

2022-2023 End Committee Report Form

Committee: Athletics Board

Chair:

Annette Nellen

Chair-Elect for 2023-2024:

We'll hold the election at the first meeting in Fall

Number of Meeting held: 8

(Please include phone/zip/email if available)

Items of Business Completed 2022/2023

1. Cluster analysis of majors by sport.
2. learning more and getting updates on NIL, NCAA changes.
3. Visits by Lauryn Miller, Assistant Athletic Director of Diversity, Equity & Inclusion; Athletics Marketing with Scott MacDonald, Deputy AD for Public Relations & Content Strategy (Sport administrator for FB, WSWIM, WGOLF); and Dedra Palmer, Sr. Associate AD for Facilities & Operations/Interim SWA.
4. Reviewed FAR applications; Chair interviewed candidates.

Unfinished Business Items from 2022/2023

1. Continue with cluster analysis to consider any majors not represented and if scheduling of practices has any affect on choice of major.
2. Review practice schedules.

New Business Items for 2023/2024

1. Learn about new revenue models including television and social media changes.
- 2.
- 3.

Please return to the Office of the Academic Senate (CLK 500/0024) by July 1, 2023.



**Athletics Board Meeting
Friday, September 9, 2022
9 – 10:30 p.m. – Zoom**

MINUTES for 9/9/22 Meeting

Present: Chuang, Fletcher, Huang, Jin, Kelly, Konya, Mazury, Merz, Nellen, Semerjian (scribe), Ward

1. Semerjian agreed to take minutes
2. Introductions were made and the new committee was welcomed
3. Select chair and vice chair
 - a. Annette Nellen was accepted the nomination to serve as chair and was voted in by the committee
 - b. Several nominees were presented for vice chair. After a vote, Sean Fletcher has agreed to serve as vice chair
4. Minutes of May 20 meeting were approved
5. The meeting schedule for fall was agreed upon
6. Athletics Director Report
 - a. Facility upgrades. A) Have a new floor in YUH for volleyball. Paid for with donor dollars. A teraflex surface, which is the best for student athlete health and wellness and safety. The cost of the project was \$200,000. B) The new complex on S. Campus by the football field with serve multiple purposes. There will be office space, premium seating, spaces for several teams. July 1, 2023 completion date is anticipated.
 - b. SJSU has a new relationship with Playfly, having ended the relationship with Learfield, for multimedia rights deal. There is a financial guarantee increase of \$300,000, and this required a commitment of capital investment in the Event Center.
 - c. Alston dollars are allowing institutions to provide additional financial support scholarships to student athletes beyond cost of attendance. As an institution we can provide up to \$6,000.00 per student annually in scholarship dollars. A private donor is funding this initiative, and students are able to receive additional scholarship dollars when they participate in Beyond Sparta events. The maximum for us this year is \$500-600. For additional academic metrics, if there is funding, there can be more monies distributed to student athletes.

- d. Name, Imagine and Likeness (NIL) collective has been launched, Blue and Gold Unlimited Collective, LLC, out of Kansas. This is for our students to work with to develop NIL opportunities. This is not tied to the university, it is not under the umbrella of Title XI legislation. NIL opportunities are market based and can go to any team or individual.
- e. With the heat advisory there was a lot of intentionality regarding practice and competition this week. Very deliberate actions were taken to safeguard athletes. We limited outdoor exposure. Football practice was reduced to an hour, with extra water breaks. Soccer practiced indoors. Volleyball, LMU and UCLA tournament has moved down to LMU. Men's and women's soccer game times were moved back to ensure safety of student athletes. Health and safety of SAs is of primary importance to the DIA.
- f. Have hired an outside consultant to do Academic Eligibility and Certification. Chris Schoemann did summer and fall certification.
- g. Budget report provided to UAB last spring. It would be helpful to have our Senior Associate AD of Finance to come to this group. There are limitations to how different buckets of money can be used. We have the highest number of sports offered in the MW, with the lowest budget. We offer 22 sports and do it with limited financial resources. We are the last university to enter the MW conference, and we are playing catch up. There are opportunities in external revenue generation. NBC Sports broadcast of SJSU football game against Portland State University was very strong. There will be increased televised events this year. There is an appetite for these broadcasts in this area. There was also record attendance at the football game, highest attendance since 2011.
- h. Nellen asks why Blue and Gold Unlimited, LLC is located in Kansas, and who owns it. Konya answers, we worked with Opendorse to develop guidelines. The owners are not associated with SJSU. The board has SJSU boosters on it. Nellen asks about ensuring that SAs understand tax obligations and implications of engaging with NIL. Konya reports, there is a payroll process. Also highlights that international students are not able to benefit from NIL opportunities unless they are outside of the US. Kelly adds, the separation is there because the institution cannot be directly involved with the collectives. All that the institution can do is refer to Blue and Gold Unlimited. Konya reminds the committee that SAs cannot use university logos and marks without a prior review.
- i. Fletcher asks, regarding the budget, stating that in 2001 when he was a student athlete here, there was financial peril, but there was a feeling that everyone was trying to do the most with the least: What do you see as the immediate and long term areas of support that we can pursue to increase dollars? Konya responded, our big hole is in terms of externally generated dollars. We can monetize things like The Charge and create new revenue streams. We also need to take advantage of where we are. Naming rights, when folks see our region, we can appeal to the corporations here. Hopefully that can yield additional corporate dollars. We have changed how we do annual ticket sales. We are changing how we do season

tickets. We only had 1,400 season ticket holders, our next highest in the MW was 22,000. We are changing our model to a subscription model, rather than a yearly renewal. If this works, we should have more subscribers with less of a drop off rate. Fletcher asks, are there models at comparable MW institutions that we can use? Konya says Boise State is the best model. They are monetizing at 4-5 times what we do. But they are also a much more insulated space. We are more like UNLV or SDSU. We are looking to use the relationship with PlayFly to leverage corporate sponsorships. We are trying to fly the plane as we are building it.

7. FAR Report

- a. Introduced role of FAR
- b. NIL and transfer portal have been a large topic of discussion for the FARs in the MW.
- c. Fletcher asked about whether there is a desire for increased control within the conference. Semerjian answered, no, there is increasingly less control. Also asked if there is education regarding the transfer portal. Kelly stated that there is training, and the NCAA requires student athletes to watch a video prior to entering the portal. But it is difficult to convey to the student athletes the risk of entering the portal. They often believe that they will do better leaving the institution.
- d. SARC reorganization. The Student Athlete Resources center is in search of a director. There are continued concerns regarding advising of students and their abilities to pursue the degrees that they want. Initial eligibility evaluations have been challenging.
- e. Transfer portal continues to have a significant impact on students transferring institutions, which can lead to increased time to graduation.
- f. The policy regulating trans student athlete participation that was passed by the MW Conference is being considered at the NCAA level
- g. A great deal of transition and low staffing in SARC and Compliance
- h. Goals for the year. Finally complete the cluster analysis. Meet with SARC at least once a semester.
- i. Request that the UAB receive competition and practice schedules for each team
- j. Graduate Studies provided information to the head coaches regarding the Graduate Certificate program
- k. Referral regarding the FAR term limit was sent to the Senate
- l. Would like UAB to closely review our charge and ensure that we are fulfilling all the outlined expectations

8. SAAC Report

- a. Had first meeting a few weeks ago
- b. Solidified two events. Sports Bra and sanitary product drive. Will donate to the Spartan Food Pantry, Clothes Closet, Bill Wilson Center, and Next Door Solutions.

- c. Trying to solidify a set of events each year
 - d. Student athlete movie night in October to unify the athletic department. That will be the last location for the drives
 - e. Have had a drop off in participation. Should be 2 representatives from each team, 3 from football. Jada is working on getting authentic buy in from representatives.
 - f. Fletcher offers support to SAAC from the UAB
9. Spartan Athletic Fund Report-none
10. Academic Coach Awards for last year – recipients
- a. Head Coach Joanne Bowers
 - b. Assistant Coach Jesus Sanchez

Going forward, need to know when they will be awarded so AB members might be involved and we can plan the interviews at an appropriate time.

11. Identify agenda items for 2022-2023 such as
- a. Gender equity and diversity work (substitute for GEDAC). Tamar collected information on what a few other university athletic programs do. See summary from Annette.
 - b. Arrange time for visit by President Perez
 - c. Follow up items from spring 2022 - Jeff to get us budget info plus comparisons for some Mountain West teams, including Fresno and SDSU
 - d. Others?
12. Other business?
- a. Annette suggests that that we set up certain committees to focus on:
 - i. NIL
 - ii. DEI
 - iii. Student academics and welfare
 - 1. Practice schedules
 - 2. Travel schedules
 - 3. Competition schedules
 - 4. Cluster analysis
 - 5. Graduate certificate
 - 6. Special admits

**Athletics Board Meeting
Friday, October 28, 2022
9 – 10:30 p.m. – Zoom
Clark 554**

Minutes

Present: Annette Nellen (Chair); Steve Perez (Interim-President, guest); Shaun Fletcher; Ryan Ward; Jeffrey Konya; Kristan Kelly; Tamar Semerjian; Shonda Goward; Jada Mazury; Miwa Merz; Yinghua Huang; Li Jin; David Neighbors (Zoom)

1. Minutes Takers:

- 10/28 – Li Jin
- 11/18 – Miwa Merz
- 12/9 - Yinghua Huang

2. Introductions

3. Remarks from President Perez

- President shared his experience as a former student athlete and FAR, and the importance of the athletic program and board to support student athletes' growth.
- Bring together from different conversations, help student athletes to be successful.
- Share ~~the~~ information from the student athletes.
- NCAA roles/policies and discussion, how to position us best in the current environment.
- How to better support our student athletes, how can we help them do better not just in sports, but also academics.
- Conference discussion, create an innovative and dynamic conference environment.
- Challenges of certain major to become student athletes, how to overcome the challenges.
- The importance of open communications between different groups.
- People come from different perspectives bring different ideas, with the respective and appreciation in mind to share senses to help student athletes.

- Student athletes transfer, academic accomplishment/graduation, Names/Image/Likeness discussion. They should not be a conflict between each other.
 - Names/Image/Likeness discussion for the student athletes, the agency and approach to avoid some illegal issues happened among student athletes.
 - (a) The discussion of how to best support student athletes among these issues.
 - Budget: \$36 million deficit for the whole university in this academic year.
 - (a) The goal is to increase the revenues.
 - (b) The current enrollment hurt the budget plan a bit. The goal is to increase the activity in pace.
 - Fund raising and the relationship with the City of San José. Track and field facility from the county (at fairgrounds). Fund raising is doing ok so far.
4. Approve minutes of September 9 meeting
- Tamar mentioned the typo
 - All approved
5. Athletics Director Report
- ~~Open positions in Athletics + adding Board member to search committee.~~
 - Removal of the limitations for certain situations (e.g. coach limitations).
 - Legislation of the conference.
 - Resolution of the agreement with the Department of Justice.
 - Student athletes travel banned states update and discussion.
 - a) Non-conference games challenges for certain games as California state will not fund for the banned states.
 - b) Discussion of the fund raising for certain game travel.
 - Social media and impression for the public improvement since last year. Expanding the broadcasting with different sports games.
 - New position hired for DEI for student athletes. The position responsibility should be what we need and plan to do to help student athletes and built the culture. The Athletics Director will keep it updated in the meantime. Jeff provided a copy of the DEI plan to Athletics Board members before this meeting.
 - Transfer portal discussion ~~and challenges for and the need from~~ the Athletes Board to consider:
 - a) SJSU has less transfer students than the average level.
 - b) How to match the interest of the value with different parties. Small time window to make final decision during the transfer portal process.

- c) Transfer evaluation within 48 hours period: need to hire someone to identify the academic relationship and work with different teams to go through the screening process faster.
- d) To best educate the coach to go through the transfer process more efficiently.
- e) The academic check challenges of student athletes coming from different university system.
- f) Clarity and communication between different groups are very important in the process. Shared the goals to move student athletes forward.
- g) The structure of how we can process it more efficiently among different parties.
- h) The challenges of junior and senior students, we may need to consider having more flexibility-flexible policies in the future.

6. FAR Report

- Mountain West conference meeting in Colorado, new commissioner will come-be announced out in November.
- The compliance meeting will be hold-held in November.

7. SAAC Report

- Will send out the QR code in the email for donating menstrual products.

8. Spartan Athletic Fund Report

- N/A

9. Academic Coach Awards

- Status of 2021-2022 awards – will be awarded during the Nov 4 football game. Tamar and Annette will participate.
- ~~Process for selecting and issuing awards for 2022-2023~~

11-10. Gender equity and diversity work (substitute for GEDAC). Tamar collected information on what a few other university athletic programs do. See summary emailed from Annette after 9/9 meeting.

- Tamar mentioned it should be another committee report on that. We asked for volunteers; will ask again at next meeting.

12-11. Cluster Analysis of Student Majors and Related Information (change in majors, for example).

- The disconnection between different groups, and the discussion of how to navigate students to find the right source to support them success and keep on track.
- Tamar says she has data and needs help to organize it. Yinghua volunteered.

13.12. Updates on our FAR policy referral to O&G

- Annette and Tamar met with O&G chair on 9/13 and O&G on 10/3
- Can we add requirements of various offices that are to provide information to the FAR (such as the Registrar's office)?

14.13. Identify agenda items for 2022-2023 such as

- Follow up from 2021-2022 – graduate certificate programs – After 9/9 meeting, Annette requested Jeff Honda to meet with us
 - Jeff Honda, Ted Butryn and Amy Liesering will join us for December 9 meeting
- Learning more about practice, travel, and competition schedules
 - Fall Practice Schedules sent to you on 10/17.
- Identifying any challenges of student-athletes in getting classes, scheduling, etc.
- Learn more about NIL for our student athletes including Blue & Gold Unlimited LLC, and Opendorse and the connection owners/operators have with SJSU.
 - <https://sjsuspartans.com/sports/2021/7/23/nil-policies>
 - <https://opendorse.com/sjsu-spartans>
 - <https://bluegoldnil.com/>
 - <https://www.bizapedia.com/ks/blue-and-gold-unlimited-llc.html>
- Review process and assessment for special admits.

• ~~Others?~~

~~15. Other business?~~

Meeting adjourned at 10:45am.

Athletics Board Meeting
Minutes, Friday November 18
At Sparta Room/Zoom

Present: Annette Nellen (Chair), Shaun Fletcher, Yinghua Huang, Li Jin, David Neighbors (via Zoom); Jeffrey Konya, Tamar Semerjian, Jada Mazury, Nina Chuang, and Miwa Merz (scribe, in-person)

1. Minutes Taker for our next meeting on 12/9 - Yinghua Huang
2. Approval of Minutes from our last meeting
3. Jeff's update
 - Competition Update: Football, women's soccer, men's soccer, volleyball, women's golf
 - Updates Personnel: New hires: executive leadership team
 - Restrictions applied for international student athletes (completing 30 units rules): follow-up
 - Renovation in Event Center, installation of a new basketball court, struggles to maintain the court and its availability for the basketball teams for practice: the court is used for Kinesiology and is not available for the basketball teams; Event Center is booked for freshmen orientations (June) and is not available next summer for the basketball teams
 - Promotion through social media (e.g., Instagram): possible promotion at multiple locations on Campus (e.g., Starbucks, Food court), is it possible to use Canvas for athletics to market and promote its events?
 - Saturday (11/19) Volleyball will be on NBC Bay Area sports
 - Marketing Campaigns mechanism – visual content updates
 - Do we have any market research looking at where students access information about athletics? Currently, athletics is mainly using Facebook. Jeff suggested we have marketing person visit a future meeting. Annette will follow up.
 - Niche.com analysis on student engagement; possibly bring Marketing and PR personnel from Athletics
 - One Spartan Nation Donation Campaigns; major goals for capital campaigns; Alston dollars (which is outside of Title IX) for NCAA.
 - Annette asked where the Alston dollars come from – same as donors for scholarships? Why outside of Title IX?
4. Jada's Report
 - Christmas Event Planning; Donation Efforts; African American Community Service Center for toy drive
 - Beyond Sparta: Student events and activities (to enhance learning beyond sports, students can gain points)

5. Tamar's Report

- Reporting on some MW items:
 - APR and GSR rates; availability and qualifications for money; tie APR and GSR to coaches' evaluations and bonuses
 - Research possibility to identify and predict which transfer students are successful in athletics; mental health and injury issues
 - Prescreening transfer students and identify areas they need help with; and if they receive enough support (e.g., their scholarships), and if so, how long they are eligible for
 - Possible required courses for student athletes and other student transfers; maybe difficult to implement due to curriculum constraints; Area E classes may go away

6. Other topics

- Academic Coach Award – Annette said giving the awards during timeout at 11/5 football game worked well; thanked Jeff and Gloria for arranging
- A report will be available on Cluster Analysis (all students, but broken down by sport); Large number of student athletes are majoring in Business (141 undergraduate and 4 graduate students) out of 540 student athletes at SJSU
- DEI activities at other universities – will continue discussion at 12/9 meeting
- AS Family Emergency Funds Event: 11/30; 3:30pm at Student Union

Adjourn at 10:34am



Athletics Board Meeting

Friday, February 3, 2023

9 – 10:30 a.m.

Order of Sparta Room (South Campus) & Zoom option

Meeting Minutes

Present: Annette Nellen (Chair), Shaun Fletcher (minutes-taker), Nina Chuang, Li Jin, Kristan Kelly, Jeff Konya, Jada Mazury, Miwa Merz, Tamar Semerjian, Ryan Ward

1. March 10, 2023 Athletics Board meeting will be on Zoom-only
 - Li Jin volunteered to take meeting minutes for April meeting
2. Approval of minutes from the December 9 meeting
3. Athletics Director Report: Updates from Jeff Konya
 - Deregulation of the official visit process; unlimited number of official visits now. Complimentary admissions deregulated to up to 4 people.
 - Player Transfers Issues:
 - i. Transfer window – recently went through first transfer portal ‘hardstop’ date, another is coming up in the spring.
 - ii. Now over 1600 football players in the transfer portal - essentially deregulate free agency in college athletics
 - iii. Right now transfer rate is roughly 60%
 - NIL Issues:
 - i. NCAA issued statement to ramp up enforcement of NIL rules (i.e inducing transfers as part of recruitment process)
 - ii. Industry is trying to implement a system of “guilty until you can prove innocence”
 - iii. Believes SJSU NIL is operating the way it should be. Only for enrolled students.
 - NCAA and Mountain West Conference has new commitment to Student-athlete mental health
 - SJSU and other institutions will have to invest in student athlete mental health
 - SJSU will have to establish a plan and speak to execution of mental health component.

Ryan Ward (on NIL):

- No status update on bill to legislate ‘pay for play’ concept.
- Waiting on bills to be introduced from Congress. Not much success on federal level. Many in College sports are asking for nationwide intervention. Ryan not optimistic on federal intervention.
- Florida may be looking to make updates to tip scales in their favor.

- Ryan sent guidelines to board already.
- Some states may go further or in different directions that will impact the NIL landscape more broadly.
- Ryan will continue to keep Athletics Board updated as state law progresses.

4. FAR report: Updates from Tamar Semerjian

- Alfred P. Sloan Grant –
 - Received awareness grant designed to create pathways for STEAM field for athletes.
 - Allowed to hire student athletes.
 - First year of grant is to create workshop to happen in fall.
 - Grant to look at institutional capacity.
 - Engaging collaborators/committee comprised of Deans, Chief Diversity Officer, Tobruk, Lauryn, others involved.
 - Planning this semester; workshops in Fall.
 - Aligning collaborators plan to visit head coaches' meeting
 - About 75K grant - a planning grant.
 - Michigan Tech took lead on this grant - next grant SJSU will take the lead.
- Update on 'Last lectures' with Dr. Harry Edwards
 - Project still not fully launched.
 - Content aligns well with track and field. Met with Lauryn Miller, Asst AD for DEI to strategize rollout. Cal-Berkely is also rolling out and doing monthly screenings of 'Last Lectures'.
 - Filmed at Morris Daily auditorium. As an alum, Dr. Edwards see's SJSU as 'Home' even though he has strong ties to Cal-Berkely.
 - Institute for the Study of Sport Society and Social Change (ISSSSC) is on hiatus; film will be launched outside of sport institute. Hopes of selling to libraries and institutions eventually
- NCAA will be moving away from test score metrics, which will make qualifying easier.
- Incoming Mountain West Commissioner will be attending FAR meetings as she settles into role.
- Conference realignment:
 - SDSU is trying to position themselves for a move to the PAC-12. Speculation is PAC 12 wants to get media rights set and expand after they know their value. Likely will expand afterwards and entrants will take a much smaller share of revenue. Academically, SMU makes more sense to raise academic standing of PAC 12 than SDSU (from Jeff Konya).

5. SAAC Report – Jada Mazury

- Not much activity to report – SAAC hasn't met since last academic semester.
- First meeting is scheduled for Monday (2/6/23).
- Going through roster and making sure all teams are represented

- SAAC priority for semester will largely be identifying actionable items with tangible outcomes. More details will be share at next board meeting
- “Welcome back” event went well. Athletes enjoyed speaker. Noted that student attendance was largest she can recall seeing at Men’s Basketball game since she’s been at SJSU.
- Jonathan Orr was speaker.

6. One Spartan Nation Report

- No report. David Neighbors could not attend meeting.

7. Identify agenda items for spring 2023 such as

- Schedule presentation to Academic Senate and what we will present
 - i. FAR is required to make report to Senate. Annette will find date on Senate agenda. Last year it was done via Zoom.
- Cluster Analysis Update –
 - i. Shonda Goward prepared breakdown of Student-Athletes by major
 - ii. Tamar noted data is typically clustered by sport, gender, race, etc. Up to board where we want to take this. Perhaps we can go back to Shonda and ask for more detail. Tamar will support and follow-up with Shonda. (Shonda’s original charge on this task was only breakdown by major)
 - iii. Perhaps would be valuable to follow-up with graduates to understand major satisfaction.
 - iv. SA exit data:
 1. Kristen - two exist surveys given - end of season and when SA’s graduate or enter transfer portal. Results are pooled and provided to Jeff K.
 2. Jeff K. - survey is pretty general - covers general experience. Can share aggregated data, not specifics (i.e. comments that are tied directly to coaches)
 3. Annette request to see graduation survey. Kristen will look.
- Gender equity and diversity work (substitute for GEDAC) –
 - i. Board needs to assess the need for GEDAC. Would like to bring in Lauryn Miller and Deidra - senior administrator (facilities and operations). Annette will reach out to have them join future Board meeting.
- NIL update
 - i. Annette asked if athletics how many athletes sign deals? Athletes have to disclose NIL deals, per Kristen. We don’t ask them details outside of what law requires.

- ii. Relatively few NIL deals by student-athletes not an awareness issues; combination of issues including corporate sponsors interest.
 - iii. Jada - NIL deals are typically commission-based. Student -athletes often reach out to companies. May possibly explain low NIL activity.
- Review process and assessment for special admits.
 - i. Board will wait until SARC coordinator in place

8. Other business

- Jada – Friday, February 10 is *Faculty Appreciation Night*

9. Meeting Adjourned – Annette

Athletics Board Meeting

Friday, March 10, 2023

9:00 – 10:30 a.m.

Meeting Minutes

Present: Annette Nellen (Chair), Tamar Semerjian, Scott McDonald, David J. Neighbors, Lauryn Miller (our guest), Jada Mazury, Ryan Ward, Kristan Kelly, Yinghua Huang, Li Jin, Shonda Goward, Shaun Fletcher, Miwa Merz (Minutes-taker)

1. Quick Introduction and discussion with the invited guest, Lauryn Miller, Assistant Athletic Director of Diversity, Equity & Inclusion (DEI):

Understand the current issues on gender equity and diversity in Athletics; Lauryn joined SJSU in October 2023 and has helped student athletes with their self-identification by engaging them in dialogue; identify issues on gender equity and diversity in Athletics in line with the NCWA requirements; Discussion on how we can as the Board help.

SJSU athletes are from all over the world; it is crucial to consider inclusion and equity for students with diverse backgrounds; Lauryn needs role clarity as Athletic Director of DEI and possibly collaborate with the Campus Committee on DEI (CCDEI); there are multiple DEI committees across campus that may engage in duplicate work, so we need to find ways to build connections and collaborations across our South and North campuses.

2. Athletics Director report by Scott McDonald – Celebration of this year’s successes
 - It has been the most successful season in SJSU history
 - The women’s basketball team won conference tournament
 - Compliance update: New staff members hired in Kristan’s office
 - The men’s basketball team received recognitions for best coach and player
 - The women’s golf team won against higher ranked teams including Stanford
 - The women’s water polo team conference tournament will place at the end of April
 - The gymnastics team, currently competing, are close to a conference championship
 - The men’s golf team will have a tournament broadcasted by TV on April 9-12
 - Sammy Awards celebration will take place on May 16, 2023
 - Sharing individual student athletes’ successes (Jada Mazury, SAAC president; Women’s Water Polo athlete in Mechanical Engineering); marketing strategies to promote student athletes’ success stories
 - SJSU wins Mountain West SAAC Community Service Award
<https://sjsuspartans.com/news/2023/3/7/baseball-sjsu-earns-second-straight-mountain-west-saac-community-service-award>

3. Tamara's report
 - New President's focus on the wellness of student athletes and the *Wellbeing Attendant (Chaperone), Examination, and Treatment Policy* (which requires a third person in attendance to observe student athletes in their athletics treatment services); more information at: https://sjsuspartans.com/documents/2022/9/12/SJSU_Wellbeing_Attendant_Policy_9.12.22.pdf
 - Alfred P. Sloan Grant to assist student athletes with a post-baccalaureate degree in a STEM field
 - Planning for FAR and Board presentation to Academic Senate from 3:00 – 3:15pm on March 20 (in person only); preparation of documents by Kristan

4. One Spartan Nation Report (Scott covered most of the update, no further updates from David Neighbors at this time)

5. Some additional agenda items for spring 2023:
 - Visit with President Teniente-Matson – May 19 meeting
 - Cluster Analysis Update – Tamar and Yinghua
 - NIL update (by Ryan Ward): Laws differ across states; Ryan will follow up with information about the report and its impact (CSU is against this bill; more information: https://sjsuspartans.com/documents/2022/9/12/SJSU_Wellbeing_Attendant_Policy_9.12.22.pdf)
 - Ryan has shared with us the following information via email: "Following up to share AB252 info and a few media articles from January on potential impact. "
 - Bill Info: <https://openstates.org/ca/bills/20232024/AB252/#:~:text=This%20bill%20would%20establish%20the,its%20college%20athletes%2C%20as%20provided.>
 - Fortune article: <https://fortune.com/2023/01/20/college-athlete-protection-act-chris-holdens-california-bill-revenue-sharing/>
 - ABC7: <https://abc7.com/college-athlete-protection-act-student-athletes-california-legislation-assemblymember-chris-holden/12720337/>
 - Review process and assessment for special admits (further information is provided in email attachments by Tamar with subject line "Fwd: Special admission for athletes")
 - Sammy Awards celebration; student and coach nominations and interviews, possibility of doing interviews in summer if coaches as well as committee members are available. But we'd like to get the nominations from Athletics in April to try to schedule interviews before the end of the spring semester.



Athletics Board Meeting

Friday, April 14, 2023

9 – 10:30 a.m.

Meeting Minutes

Present: Annette Nellen (Chair), Tamar Semerjian, Scott McDonald, David J. Neighbors, Dedra Palmer (our guest), Jada Mazury, Ryan Ward, Kristan Kelly, Yinghua Huang, Shonda Goward, Shaun Fletcher, Li Jin (minutes-taker).

1. Approve minutes of March 10 meeting
 - Minutes were approved.
2. Dedra Palmer, Sr. Associate AD for Facilities & Operations/Interim SWA – **TIME CERTAIN 9 am**
 - Learn about Dedra's role (multiple project finished before the deadline); anything the Board can assist with?
 - Facilities, events and operation, make sure multiple projects finished before the deadline.
 - Focus on facilities and capital projects, the most well known being the Spartan Athletics Complex coming online in the middle of the summer.
 - Different facilities renovation updates.
 - Being the liaison to athletics, head coaches and staff.
 - Currently focused on the connection with the city and obtaining fundraising opportunities.
 - The challenges and some conflict they face (e.g. basketball season when the events center are not available)
 - Facilities entrance available for students (e.g. softball), through the tennis courts of the stadium.
 - Support from Athletics Board: Create and cultivate the relationship with the community; focus on how we can improve the facilities space; small items we can improve on for the appearance alone to look at a little bit better; create the relationships and cultivating partnerships where we can get creative and enhancing our visibility.
3. Athletics Director Report
 - Jeff is at the National Championships for gymnastics, he serves on the NCAA Gymnastics Committee.
 - Speaking of gymnastics, we televised on NBC Sports Bay Area for the first time this year. It was the most watched game so far behind the football.

- We just hosted the Western Intercollegiate for men's golf. It was televised on the Golf Channel. Great publicity for the university.
- We ran a couple of features about the university men's golf team. We have the most diverse team in the country on men's golf and we ran a feature on SJSU online.
- Baseball is in the 1st place right now and will play UNLV this weekend.
- Football and soccer are scheduled to move into the new building at the end of July.

4. FAR Report

- Tamar will finish as FAR by this summer. The President's Office has posted the announcement for FAR. It would make sense if the new person can start the position at the beginning of Fall 2023 and transition with Tamar this summer.
- One person from Michigan Tech will visit the week of April 24. It is going to meet with many constituents, both in the academics and athletics side of the house. It is the grant working on developing a pilot program for student athletics to move into STEM fields after they have the bachelor's degree, the work continues.
- The president has several goals that she wants to work on:
 - 1) the transfer process and the transfer portal for the student athletes. The president is interested to know do we provide adequate support as the student athletes transfer out and transfer in?
 - 2) the student athlete experience advocacy for student athletes. Are they getting the support that they need? Whether in athletic training, mental health, physical structures and academically, etc.
 - 3) recalibrating the vision and mission of the institution. The president wants to make sure the student athletes see themselves in the vision and mission, and those new goals moving forward with the institution.
- FAR of the Mountain West, a lot of legislation has been on pause. But one thing we're looking at locally is that we have a policy for mountain West non qualifiers. Now any student who comes in as a non-qualifier would never be able to make themselves a qualifier within the mountain West.

5. FAR transition

- 4/3/23 – announcement seeking FAR; apply by 4/17/23, per S16-1
- Term will start in the Fall 2023 semester.
- Overlap of outgoing and incoming FARs.
- The discussion of the role, duties of FAR in the university, the Mountain West conference.
- Tamar will be happy to assist with the new FAR for the position transition.

- A little bit of travel is involved the FAR position of attending Mountain West and NCAA meetings.
6. SAAC Report
- Jada will plan to come back next year and serve as for SAAC next year.
 - Talked about winning the community service award again for the Mountain West. Will have some community service events this weekend.
 - In the admitted Spartans Day, a lot of athletes will be helping with the events.
 - On April 29, will have an athletic department beach cleanup plan.
 - SAAC will try to revamp, get more involvement, and make sure the people in the committee are trying to act and really want to participate.
 - Getting more reps from various teams to join the SAAC meeting, meet once a month and keep things updated.
7. One Spartan Nation Report
8. Report back from March 20 visit with the Academic Senate
- Report delivered by:
 - Tamar Semerjian – FAR and Athletics Board, Tamar encouraged us to have is the APR.
 - Jamaal Mayo, Sr. Associate Athletics Director for Advancement.
 - Laura Alexander, Senior Associate Athletics Director for Student Wellness and Leadership Development.
 - Questions included academic advising, concerns that students cannot take the majors they want, more information on concussions.
 - Honorary Senator Ken Peter (former Senate Chair) had follow-up questions for Laura which she provided and Ken shared with the Senate (see info at the end of this agenda*)
 - A senator asked a follow-up: For football, are there more concussions in a game outside of our conference? There were higher numbers this year; Something may be related to Covid; Try to present more broadly what's going on in the understanding of the concussions nationally; Some concussion happened outside the sports activities, we are monitoring all the concussions and keep the student athletes safe.
 - 3/20 was also O&G's first reading of updated FAR policy
9. Review data of student athletes by team by major – Tamar and Yinghua
- Tamar mentioned we need to dig into the piece a little bit.
 - Tamar mentioned sports by sports analysis may be interesting as it varies, to investigate why certain sports the student athletes may choose a certain major.

- Tamar will share the data in the mass spreadsheet.
 - Shaun mentioned there is still a lot of info unpacked and need to be identified in the item.
 - Scott mentioned athletics has made a huge investment in ponder assessment (25 scales thing), where 10 of us were trained, and so all of our student athletes are going to go through this assessment.
10. Fall 2023 Campus Reading Program book is Adib Khorram's *Darius the Great Is Not Okay*. Lots of activities planned including author visit on 9/13/23. One aspect of Darius is he plays on a soccer team which is very meaningful in his life.
<https://www.sjsu.edu/reading/>
- Good opportunity for campus engagement; new students get copy at frosh orientation.
11. Sammies on May 16
- Need presenter for our 3 team awards.
 - Need Athletics info on recipients of these awards.
 - Schedule interviews to try to complete before end of May.
 - Invitations for members of the Athletics Board? May 16 at 6:30pm. Tamar and Shonda will attend and present the 3 awards from the Board.
12. Identify agenda items for spring 2023 such as
- Visit with President Teniente-Matson – May 19 meeting.
 - Cluster Analysis Update – Tamar and Yinghua.
 - NIL update.
 - Review process and assessment for special admits.
 - Others?
13. Other business?

Meeting adjourned at 10:34am.

*Information from Laura Alexander shared with Senate by Ken Peter

Here are the answers to your questions below. I included a small spreadsheet that shows our numbers for the last two years.

- 1) While having COVID seems to make our athletes more vulnerable to concussions, has this been true in all sports equally? You indicated that the biggest jump was in football. Is that because football players had COVID more often than other athletes?
- 2) How big a jump at SJSU are we talking about?

Here is the data on concussions over the last two years, broken down by all our programs. As you can see, the majority of our programs actually went down in number of concussions sustained by student-athletes. Additionally, of the sports that we would actually consider to be high risk for concussions, only football had an increase, while all others remained the same or went down. If we remove the outlier of FB, our numbers as a department actually decreased by 4. As I mentioned in my presentation, we cannot directly link COVID infections to the high rate of concussions, particularly in football as we have seen numbers like this increase in the past, prior to the pandemic. Concussion numbers tend to fluctuate year to year drastically across all sports.

	21-22	22-23
Football	10	22
MBB	2	0
WBB	2	1
VB/BVB	0	2
Trk/XC	0	1
Gymnastics	4	2
W Tennis	0	0
M Golf	0	0
W Golf	0	0
WWP	2	0
MWP	1	1
Swim/Dive	4	2
Baseball	2	0
Softball	1	0
W. Soccer	2	4
M. Soccer	1	1
Cheer/Dance	3	4
Total	29	37
Total w/o FB	19	15

3) Those student athletes here at SJSU who had COVID and then went on to receive a concussion during the next 60 days--were they aware that they were playing/practicing during a time of greater risk?

The data I presented in the presentation came out in January 2023. Previous to that date, there was no data to suggest that there was an increased risk with participation.

4) Would SJSU consider requiring all student athletes in sports that could result in concussion to continue to take COVID boosters even after other mandates expire?

I would defer to the SJSU/CSU Vaccine policy/requirements for this as I would not be the one to make this decision. My hope is that if SJSU considered this, we would lean heavily on our more experienced medical professionals and the recommendations of the medical authorities (for example, the NCAA Health and Safety committee) and base it on additional causational research and data around the topic (both empirical and scholarly). The current data is limited and does not present a causation but a correlation.