

**Commitment to Equity and Student-Athlete Well-Being**  
Meeting Notes  
November 28, 2007

Committee members present: Byron Clark, Angie Torain, Tod Perry, and Kyle Torgerson.

The following items were reviewed:

1. Confirmed 3 working groups membership including a lead person for each group.
2. Reviewed the Suggested Steps in order to complete a draft report by 2/1/08
3. Reviewed the 1999 self-study and plans for improvement. Also review the updates that are in our note book. Be sure and look at the June 22, 1999 letter from Jerry Bepko saying we have a revised Gender Equity Plan.
4. Reviewed the 1999 Peer Review Team Report. It appears that we do not have any "Strategies for Improvements" to address. The site-visit committee made recommendations but the NCAA Certification committee didn't include any in the formal process. They said we could review them and see if we wanted to act upon them. HOWEVER, they did say we would be held accountable for our own plans that we set forth in the self-study and the subsequent plans sent by Jerry on June 22, 1999. We need to pay particular attention to what we said we would do to improve.
5. Reviewed the sections titled Self-study checklist, Measurable standards, Sample Gender Issues Plan, Helpful Hints, Top Ten lists of Issues – all of which offer advice on writing the self-study. There are things like what is not an acceptable answer to certain standards etc. Obviously we need to only look at those items addressing equity.
6. Finally, the Self-Study Instrument section of your notebook lists all the items that need to be addressed. Each group needs to double check because some items have been changed from 1999. If there are no changes --- it might be helpful to see how we responded in the past, taking in consideration what the team said about our response and the quality of it then. That is, if it wasn't a good response then it won't be now either. For the 1999 Report the responses were sufficient for certification last time without any 'strategies for improvements' or any required actions beyond what we said we would do.
7. Each group arranges meetings with faculty/staff/students as needed to complete the self-study instrument.
8. Each group decides what more information would be helpful in completing the self-study instrument and either obtains the information or contacts the Chair (Karen Whitney) to obtain information on the groups behalf.
9. The group leader will forward a progress report every ? weeks which will be shared with the entire committee.
10. Review quantitative data from
  - a. IMIR, Athletics,
  - b. Affirmative Action
  - c. Georgia State Report (Denise)

### **Actions Taken:**

The three sub-groups were formed and a lead person was designated for each group. The Group Leaders will begin working through the inventory of questions for each section.

### **Gender Issues**

Angie Torain,  
Shann Hart  
Tod Perry, Group Leader

### **Minority Issues**

Angie Torain, Group Leader  
Ron Hunter  
Byron Clark

### **Student Athlete Well-Being**

Denise Ogrady  
Kyle Torgeson, Group Leader  
Patrick Sullivan

Meeting schedule.

- The Equity Committee: Meeting the 2<sup>nd</sup> and 4<sup>th</sup> weeks of January. Date and time to be determined.
- The Sub-Committees will meet as determined by each of the Group Leaders.

Notes submitted by: Karen Whitney, Chair

## **Commitment to Equity and Student-Athlete Well-Being**

Meeting Notes  
January 15, 2008

### **Committee members present:**

Byron Clark, Angie Torain, Kyle Torgerson, Lillian Charleston, Shann Hart, A.J. Stafford, and Karen Whitney.

The following items were reviewed:

1. Progress Reports by each sub-committee:

#### **Gender Issues**

Angie Torain,

Shann Hart

Tod Perry, Group Leader

Report: The Gender Issues Group met with Mike Moore Athletic Director to review and collect information. Information is still being collected. A meeting with Lillian Charleston will occur to complete the fact finding requirements for this section. The group and expects to complete a first draft of their section by the next meeting.

#### **Minority Issues**

Angie Torain, Group Leader

Ron Hunter

Byron Clark

Report: The Minority Issues Group met with Mike Moore Athletic Director to review and collect information. Information is still being collected. A meeting with Lillian Charleston will occur to complete the fact finding requirements for this section. The group and expects to complete a first draft of their section by the next meeting.

#### **Student Athlete Well-Being**

Denise Ogrady

Kyle Torgerson, Group Leader

Patrick Sullivan

AJ Stafford will join this group.

Report: The Student Athletic Well-Being Group has completed approximately half of the work of the group and expects to complete a first draft of their section by the next meeting.

2. Next steps: See notes below.
3. Next Committee Meeting: Monday January 28, 2008 4pm-5pm, AO 103

### **Actions Taken:**

1. Each group will complete a first draft of their section by our next meeting on January 28.
2. It was decided to create an on-line survey to be sent to all student athletes and a survey to be sent to all Athletic Department staff. Each group leader will send to Karen the questions for the survey that would be helpful in completing their section by noon Monday January 21<sup>st</sup>. Karen will work with a team to immediately send emails to students and staff encouraging them to complete an anonymous survey which would provide broad base insight into the three areas of inquiry (race, gender, well-being).
3. Each of the 3 groups will meet with the Student Advisory Committee (SAC) to obtain student feedback as well.
4. At the next meeting: Each sub-group will present their 1<sup>st</sup> Draft which includes:
  - a. A Draft of Plans For Improvement including goals and solutions
  - b. The entire committee will help each sub-group with any unresolved points or gaps.
5. At the next meeting we will also determine key “Hot Spots” which are items that the committee feels if not addressed could jeopardize our NCAA Division 1 Status.

Notes submitted by: Karen Whitney, Chair

## **Commitment to Equity and Student-Athlete Well Being**

Meeting Notes  
January 28, 2008

Committee members present: Angie Torain, Kyle Torgerson, A.J. Stafford, Patrick Sullivan, Tod Perry, and Karen Whitney.

The following items were reviewed:

1. Progress Reports by each sub-committee:

### **Gender Issues**

Angie Torain, Shann Hart, Tod Perry, Group Leader

Report: The Gender Issues Group has continued to collect information.

Tod distributed to the committee a draft of the Gender Issues section which is attached. Information is still being collected. A meeting with Lillian Charleston will occur in order to complete the fact finding requirements for this section. Attached to this email please find a copy of their draft. Please look over and forward any comments to Tod. To date, the sub-committee finds no "hot spots" that might challenge our Division 1 status. The sub-committee will continue to review information in order to consider any areas for further improvement. At the next meeting on Feb 11<sup>th</sup> the committee will consider any plans for corrective action.

### **Minority Issues**

Angie Torain, Group Leader, Ron Hunter, Byron Clark

Report: The Minority Issues Group has continued to collect information.

Angie distributed to the committee a draft of the Minority Issues section. Information is still being collected. A meeting with Lillian Charleston will occur in order to complete the fact finding requirements for this section.

Angie will send the draft out to the committee. When you receive the draft please look over and forward any comments to Angie. To date, the sub-committee finds no "hot spots" that might challenge our Division 1 status. The sub-committee will continue to review information in order to consider any areas for further improvement. At the next meeting on Feb 11<sup>th</sup> the committee will consider any plans for corrective action.

### **Student Athlete Well-Being**

Denise Ogrady, Kyle Torgerson, Group Leader, Patrick Sullivan

AJ Stafford will join this group.

Report: The Student Athletic Well-Being Group has completed a first draft and will forward to the committee by email later this week.

2. Next steps: See notes below.
3. Next Committee Meeting: Monday February 11, 2008 4pm-5pm, AO 103

**Actions Taken:**

1. Each group will complete a the next draft of their section including any areas of improvement by our next meeting on February 11.
2. At this point the groups are considering the helpfulness of an on-line survey to be sent to all student athletes and a survey to be sent to all Athletic Department staff. Karen distributed the Campus State of Diversity Report 2008 and asked each group to review and consider the need to ask students and Athletics staff any questions as a part of our review.
3. Each of the 3 groups will meet with the Student Advisory Committee (SAC) to obtain student feedback as well.
4. At the next meeting: Each sub-group will present their 2nd Draft which includes:
  - a. A Draft of Plans For Improvement including goals and solutions
  - b. The entire committee will help each sub-group with any unresolved points or gaps.

Notes submitted by: Karen Whitney, Chair

**Commitment to Equity and Student-Athlete Well-Being**  
Meeting Notes  
February 11, 2008

**Members present:** Byron Clark, Denise O'Grady, Tod Perry, Patrick Sullivan, Kyle Torgerson, Angie Torain, Harolyn Torain, and Karen Whitney

Mike Moore and Denise O'Grady conceptualized the certification process and provided advice on how to move forward. The group was advised to remain focused on the principles and plans for improvement.

Patrick Sullivan asked each of the sub-committee chairs to give their overall assessment of the three areas and suggest ways to move forward. Each provided an update on the status of their sections. Sullivan then suggested that to move forward, the group as a whole would now review each of the three sections (gender, minority, and student-athlete well-being) in the upcoming meetings. In addition as each section is reviewed, the group will also ensure that the actions based upon the improvement plan from the 1998 study are assessed. The group will first look at gender.

Discussion centered on ensuring that student voices are heard in the self-study. Karen Whitney offered to investigate the possibility of surveying current students, using some of the existing questions on the student athlete exit survey.

**Commitment to Equity and Student-Athlete Well-Being**  
Meeting Notes  
February 13, 2008

**Members present:** Byron Clark, Denise O'Grady, Tod Perry, Patrick Sullivan, Kyle Torgerson, Angie Torain, Harolyn Torain, Karen Whitney, Debomoy Lahiri, Floyd Keith, Karen Black (Guest)

The committee met and began a systematic review of operating principle 3.1 Where data was missing or additional language is needed assignments have been made with instructions to forward needed information to Angie Torain.

**Next meeting: Wed February 20 8-9:30 NIFS Boardroom**



## **Commitment to Equity and Student-Athlete Well-Being**

Meeting Notes

February 20, 2008

**Members present:** Denise O'Grady, Tod Perry, Patrick Sullivan, Kyle Torgerson, Angie Torain, Harolyn Torain, Mike Moore, Kim Manlove, Karen Black (Guest)

The committee met and continued a systematic review of operating principle 3.1. Updates based on last meetings assignments were reviewed, and the remainder of the items not covered under this principle were also reviewed and discussed. Where data was missing or additional language is needed assignments have been made with instructions to forward needed information to Angie Torain.

**Next meeting: Fri. February 22 8:30 -10:00 NIFS Classroom**

## **Commitment to Equity and Student-Athlete Well-Being**

Meeting Notes

February 22, 2008

**Members present:** Tod Perry, Patrick Sullivan, Angie Torain, Harolyn Torain, Kim Manlove, Karen Black (Guest)

The committee met began a systematic review of operating principle 3.2 Where data was missing or additional language is needed assignments have been made .

**Upcoming meetings: Monday February 25 11:00 Facilities Tour - meet in Natatorium**

**Wednesday February 27, 8:30 NIFS Boardroom**

**Friday February 29, NIFS Boardroom**

## **Commitment to Equity and Student-Athlete Well-Being**

Meeting Notes

February 25, 2008

**Members present:** Tod Perry, Patrick Sullivan, Kyle Torgerson, Angie Torain, Harolyn Torain, Debomoy Lahiri, Floyd Keith

The committee met and took a tour of locker room facilities, training rooms, and coach's offices in the Natatorium. We also had a general discussion about these facilities and others in terms of equity and student athlete well-being to guide our overall report.

**Next meeting:**

**February 27, 2008**

**8:30 – 10:00 a.m.**

**NIFS Boardroom**

## **Commitment to Equity and Student-Athlete Well-Being**

Meeting Notes

February 27, 2008

**Members present:** Tod Perry, Patrick Sullivan, Kyle Torgerson, Angie Torain, Harolyn Torain, Kim Manlove, Byron Clark, Denise O'Grady, Mike Moore, Karen Black (guest)

The committee met completed work on principle 3.1 and continued review of principle 3.2

**Next meeting:**

**Friday, February 29 , 2008**

**8:30 – 10:00 a.m.**

**NIFS Boardroom**

## **Commitment to Equity and Student-Athlete Well-Being**

Meeting Notes

February 29, 2008

**Members present:** Kyle Torgerson, Angie Torain, Harolyn Torain, Byron Clark, , Mike Moore, Floyd Keith

The committee met completed work on principle review of principle 3.2 with some minor changes the final document is complete. The committee will begin reviewing the draft of principle 3.3 next meeting.

**Next meeting: Mon March 3 8:30 – 10:00 NIFS Boardroom**

## **Commitment to Equity and Student-Athlete Well-Being**

Meeting Notes

March 3, 2008

**Members present:** Kyle Torgerson, Angie Torain, Byron Clark, , Mike Moore, Tod Perry, Kim Manlove, Denise O'Grady

The committee discusses the results from a recent survey of student athletes as the results pertained to the issues of gender equity, minority issue, and student well-being. The committee also reviewed a draft of principle 3.3 and made recommendations to be reviewed in the next meeting.

**Next meeting:**

**Wednesday, March 5, 2008**

**8:30 – 10:00 a.m.**

**IUPUI Athletic Offices 1000 Waterway**

## **Commitment to Equity and Student-Athlete Well-Being**

Meeting Notes

March 5, 2008

**Members present:** Kyle Torgerson, Angie Torain, Byron Clark, , Mike Moore, Tod Perry, Kim Manlove, Harolyn Torain, Karen Whitney

The committee completed the review of principle 3.3 and reviewed the results of the survey of student athletes.

**Next meeting: TBD**