches' contracts that addresses treatment of student-athletes.</p> <p>Most, if not all current coaches' contracts include language relative to coaching behavior. That language is typically located in an initial preamble or under the "termination for cause" section of the contract. Few have language that sets specific guidelines for treatment of student-athletes by the coach. We recommend consideration of such language in all coaches' contracts.</p>	<p><i>As identified by CSS in its report, "most, if not all, current collegiate coaches' contracts include language relative to coaching behavior." This is also true for the UHM Athletics coaches' contracts. For example:</i></p> <p><i>Section 1.A. of the template agreements states:</i></p> <p><i>A. Coach will report to the Athletics Director or the Athletics Director's designee and will be responsible for the coaching, leadership, recruitment, promotion of an atmosphere of compliance, fiscal integrity, exhibition of professional behavior and conduct, supervision and promotion of the Sports Program and the seeking of the academic success of student athletes. Coach shall diligently seek to provide leadership in building and maintaining a competitive, quality program with student-athlete academic performance which will reflect the values and high standards of the University. Coach shall diligently seek to provide leadership and oversight for the academic progress and success of student-athletes including promoting and maintaining an environment that encourages academic achievement as measured by academic eligibility, retention, and graduation. Concerned with the physical, mental, social and academic well-being of the student-athlete, Coach will continually work toward improving the academic progress rates of student-athletes within the Sports Program, with Coach and team staff taking an active interest with every student-athlete to expedite progress toward degree completion.</i></p> <p><i>In addition, our template contract requires adherence to not just NCAA and conference rules, but also University policies which cover harassment and non-violence as well.</i></p> <p><i>Collegiate coaching contracts continue to evolve in response to the transformation occurring within collegiate athletics as well as the "coaching" marketplace. UHM Athletics will assess whether</i></p>

**University of Hawai'i at Mānoa Athletics Department
Actions of CSS Report Recommendations**

#	CSS Report Recommendation	UHM Athletics Response to CSS Recommendations
		<p><i>further changes in the coaches agreements to enhance language regarding guidelines for the treatment of student-athletes. UHM Athletics will work collaboratively with the UH Office of General Counsel and the collective bargaining representative of the coaches, the HGEA on any desirable changes.</i></p>
4.	<p>Establish a department-wide set of behavioral standards for all coaches.</p> <p>We recommend that the department consider formalizing a meaningful set of standards for all coaches relative to their behavior. This will not be an easy task, as consideration must be given to the latitude that all departments want to give coaches relative to their coaching style. However, we believe that a simple set of minimum standards that addresses how student-athletes are to be treated by coaches can be an effective way to create a positive culture with student-athletes and in the UHM athletics department.</p>	<p><i>While UHM Athletics concurs with CSS' statement that establishing a department-wide set of behavioral standards for all coaches will "not be an easy task", it is an initiative that UHM Athletics agrees should be evaluated. To that end, UHM Athletics will initiate a task group to conduct an assessment and evaluation of whether and what set of behavioral standards can be implemented department-wide.</i></p> <p><i>It should be noted also that the University has policies setting forth expected standards of behavior for all employees. See, e.g., Executive Policy 9.210 covering workplace civility and non-violence, including for students.</i></p>
5.	<p>Regents should continue to work diligently with the state legislature to either build a replacement stadium for Aloha Stadium, or continue the building of the current on-campus stadium.</p> <p>As was clear to us throughout this review, the permanent closure of Aloha Stadium has had a significantly negative effect on UHM football. Athletics was forced to quickly adjust and find a new venue in which to play games, and we applaud what was accomplished in such a short period of time – preparing and then playing in the on-campus facility that was so hastily constructed.</p> <p>We were informed that money has in fact been set aside by the Hawaii legislature to build a new stadium that can again house Hawaii football. We encourage rapid movement with that initiative, or a new plan to fund the construction of a permanent stadium on</p>	<p><i>As CSS recognizes in its report, the closure of the Aloha Stadium was an unexpected and significantly negative impact to the UHM Athletics entire athletics program, not only for UH Football.</i></p> <p><i>UHM Athletics will continue to work closely with the University and others on the needed expansion to the Clarence TC Ching Athletics Complex.</i></p> <p><i>The University and UHM Athletics is not allowed a direct role in the decision-making regarding the funding and building of a new replacement stadium. However, it will continue to work collaboratively with all parties with the hope that a replacement stadium that can serve the student-athletes, students, fans and the people of the State of Hawaii can be operational sooner, rather than later.</i></p>

**University of Hawai'i at Mānoa Athletics Department
Actions of CSS Report Recommendations**

#	CSS Report Recommendation	UHM Athletics Response to CSS Recommendations
	<p>campus.</p>	<p><i>Through UHM Athletics discussions with the UH President, the President has agreed to provide regular updates to the Board of Regents on project progress as new information becomes available.</i></p>
6.	<p>Continue to improve all mental health services to student-athletes.</p> <p>Mental health issues, as stated hereinbefore, are prevalent for students at UHM, and in fact for students throughout institutions of higher learning in the United States. Most, if not all are considering and/or implementing plans to employ professionals to address the issues of the many students who need mental health care and support.</p> <p>As we know, this issue was of great concern to the NCAA Transformation Committee in its Report of December 2022. Its recommendations relative to mental health will likely result in specific initiatives by institutions. That report is attached hereto via the following link:</p> <p>https://ncaaorg.s3.amazonaws.com/committees/d1/transform/Jan2023D1TC_FinalReport.pdf</p> <p>Many athletics departments have hired or are now hiring full-time professionals to serve their student-athletes. We encourage UHM to consider such initiatives.</p>	<p><i>UHM Athletics agrees with CSS' recognition of the importance of mental health services for all students, including the student-athletes participating in its athletics program.</i></p> <p><i>In fact, UHM Athletics has been among early adopters within collegiate athletics of emphasizing student-athlete health and wellness, including a focus on mental health. For example, jointly between the Athletics Director and the Team Physician (Dr. Jonathan Sladky), a conscious decision was made to emphasize mental health and support for the student-athletes beyond those that were being provided to the general student population. That has led to the adoption of many key initiatives in the area of mental health such as:</i></p> <ul style="list-style-type: none"> <i>• Collaborating with the University of Hawai'i at Mānoa's CSDC (UHM campus counseling – "Counseling and Student Development Center") to provide part-time <u>dedicated</u> mental health care to UHM Athletics student-athletes (i.e., CSDC employees loaned to UHM Athletics).</i> <i>• During the COVID-19 pandemic, UHM Athletics partnered with one of the leading providers of telemedicine psychology services (TalkSpace) to make telemedicine psychology care available to every single UHM Athletics student-athlete.</i> <i>• UHM Athletics contracted with a local community therapist to provide dedicated mental health time and services for its student-athletes.</i> <i>• UHM Athletics hired a part-time dedicated UHM Athletics Mental Health Therapist. This was followed by the hiring of</i>

**University of Hawai'i at Mānoa Athletics Department
Actions of CSS Report Recommendations**

#	CSS Report Recommendation	UHM Athletics Response to CSS Recommendations
		<p><i>two additional part-time mental health therapists for the equivalent of 1.5 FTE dedicated therapy positions within the UHM Athletics Department to support the student-athletes.</i></p> <ul style="list-style-type: none"> • <i>A new format for mental health was rolled out, which creates a dedicated in-person office space for UHM Athletics Rainbow Wellness and Mental Health, and allows any student-athlete to directly refer themselves to a therapist for any reason.</i> • <i>UHM Athletics' employed therapists provide not only care for athletes with any mental health concerns, but also provide proactive care, meeting with teams to proactively discuss mental health care and self-care, and also meeting with teams as a whole to provide mental health support during times of injury, loss, grieving, etc.</i> • <i>Annual mental health screening was added as part of the Pre-Participation Physical Exams for all student-athletes.</i> <p><i>While UHM Athletics has been able to effectively implement various initiatives in support of its student-athletes' mental health, the department recognizes that the process for improvements is continuous. UHM Athletics, as suggested in CSS recommendation, will continue to consider improvements as warranted.</i></p> <p><i>Recognizing the importance of mental health across off all of collegiate athletics, UHM Athletics is also willing to assist as other universities seek to improve their programs. For example, Team Physician, Dr. Sladky, and head therapist, Kelly Hee, have been invited to present nationally at the Coalition on Intercollegiate Athletics national meeting (April 2023), presenting how UHM Athletics was able to develop its mental healthcare program so successfully</i></p>



University of Hawai'i at Mānoa Athletics

Presentation to

Board of Regents
Committee on Intercollegiate Athletics

Athletics Actions on CSS Independent Assessment
Recommendations

April 6, 2023



Agenda

- Timeline to CSS Report and UHM Athletics Actions on Recommendations
- UH Board of Regents Independent Assessment Direction
- CSS Independent Assessment
- UHM Athletics Response to CSS Recommendations



Timeline

January 7, 2022

Senate Ways & Means and Higher Education Committees hold “informational briefing”

January 2022

UHM Athletics begins “internal review” of testimony presented at informational briefing

March 11, 2022

Board of Regents agreed to obtain an “independent assessment” of UHM Athletics

May 2022

UHM Athletics issues its report on its “internal review”

August 22, 2022

UH Board of Regents signs contract with College Sports Solutions (CSS) for independent assessment

February 22, 2023

CSS issues report on its independent assessment

March 16, 2023

UHM Athletics submits its proposed actions on the CSS Reports’ recommendations



UH Board of Regents Direction on Independent Assessment



Board of Regents Direction for Independent Assessment

Assessment Area	Board of Regent Direction
Focus: January 7, 2022 testimony	“The <u>assessment will consider the testimony, including claims, regarding student-athlete welfare that was received and/or solicited by the Senate Committees on Ways and Means and Higher Education</u> and forwarded to the Board following the information briefing held on Friday, January 7, 2022. <u>Subsequent claims and communications relating to the subject matter of such testimony received by the administration and the Board will also be considered.</u> ” (emphasis added)
Focus: Communications Relevant Claims	“Additionally, the assessment will cover the UHM Athletic Department <u>communications with student-athletes that were relevant to the claims made.</u> ” (emphasis added)

Committee on Intercollegiate Athletics Chair, Simeon Acoba, memorandum to Board of Regents Chair, Randolph Moore, titled “Approval of Proposed Terms for the Independent Assessment of University of Hawai’i at Mānoa Athletics Department Operations Relating to Student-Athlete Welfare and Communications,” dated March 11, 2022.



CSS Independent Assessment UHM Athletics Role



CSS Independent Assessment

UHM Athletics Role

- Independent assessment designed and driven by the Board of Regents and CSS, not UHM Athletics
 - UHM Athletics' role was to respond in a timely, open and thorough manner to any CSS' requests
 - Provide open access to all data, documents and staff as identified and requested by CSS
 - Coordinate scheduling and access for tours of facilities, review of records, and interviewing of staff/student-athletes
 - Encourage and facilitate open and transparent communications in support of CSS' independent assessment



CSS Independent Assessment

UHM Athletics Role - Interviews

Area	UHM Athletics Support for Independent Assessment
Upon Request, Athletics Support to Interviews	<ul style="list-style-type: none">• UHM Athletics recommended to CSS that an athletics administrator participate in interviews to alleviate concerns some interviewees were expressing, given the unprecedented nature of the external inquiry following the January 7 informational briefing. Interviewees were <u>made aware in advance of an administrator being present to facilitate</u> open communication: <i>“Also in attendance will be a UH Athletics Administrator (either myself, Paula Nishimoto, or Cindy Uyehara). The UH Athletics administrator is in attendance to:¹</i><ul style="list-style-type: none">○ <i>Help facilitate and assist during the interview.</i>○ <i>Be available to respond to any Athletics staff questions regarding the process.”</i>
Administrators Not Involved in Sports Operations	<ul style="list-style-type: none">• Because number of interviews scheduled, burden of being available to interviewees was spread among three administrators.• All administrators:<ul style="list-style-type: none">– Were not named or involved in the concerns raised in the legislative testimony– Did not have direct involvement in the oversight and/or operations of sports

¹ Joel Matsunaga memorandum to interviewees, “Board of Regent/CSS Interviews Preparation”, dated October 22, 2022.



CSS Independent Assessment

UHM Athletics Role - Interviews

Area	UHM Athletics Support for Independent Assessment
Alleviating Initial Concerns	<ul style="list-style-type: none">• Internally, some <u>potential interviewees voiced concern in being interviewed or how openly they could share information.</u> UHM Athletics took action to address concerns where possible.<ul style="list-style-type: none">– For example, in response to interviewees voicing concern over sharing protected and confidential student-athlete information, UHM Athletics worked with CSS to provide all interviewees in advance, a statement by CSS on how it is required to protect any information shared in an interview.¹
Optional to Have Administrator Present	<ul style="list-style-type: none">• With one exception, all interviewees were comfortable with an administrator present. There was only one occasion that the interviewee opted to not have the administrator present and the administrator left immediately. In one other case, there was a conflict in scheduling so the interview took place without an administrator, to not hold up the process.
Direct Communications with CSS	<ul style="list-style-type: none">• After the initial interview (and a “comfort level” having been established), CSS typically communicated <u>directly</u> with the interviewees (i.e., no athletics administrator needed or present)• CSS frequently also provided email and cell phone information to interviewees, along with an offer for them to reach out <u>directly</u> with any additional information or thoughts they wanted to offer.



CSS Independent Assessment

UHM Athletics Role - Interviews

Area	UHM Athletics Support for Independent Assessment
Athletics Direction for Open Sharing and Transparency	<ul style="list-style-type: none">• UHM Athletics <u>direction to staff was to be open and forthcoming</u>. For example, in an email to identified interviewees: <i>“It should be expected that CSS will ask about the information contained in your statement. However, CSS is not limited to only discuss what is already in your statement. <u>It is UHM Athletics’ intent to try to be as transparent and provide as much information as CSS may need.</u>”¹ (emphasis added)</i>
Athletics Encouragement of Thorough Review	<ul style="list-style-type: none">• In the interest of allowing the Board and CSS to conduct a full and comprehensive independent assessment, the <u>Athletics Department suggested additional interviews not originally identified</u> by CSS for their consideration: <i>“Can you please check with CSS if they purposely did not include Dr. Sladky among those to be interviewed? Or was that an oversight and they do want to interview him?”²</i>

¹ Joel Matsunaga email to various Athletics Department staff identified by CSS to be interviewed, titled: “Requested Interview by College Sports Solutions for UH Board of Regents,” dated September 22, 2022.

² Joel Matsunaga email to Jamie Go (BOR Office), titled: “Re: Independent Assessment – Interviewees,” dated September 22, 2022.



University of Hawaii



Hawaii Board of Regents

Athletics Review

February 2023

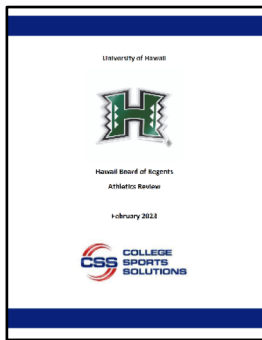


CSS Independent Assessment Report



CSS Independent Assessment

Basis of Findings



- Report “Introduction, Executive Summary, Findings and Recommendations” total 25 pages
- Balance of report (544 pages, 96%) comprises data and documentation that is part of basis for conclusions, findings and recommendations

• **Comprehensive data and documentation:**

- Testimony from January 7, 2022 informational briefing and correspondence between University and legislature
- University/Board policies
- UHM Athletics Internal Review of Testimony from Legislative Informational Briefing
- Written statements from staff completed in response to the internal UHM Athletics inquiry
- Texts, emails, memos between various parties, including staff, student-athletes, parents, etc.
- Medical questionnaires, forms and records documenting student-athletes provided information as well as treatments
- Other documentation

Unredacted version of the CSS Report allows clearest demonstration of how comprehensive documentation is regarding the concerns that were raised and form the foundation for CSS’ findings and conclusions



CSS Independent Assessment Report Summary

#	Area of Concern	College Sport Solutions Finding
1	Were Regents Policies, particularly RP 7.028, followed?	“The policies were <u>neither ignored nor circumvented.</u> ” (p.15) (emphasis added)
2	Was any criminal behavior uncovered or revealed?	“The record appears clear that there was <u>no criminal behavior</u> related to this matter.” (p. 16) (emphasis added)
3	Were any NCAA rules or regulations violated?	“It <u>does not appear that any NCAA rules, regulations, or policies were violated</u> or involved in this matter.” (p.16) (emphasis added)
4	Were any Conference rules, regulations, or policies violated?	“It <u>does not appear that any conference rules, regulations, or policies of either of those conferences were involved or violated</u> in this matter.” (p. 16) (emphasis added)

College Sports Solutions, University of Hawai'i, Hawai'i Board of Regents, Athletics Review, dated February 2023.



CSS Independent Assessment Report Summary

#	Area of Concern	College Sport Solutions Finding
5	Were there avenues readily available to football student-athletes to voice their concerns and have them responded to? Were the concerns expressed by the football student-athletes responded to appropriately?	“It appears from the record that football student-athlete concerns/complaints, from the time of initial receipt by Athletics Director Matlin in August of 2021 until and subsequent to the January 7, 2022 hearing, <u>(1) were heard, particularly through communications with FAR Sinnett and AD Matlin; and (2) were substantively responded to through the various actions described herein.</u> ” (p. 16) (emphasis added)

College Sports Solutions, University of Hawai'i, Hawai'i Board of Regents, Athletics Review, dated February 2023.



CSS Independent Assessment Report Summary

#	Area of Concern	College Sport Solutions Finding
6	Are avenues available to student-athletes to communicate concerns or issues with administration?	<p>“As stated, considerable focus of our review was on the availability and communication of the specific ways that student-athletes can have their voices heard, particularly as to their experience, welfare and well-being.</p> <p><u>Opportunities to do that included then, and continue to include the following:</u></p> <ul style="list-style-type: none">• <u>Student-Athlete Handbook</u><ul style="list-style-type: none">○ <u>Section 2. Rights of a Student-Athlete</u>○ <u>Section 9. Your Well-Being</u>• <u>Annual Survey from Faculty Athletics Representative</u>• <u>Hawai'i Championship Football Council</u>• <u>Student-Athlete Medical Documentation/Records/Questionnaires”</u> (pp 17-18) (emphasis added)

College Sports Solutions, University of Hawai'i, Hawai'i Board of Regents, Athletics Review, dated February 2023.



CSS Independent Assessment Report Summary

#	Area of Concern	College Sport Solutions Finding
7	Are these avenues communicated effectively to the student-athletes in a meaningful and continuous way, and are the student-athletes encouraged to use these avenues to have their voices heard?	“We believe that the avenues available to student-athletes to have their voices heard, particularly as to their experiences and health/well-being, are <u>not communicated as effectively as they can be</u> . In addition, . . .we <u>believe that a clear designation of a particular person or persons to act as liaison(s) to the student-athletes has not been made</u> , even though Director of Student-Athlete Development [Cindy] Rote and Faculty Athletics Representative [Scott] Sinnett appear to be handling the majority of these communications in their current roles.” (p.18) (emphasis added)

College Sports Solutions, University of Hawai'i, Hawai'i Board of Regents, Athletics Review, dated February 2023.



UHM Athletics Response to CSS Recommendations

For purposes of discussion and reference, the following slides “paraphrase” CSS’ recommendations as well as UHM Athletics proposed actions¹

¹ The detailed CSS recommendations as well as UHM Athletics proposed actions were provided to the Board of Regents in David A.K. Matlin’s memorandum, “*University of Hawai’i at Mānoa Athletics Department’s Proposed Action Steps Regarding College Sports Solutions Report Recommendations*”, dated March 16, 2023.



UHM Athletics Response to CSS Recommendations

Faculty Athletics Representative (FAR)

#	CSS Recommendation	UHM Athletics Response
1	<p>Continue to enhance and clarify the role of the Faculty Athletics Representative (FAR).</p> <ul style="list-style-type: none">• Role of the FAR is defined differently from institution to institution.• Others are much more involved, providing the University, athletics, and the student-athletes hands-on representation and advocacy.• The latter appears to be the current role of FAR Sinnett.<ul style="list-style-type: none">– We believe this is good for the Institution, and we are impressed with FAR Sinnett’s interest and commitment to provide continued effective service, particularly as a connection to the student-athletes and their well-being.• <u>We encourage UHM to continue to support and enhance that role.</u>	<ul style="list-style-type: none">• <i>The University of Hawai‘i at Mānoa Athletics Department (UHM Athletics) appreciates that CSS recognizes the significant and impactful role that it proactively chose its Faculty Athletics Representative (FAR) to play in advocating for student-athletes.</i>• <i>Consistent with the recommendation by CSS, UHM Athletics <u>commits to continuing with the existing strong role it has given its FAR and considering enhancements as warranted.</u> As it has demonstrated by elevating the FAR role to be among the most significant in the nation, UHM Athletics will continue to utilize the FAR to be a strong advocate for its student-athletes.</i>



UHM Athletics Response to CSS Recommendations

Improve Communication for Student-Athletes

#	CSS Recommendation	UHM Athletics Response
2	<p>Continue to improve and enhance avenues of communication for student-athletes.</p> <ul style="list-style-type: none">• Universities must be constantly identifying and implementing new and effective ways for students to have their voices heard and acted upon.• To this end, we recommend the following for the University of Hawaii, as we have recommended for other universities and their athletics departments.	<p>UHM Athletics responses based on following sub-bullets to #2</p>



UHM Athletics Response to CSS Recommendations

Enhance SAAC

#	CSS Recommendation	UHM Athletics Response
2a	<p>Enhance the opportunities for SAAC to provide input and feedback to administration.</p> <ul style="list-style-type: none"> It is important that the department continue to identify ways for student-athletes to be heard. Of course there must be guidelines built into that communication and encouragement. 	<ul style="list-style-type: none"> <i>UHM Athletics will work with the UHM Athletics administrator with operational oversight over the <u>SAAC (i.e., Director of Student-Athlete Development)</u> to review and optimize the communication between the student-athletes and the administration.</i> <ul style="list-style-type: none"> <i>Track how effectively all communications from student-athletes are received, documented, forwarded for action and followed up on, by the UHM Athletics administrator and others with responsibilities for issues that arise from the SAAC.</i> <i>Conduct a review to determine whether the SAAC's effectiveness could be enhanced by restructuring positions/reporting relationships within UHM Athletics.</i>
		<ul style="list-style-type: none"> <i>It should be noted that while it is an important channel for communications, it is not the only channel available to student-athletes. For example, the coach/student-athlete channel has traditionally been a key communication channel utilized traditionally by collegiate athletics programs nationwide. Some teams have adopted practices that proactively check in with their student-athletes to identify any issues rising to the level requiring action.</i> <i>Another example of how <u>UHM Athletics proactively seeks ways to communicate with its student-athletes is its current evaluation and roll out of the RealResponse platform to all student-athletes in its program.</u> Currently in use by more than 1,500 athletic organizations and is used to empower athletes, employees and others, via a safe space, to use their voice as well as equip management to quickly respond to needs and concerns within the organization.</i>



UHM Athletics Response to CSS Recommendations

Ombudsman

#	CSS Recommendation	UHM Athletics Response
2b	<p>Consider identifying a person to serve as an “ombudsman” to assist and engage student-athletes relative to their input and feedback.</p> <ul style="list-style-type: none">In recognition of the importance of this communication issue and the initiatives surrounding it, <u>we recommend that UHM hire a new staff person, or name a current staffer as a full-time “ombudsmen”</u> to reach out, listen to, and respond meaningfully to student-athletes.	<ul style="list-style-type: none"><i>Effectively, the responsibilities of an ombudsman as recommended by CSS are already included within the job responsibilities of the Director of Student-Athlete Development. UH Athletics will <u>review the existing job responsibilities of that and/or possibly others to determine if they need to be expanded or modified</u> to ensure that student-athletes have an effective advocate within the department.</i><i>For example, as identified by CSS in its report, the University of Hawai‘i at Mānoa FAR position already has enhanced responsibilities and availability to the UHM Athletics student-athletes. It is possible that the “ombudsman” type of functions are best situated to reside there if not already part of what the FAR offers currently. As recognized by the NCAA when it required the use of FAR positions, having a position external to the athletics program can at times facilitate open and candid communications better than an internal position.</i>



UHM Athletics Response to CSS Recommendations

Championship Council in Other Sports

#	CSS Recommendation	UHM Athletics Response
2c	<p>Consider a student-athlete council in every sport.</p> <p>The success of the current Hawaiian Football Championship Council, in response to previous issues, and now continuing under the new coaching staff, has clearly been a success. It could very well be useful in other sports, providing an additional vehicle for student-athletes to be heard. <u>We recommend consideration of these types of councils in other sports.</u></p>	<ul style="list-style-type: none"><i>UHM Athletics agrees with CSS' recommendation that the success of the "Championship Council" concept for football warrants a review to determine whether other sports might also benefit from adopting the concept. <u>Discussions will be initiated with the other sports teams within UHM Athletics regarding whether the "Championship Council" concept could also benefit their programs.</u></i>



UHM Athletics Response to CSS Recommendations

Review Student-Athlete Handbook

#	CSS Recommendation	UHM Athletics Response
2d	<p>Review the current Student-Athlete Handbook relative to student-athlete communication.</p> <p>The current Student-Athlete Handbook, as stated above, addresses the various ways that student-athletes can be heard. We suggest <u>a review of that Handbook</u> to ensure identification of, emphasis on, and encouragement of the use of the avenues available to student-athletes to communicate their thoughts, issues, and requests to administration. We also <u>recommend that current members of the SAAC assist in this exercise.</u></p>	<ul style="list-style-type: none">• <i>The Student-Athlete Handbook is a “living” document and subject to continuous review and updating. Anytime an update is being considered, UHM Athletics looks to see what other areas might need updating. <u>The student-athlete communications sections of the handbook can be included in the next updating of the handbook.</u></i>• <i>Typically when UHM Athletics updates its Student-Athlete Handbook, it seeks a wide base of inputs from different staff and groups. <u>UHM Athletics would be interested in and consider any input that the SAAC would be open to sharing.</u></i>



UHM Athletics Response to CSS Recommendations

Annual Session on Student-Athlete Handbook

#	CSS Recommendation	UHM Athletics Response
2e	<p>Conduct an annual session with all student-athletes on the content of the Student-Athlete Handbook, with emphasis on the language therein relative to student-athletes experience and welfare.</p> <ul style="list-style-type: none"> • It is our understanding that in the past, all student-athletes, as part of or separate from their annual orientation process, were provided a session focused on the Student-Athlete Handbook, detailing important sections. • We recommend that these sessions be reinstated as part of the orientation process, with emphasis on the many ways for them to have their voices heard. We recommend that these orientation sessions be conducted on a team-by-team basis with the UHM athletic director, senior woman administrator, FAR and the athletics department ombudsman in attendance. 	<ul style="list-style-type: none"> • <i>The historical practice for UHM Athletics was to include all new and incoming student-athletes in “in-person” orientation that included, among other things, discussion on the Student-Athlete Handbook.</i> <ul style="list-style-type: none"> – <i>The in-person sessions were suspended for a period of time, in accordance with the pandemic restrictions, but <u>are being reinstated going forward.</u></i> • <i>In addition to reinstating the in-person orientation sessions as recommended by CSS in its report, UHM Athletics <u>will also be considering additional reinforcement of the important sections within the Student-Athlete Handbook via other communications channels</u> such as periodic emails to student-athletes, addition of links to the Team Rules, etc.</i>



UHM Athletics Response to CSS Recommendations

Coaches Contract Language

#	CSS Recommendation	UHM Athletics Response
3	<p>Consider language in coaches’ contracts that addresses treatment of student-athletes.</p> <ul style="list-style-type: none"> • Most, if not all current coaches’ contracts include language relative to coaching behavior. • Few have language that sets specific guidelines for treatment of student-athletes by the coach. • <u>We recommend consideration of such language in all coaches’ contracts.</u> 	<ul style="list-style-type: none"> • <i>As identified by CSS in its report, “most, if not all, current collegiate coaches’ contracts include language relative to coaching behavior.” This is also true for the UHM Athletics coaches’ contracts.</i> • <i>Section 1.A. of the template agreement states:</i> • <i>“A. Coach will report to the Athletics Director or the Athletics Director’s designee and will be responsible for the coaching, leadership, recruitment, promotion of an atmosphere of compliance, fiscal integrity, exhibition of professional behavior and conduct, supervision and promotion of the Sports Program and the seeking of the academic success of student athletes... ”</i>
		<ul style="list-style-type: none"> • <i>In addition, our template contract requires adherence to not just NCAA and conference rules, but also University policies which cover harassment and non-violence as well.</i> • <i>Collegiate coaching contracts continue to evolve in response to the transformation occurring within collegiate athletics as well as the “coaching” marketplace. UHM Athletics <u>will assess whether further changes in the coaches agreements to enhance language regarding guidelines for the treatment of student-athletes.</u> UHM Athletics will <u>work collaboratively with the collective bargaining representative of the coaches, the HGEA.</u></i>



UHM Athletics Response to CSS Recommendations

Behavioral Standards for Coaches

#	CSS Recommendation	UHM Athletics Response
4	<p>Establish a department-wide set of behavioral standards for all coaches.</p> <ul style="list-style-type: none">• <u>We recommend that the department consider formalizing a meaningful set of standards for all coaches relative to their behavior.</u>• This will not be an easy task, as consideration must be given to the latitude that all departments want to give coaches relative to their coaching style.	<ul style="list-style-type: none">• <i>While UHM Athletics concurs with CSS' statement that establishing a department-wide set of behavioral standards for all coaches will "not be an easy task", it is an initiative that UHM Athletics agrees should be evaluated. To that end, UHM Athletics <u>will initiate a task group to conduct an assessment and evaluation of whether and what set of behavioral standards can be implemented department-wide.</u></i>• <i>It should be noted also that the University has policies setting forth expected standards of behavior for all employees. See, e.g., Executive Policy 9.210 covering workplace civility and non-violence, including for students.</i>



UHM Athletics Response to CSS Recommendations

Replacement Stadium

#	CSS Recommendation	UHM Athletics Response
5	<p>Regents should continue to work diligently with the state legislature to either build a replacement stadium for Aloha Stadium, or continue the building of the current on-campus stadium.</p> <ul style="list-style-type: none">As was clear to us throughout this review, the permanent closure of Aloha Stadium has had a significantly negative effect on UHM football. Athletics was forced to quickly adjust and find a new venue in which to play games, and we applaud what was accomplished in such a short period of time – preparing and then playing in the on-campus facility that was so hastily constructed.We were informed that money has in fact been set aside by the Hawaii legislature to build a new stadium that can again house Hawaii football. We <u>encourage rapid movement with that initiative, or a new plan to fund the construction of a permanent stadium on campus.</u>	<ul style="list-style-type: none"><i>As CSS recognizes in its report, the closure of the Aloha Stadium was an unexpected and significantly negative impact to the UHM Athletics entire athletics program, not only for UH Football.</i><i>UHM Athletics will continue to work closely with the University and others on the needed expansion to the Clarence TC Ching Athletics Complex.</i><i>The University and UHM Athletics are not allowed a direct role in the decision-making regarding the funding and building of a new replacement stadium. However, <u>it will continue to work collaboratively with all parties with the hope that a replacement stadium that can serve the student-athletes, students, fans and the people of the State of Hawaii can be operational sooner, rather than later.</u></i>



UHM Athletics Response to CSS Recommendations

Mental Health Services

#	CSS Recommendation	UHM Athletics Response
6	<p>Continue to improve all mental health services to student-athletes.</p> <ul style="list-style-type: none"> Mental health issues, as stated herein before, are prevalent for students at UHM, and in fact for students throughout institutions of higher learning in the United States. Most, if not all are considering and/or implementing plans to employ professionals to address the issues of the many students who need mental health care and support. <u>Many athletics departments have hired or are now hiring full-time professionals to serve their student-athletes. We encourage UHM to consider such initiatives.</u> 	<ul style="list-style-type: none"> <i>UHM Athletics agrees with CSS' recognition of the importance of mental health services for all students, including the student-athletes participating in its athletics program.</i> <i>In fact, UHM Athletics has been among early adopters within collegiate athletics of emphasizing student-athlete health and wellness, including a focus on mental health. For example, jointly between the Athletics Director and the Team Physician (Dr. Jonathan Sladky), a conscious decision was made to emphasize mental health and support for the student-athletes beyond those that were being provided to the general student population. That has led to the adoption of many key initiatives in the area of mental health such as:</i> <ul style="list-style-type: none"> <i>– Collaborating with the University of Hawai'i at Mānoa's CSDC (UHM campus counseling – "Counseling and Student Development Center") to provide part-time <u>dedicated</u> mental health care to UHM Athletics student-athletes (i.e., CSDC employees loaned to UHM Athletics).</i> <i>– UHM Athletics partnered with one of the leading providers of telemedicine psychology services (TalkSpace) to make telemedicine psychology care available to every single UHM Athletics student-athlete.</i>



UHM Athletics Response to CSS Recommendations

Mental Health Services

#	CSS Recommendation	UHM Athletics Response
6	Continue to improve all mental health services to student-athletes. (continued from previous slide)	– <i>UHM Athletics contracted with a local community therapist to provide dedicated mental health time and services for its student-athletes.</i>
<ul style="list-style-type: none">– <i>UHM Athletics hired a part-time dedicated UHM Athletics Mental Health Therapist. This was followed by the <u>hiring of two additional part-time mental health therapists for the equivalent of 1.5 FTE dedicated therapy positions within the UHM Athletics Department to support the student-athletes.</u></i>– <i>A new format for mental health was rolled out, which creates a dedicated in-person office space for UHM Athletics Rainbow Wellness and Mental Health, and allows any student-athlete to directly refer themselves to a therapist for any reason.</i>– <i>UHM Athletics' employed therapists provide not only care for athletes with any mental health concerns, but also provide proactive care, meeting with teams to proactively discuss mental health care and self-care, and also meeting with teams as a whole to provide mental health support during times of injury, loss, grieving, etc.</i>– <i>Annual mental health screening was added as part of the Pre-Participation Physical Exams for all student-athletes.</i>		



UHM Athletics Response to CSS Recommendations

Mental Health Services

#	CSS Recommendation	UHM Athletics Response
6	<p>Continue to improve all mental health services to student-athletes.</p> <p>(continued from previous slide)</p>	<ul style="list-style-type: none">• <i>While UHM Athletics has been able to effectively implement various initiatives in support of its student-athletes' mental health, the department recognizes that the process for improvements is continuous. UHM Athletics, <u>as suggested in CSS recommendation, will continue to consider improvements as warranted.</u></i>• <i>Recognizing the importance of mental health across all of collegiate athletics, UHM Athletics is also willing to assist as other universities seek to improve their programs. For example, Team Physician, Dr. Sladky, and head therapist, Kelly Hee, have been invited to present nationally at the Coalition on Intercollegiate Athletics national meeting (April 2023), presenting how UHM Athletics was able to develop its mental healthcare program so successfully.</i>



UHM Athletics Next Steps

- UHM Athletics leadership team determine:
 - Distribute and assign responsibility among leadership team of each recommendation to allow faster concurrent action (March 29, 2023)
 - Develop method to track and report on progress as needed
 - Provide periodic reporting on progress to Board of Regents as well as a final report once all recommendations are considered completed
- Action plans to be developed by leadership team members on each recommendation, include among other things:
 - Conduct any additional research, information gathering, etc.
 - Identify action steps to take on recommendation
 - Include other stakeholders in action as appropriate
 - Develop timetable for moving forward

