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

BOARD OF REGENTS COMMITTEE ON STUDENT SUCCESS

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

Date: Thursday, April 4, 2024

Time: 1:00 p.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 February 15, 2024, 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 48 hours in advance of the meeting will be distributed to the board. Late testimony on agenda items will be distributed to the board at the beginning of the meeting. 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 103, Honolulu, HI 96822, or facsimile at (808) 956-5156.

Those wishing to provide oral testimony virtually may register [here](#). Given the constraints with the format of hybrid meetings, individuals wishing to orally testify virtually must register no later than 7:30 a.m. on the day of the meeting in order to be accommodated. Registration for in-person oral testimony on agenda items will also be provided at the meeting location 15 minutes prior to the meeting and closed at the posted meeting time. It is highly recommended that written testimony be submitted in addition to registering to provide oral testimony. Oral testimony will be limited to three (3) minutes per testifier.

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

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. Requests made as early as possible have a greater likelihood of being fulfilled. Upon request, this notice is available in alternate/accessible formats.

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. General Education Update

B. Update on Status of Women's Track and Field Concerns

V. Executive Session (closed to the public)

A. To consult with the board's attorney on questions and issues pertaining to the board's power, duties, privileges, immunities, and liabilities, pursuant to Section 92-4, HRS, and to deliberate or make a decision upon a matter that requires the consideration of information that must be kept confidential pursuant to a state or federal law, or a court order, pursuant to Section 92-5(8), HRS.

1. Women's Track and Field Student Athlete concerns

VI. 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 STUDENT SUCCESS
MEETING**

FEBRUARY 15, 2024

A video recording of this meeting may be viewed at the Board of Regents website as follows:

[Meeting Video](#)

I. CALL TO ORDER

Chair Laurie Tochiki called the meeting to order at 1:30 p.m. on Thursday, February 15, 2024, at the University of Hawai'i (UH) at Hilo, Daniel K. Inouye College of Pharmacy, Hale Kīho'iho'i Room 10, 722 South Aohoku Place, Hilo, HI 96720, with regents participating from various locations.

Committee members in attendance: Chair Laurie Tochiki; Vice-Chair William Haning; Regent Laurel Loo; Regent Abigail Mawae; and Regent Ernest Wilson.

Others in attendance: Board Chair Alapaki Nahale-a; Regent Neil Abercrombie; Regent Lauren Akitake; Regent Wayne Higaki; Regent Gabriel Lee; Regent Diane Paloma (ex officio committee members); President David Lassner; Vice President (VP) for Administration Jan Gouveia; VP for Academic Strategy Debora Halbert; VP for Community Colleges Erica Lacro; VP for Legal Affairs/University General Counsel Carrie Okinaga; VP for Research and Innovation Vassilis Syrmos; 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 (UHWO) Chancellor Maenette Benham; Executive Administrator and Secretary of the Board of Regents (Board Secretary) Yvonne Lau; and others as noted.

II. APPROVAL OF MINUTES

Chair Tochiki inquired if there were any corrections to the minutes of the November 2, 2023, committee meeting which had been distributed. Hearing none, the minutes were approved.

III. PUBLIC COMMENT PERIOD

Board Secretary Lau announced that the Board Office did not receive any written testimony and that one individual signed up to provide oral testimony.

Jill Nunokawa provided oral comments in support of granting provisional status for the Bachelor of Arts in Education Studies at UHH and UHH athletics. She also offered remarks about UHM Athletics.

IV. AGENDA ITEMS

A. Request Board Approval of Provisional Status for the Bachelor of Arts in Education Studies (BAES) at UHH

Chancellor Irwin briefly spoke about the demand for fully credentialed teachers on Hawai'i Island, as well as throughout the State, and introduced Michele Ebersole, Professor of Education at UHH, to provide information on a proposal developed by UHH's School of Education to address this need.

Dr. Ebersole explained that the proposal to develop a BAES degree program at UHH grew out of a desire to address the critical shortage of qualified teachers in Hawai'i while also serving as part of the university's response to Act 141, Session Laws of Hawai'i, 2022, which required the university to establish K-12 expanded teaching cohort programs in each county for students who are pursuing undergraduate degrees in education. She presented an overview of the request to grant provisional status for the BAES degree program within the School of Education at UHH; noted the program's fulfillment of a clear need to provide undergraduate training toward teacher licensure on the neighbor islands and across the state; talked about considerations taken into account when designing the program; discussed various features of the program including the alignment of curricula with national teacher preparation standards, the use of an in-person instructional modality, and its rural serving nature; reviewed the teacher licensure in elementary K-6 and education studies tracks encompassed by the program; went over the program's alignment with the university's mission and strategic plan, as well as preliminary efforts to establish streamlined pathways for this program with Hawai'i Community College (HawCC); and highlighted support for the program received from community partners and complimentary teacher education programs at UHM and UHWO. If approved by the board and the Hawai'i Teacher Standards Board, the BAES degree program expects to welcome its first cohort in fall 2024.

Vice-Chair Haning asked if there was a distinction between the teacher licensure in elementary K-6 and education studies tracks contained within the proposed BAES degree program. Dr. Ebersole replied that the elementary K-6 track will lead to teacher licensure while the education studies track is geared more towards students who want to pursue a degree in education but have a greater interest in educational policy making, working in after school or out-of-school programs, or pursuing advanced degrees in education in the future. She also stated that, should they choose to do so, students who complete the education studies track do have alternatives to obtaining teacher licensure in the future such as through the post-baccalaureate education track currently provided by UHH.

Regent Mawae inquired as to when students enrolled in the BAES degree program will gain hands-on classroom experience. Dr. Ebersole responded that students who enroll in the BAES degree program will be exposed to 10 hours of classroom work during the spring semester of their first year in order to help individuals decide whether or not they want to continue to pursue a BAES degree.

Board Chair Nahale-a offered his comments on the decision to conduct programmatic instruction via an in-person modality which, in his opinion, demonstrated a clear understanding of the educational needs of the community and individuals served by UHH.

Regent Mawae moved to recommend board approval of provisional status for the BAES degree program at UHH, seconded by Regent Loo, and the motion carried with all members present voting in the affirmative.

B. Athletics Budget Update

1. UHH

UHH Athletic Director (AD) Patrick Guillen provided an abridged history of the UHH Athletic Department's (UHH Athletics) establishment and spoke about the numerous community impacts, local and statewide economic benefits, and academic opportunities afforded by UHH Athletics. He also presented a snapshot of UHH Athletics' revenue and expenditure projections for fiscal year (FY) 2024 highlighting the large impact team travel has on the athletics budget; discussed efforts to enhance community engagement and generate additional income; went over the availability and awarding of scholarship funds; displayed a breakdown on the number and origin of student-athletes participating in the 12 sports UHH Athletics competes in; talked about the important role of the Vulcan Booster Club and reviewed some of this organization's activities to support UHH Athletics; noted academic, retention rate, and graduation rate statistics for UHH's student-athletes; and emphasized that the ultimate goal of UHH Athletics was to develop ambassadors of Aloha through academics, community service, and intercollegiate athletics.

Regent Akitake questioned whether an individual from the University of Hawai'i Foundation (UHF) was assigned to UHH Athletics to assist with fundraising efforts. AD Guillen responded that while UHH Athletics does receive assistance from UHF for some of its fundraising efforts, no UHF individual is specifically assigned to UHH Athletics at present. Chancellor Irwin added that UHF is currently seeking to fill two recent staff vacancies to reestablish a Hawai'i Island presence and assist UHH, inclusive of UHH Athletics, and HawCC with their fundraising endeavors.

Discussions ensued on UHF's relationship with the overall university system, its role in scholarship funding for student-athletes at both UHH and UHM, and its statewide deployment of fundraisers.

Regent Mawae asked about meal access for student-athletes at UHH. AD Guillen replied that UHH student-athletes are afforded meals via the university meal plans. Additionally, UHH Athletics works with community sponsors and the Vulcan Booster Club to provide post-game and other meal options for student-athletes.

Board Chair Nahale-a shared his thoughts on the pride, support, and engagement exhibited by the Hawai'i Island community when it comes to UHH Vulcan Athletics which serves to illustrate one of the benefits of having an intercollegiate athletics program.

2. UHM

UHM AD Craig Angelos began by addressing concerns raised during public comment about potential Title IX issues at UHM underscoring that the UHM Athletic Department (UHM Athletics) is in compliance with Title IX requirements. In addition, he expressed his thoughts on the role of athletics in the collegiate setting, the impact athletics has on the lives of student-athletes, and the direction of Division I intercollegiate athletics at UHM and across the nation. AD Angelos then provided a comparative analysis of actual revenues and expenditures for FY 2023 and projected revenues and expenditures for FY 2024, noting some of the reasons for the variations between the fiscal years and stating that expenditures are only expected to increase for the foreseeable future; delved into a summarized breakdown of estimated revenues and expenditures for FY 2024 on a more granular level; spoke about some of the current and anticipated fiscal challenges intercollegiate athletics in general, and UHM Athletics in particular, are expected to face in the coming years; highlighted areas in which UHM Athletics generated new revenues in FY 2024; and reported on several revenue producing initiatives planned for FY 2025. He also discussed measures being taken to ensure that the mental health needs of student-athletes are met, including the hiring of a full-time mental health specialist dedicated to the mental healthcare of all student-athletes.

Regent Higaki asked for clarification as to what constituted other expenses as indicated on the table of estimated expenses for FY 2024. AD Angelos replied that the other expenses category encompassed incidentals related to things such as rental fees, shipping charges, equipment repair and maintenance costs, and telephone bills.

Regent Abercrombie voiced his concerns about the current trajectory of intercollegiate athletics and the implications this will have on the financial needs of UHM Athletics. He also suggested holding a separate meeting of the Committee on Student Success solely to discuss this topic.

Regent Mawae and Regent Akitake stressed the importance of UHM Athletics investing in facilities, staff, and student support services and programs, with Regent Mawae opining that these are the main factors drawing student-athletes to, and retaining them at, UH. Regent Mawae also stated her belief that doing so will ultimately lead to greater community and fan support for UHM Athletics and, in turn, increase the success of the university's athletic programs.

Referencing the concerns raised about Title IX compliance, particularly with respect to the matter regarding the temporary loss of a track for use by the Wahine Track and Field team, Regent Akitake asked if AD Angelos could provide a written response about this matter to regents. AD Angelos responded in the affirmative but also cited the ongoing work to build a new track and field facility which is expected to be completed by the fall of this year. He went on to discuss some of the processes used in examining Title IX compliance issues including whether actions are being taken to address the matter. President Lassner added that UHM and UHH Athletics also provide Title IX updates annually which may help to address this matter. Regent Akitake acknowledged

President Lassner's remarks but voiced her desire for a written response anyway given that the concerns raised were about a specific issue.

Regent Mawae also verbalized her trepidations about the current lack of a suitable track and field facility for training purposes especially since the women's track and field season has already begun. AD Angelos remarked that arrangements were made with local high schools for the use of their facilities to accommodate this temporary need.

Board Chair Nahale-a expressed his appreciation for AD Angelos and the efforts of UHM Athletics in navigating the complex issues facing intercollegiate athletics, including Title IX. He also supported the idea of having deeper discussions about the athletic programs at UHM and UHH at a future meeting.

Chair Tochiki questioned whether the initiative to create a fund development team for the purposes of increasing fundraising efforts was intended to be complimentary to, or inclusive of, athletic fundraising support received from UHF. AD Angelos replied that one individual from UHF currently assists UHM Athletics with its fundraising efforts. As such, UHM Athletics is seeking to establish a team of individuals to work in conjunction with UHF with respect to fundraising for athletics at UHM.

Regent Mawae requested that discussions on the fundraising relationships between UHM and UHH Athletics, UHF, and the various booster clubs be scheduled at a future meeting in order for regents to gain a better understanding of these interconnections and the various revenue streams available to athletics via these sources.

V. ADJOURNMENT

There being no further business, Chair Tochiki adjourned the meeting at 2:52 p.m.

Respectfully Submitted,

Yvonne Lau
Executive Administrator and Secretary
of the Board of Regents



General Education Redesign Update

BOR Committee on Student Success

April 4, 2024

Debora Halbert

Vice President for Academic Strategy

- 
- Overview of Redesign Process
 - Policy Revisions to Consider
 - Next Steps
- 

Background on General Education Initiative

- Foundations of current general education curriculum set in 1990s at Mānoa.
- Over 20 or so years, all campuses mostly adopted the same approach.
- External review of Mānoa general education in 2018 identified strengths and issues as well as recommendations to consider for guiding principles and revisions to curriculum and governance.
- General sense by many, but not all, that improvements in general education would be possible and worthwhile, without any agreement as to what those improvements should be nor how the UH System could move forward together, ideally led by faculty.

Objectives of Presidential Charge

2021 Summer Institute

- A single UH general education curriculum that supports student mobility with **clear transfer and articulation across all UH campuses.**
- A UH general education curriculum that is **less bureaucratic and more easily administered.**
- A UH general education curriculum that is **intuitive for students to navigate and complete** across UH.
- A UH general education curriculum that reflects the integrated and interdisciplinary **skills, knowledge, competencies and values for UH graduates to thrive in and contribute to Hawai'i today and tomorrow.**

Faculty Survey Results 2021

- 3,203 faculty completed the survey
- Identified key competencies and themes for GenEd

Top characteristics (in order or faculty prioritization)

1. Intercultural competence
2. Ethical decision making
3. Creative multi-disciplinary problem solving
4. Data and digital literacy
5. Inter-multidisciplinary exposure
6. Teamwork and productive collaboration skills
7. Civic and community engagement
8. Hawaiian/Second language study
9. Knowledge of Asian and/or Pacific knowledge and cultures





General Education Redesign

[UH System](#) » [Offices](#) » [Office of the Vice President for Academic Strategy](#) » [Academic Programs and Policy Office](#) » General Education Redesign

[2022 Revisions Team Schedule](#)[2021 Summer Institute](#)[Consultations](#)[Draft Proposal](#)[FAQs](#)[Curricular Models of General Education](#)[Design and Revisions Team Members](#)[General Education Redesign Process and Timeline](#)[Revised Proposal](#)

UH System-wide General Education Redesign

The University of Hawai'i at Mānoa last revised its general education curriculum in 1999 and after more than 15 years, that curriculum has now been adopted system-wide. With one exception (the transition to quantitative reasoning), little has changed in either the structure or content of the curriculum. Meanwhile, the state of the world as well as higher education has substantially transformed. It is now time to envision a new general education curriculum for the entire University of Hawai'i (UH) system to prepare our graduates for the world in which they will live.

- [2022 Revisions Schedule](#)
- [2021 Summer Institute](#)
- [Curriculum Design Team Recruitment Process](#)
- [Consultations](#)
- [Draft Proposal](#)
- [FAQs](#)

Timeline 2021

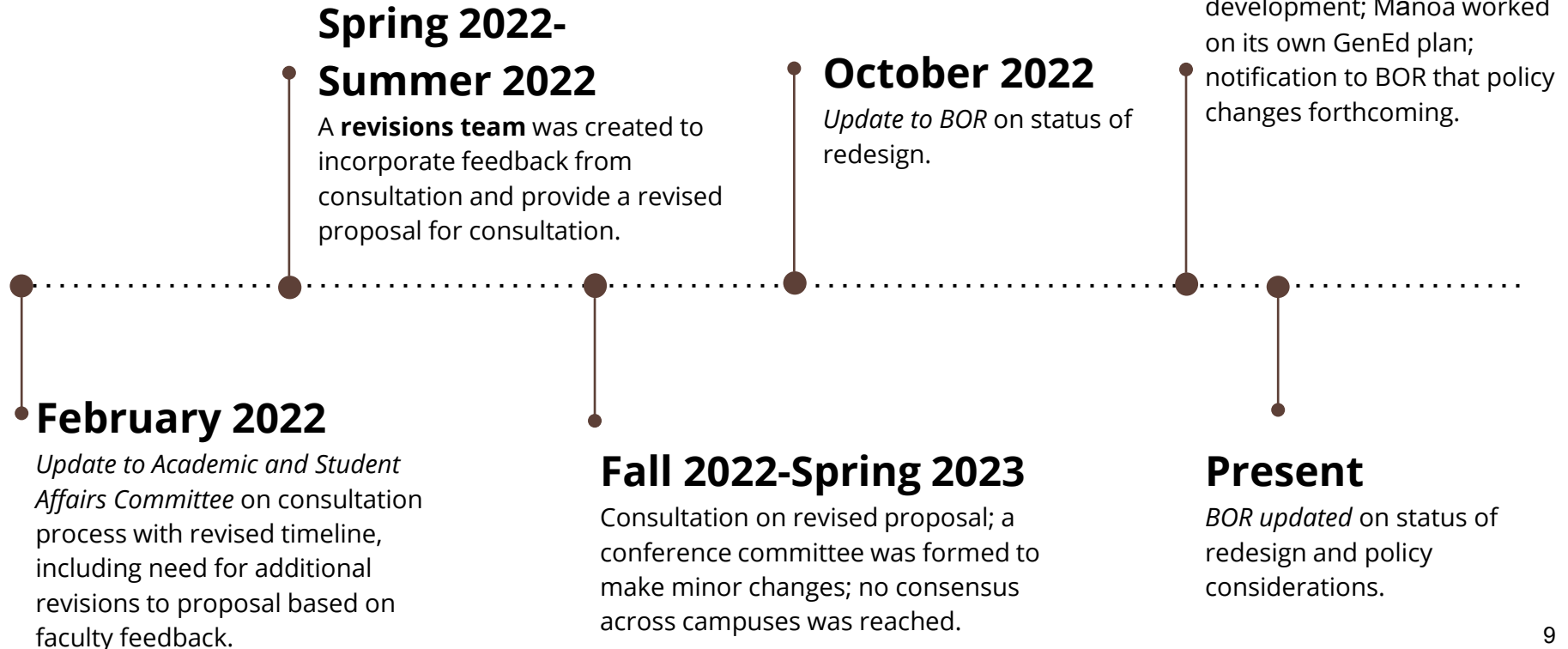


Consultation on Curriculum Redesign

2021-2022

Date	Event	15
November 13, 2021	Student Caucus Update on GenEd	
November 17, 2021	UH Systemwide Foundations Group	
November 29 2021	UH Systemwide Hawaiian, Asian and Pacific (HAP) Group	
December 3, 2021	Systemwide GenEd Town Hall	
December 13, 2021	Systemwide GenEd Town Hall	
December 15, 2021	UH Mānoa (UHM) Foundations Board Meeting	
January 6, 2022	Systemwide GenEd Town Hall	
January 26, 2022	Systemwide GenEd Town Hall	
February 17, 2022	Systemwide GenEd Town Hall on Foundations	
March 8, 2022	Systemwide GenEd Town Hall on Reinforcements	
March 10, 2022	UHM Meeting with Institutional Learning Objectives (ILO) group on GenEd	
April 13, 2022	Systemwide GenEd Town Hall on Recommendations	
April 26, 2022	Systemwide HAP Board Meeting	8

Timeline 2022-2023



Consultation on Revised Curriculum

2022-2023

17

Date	Event
October 3, 2022	Systemwide GenEd Town Hall
October 11, 2022	Systemwide GenEd Town Hall
October 13, 2022	Systemwide GenEd Town Hall
October 21, 2022	GenEd Town Hall: Foundations
October 21, 2022	Kaua'i Community College Faculty Senate
November 15, 2022	Windward Community College Faculty

Conference Committee and Multi-Campus Accord (MCA)

Date	Event 18
November 2022	Conference Committee Established.
January 2023	Conference Committee begins with Dr. Peter Quigley as facilitator.
February 24, 2023	Dr. Quigley resigns as facilitator of Conference Committee.
March 2023	Multi-Campus Accord Produced with no consensus (UHM, UH West O‘ahu oppose, UH Community Colleges/UH Hilo support, Statement in opposition by ‘Aha Kūhina, Hawai‘inuiākea School of Hawaiian Knowledge).

Status of Redesign

Need for policy revisions

- Divides exist within and among campuses on the revised proposal versus MCA, as well as the need for any change at all.
- No mechanism exists to approve a systemwide curriculum without consensus.
- Disagreement on redesign has led to questioning of the roles of Administration and Board.



Discussion of Policy Proposals



Current Policy

RP 5.213

Last amended *circa* 2002

Does not reflect current reality

- Expectation of 10 independent 21 campus general education cores
 - UH GenEd has largely converged over past 20+ years.
- Requirement for Board of Regents (BOR) to approve of each general education core and any significant changes
 - No evidence of GenEd curricula or changes being brought to BOR.
- High level expectations set for general education
 - Opportunity for BOR to modernize expectations for today.

Policy Revision Process

General Faculty Consultation Process

- Informal discussion of policy changes and consultation →
- Formal consultation →
- Review/incorporation of input & discussion →
- Formal adoption

- 2022-2023 Faculty Policy Briefing – provided initial proposed changes to RP 5.213.
- 2023-2024 Faculty Policy Briefing – noted that the policy would be adjusted to make transferability key.
- Redline version provided to Faculty *informally* January 2024.
- Formal consultation began February 24 with comments due April 22, 2024.
- Policy and comment form available on the OVPAS website:
<https://www.hawaii.edu/offices/vp-academic-strategy/policy-review/>

RP 5.213: General Education

Proposed Revisions
to Clarify Regents' Expectations
for General Education
(originally promulgated in 1994)

- **Common set of lower-division requirements**
 - Establish maximum number of credits (31).
 - Must fully transfer among all UH campuses.
 - All campuses will use common course numbering.
 - Four-year universities may implement additional graduation requirements.
- **Provide all UH graduates with core competencies**
- **Defines curricular approach (updates existing approach)**
 - Interdisciplinary nature of knowledge.
 - Incorporates key institutional values such as sustainability and Native Hawaiian place of learning.
- **Establishes systemwide governance framework**

Proposed Governance Structure

Systemwide GenEd Oversight Committee

Proportional faculty representation from all campuses and to include undergraduate students.

Members nominated by campuses and approved by the President to ensure overall diversity of membership.

Periodic Review

Must meet at least once/semester and charged with comprehensive review every 10 years.

BOR Approval

All significant changes subject to BOR approval.

State Legislation Related to General Education

Sample of State GenEd Regulations

- California: [legislation](https://legiscan.com/CA/text/AB506/2023), with later amendment <https://legiscan.com/CA/text/AB506/2023>
- Colorado Department of Higher Education: <https://cdhe.colorado.gov/students/attending-college/credit-transfer/guaranteed-transfer-gt-pathways-general-education>
- Indiana State Legislation establishing GenEd core: https://www.in.gov/che/files/STGEC_BW_Binder_Final_5.19.15.pdf
- Maryland state legislated requirements: <http://mdrules.elaws.us/comar/13b.06.01.03>
Maryland Higher Education Commission

State Regent's Policies on GenEd

Sample of Detailed Regent's Policies Including:

- Credit limits
- Content specifics
- Transfer requirements

- Arizona Regents: 26
<https://public.powerdms.com/ABOR/documents/1491655>
- New Mexico state higher education department:
https://hed.nm.gov/resources-for-schools/public_schools/general-education
- Nevada State High Education Board:
<https://nshe.nevada.edu/wp-content/uploads/T4CH14NSHEPlanningProgramReviewArticulationandEnrollment6.pdf>
- Pennsylvania State System of Higher Education:
https://www.passhe.edu/policies/documents/BOG_Policies/Policy%201993-01-A.pdf
- State University of New York memo outlining process for implementation of new GenEd core approved by Board of Trustees:
https://system.suny.edu/media/suny/content-assets/documents/academic-affairs/general-education/suny-ge/5-Reso_General_Education_Framework-OGC.pdf

Policy Questions for BOR to Consider

- Does the BOR believe there should be a single system-wide general education curriculum that promotes common outcomes, student mobility and success?
- What expectations does the BOR have for student skills, competencies and values aligned with the UH vision and mission?
- Should there be a credit limit cap (24? 31? more?) and if so, who should set it?
- How do we make systemwide academic decisions when there is no consensus?
- Should details be included in the Regents Policy or should a separate Executive Policy be developed to more fully articulate GenEd?

Next Policy Steps

Formal Consultation

March - April 2024

The policy draft language under formal consultation with Faculty Senates.

Policy Revisions

April - May 2024

BOR discussion and sharing of perspectives.

Revised policy developed using BOR and faculty input.

Presented to BOR for approval.

Implementation

Fall 24 - Spring 25

New GenEd Committee will be constituted and work to finalize proposal; implementation will commence upon BOR approval.

Next Curricular Steps

Curricular Approval

Revised Proposal Approval

Recommend that the BOR approve the revised proposal that was presented to the faculty senates in Fall 2022.

Committee Creation

Fall 2024

Constitute systemwide GenEd committee.

Implementation

Fall 24 - Spring 25

New Systemwide GenEd Oversight Committee to finalize proposal based on 3 years of prior work.

Proposal presented to BOR for approval after which implementation commences.



University of Hawai'i at Mānoa Athletics

Presentation to

Board of Regents
Committee on Student Success

Athletics Response to Track and Field Concerns

April 4, 2024



Agenda

IV.B.2

Responses to Track and Field concerns shared with Athletics on January 12, 2024, and other concerns/requests shared since



Construction Timeline

IV.B.3

December 2020 - Aloha Stadium officials notified UH Athletics that they could not play football in Aloha Stadium in 2021.

April 2021 - Phase 1 construction began on the Clarence T.C. Ching Athletics Complex.

May 2023 - Phase 2 (expansion) construction began on the Clarence T.C. Ching Complex. Access to the track was limited during this time.



Concern: Lack of team-issued uniforms

Only one competition uniform for meets ranging from one to three days.

Response

- Initial 2023-24 season equipment was ordered via the adidas B2B site between May 5, 2023 through November 21, 2023.
- An additional uniform was ordered in January 2024, and issued to the student-athletes in February 2024.
- The Track and Field budget will increase in FY25 to allow for the purchase of an adequate number of uniforms.
- Athletics has received a peer listing from adidas that will be evaluated to ensure apparel budgets are aligned with peer institutions across all sports.



Concern: Lack of team-issued shoes

Only one pair of running shoes per season.

Response:

- Orders spanning May 5, 2023 through November 21, 2023, showed 72 pairs of spikes, 39 pairs of workout shoes, and 4 pairs of lifting shoes were ordered.
- An additional pair of workout shoes was ordered for each student-athlete on March 28, 2024.
- The coaches have been approved to order replacement competition spikes as necessary.
- The Track and Field apparel budget will increase in FY25 to allow for an adequate allotment of competition and workout shoes.
- Athletics has received a peer listing from adidas that will be evaluated to ensure apparel budgets are aligned with peer institutions across all sports.



Concern: Lack of team-issued travel and practice gear

Only two pairs of spandex shorts, one pair of leggings, two tank tops, one t-shirt, and one long sleeve shirt per season.

Response:

- Orders spanning May 5, 2023 through November 21, 2023, show 113 tank tops, 22 pairs of long tights, 18 pairs of long tapered sweat bottoms, and 76 pairs of running shorts were ordered.
- The Track and Field apparel budget will increase in FY25 to allow for an adequate allotment of travel and practice gear.
- An additional travel shirt purchase was approved resulting from a meeting with student-athletes on March 27, 2024, and this item was ordered by the coaching/equipment staff on April 2, 2024.
- Coaches have been encouraged to communicate additional needs for consideration to purchase during the current season and beyond.



Concern: Damaged equipment resulting from construction/football games

Pole vault and high jump landing pads were damaged due to construction periods and movement before and after football games.

Response:

- New pole vault and high jump pads are being ordered for the new track and field facility. Coaches have been provided a list of the items for input.
- Coaches recently requested to purchase a weighted top cover for the high jump pads prior to relocating to the new facility. The request was approved and is in the process of being ordered.
- Coaches requested new long/triple jump replacement covers that were approved and are in the process of being ordered.
- An overall facilities operational plan is being developed to address the movement of track equipment before and after football games ahead of the 2024 football season.
- Coaches have been encouraged to communicate additional needs for consideration during the current season and beyond.



Concern: Lack of response on damaged fixtures in facility

A shower, a toilet, and combination locks from the Clarence T.C. Ching field to the hallway were in need of repair.

Response:

- An emergency work order was submitted to repair the shower on January 26, 2024. The necessary part recently arrived and the shower was repaired on April 1, 2024.
- Student-athletes communicated that a toilet in their locker room was broken on March 27, 2024. The toilet was repaired on April 1, 2024.
- Athletics received a long awaited reply from an external vendor on purchasing combination locks. Repair is on track to be scheduled within the coming days.
- Coaches requested repair of the non-keypad door handles on March 25, 2024. The door handles were repaired on March 28, 2024.



Concern: Security and safety of locker room

Theft of personal items from the locker room and the lack of cameras in the facility.

Response:

- Due to the theft, the facilities staff had the Clarence T.C. Ching building re-keyed in September 2023. There was no evidence of who had taken the items in question.
- Messages were sent on November 30, 2022, October 2, 2023, February 20, 2024, and April 1, 2024, to all individuals with access to the facility (beach volleyball, track and field, soccer, athletics training, and administration) to ensure doors are locked after use and to ensure doors are not left propped open.
- Athletics facilities has communicated with DPS to lock the facility between 7pm-7:30pm Monday-Friday, and open the facility on Saturdays from 6am-2pm. Custodians open the front doors in the morning upon arrival.
- Cameras will be purchased and placed in the hallway of the facility to help deter behavior and promote a safer environment. The facilities staff met with a camera vendor on April 2, 2024, with the intent for cameras to be purchased.



Concern: Compensation for loss of home competition

To add an additional meet in Spring 2024 to compensate for the lack of an available facility to host a home meet.

Response:

- The Spring 2024 schedule was finalized during Summer 2023.
- Coaches received approval in early January to increase travel squad sizes for the indoor season up to the standard of 27.
- Coaches requested a travel squad number of 36 student-athletes (increased from 32) for the 2024 Spring Outdoor season. The coaches have approval for all student-athletes to travel up to one trip as outlined.



Concern: Status quo travel roster

To expand the Spring 2024 travel roster to allow more opportunities for student-athletes to compete/qualify for postseason competition.

Response:

- The travel squad size was increased to 27 (from 22) in January, prior to the Spring 2024 Indoor season. This increase will remain in place for FY25. The increase is consistent with MPSF indoor championships maximums.
- The coaches were approved to increase travel squad sizes for 36 student-athletes (from 32) prior to the Spring 2024 outdoor season (for non-conference meets).



Concern: Coverage of athletic training services

Athletics trainer is not available to travel to an off-campus practice facility.

Response:

- The Athletic Training program evaluates risk across the board for all sports based on NCAA best practices.
- The temporary move to an off-campus practice site does not impact the risk evaluation, thus there was no change in the model for providing coverage/care.
- The pole vault practice is assessed as the high-risk collision/contact activity, making athletic trainer coverage for this activity the priority.
- We are taking a proactive approach in meeting standards of the recent NCAA Holistic Model that came from the NCAA Transformation Committee.
- Athletics Training coverage is consistent across low-risk sports (e.g. swimming, golf, sailing, and tennis) in terms of low-risk sports according the the NCAA.



Concern: Social media and publicity presence

A desire for more social media publicity and overall publicity.

Response:

- The programs have been assigned to the Department's top social media specialist who also handles social media for the football program.
- Cross Country and Track and Field are publicized consistently with other programs, including pre/post-competition stories and other features.
- On March 27, 2024, student-athletes requested more coverage prior to events and surrounding events, similar to other programs home competition coverage. The Media Relations staff will collaborate with the coaches to coordinate this request.
- There are plans for Digital Media staffer to travel on the team's next road trip.
- Publicity for all programs is subject to seasonal priority (i.e. in-season programs receive more publicity) and available resources/staffing.
- The Media Relations staff has actively pushed for and received more extensive media coverage on television and in print media during the 2024 season. These efforts will continue.



Concern: Fundraising Initiatives

A desire for more fundraising opportunities in addition to the yearly “Day of Giving” event.

Response:

- The Development staff has been in contact with an individual willing to help support the program via fundraising events. As these events take time to plan and may require student-athletes to participate, the first event may not take place during the 2024 season.
- The Development staff and AKA will explore the possibility of a Track and Field booster club.
- This year’s “Day of Giving” event is scheduled for Wednesday, April 10, 2024, and the funds raised will benefit all athletic programs.



Communication from the Athletics Department

IV B. 15

Concern: Direct communication from department

A feeling that there has not been adequate communication directly from the athletic department to the team.

Response:

- Athletics Director and Sport Administrator met in person with the student-athletes and coaches for over two and a half hours on December 4, 2023. Feedback was voiced and a list of concerns was requested and received on January 12, 2024.
- Athletics Director, Associate Athletics Director, and Sport Administrator, met with team co-captains, Montserrat Montanes i Arbo and Amy Warrington, and coaches on March 27, 2024. A full team meeting was also held on April 2, 2024.
- Current sports administrator (Stein) was introduced to the team on August 23, 2023, and met with student-athletes Montanes i Arbo and Warrington on October 31, 2023, and November 17, 2023, to discuss concerns. Stein also meets with the coaching staff weekly.
- Athletics continues to follow steps recommended by the CSS Report in ensuring student-athletes are aware of available channels of communication and certifying adequate/timely responses.
- From July 2023 to present, there have been 33 anonymous communications from track and field student-athletes addressed through RealResponse, which have been communicated to the necessary staff for appropriate follow-up.



Communication Re: Facilities Updates

IV.B.16

Concern: Facility updates

A request for more communication in connection to updates to the new facility project.

Response:

- The coaches are members of the committee kept informed of all developments concerning the new facility, and they attend meetings as practice/competition schedules allow.
- The sport administrator also sits on this committee weekly and seeks feedback from the coaches on new developments.
- We will send monthly construction status updates to the coaches who will be responsible for communicating updates to the student-athletes. This will include any significant changes to the schedule as well (i.e. rain delays, shipping delays, etc.).



Summary

IV.B. 17

Phase 1 of the new Track and Field/Soccer facility (basic field and site work) has experienced at least 2 months of rain delays. Completion is anticipated in January 2025* (subject to no additional rain or weather delays). Phase 1 is estimated to cost \$15M.

Phase 2 of the project installs stadium lights, bleachers, and an electronic scoreboard. Possible additional work includes announcers booth, press box and concession areas. Funding has already been appropriated.

*Note: Only after consultation with all stakeholders, the installation of electrical conduit may be added to Phase 1, which may extend the completion date. Not enough information about “lighting infrastructure” is available at this time to evaluate any project impacts.





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Item V

Executive Session

**ITEM TO BE
DISCUSSED IN
EXECUTIVE
SESSION**