

MINUTES

Committee on Equal Opportunity in Athletics

The Committee on Equal Opportunity in Athletics met at 1:30 p.m. on Friday, October 16, 2009 in the Merryman Center conference room.

Present

Dr. Ray Ali
Mr. John Beach
Dr. Alex White for Leon Geyer
Dr. Larry Killough
Dr. Leon McClinton, Jr.
Mr. Ross Verbrugge

Absent

Dr. Kimberly Mitchell
Ms. Karisa Moore
Ms. Keisha Williams
Mr. Kevin Ayoub

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

WELCOME

Natalie welcomed the group and thanked them for their participation. She briefly reviewed the agenda.

RECOMMENDATIONS FROM CEOD AND REVIEW OF RECOMMENDATIONS

The CEOD was very complimentary of the report we presented. The CEOD recommended we include LGBTQ issues on future reports. Natalie indicated that Student Life will consider adding this to their agenda already provided to student athletes. Natalie thanked the committee for compiling the report. The committee will provide our next report to the CEOD in April or May.

Natalie reviewed actions taken from the recommendations (see handout of Recommendations from CEOD).

Media guides were not updated this year with Principles of Community; marketing will look at adding Principles of Community next year.

Pam mentioned the online sexual harassment/employment discrimination training website, through Equity and Inclusion, is also provided during orientation. Completion certificates are then given to her for personnel files.

Alex asked about the race/ethnicity categories due to new, more diverse populations. Natalie responded that the OTHER category is becoming used increasingly to capture this population at Virginia Tech.

Natalie mentioned that Reyna Gilbert, Assistant Director of Athletics for Student Life, is supportive of having student-athletes who are interested serve as members on university committees. Larry indicated that student-athletes should be more involved in ongoing activities on committees. Natalie mentioned that our student-athletes can sometimes be overloaded with requests for "serving".

Reyna Gilbert questioned "Myths of Being a Student-Athlete" and requested more information from the committee recommendation as to who the audience would be, how it would be presented, etc.

Leon stated the book program is an excellent idea. The university selects a common book for first year students. Believes the university would be interested in learning what common book would be selected

for student athletes. Natalie mentioned that Student Life is interested in having a common book program, but is concerned about finances.

Natalie emphasized to the committee that SAAC members volunteer to serve. However, the Assistant AD for Student Life will work with coaches to encourage and support female and minority student-athletes to serve on the committee. The student-athletes who serve on the University Athletic Committee are selected by athletics administration. This might be a good area where female and minority student-athletes could serve.

Ray asked for background information on the facilitators for the NCAA diversity training. Natalie explained the application process through the NCAA to request this training. She described the trainers' (Keith Lee and Theo Lemon) backgrounds to the group. The NCAA paid their consultant fees as well as travel expenses (minus meals/lodging). Coaches enjoyed the training and participated during the 4 hour workshop. The NCAA has 5 different levels of diversity training. Every other year we will apply to get the next level of training.

DISCUSS STRATEGY FOR FUTURE REVIEWS

Natalie suggested the committee separate the recommendations into two categories (Student Issues and Employee Issues). We can have two reports versus four.

John thought this would be fine unless there are areas, such as the exit survey for student-athletes, which do not fit into one of these two categories. We need to ensure concerns of student-athletes are getting to the right people (student issues which need to be handled by employer).

John indicated Physical Plant did a survey for housekeeping services and it was really important to ask the right questions and provide a forum for responses. The Center for Survey Research came in with the right survey and worked with Physical Plant to ensure the survey was received by the right people and with a fairly good return and results. John believed they paid about \$8000 for the work. He said their response rate was much higher with the Center's survey than with Physical Plant's homemade surveys.

John believes this survey is important enough that the cost should not be the deciding factor.

Larry indicated the exit survey issue is important enough to focus on as a separate committee (Student-Athlete Well Being perhaps) issue. Natalie will talk with Dr. Mitchell to see if she is willing to work with Larry to focus on this area. Alex White will also serve on this committee.

Alex suggested a graduate student could do the survey as a semester project. If the graduate student is a minority it could help with a couple of the committee's recommendations.

Natalie will ask administration about funding for Center for Survey Research.

Natalie reiterated that the committee will need to submit a report to CEOD in April or May. She indicated it would be helpful if committee members develop strategies or goals for some of the broader recommendations.

Reports will be compiled as they were last year. Natalie reminded everyone to keep in mind LGBTQ issues when they prepare their reports.

John suggested the committee meet in the spring (February) to see where we are and decide at that point if additional meetings are necessary.

Natalie will provide the committee with an updated recommendations sheet divided into new subcommittee categories.

Subcommittee Assignments for 2009-10 Academic Year:

John, Karisa, Keisha, and Ray will serve on the Employee Recommendations group.

Kevin, Ross, Leon will serve on the Student Recommendations group.

Larry, Kim, and Alex will serve on the new Student-Athlete Well Being Recommendations group.

ADJOURNMENT

The meeting adjourned at 2:25 p.m.