

## MINUTES

Committee on Equal Opportunity in Athletics

May 7, 2008

The Committee on Equal Opportunity in Athletics met on Wednesday, May 7, 2008 at 10:00 a.m. in the Merryman Center conference room.

### **Present**

Dr. Ray Ali  
Mr. Kevin Ayoub  
Mr. John Beach  
Dr. Larry Killough  
Dr. Leon McClinton, Jr.  
Dr. Kimberly Mitchell  
Ms. Kelly Oaks  
Ms. Theresa Slaughter  
Mr. Ross Verbrugge  
Ms. Keisha Williams

### **Absent**

Dr. Leon Geyer

Also present were the following staff representing Athletics: Ms. Natalie Hart and Ms. Pam Linkous.

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### **Welcome and Introductions**

The meeting began at 10:00 a.m. Natalie Hart welcomed everyone to the first meeting of the committee and thanked the membership for their willingness to participate. After introductions, Natalie explained her role as Director of NCAA Initiatives and Diversity Management for Athletics.

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### **Athletics Certification and the Minority Opportunity Plan**

Natalie explained that the NCAA requires all member institutions to undergo a certification process every 10 years. Virginia Tech has participated in two certification cycles. The most recent self-study took about 2 years with participation from various faculty and staff throughout the campus community. Virginia Tech Athletics was just recently certified by the NCAA.

The Minority Opportunity Plan is a combination of recommendations from the recently completed and previous self-studies. Eight areas are defined by the NCAA relative to minority issues (Institutional and Athletics Department Commitment, Evaluation, Organization and Structure, Enrollment, Comparison of Populations, Participation in Governance and Decision Making, Employment Opportunities, and Programs and Activities). The university will be measured on these eight areas during the next certification process.

Natalie mentioned that the committee may want to consider renaming the Minority Opportunity Plan. Kevin Ayoub asked if we were not happy with the name of the plan. She responded by explaining that the NCAA is trying to be a little more broad in their use of the term "minority."

Natalie asked the committee to keep in mind revisions can be made to bullet points if necessary; but nothing should be removed since the plan does follow NCAA guidelines.

Kelly Oaks mentioned she was excited to see that Athletics has begun implementing some of the recommendations already.

Natalie indicated some areas where recommendations have been realized include publicizing the Principles of Community. The marketing and promotions unit within Athletics has provided information relative to the Principles of Community to various media, including game programs and ticket renewal information. The Principles of Community has been included on the back cover of the student-athlete handbook by our student life staff and is also posted in sport locker rooms by our coaches. In expanding these actions, the department also wants to include diversity information in spots running during televised athletic events. The Athletics department webpage has also been updated to provide links to diversity websites.

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### **Committee Purpose/Mission**

Natalie provided the membership with their purpose explaining that as a result of the self-study, it was recommended that a committee be created to oversee certification efforts relative to diversity commitment. The committee's charge is to provide a periodic review of the department's activities relative to diversity commitment to the CEOD. Along with the committee's review, an outside consultant will also be retained by the department to provide an independent review. The committee will submit a report every other year to the CEOD for their review, along with the consultant providing a report in alternating years.

CEOD is the body recommended in the self-study which will review the progress of diversity initiatives in Athletics as outlined in the self-study. Providing a report on a yearly basis to the CEOD actually meets another recommendation of the self-study relative to documentation efforts.

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### **Committee Responsibilities and Division of Labor**

#### **Committee Members Area of Responsibility relative to the Minority Opportunity Plan**

Administrative (including Institutional and Athletics Department Commitment, Evaluation, and Organization and Structure) – John Beach and Keisha Williams

Student Representation (including Enrollment, Participation in Governance and Decision-Making) – Ross Verbrugge, Kim Mitchell, and Ray Ali

Employment (including Employment Opportunities) - Kelly Oaks, Theresa Slaughter, and Leon McClinton

Student-Life (including Programs and Activities) - Kevin Ayoub and Larry Killough

Natalie mentioned a liaison to the CEOD should also be named. This person will present the report to the CEOD and will attend the necessary meetings of the commission. Kelly Oaks volunteered to serve in this position since she is an ex-officio member of the CEOD.

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### **Future Meeting Dates**

September 10, 2008, 4:00 to 5:00 p.m. (Merryman Center conference room)

November 19, 2008, 4:00 to 5:00 p.m. (location to be announced)

Natalie will send a reminder out in August relative to the meeting dates and committee responsibilities.

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### **Discussion and Questions**

John Beach commended Natalie for sending out committee information prior to the meeting.

Natalie, on behalf of Athletics, thanked the membership for their participation.

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The meeting adjourned at 10:40 a.m.