1. Introduction

In spring 2010, IAC was charged by the Campus Senate with the responsibility of monitoring and reporting on campus response to the recommendations of the Committee to Investigate Athletics (hereafter “2010 Report”). IAC was also working within a new committee structure based on bylaws revised in September 2009. Accordingly, major goals for AY 2010-11 were to enhance communication within the committee and to clarify expectations about IAC’s governance role and its need for information from Athletics and the administration. We identified several areas of the 2010 Report for particular attention during the past academic year.

The Bylaws require IAC to report to the Senate at least once a year. IAC submitted a mid-year progress report at the December 3, 2010 meeting. This report summarizes activities and accomplishments of the IAC throughout the academic year.

With the announcement in February of Athletic Director Rodger Jehlicka’s resignation, the resignation of Compliance Officer Jamie Krueger, and the departure of the Athletics Business Manager, Christie Crumly, AY 2010-11 has been a challenging year for UIS Athletics. UIS administration, Athletics staff and student-athletes are to be commended for continuing with team activities and program building in spite of these difficulties.

During the past year, UIS student-athletes have expressed disappointment and frustration at the negative attention the athletic department has received in the local print media. While our student athletes continue to achieve considerable academic and athletic success, they feel their accomplishments have not always received fair attention. The IAC would like to find more ways to support our student-athletes. Thus, along with our report of committee activities, we provide some highlights of student-athlete accomplishments in AY 2010-2011 (see Appendix A; also see statement from SGA, Appendix G).
2. Function of the IAC

According to the UIS Campus Senate Bylaws (Article VI.2.K, revised September 25, 2009), the Intercollegiate Athletics Committee

“has duties and responsibilities to the faculty through the Senate and to the administration, including the Chancellor. Both the Chancellor and the Senate recognize that achieving educational integrity requires clear and frequent communication, transparency, and cooperation across organizational divisions and constituencies. The IAC is responsible to the Campus Senate for the intercollegiate athletic program as it pertains to the university’s academic and educational objectives as defined by the Senate. The IAC also serves as an advisory committee to the Chancellor and the Athletic Director on matters of budget and finance, personnel, and operational aspects of the intercollegiate athletics program.”

Duties of the IAC include the following:

- “make recommendations to Senate on programs and policies to assure academic integrity in college athletics”,
- “provide advice on campus athletic needs”,
- “monitor compliance with state and federal law”,
- “review and recommend policy or procedures on student-athlete welfare issues . . . and other matters pertaining to athletic programs and personnel”,
- “provide advice to the administration on matters relating to the athletics budget, sports configuration, gender equity/Title IX, facilities, and fair and equitable treatment of women and . . . minorities”, and
- “develop policies to promote the educational welfare of student athletes and monitor the implementation of such policies.”

During academic year 2010/2011, IAC was chaired by Lynn Fisher. This was the second year IAC has operated under revised by-laws adopted September 25, 2009. The revision expanded membership of IAC to meet a NCAA recommendation for an athletics advisory committee representing all stakeholders in the intercollegiate athletics program.


During AY2010-11, IAC members were:

Faculty (voting members):
  Angela Winand, LAS, 2008/11
  Lynn Fisher, LAS, 2009/12, Chair
  Layne Morsch, LAS 2010/13
  Marcel Yoder, FAR, LAS
  Ryan Williams, PAA, 2008/11 [Fall 2010]
  Jay Gilliam, PAA, 2008/11 [Spring 2011]
Student Government Association (voting member):
    Lexi Kirschbaum
Student Athlete Advisory Committee (1 vote):
    Kelli Kubal
    Michael Czarny
Chancellor designee (voting member)
    Tim Barnett
Community Members (non-voting members)
    Guerry Suggs
    Sheila Stocks-Smith
Ex-Officio:
    Roger Jehlicka, Director of Athletics
    Jamie Krueger, Asst. Dir. of Athletics for Compliance
    Jamie Krueger, Senior Woman Administrator [through March 2011]
    Marne Fauser, Senior Woman Administrator [beginning April 2011]
*Note: Associate Director of Athletics Scott Reed attended meetings during AY 2010-11
    as designee of the Director of Athletics
*Note: Associate Chancellor for Constituent Relations Ed Wojcicki attended meetings
during spring 2011 as part of a transition leadership team with emphasis on budget
operations in athletics

The chair thanks committee members and guests for engaged participation and frank discussions
in IAC over the past year. Two of our student representatives are graduating, and will be missed.
Faculty and community members with expiring terms have offered to renew their membership
for another term. The IAC looks forward to AY 2011-2012 as the committee will once again be
working with permanent members of the Athletics staff (e.g., AD and compliance officer), and
thanks members of the Administration and Athletics staff who have served vital roles in the
transition process. The IAC’s work this year has been a positive experience that we hope to build
on next year.

4. Meeting schedule and major agenda items

IAC met four times in Fall 2010 and three times in Spring 2011. Major goals of the IAC during
the past year are listed below, with a summary of work done in each area.

- Enhance communication and cooperation between athletics and other divisions and
  constituencies on campus.

  Communication and cooperation within IAC. Building communication across divisions
  has been a major focus of discussions in IAC meetings throughout AY 2010-11. This has
  involved:
  a) Regular reports from the chair, FAR, UIS Athletics and SAAC at each meeting. Each
     constituent had regular opportunities to present goals and report on progress.
  b) Extensive discussions about coach-faculty communication. One or more coaches have
     attended recent IAC meetings as guests.
Communication and cooperation between campus divisions and constituencies. IAC devoted considerable time to sharing ideas about campus communication and consulting on initiatives undertaken by SAAC, UIS Athletics, or the FAR. The goal was to reduce a perceived isolation of Athletics. Some highlights of these new initiatives include:

a) Events highlighting student-athlete academic and athletic achievements. A successful student-athlete honor roll event was held at a men’s basketball game on February 6, 2011. All student-athletes who had earned a 3.0 GPA or higher were introduced, with the seniors inviting the UIS faculty member who had been most influential to be introduced with them. [Leadership: UIS Athletics and FAR] A list of 2010-11 highlights is provided in Appendix A.

b) An awards banquet will be held on May 8, 2011. [Leadership: UIS Athletics with participation of SAAC]

c) Faculty partner program. The FAR consulted with IAC on strategies for recruiting faculty to partner with coaches/teams. Faculty partnerships increase contact between faculty, student-athletes, and coaches. Several partnerships were established during 2010/11, and several have been added for 2011/12, for a total of six or seven of the eleven teams.[Leadership: FAR]

d) Outreach by Athletics Department. Associate Athletic Director Scott Reed consulted with IAC on a variety of ideas for increasing awareness of student-athlete and coach accomplishments on campus. Some ideas have been put into place, including coach and student-athlete interviews on the Campus Channel. [Leadership: UIS Athletics]

e) IAC Chair and Faculty Senate Chair had lunch and visited with most of the coaches during the fall semester to gain a better understanding of coaching philosophy and issues the coaches deal with. [Leadership: VCSA Tim Barnett]

- Clarify governance role of IAC. Ensure clear and regular communication between IAC chair, FAR and athletics administration.

Notification of disciplinary actions and personnel matters. We reported in December that Athletic Director Rodger Jehlicka provided timely notifications of student-athlete disciplinary actions during the fall semester. After the announcement of the AD’s resignation in February 2011, VCSA Tim Barnett took over the task of communicating with the IAC chair and FAR. Communication has been good.

a) The IAC chair and FAR are in regular communication with VCSA Barnett. We have been notified of several cases of disciplinary actions against student-athletes who violated University policy or personnel matters in athletics and had a chance to review actions taken.

b) An administrative “dotted line” leads from the Athletic Director to VCSA Barnett for day-to-day administration of athletics. This is reflected in the position description for the new Athletic Director (Appendix B). The close connection between Student Life and UIS Athletics has potential to build bridges between athletics and other divisions.

c) Ultimate administrative authority for UIS Athletics remains in the Chancellor’s Office. The IAC chair and FAR have been briefed by Interim Chancellor Berman or by Ed Wojcicki on matters related to personnel in athletics. Briefings were timely and allowed opportunity for discussion and questions.
Faculty participation in searches in UIS Athletics.

e) All head coach and administrative search committees conducted in AY2010-11 have had faculty representation (men’s basketball coach, softball coach, visiting men’s soccer coach, Athletic Director [FAR + 1 faculty, search pending], Compliance Officer [pending]). In each case, the Senate Chair asked IAC to suggest names of faculty to serve on these committees.

f) Senate Chair consulted with IAC and met with Interim Chancellor to make recommendations about composition of AD search committee. FAR Yoder and Dean Pinky Wassenberg are co-chairing the search for a new Athletic Director.

g) IAC members participated in scheduled meetings during campus interviews for the men’s basketball coach. IAC will be involved in campus interviews for Athletic Director and Compliance Officer.

- Gather information needed to carry out IAC’s advisory responsibilities related to budget and finance.

Budget transparency. The 2010 Report (pp. 32-46) summarized long-standing concerns of the IAC and the investigating committee about the financial status of UIS Athletics. Primary concerns include heavy reliance on student fees, deficit spending, and a lack of transparency in planning and reporting on athletics revenue, expenditures, fund transfers or reallocations, and fundraising. A list of the 2010 Report’s recommendations related to fiscal responsibility, with notes on current status, is provided in Appendix C. IAC has begun work to gather information and establish a pattern of regular reporting, as follows:

a) A budget subcommittee (Morsch and Fisher) was formed in September, 2010. The subcommittee met with VCSA Barnett and staff from the Chancellor’s office and OBFS, and consulted with Ed Wojcicki. In fall 2010, members of the Chancellor’s office and OBFS worked hard to prepare a set of budget documents including all athletic expenditures and sources of revenue.

b) We received a final report on FY10 expenses and revenues for Athletics in October 2010. We received reports for FY11 in February (Period 6) and April (Period 9). Reports include information about fund transfers. We agreed that in future, IAC should continue to receive an end of year report for the previous fiscal year each fall and a mid-year report early in the spring semester each year. Reports for FY10 and FY11 are provided in Appendix D.

c) Interim Chancellor Berman briefed IAC in November 2010 on plans to increase base budget for Athletics as part of strategic investment of anticipated FY12 tuition revenues. Berman briefly described a plan to stabilize the Athletics budget by: improving financial reporting; increasing base budget by $200,000; fully engaging the Office of Development in fundraising; increasing attendance at athletic events (see IAC Mid-Year Report).

d) Associate AD Reed reported on fund-raising activities and plans at several IAC meetings. Goals set in a spring 2010 plan prepared by consultants were not met during summer and fall. In spring 2011 Reed consulted with the Office of Development to develop revised plans. A list of AY 2010-11 Athletics fundraising events is provided in Appendix E.
e) The Chancellor’s Office briefed the IAC chair and FAR on a proposed deficit reduction plan for the self-supporting Athletics account. The deficit in this account is projected to be lower at the end of FY11 due to increases in student fees and relatively stable expenses.

f) Athletics signed a contract with SMA marketing to help publicize UIS athletics in the community and to have UIS clothing and gift items available in major retail outlets in Springfield.

- Review student-athlete advising and other matters related to academic success.

  Academic contracts and coach-faculty communication.
  1. FAR Marcel Yoder consulted with IAC on a survey to assess student-athlete perceptions and awareness of academic advising process and influence of coaches and faculty.
  2. FAR Marcel Yoder consulted with IAC, coaches, and faculty to revise academic contract to provide clarity about faculty choices and student-athlete responsibility (Appendix F). Yoder also consulted on schedule of academic progress reports for student-athletes.

  Clarify legitimate educational exception to FERPA.
  3. IAC reviewed waivers signed by student-athletes under NCAA and met with Registrar Brian Clevenger to discuss FERPA. A full report is in our Mid-Year Report.

- Discuss vision for UIS Athletics in context of 2011 leadership transition.

  Sharing ideas and visions for athletics in preparation for leadership transition. During spring 2011 IAC devoted considerable time to open-ended discussions about concerns and hopes for the future of athletics. IAC provides a venue for representatives of SAAC to discuss issues with Athletics administration, coaches, and faculty. SAAC is surveying teams to assess student-athlete priorities for leadership in Athletics.

  Regular updates on shifts in administrative duties. VCSA Barnett and Associate Chancellor Wojcicki kept IAC updated on leadership duties in Athletics during the spring.

- Updates on Title IX self-assessment.

  Though IAC is not responsible for monitoring the self-assessment agreement entered into by UIS and the Department of Education (Office of Civil Rights), IAC has an interest in these proceedings as part of our general responsibility of monitoring compliance with federal law. The IAC Chair consulted with the Chancellor and Title IX Coordinator/AEO Deanie Brown to explore appropriate roles of IAC in the process. It was agreed that the Chancellor’s office would provide updates on the self-assessment. In the event that procedural modifications are contemplated as a result of the self-assessment, IAC would be the appropriate body for consultation. To enhance IAC
awareness of NCAA best practices, a member of the IAC will attend the NCAA Gender Equity Forum, May 1-3 in Bethesda, MD.

In addition, IAC followed up on or monitored progress of items discussed in spring 2010:

- **Clarify relationship between Campus Health Services and UIS Athletics.** (See Mid-Year Report for update). Health Services Director Lynne Price and VCSA Barnett are working on a written policy based on last summer’s successful experience of CHS/Athletics cooperation in athletic physicals. IAC will continue to follow up.

- **Campus-wide electronic reporting system for student disciplinary incidents.** A system previously used in housing has been expanded for campus-wide use. Plans are underway to purchase a software system that should enhance campus-wide use of this system. IAC will continue to follow up.

5. Plans for 2011/2012

We think good progress has been made in building communication within the IAC and between IAC and the Chancellor’s Office. The dotted line through the VCSA is providing effective communication. IAC now receives standardized revenue/expense reports. We are convinced that we have a good foundation of working relationships to build on for 2011/2012.

Much remains to be done. Though we have seen substantial improvement in financial reporting, we have not seen a detailed multi-year plan for stabilizing the Athletics budget and reducing dependency on student fee increases. Such a plan should be accompanied by a full discussion in IAC, reported to the Campus Senate, of future plans, needs and priorities in Athletics as they relate to our core academic mission. A long-term development plan needs to be prepared by Athletics. We expect that these will be very early concerns of the new Chancellor, Athletic Director and Athletics Business Manager.

IAC will elect a chair for AY 2011/12 at its April 29 meeting. Initial plans for AY 2011/12 include the following:

- Remain closely involved with on-going searches in Athletics.
- Meet with new Chancellor and Athletic Director to explore priorities for Athletics.
- Continue to work towards clear communication between campus constituencies.
- Continue to consult on Athletics fundraising and outreach initiatives. Work with Athletics to develop measures of success in both areas.
- Assess status of UIS Athletics at the end of our first year in NCAA Division II. Consider whether current facilities, staffing, and funding are sufficient for participation in GLVC. Work towards broad campus participation in planning for UIS Athletics.