

**2019-2020 Faculty Athletics Committee
Annual Report and Recommendations
Respectfully Submitted by Gretchen Potts, Chair**

Responsibilities: Act as a liaison group between the director of athletics, the athletic staff and the faculty. The committee is charged with making recommendations to the Chancellor in the general field of intercollegiate athletics, placing specific emphasis on eligibility, athletic teams' schedules and disciplinary rules, as well as other areas as indicated in the manual of the National Collegiate Athletics Association.

Members

Potts, Gretchen CHEM, Chair
Cowden, Chapel LIB
Hathaway, Liz HHP
Hogg, Jennifer HHP
Mauldin, Marcus PSPS
McNamara, Kelly COB
Meece, Darrell, SOE
Nichols, Rogers, MATH

Pienkos, Jared CHEM
Sanders, Jocelyn MUS
Smith, Chris, SON
Sutton, Will CECS
Wilkerson, Gary, HHP
Zelin, Alex PSY
Student member: Wendy Jiang

EX-OFFICIO

Chancellor's Representative
Athletic Director
Southern Conference Faculty Representative
Provost Designee
Director of Admissions
Senior Assoc. AD, Student Support Services
University Registrar

Terry Denniston
Mark Wharton
Debbie Ingram
Lucas Van der Mewe
Lee Pierce
Emily Blackman
Joel Wells

Summary

At the request of the Southern Conference Faculty Athletics Representatives (FARs), the Faculty Athletics Committee focused on student-athlete well-being this year. The FARs also asked the committee to abandon the Faculty Liaison program that was to be implemented, due to concerns with compliance.

The Faculty Athletics Committee met in person on 09/06/2019, 10/03/2019, and 03/02/2020. We also met virtually to review team schedules the week of 01/08/2020. The committee sponsored a student-athlete well-being workshop for athletics staff on 11/05/2019, presented by mental conditioning coach, Hannah Huesman.

- 09/06/2019: approved fall/winter sport schedules and discussed student-athlete well-being initiatives

- 10/03/2019: invited guests Mark Wells (counseling center) and Wes Sons (athletics) discuss student-athlete mental health support options on campus
- 11/05/2019: Hannah Huesman Presentation to Athletics staff and committee
 - Link to Presentation: https://youtu.be/Pe_v7K9aG80
 - See attached post survey analysis
- Week of 01/08/2020: Committee discussed spring sport schedules electronically and voted to approve.
- 03/02/2020: Committee review survey results, approved an edit to the missed class policy, and voted on recommendations for the 2020-2021 Committee

2020-2021 Faculty Athletics Committee

1. New Missed Class Policy (approved 03/03/2020):

Teams should not miss more than three Monday, Wednesday, Friday classes or two Tuesday, Thursday classes, excluding conference and national championships. If an athlete will miss a class before 1:00 p.m., it will be counted as a missed class.

Guidelines:

(1) Athletes should be encouraged to schedule classes before 1:00 p.m. on Monday, Wednesday, Friday, or 1:30 p.m. on Tuesday, Thursday, if at all possible

(2) If a team schedule will go against the policy, a justification must be made for the additional missed classes. This may be made verbally by an administrator from Athletics to the Faculty Athletics Committee.

2. Recommendations for faculty athletics committee for 2020-2021

- a. Support/organize a mental health summit, perhaps invite NCAA chief medical officer (Brian Hainline) and other mental health professionals, open to anyone who is interested (athletics, students, faculty/staff)
- b. Committee (with help from SGA) should regularly (monthly or twice a semester) sponsor mental health support events for student-athletes as opportunities to learn about mental health, but include stress-relief, such as the educational activities from the Counseling Center (examples: making stress balls or bath salts)
- c. Continued support for half-time mental health position shared with Counseling (currently staffed by Moses Johnson, graduate student in Counseling)
- d. Gather/review other missed class policies from peer institutions and complete a data study on the UTC student-athlete missed classes related to team departure at 1 PM.

Faculty Athletics Committee Minutes

Friday 9/6/19, 9:00am, Hunter 208

Attending: Gretchen Potts, Chapel Cowden (minutes), Liz Hathaway, Kelly McNamara, Darrell Meece, Roger Nichols, Jared Pienkos, Gary Wilkerson, Alex Zelin, Debbie Ingram (ex-officio), Lee Pierce (ex-officio), Emily Blackman (ex-officio), Joel Wells (ex-officio),

Responsibilities: The Athletics Committee acts as a liaison group between the director of athletics, the athletic staff and the faculty. The committee is charged with making recommendations to the Chancellor in the general field of intercollegiate athletics, placing specific emphasis on eligibility, athletic teams' schedules and disciplinary rules, as well as other areas as indicated in the manual of the National Collegiate Athletics Association.

Welcome & Introductions

Welcome from Gretchen. Review of charge. No annual charge this year, just the regular charge. Introductions all around.

Old Business

Faculty Liaisons

- Last year developed a process for a faculty liaison group to all sports. The program appeared to be a go. Debbie Ingram presented the plan at the Southern Conference. Did not receive a good reception, mostly due to potential compliance issues. Will not be implemented this year.

New Business

Schedule Approvals

- There has been talk of doing away with schedule approvals. Many faculty athletics committees at other institutions no longer approve schedules. Emily says it's still an important process which helps to hold the coaches accountable for making a plan and sticking with it. Students and faculty do use these schedules and it's helpful for students to have a reliable schedule.
- **Of Note:** All students have study hall. Freshman have more time in study hall.
- Emily presented the fall and winter sport schedules. The standard policy (preferred 3 MWF and 2 T/TH) was explained to the committee. After a short discussion, the schedules were approved unanimously. It was noted that Men's Tennis & Golf had high class misses, but that the students in these sports tend to be high-achieving and that the missed class time will not apply to the whole team (at least in tennis).
- DM moves to approve; RN & AZ seconded the motion; Vote: 9 approve 0 opposed

Athletics Support for Mental Health

- EB: The FAR (Faculty Athletics Representatives) has asked us to consider student athlete well-being. Students in general are presenting with more mental health issues. Our Athletics Dept. does not have anyone who helps with mental health issues or referrals which is problematic considering the increased levels of stress that come with sports participation while juggling academics and college life. Athletics currently does what the rest of campus does: walks students over to counseling or fills out a student of concern form.
- Mark Wharton & Yancy Freeman are working to devise a partnership where a new staff person would be part time Counseling Center and part time in Athletics helping with mental health.
- What role might the committee play in this new focus on athlete mental health and well-being? (Something to consider moving forward.) We need to consider how academics figure into this and what role we play in supporting the athletes.
- We viewed the short film "[For NCAA Student-Athletes' Mental Health: A More Educated Approach](#)"
- GP: Recommended that we have Mark Wells (Counseling Center), Elizabeth O'Brien (Counseling Center), & Wes Sohns (Interim Director of Athletic Training) come and speak to us about what we could do and give us more perspective on the issue.
- AZ: A Visiting Professor in the Psychology Dept., Danielle Graham, would also be someone good to hear from. Really amenable to working with student athletes in some capacity on mental health and wellness issues. She is also willing to come and talk to our Committee as well. (Note: Prof. Graham is not yet licensed in Tennessee--will be however, within a year.)
- DI: Southern Conference will have athlete mental health as a major topic this Fall and we will have more power to make plans and carry them out as a conference than as individual institutions. The hope was that the Conference could host a summit in the Spring to engage all campuses. Unknown whether this will happen.
- GP: We could get in on that a little earlier and have our own summit. (287 student athletes). Do we focus on students or on coaches and other areas where they interact (tutors, faculty, etc.)? We have been approved for a grant (from Faculty Senate) to have someone come speak on this topic. Hannah Thurley, MS in Sports Psy with the Phillies, has been asked to come and speak. October might be a good time to have the local folks come and talk with us and then start planning for Hannah.
- GW: Consider consulting Marisa Colston, Head of HHP, who has lots of experience in this area of sport.
- GW: Also consider how concussions fit in. Concussed individuals are 3x more likely to commit suicide.
- GP: There are space issues in accommodating students (nowhere to have 287 in one place for a program), so we may need to consider Athletics support staff (60) & possibly faculty as our first targets.
- GP: We do have issues with suicide, anxiety, and other mental health issues on campus and this semester seems to have been particularly rough at the start with high anxiety on campus due to last week's "potential shooter" incident as well as a student suicide.

Revenue Distribution

- NCAA has a new way to distribute certain revenue related to television rights. NCAA wanted to give money to schools that have high graduation rates. A three-pronged approach has been created and if a school meets one, it receives a share (we do not know how much a “share” is this year). The three areas of achievement: GSR (graduation rate), APR (academic performance), FGR (federal graduation rate). We meet the FGR criteria. The full revenue is given to the conference and the conference creates the shares. The conference will keep a share, schools that didn't meet the criteria get 1 share, schools that meet at least one of the criteria get 2 shares. There is no set rule for how to distribute the funds.
- Could our committee make a recommendation for the use of this money? They don't have to listen to us, but we can recommend. Emily would love to see it go to athlete mental health.

Closing

- GP: Let's regroup in late September/early October and we can consider a proposal for the revenue distribution at that time. We can also plan a meeting to have those folks previously mentioned meet with the committee. There may also be some more schedules to review by this time in the semester.

Member Concerns

- None

Announcements

1. GP: Tickets (football & basketball)--we are eligible for 2 tix for each game. Sign up on the sign in sheet. GP will let us know when our tix are ready. All other sports are free except for Wrestling. If you want tix to Wrestling, just ask Emily. Soccer is playing this weekend!
2. DI: Coach Katie Burrows has developed a new program with women's basketball. Pairing students with community women (principle in a high school, realtor, etc.) based upon the students' interests. DI has a student she is working with and is excited to see the outcome of this program.

Adjournment

Adjourned at 9:43am

Faculty Athletics Committee Minutes

Thursday, October 3, 2019, 4:00pm, 403 Grote

Attending: Gretchen Potts (chair and minutes), Chapel Cowden, Liz Hathaway, Jennifer Hogg, Marcus Mauldin, Darrell Meece, Jared Pienkos, Jocelyn Sanders, Chris Smith, Gary Wilkerson, Wendy Jiang (student representative), Debbie Ingram (ex-officio), Laura Herron(ex-officio), Joel Wells (ex-officio), Mark Wells (invited guest), Wesley Sohns (invited guest), Marisa Colston (guest)

1. Welcome and Introduction: members were welcomed, thanked for their service, and were introduced.
2. Old Business
 - a. Minutes from the meeting on 09/16/2019 were approved with corrections or objections
 - b. Sport schedule approval: The schedules for MBB, WBB, and wrestling were presented by Laura Herron and they were approved without objection.
3. New Business
 - a. Student Athlete Mental Health
 - Debbie Ingraham explained stresses placed on student athletes (playing, academics, friends). This is a significant issue nationwide. The SoCon Commissioner says this is the #1 issue on the horizon and the conference will meet next week to discuss.
 - This week is SoCon SAAC Mental Health Week and the committee received a detailed schedule.
 - Chris Smith reminded the committee that this needs to focus on both sleep and mental health wellness. Overall, there has been an increase in all students seeking counseling services. And, we should make sure we work in parallel with the Counseling Center.
 - Laura Herron indicated that athletics does work with the Counseling Center, but they do have to push to get admin, staff, coaches to go to on campus mental health training
 - Wesley Sohns (Interim head athletic trainer): Athletics began making connections in Summer 2018 when athletic training Jen Verbiar reached out to Counseling. There now is process for how to reach out to Counseling. AT complete a referral form which is faxed to Counseling and they also follow-up with a phone call. If an athlete is in an excited state or could harm themselves, the AT will personally walk the athlete to Counseling. Also, they have new and returning athletes complete a mental health well-being survey. If there is a flag, they will follow-up.

- Laura Herron: Mark Wharton has spoken with the Chancellor about a proposal recommending a new position that would be split halftime with athletics and half-time with counseling.
- Mark Wells (Counseling Center): The new proactive and reactive assessments are very helpful. If athletes come to the Counseling Center, they ask if they can share with the AT staff that they attended (not what was discussed) and when they are coming again to help with scheduling. All students may use 8 sessions/semester (free), but if a counselor recognizes that more is needed, they will make a recommendation to an offsite counselor as soon as possible. This does require use of the student's insurance. Counseling Center books up quickly (2 – 3 weeks in advance). They also offer many weekly group sessions (a few are closed referral groups). There is a nurse practitioner available for medication evaluation. They have also reached out to April Wilson SOCW to see if maybe they could institute a field graduate student (perhaps next fall). They mostly refer eating disorders offsite. Perhaps dietetics faculty could help. Marisa Colston indicated they could investigate it.
- Wesley Sohns: Athletics is looking into see if there are some offsite locations that might be able to see athletes as well, but they are mostly understaff and booked. Related to concussion protocol, they will refer based on symptoms and how long they present.
- Mark Wells: in 2019 (calendar year), Counseling Center has treated 48 student athletes.

It is recommended that we review the NCAA information on student-athlete mental health that is available for faculty representatives.

<http://www.ncaa.org/sport-science-institute/mental-health-educational-resources>

The Faculty Athletics Committee has received a grant for Faculty Senate to host a speaker. We recommend asking Hannah Huesman to address the administration, coaches and faculty.

- Laura Herron: We would support training for coaches to help them realize the messages they give affect the athlete, specifically it is important to consider messaging and attitudes around motivation.

The committee gave a verbal approval to inviting Ms. Huesman. Gretchen Potts will work on scheduling the presentation in November.

It was also recommended that we as a committee support basing a mental health professional out of the arena. This will be the focus of a future conversation. Also perhaps inviting other professionals in the spring semester, including Tim Neal and Dr. Brian Hainline, Medical Officer for NCAA.

Faculty Athletics Committee Minutes

Tuesday, March 3, 2020, 3:30pm, 403 Grote

Attending: Gretchen Potts (chair and minutes), Jennifer Hogg, Kelly McNamara, Rogers Nichols, Jared Pienkos, Jocelyn Sanders, Chris Smith, Gary Wilkerson, Wendy Jiang (student representative), Emily Blackman (ex-officio), Joel Wells (ex-officio)

1. Welcome and Introduction
2. Approval of Minutes from 10/03/2020: minutes were approved with a few typographically corrections.
3. Student-Athlete Well-being
 - a. Member Alex Zelin provided an analysis of the survey results from the Hannah Huesman workshop. These results were reviewed and discussed (see attached).
 - b. Future Recommendations: It is recommended that the faculty athletics committee continue to focus their mission on supporting student-athlete mental health. Suggestions/recommendations are listed below.
 - i. Support/organize a mental health summit, perhaps invite NCAA chief medical officer (Brian Hainline) and other mental health professionals, open to anyone who is interested (athletics, students, faculty/staff)
 - ii. Committee (with help from SGA) should regularly (monthly or twice a semester) sponsor mental health support events for student-athletes as opportunities to learn about mental health, but offer stress-relief, such as the educational activities from the Counseling Center (examples: making stress balls or bath salts)
 - iii. Continued support for half-time mental health position shared with Counseling (currently staffed by Moses Johnson, graduate student in Counseling)
4. Missed class policy:
 - a. Having a policy is crucial to student-athlete success and ability to know their schedule.
 - b. The committee voted 9-0 to remove "Ideally" at the start of the policy. See edit and end of this section (moved by J. Sanders, 2nd by K. McNamara)

- c. It is also recommended that next year's committee gather/review other missed class policies from peer institutions and complete a data study on the UTC student-athlete missed classes related to team departure at 1 PM.

Missed Class Policy (edits approved 03/03/2020):

~~Ideally~~ Teams should not miss more than three Monday, Wednesday, Friday classes or two Tuesday, Thursday classes, excluding conference and national championships. If an athlete will miss a class before 1:00 p.m., it will be counted as a missed class.

Guidelines:

(1) Athletes should be encouraged to schedule classes before 1:00 p.m. on Monday, Wednesday, Friday, or 1:30 p.m. on Tuesday, Thursday, if at all possible

(2) If a team schedule will go against the policy, a justification must be made for the additional missed classes. This may be made verbally by an administrator from Athletics to the Faculty Athletics Committee.

5. Member Concerns/Updates

- a. ThinkAchieve: student-athlete experience can be used for ThinkAchieve points during two years of their education. Scott Dayton in athletics is implementing this program.
- b. Athletics is hiring a dietician who will be shared part-time with Aramark.
- c. Justin Brown, MBB, has been selected for NCAA D1 Student Athlete Leadership Forum this summer in Los Angeles.
- d. Arena renovations: will break ground in October 2020, athletic success center will need to move because HVAC moves through their hallway.
- e. Early alerts: how are they processed? These are read every day by the athletics success staff and the student will be penalized for missing class.

6. Meeting was adjourned at 4:15 PM.

Mental Conditioning Survey Results
1/24/2020
Prepared by Alexandra Zelin

Summary of Results:

Overall, participants reported favorable perceptions of the Mental Conditioning Presentation by Hannah Huelsman. A total number of 26 participants completed the survey evaluating the presentation, including six (6) faculty members, thirteen (13) staff members, and seven (7) coaches. The majority of survey participants have been at UTC for less than 2 years (65%). Survey participants most appreciated how clearly the speaker presented ($M = 4.79$), that the speaker was easy to understand ($M = 4.79$), and that the speaker was prepared ($M = 4.75$). Survey participants also appreciated the content of the presentation, with many reporting that they learned a concept they can apply in the future ($M = 4.48$), and believing they can develop a process goal ($M = 4.50$) and an outcome goal ($M = 4.50$). Survey takers also reported being interested in attending similar presentations ($M = 4.50$), and suggested topics such as: life after athletics, time-management, and mental health.

Descriptive Data:**Athletics or Academic Department**

Total number: 26

Breakdown:

Academics	1	Digital Media	1	Ticketing	2
Admin Assistant	1	Football	1	Volleyball	2
Athletic Training	3	HHP	3	Wrestling	3
Athletics Marketing	1	Men's Tennis	1	Declined to say	1
Chemistry & Physics	2	Mocs Sports Properties	1		
Development	2	School of Education	1		

Position:

Faculty: 6

Staff: 13

Coach: 7

Total: 26

Years at UTC:56

Less than 2 years: 17

2-5 years: 3

6-10 years: 2

11-15 years: 1

More than 15 years: 3

Total: 26

Attended presentation in person:

Yes: 25

No: 1

Total: 26

Questions Regarding Presentation:

Question	Total Answers	Mean	Standard Deviation	1(Strongly Disagree)	2(Disagree)	3(Neither Agree nor Disagree)	4(Agree)	5(Strongly Agree)
The presenter spoke clearly	24	4.79	.83	1			1	22
The presenter was easy to understand	24	4.79	.83	1			1	22
The presenter was prepared	24	4.75	.85	1			2	21
The presenter asked for questions from the audience	23	4.57	1.04	1	1		3	18
The presentation helped me gain an understanding of mental conditioning vs. mental health	24	4.42	.88	1			10	13
The presentation helped me gain an understanding of how to enhance my own performance and/or performance of student-athletes	23	4.35	.71			3	9	11
Based on this presentation, I can develop a process goal	24	4.50	.89	1			8	15
Based on this presentation, I can develop an outcome goal	24	4.50	.89	1			8	15
I learned a concept or coaching strategy that I can apply in the future	21	4.48	.51				11	10
I plan to implement strategies learned from this presentation	23	4.22	.85		1	3	9	10
I would be interested in attending similar presentations or workshops that support student athlete well-being	24	4.50	.93	1		1	6	16

Future Speaker Topics

Time management (2)

Study strategies (1)

Life after athletics (2)

Managing stress (1)

Hannah Huesman again (1) (with more detailed information, 1)

Mental health/Athlete well-being (4)/Mental Fortitude (1)

Communication (2)

Active listening (1; suggestions included Heath Eslinger or Inky Johnson)

Personality assessment (1)

asdfas