

Tuesday, September 18, 2001, 4:00pm, Goodwin Forum (NHE 102)

Chair Bicknell called the meeting to order at 4:05 p.m. on Tuesday, September 18, 2001, in Goodwin Forum (NHE 102); a quorum was present

Chair Bicknell asked for a moment of silent reflection on the tragedies that brought about the cancellation of last week's meeting.

Chair Bicknell read an email forwarded by AAUP President Jane Buck and General Secretary Mary Burgan:

*"Dear Colleagues, The events of September 11, 2001, have undermined our sense of security in many ways. They are not just violations of our people and of our symbols of power. They are violations of our basic trust in reason. Despite some internal national conflicts, our members have chosen to work within our democracy with a sense that we could make a difference in deciding how to use our great power justly in the world. Although we have been deeply disturbed about injustice, poverty, and inequity and the violence they instigate, we have also harbored a belief that we could find ways to remediate these evils by understanding them. And now the evidence of such immense violence, used so irrationally, has challenged our belief that we could make sense of things to ourselves and to others. In the presence of such a rebuke to our deepest convictions, it is tempting not to think at all, but to act instinctively. As an association of university professors that is distinctively American, however, we are called by all the elements of our identity to reaffirm our faith in the power of knowledge to hold back the irrational. We therefore affirm, for our colleagues throughout this country, that we will continue to fight violence with renewed dedication to the exercise of freedom of thought and the expression of that freedom in our teaching."*

#### **Members Present**

Bicknell, Bockover, Braggs, Burroughs, Fulgham, Jenkins, Klein, Little, MacConnie, Martin, Mayer, Meiggs, Mortazavi, Novotney, Oliver, Paselk, Paynton, Sheppard, Smith, Snyder, Stokes, Thobaben, Thompson, Varkey, Wang, Wilson, Yarnall

#### **Members Absent**

Christensen, Goodman, Kenyon, McFarland, McCrone, Travis

#### **Guests**

Carey Accardo, Amanda Allen, Mitch Borwn, Carol Clymo, Kathryn Corbett, Steve Coughlin, Desen Ertune, Al Figone, Ron Fritzsche, Nick Gai, Rich Ghilarducci, Karen Gray, Koa Lavery, Nicole Losch, James T. Morgan, Carolyn Mueller, Scott Pesch, Jim Redd, Mike Swan, Rachael Wiseman, Tom Wood

#### **Announcement of Proxies**

Robert Snyder for Michael Goodman

**Approval of Minutes from the August 28, 2001 Meeting**

M/S (Thobaben/Fulgham) to approve the minutes of the meeting of August 28, 2001

Motion passed

M/S (Fulgham/Meiggs) to approve the minutes of the meeting of September 4, 2001

Motion passed

**Reports, Announcement, and Communications of the Chair**

- The Academic Senate will meet next week, September 25, 2001.
- The visit by Harold Goldwhite, Faculty Trustee, is postponed until the meeting of October 9, 2001. He will answer questions regarding the special audit report. (He is a member of the Board of Trustees Audit Committee.) He will also meet with the Senate Executive Committee to inform us of the processes and procedure for selecting a new president.
- We have received a memo from Gail Fults, our Faculty Athletics Representative, providing statistics on current Athletics Participation and Scholarship Rates. This will be copied and distributed with our Senate packet next week. A few copies are available today for those who are interested in seeing them more immediately.
- I have received a memorandum from Ann Burroughs, Chair, UCC, conveying the recommendation of the UCC: "All basic subjects courses and the General Education quantitative reasoning requirement must be complete prior to students' attaining sixty units." This item will be referred to the Educational Policies Committee for its review and recommendation to the Senate.
- I have received a call for nominations for the Ernest A. Lynton Award for Faculty Professional Service and Academic Outreach to recognize a faculty member who connects his or her expertise and scholarship to community outreach. The award will be presented at the American Association for Higher Education's (AAHE) Tenth Annual Forum on Faculty Roles and Rewards, January 24-27, 2002 in Phoenix, AZ. Deadline: October 15, 2001.

**Committee and State Senate Reports**

**Student Affairs:** No report

**Statewide Senate:** Senator Robert Snyder reported that there has been an additional one-time lottery funds distributed to the campuses for Technology and Library funds. CTC has approved new requirements for teacher preparation which have a lot more content-specific rules. Teacher Prep people might want to be aware of that. Senator Marshelle Thobaben provided copies of a draft of the Executive Summary report that was approved by the Senate in response to the

Master Plan. Copies of the whole report are available. Please look at the summary, particularly the recommendations as they're likely to come back as resolutions.

**Associated Students:** President Elexis Meyer reported a teach-in on terrorism at the Quad last Thursday. A memorial was put together Friday on the Quad and was attended by about 300 people. Our priorities include putting together some kind of workshop – on student affairs perspective and issues, working with Dr. Butler regarding last week's events, and military actions that might result from what happened. I'm happy to report that we have a full council.

**UCC:** No report

**Educational Policies:** No report

**Finance Committee:** The Finance Committee met for the first time on Monday and began prioritizing its work for the year. There were several pages of spreadsheets in your packets providing information on the University general fund budget and the OAA budget.

**Ron Fritzsche:** I received a letter last Tuesday from Chancellor Reed requesting a faculty election for two faculty members to be on the Presidential Search Advisory Committee. I sent the material to Ken Fulgham as faculty president to initiate that election so an election should come up fairly soon.

**General Faculty:** The following information was provided regarding policy and procedure on presidential searches. "The Chair of the Board of Trustees shall establish a Trustees Committee for the Selection of the President (TCSP). The TCSP shall be composed of the Chair of the Board, three Trustees designated by the Chair, and the Chancellor. The Chair of the Board shall also add an advisory group to the TCSP, to be known as the Advisory Committee to the Trustees Committee for the Selection of the President (ACTCSP). The ACTCSP shall consist of the chair of the academic senate of the campus, two faculty representatives elected by the campus faculty, one member of the campus support staff elected by the staff, one student elected by the duly constituted representatives of the campus student body, one member of the campus Advisory Board elected by that board, one alumnus/alumna of the campus elected by the campus Alumni Association, and one vice president or academic dean from the campus and the president of another CSU campus selected by the Chancellor. Each of the campus representatives to the advisory group shall be determined according to procedures established by the campus. In the process the five Trustees shall constitute the only voting members of the presidential nominating process to the Board. The process shall be conducted so as to encourage consensus with the campus representatives. "I will be instituting a call for nominations to develop a ballot and the ballot will go out through the general election process.

**Faculty Affairs:** We had our first meeting last week and are prioritizing our business for the year.

**Discussion Item: Athletics Review Committee Report and Recommendations Submitted to Charlotte Stokes, VPAA**

Chair Bicknell opened the discussion by stating that John Costello, Dean of College of Professional Studies, was unable to make it to the meeting today.

**TIME CERTAIN 4:15 PM – Comments from Athletic Director Mike Swan**

I'm assuming that everyone went through the athletic review report and updates, taking into consideration that your recommendations will go in at the end of this month. Several major issues have changed over the course of the last several months. One that Professor Simmons mentioned is that, from a facilities standpoint, we have had in the works for about a year an on-campus softball field, and anticipate a construction date in April 2002. This has been in conjunction with private donors that are interested in gift-in-kind, and donors that are interested in donating product services and cash to help us complete this project. The second project underway is the women's locker room renovation. The president has committed funds of \$300,000 to begin the project in the summer of 2002. The third and final facility project is our temporary boathouse in Eureka. The president has been very supportive of facilitating the three projects.

In the area of reporting data - we made significant progress counting participation numbers for student athletes. I wasn't comfortable with the numbers employed the last several years through the inconsistent application and definition of what a participant is, and we received clarification from the Office of Civil Rights in conjunction with the NCAA so we determined consistent application of that definition. We have taken aggressive steps to work toward proportionate participation rates among our athletic teams. It has taken us about two years and by this fall we will have those numbers finalized and be within the required participation proportionality. This project has taken some work and has put some of our athletic programs at a competitive disadvantage; however, it does reach our Title IX goals and our participation goals.

At the last meeting, discussion was revolving around HSU's affiliation with an athletic conference. There are important points that need to be made about that - one of the issues revolving around HSU's participation in the Great Northwest Conference was due to the breakup of the Pacific West Conference. This was attributed to: 1) our student athletes time away from class and the cost associated with travel as traveling to places like New Mexico, Montana, Hawaii - had significant cost implications. Our new conference will help eliminate or reduce significantly, time away from class. We will see cost savings in travel costs, however, it will take several years before we realize that cost savings because we have to pay heightened conference membership dues. That will cut into some of those costs savings for the next several years until we are able to generate additional funds through NCAA enhancement dollars and partnerships. 2) There has been a desire by coaching staff, members of the campus community and the local community to regain membership in the California-based

conference. I would like to give a different perspective from the standpoint that we are very fortunate to be included in the conference we're in now. Dr. McCrone and I spoke and felt that, during this transition, we be actively involved in the administration of this conference to show HSU's leadership in the formation, creation and success of the Northwest Athletic Conference and I believe we've done that. It's important for us to continue to be involved and we will make efforts and take action accordingly. The California Conference is not an option right now. The membership in this conference is, unfortunately, very political and has to do with conference dynamics as well as cost issues. Also, with belts being tightened throughout the CSU system, as well as the United States, we are an unattractive option to a lot of our Southern California brothers and sisters. Our affiliation right now is very solid and I would encourage us to stay with that until an option or invitation is given to HSU

Question and Answer Period:

Question was posed to expand on how a participant is defined. Athletic Director Swan commented that: We are required to report to EADA (Equity and Athletic Disclosure Act), a public document that we submit to the NCAA each year (and one of the goals of that report is to have a consistent benchmark), when we measure our participation – how many student athletes are participating in a given sport in a given time – for winter sports, fall sports and spring sports, as well as defining what classifies a participant. Is it an individual that comes out for a team, plays or practices for a week and then quits? Or someone that comes out for a team, stays on the squad and stays for the season? A participant is an individual (on the NCAA squad list) who may be receiving athletics financial aid, receiving coaching (I don't have the definition in front of me, I'm quoting from memory), plays, he may be a redshirt; however, it does not count for those people that are cut from the team prior to the first competition. They are benchmarked where we measure our participation numbers on the day before our first day of competition. So with the volleyball team it would be on Wednesday afternoon before the Thursday night competition; with football it was Friday before the first Saturday football game; likewise with cross country and soccer. Our coaches were given numbers that they were to meet and those numbers were projections in order for us to maintain proportionality throughout the entire year with our other teams beginning later in the year.

Question was posed and concern expressed about the areas of gender equity and fiscal management. In the latter part, the question centered on the spreadsheet which showed that the deficit for 1999-2000 AY was a little over \$17,000 yet we were told earlier that this could range up to \$269,000 and additional support was needed. Can you explain a discrepancy of this magnitude?

Athletic Director Swan: The \$250,000 figure was brought forth about a year and half ago in the Executive Committee and our projection was to fund an athletic program that 1) puts student athletes in a position to be competitive among conference members; 2) addresses our travel safety, and 3) allows us to have staffing and resources to put our funds - state and student

funds, towards operations and allows us to fundraise for scholarships and programs. The projection that I put forth to the Executive Committee is what Athletics would need to run a program that I felt would put our athletes' welfare at the best possible position and that would not project a deficit.

Question was posed as to the disposition of an amount between \$50,000 and \$100,000 dollars that was removed from various coaches budgets in July 2000.

Athletic Director Swan: What the coaches asked for and what was given them to spend were two different numbers. I'm sure all of you would like to have what you wish for in your budgets, but in reality, funds are limited and those dollars were not made available for what I call dream budgets, and those were reduced to reflect more appropriately what prior year's budget was and to bring into line what fundraising dollars could actually be for that fiscal year.

Question was posed as to whether there had ever been a comprehensive audit of the Athletic fiscal affairs.

Athletic Director Swan: I believe the last review was in 1997-98 and I'm not positive on this, but I'm not sure it was an audit, but the Budget Oversight Committee was put together by the university with overriding constituencies from a budgetary standpoint. As a result of that committee, we hired a business manager for the program to oversee funding, working directly with the College fiscal resources coordinator.

Question was posed as to whether programs are having to pull scholarship money out to cover basic needs. And if the \$250,000 to \$500,000 is just what the program would need to be ideal.

Athletic Director Swan: The answer to the first question is no, that's incorrect. The \$250,000 projection came from the Athletic Review Committee and was the best estimate to run the program and put student athletes in the best possible position from a travel safety standpoint, from a student athlete welfare standpoint, as well as allow the program to address the scholarship requirements and fundraise for scholarships.

Question was posed whether the funds are for stuff that you would like to have? Or stuff that you have to have for a safe program? What the Senate is looking at is whether we should make recommendations about cutting programs, tiering programs, that sort of thing.

Athletic Director Swan: It's there in the report and the coaches articulated that very well – about what their basic costs are and that's where that 250,000 comes in. We're talking about day-to-day insurance, equipment, uniforms, the basic needs for our student athletes on a year-to-year basis and those things, I feel, are being compromised significantly right now. I wouldn't expect our computer professors to go and find dollars to buy computers for their computer labs and that's what we're being asked to do.

Question was posed on the Athletic Director's decision-making responsibilities on the following three points: 1) reporting lines; 2) discrepancy in area like scholarship athletes and recruiting athletes; and 3) how much is spent recruiting for men's sports as opposed to women's sports.

Athletic Director Swan: Basically budgets are put together and submitted to me by the coaches. Upon the departure of the business manager, I've taken over that role. Our budget then goes to the College Dean for approval and the Vice President for her approval. From a Title IX standpoint, there are issues on participation rates. I put together and submitted a plan to the President last year on how I felt it was important for us to grow our scholarships. The problem is when a series of things that needed to be addressed weren't addressed. But those with the scholarship distribution – that was a two-year plan and this is the second year of that two-year plan to bolster up a portion of the women's programs and a portion of the men's programs and in year two - bump up the women's programs an additional allotment.

Question was posed that if the \$250,000 allotment is given, will that fund the sports, fix the Title IX problems - with participation rates and scholarship rates and recruiting numbers – without making some sort of serious adjustments in sports mix?

Athletic Director Swan: I think it can be fixed; the issue is what are we going to compromise in the process? My biggest concern is where does the student experience come into this? We're putting them in a significant disadvantage when they step onto the track, the field, the court. Yes, I think we can do it, however, there will be significant compromises.

Question was posed whether all of the external fundraising is used for scholarships.

Athletic Director Swan: The majority of it is.

Athletic Director Swan was asked to comment on a memo, and numbers shown on that memo compiled by Professor Fults and addressed to the Academic Senate.

Athletic Director Swan: I have concern over any memo that was produced with budget figures from a report I haven't seen. Scholarships is a real issue that we're dealing with – donors and businesses that we work with have a heightened interest in supporting the scholarship program. The majority do not have an interest in putting forth dollars from their companies or businesses to buy bats and balls and uniforms and socks – they would rather it go to ways they can help and enhance the program.

Question was raised regarding participation figures which shows that football seems to have a lot of participants compared to the other sports.

Athletic Director Swan: Our participation of numbers in our teams are consistent with comparable institutions to HSU around the country – 182 programs about Humboldt state size in the United States. We travel with fewer student athletes than our counterparts in the conference and, specific to the sport football, carry 10-20 fewer student athletes on the squad than our competition. So our squads size numbers are very much in line with the NCAA.

Question was posed about the difficulty in finding out about the athletic budget and the confusion about how much money there is and how much money is needed.

Athletic Director Swan: I disagree on that first statement. We made the budget public this past year for the first time. We have made dramatic strides. It took the committee six to eight months to understand all the different areas of funding we receive – state money, student money, fundraising dollars, donation dollars; there are a variety of different avenues that we receive money from. Our spending occurs at different times of the year and is not typical of other budgets on campus. I felt it was important, as did the campus, to get a budget manager to oversee all that. We did have a budget, it was received from the Vice President and handed to the coaches. When we receive budget cuts it's passed on to the coaches and a lot of times they don't appreciate it and we can understand that. The budget is an ever-evolving process and an ever-evolving document. Our budgeting and financial practices have made tremendous strides over the years. That was the reason for the whole Budget Finance Oversight Committee and it helped us implement policies and procedures before I got here. And we have abided by them very well.

Question was posed regarding the disparity in participants and scholarships. It was not clear whether the data was for 1999/2000 and it represents the preliminary report for this year for 2001/02 or perhaps 2000/01. It shows that actual scholarship allocation would be more equitable than what is in the report. The committee report shows 60/40 male/female. In Professor Fults' report it's 48/52 male to female in terms of scholarship dollars.

Athletic Director Swan: I would imagine that data is for this coming year or your report was from last year so we're talking about two fiscal years, so they're not equal.

Question was posed that in the absence of an audit on an annual basis – with so many myriad sources of income, and myriad sources of programs, it seems that a fiscal audit would be almost mandatory.

Athletic Director Swan: I would agree.

Closing comment: What I did not see directed in the report was looking at our campus concerns from the standpoint of enrollment – looking at athletics as a vehicle and tool to help this institution increase its enrollment. The figures are clear that with student athletes you get a higher percentage in general student body, athletics brings higher percentage of students of

color, and it's a tool that would help create an influx of students to Humboldt State. At a very minimal cost athletics would do a tremendous job in increasing our goal in adding additional teams and bringing more students to this campus. We don't have student athletes that just major in athletics, they major in all areas of study. We need to help coaches and faculty, who are outstanding recruiters, and find a way to empower them to do more and help turn our enrollment around.

**TIME CERTAIN: 4:55 PM: Comments from Associated Students**

Comments from Elexis Mayer, Student Body President

I'm coming to talk about issues and concerns that I feel I have some influence over and have dealt with in the past – gender equity and scholarship money. As student body president, I feel it's my primary responsibility to make sure that student fee money is distributed equitably to all student programs. The revenues that intercollegiate athletics receives from the student body is in the form of Instructionally Related Activity fee money. The total budget for the IRA fee is \$676,693 dollars - 52% of that budget goes to intercollegiate athletics. We gave \$60,000 as of this year to athletics in insurance and \$285,000 in the form of travel and per diem. Last year as per direction of the IRA committee, I set out to regain the 1/3 set aside financial aid component that was part of the IRA fee money - about \$160,000. The Trustees mandated that 1/3 of all mandatory fees – University Center, Associated Student fees, IRA fee money – goes to financial aid component to be used for local financial aid. The money that was going to financial aid subsidy money was given back to the IRA program; however we only got \$120,000 of that back because \$40,000 was spoken for. That goes into athletics, music and theatre scholarships that we could not touch. There still remain about some \$40,000 that's going into scholarships from the IRA money. What concerns me and I have tried to bring up it up in the past – can we tie that money so that it's equitably distributed male and male sports? It's not right now. There have been a lot of changes in the past six months or so and many of the programs, especially women's sports, have been given a lot more money than in the past. The women's basketball team got an extra \$12,000 - double their scholarship, softball received an additional \$10,000, volleyball went from \$4,600 to \$16,000 in scholarship. Is this a quick fix for gender equity reason or y that will remain constant? A student representative on the Athletic Review Committee provided me with a spreadsheet of the intercollegiate athletic summary of scholarship. It looks as though men fundraised \$46,000 which is about \$18,000 of the scholarship money that was given out yet received 60% of scholarship money. Women raised almost \$100,000 in scholarship and equates to 39% of the money and received about 40% of the money. The women are coming in pretty much even. That means to me that the \$40,000 that's floating around in athletic scholarships are going to men's programs – and I don't agree with that. We need to start looking at that this year. So scholarship, equitable distribution and student fee money in the form of scholarship dollars must be equitable for men and women and I'm going to make that a priority this year in our budgeting cycle with IRA committee deliberations. I can say pretty firmly that students aren't going to give any more money to athletics in the form of the IRA - half the student fee money is going to less

than a tenth of the student population.

Comments from James Braggs CPS Representative I believe that cutting basketball and football would mean a definite decrease in the African-American male population on campus. Coming up here was hard enough in an area where roughly no more than 3% of the population is African American. Although it may not mean to be, or whether it involves fiscal issues, I get the message that there is a direct threat to the African-American male on campus. And so as a result, I have been speaking with faculty members over the past two weeks and have been consolidating the opinions and thoughts of African- American students on campus and we will be presenting them here. We are currently discussing what is the role of athletics on this campus. There are important issues that need to be addressed – it may evolve into an issue of equity in exchange for minority enrolling and that worries me. I don't believe cutting sports will be a solution to our issues. Lately we notice an increase in enrollment this year and we will continue to unify and hopefully gain support this year for students because we feel like we're threatened.

Elexis Mayer: I'm a little troubled by the statistics that are being pumped out that athletics are the highest retained, highest graduates and I don't know if they looked at other students. What about the students who come because of the Trinidad Learning Research Lab? Or CCAT? Or engineering? Who charts their progress? I don't think it's fair to put athletics in the forefront as though it's the only thing that's attracting students on the campus. However, it is attracting certain students and it's important that we continue to make sure that those students are going to be coming to our campus and the only way we can do that is by giving athletics the money for the basic costs of operation. This is becoming a statewide issue and I hope the Chancellors Office will be able to work with it.

Senator Fulgham: Elexis, I agree with you, it would be nice to know the source of the different tables that we have – we don't have the citation where it comes from. If the data on the report was a year prior or two years prior regarding participation in scholarship, there is a marked improvement. Therefore I caution you about the vociferousness of your focus on the 60/40 ratio if that was past history versus the current 48/52% in favor of the female athletes. I would like you as student body president to look into creating a kind of uniformity of allocation of resource dollars in IRA to different components that ask for it so they can have a consistent budgetary plan. The missing \$40,000 is also scholarship money that goes to music and art scholarships as well as athletic scholarships and that point wasn't emphasized very strongly. The other comment I would make to the general body. I started as a student in 1963 when thousands turned out for athletic games at HSU, entered the service to do my duty and when I returned, athletics had taken a back seat. I graduated and then came back as a professor in 1978 and athletics was pretty popular. And then it shifted again. Ephemeral changes in student attitude causes problems in being able to have consistent funding in all programs, whether it's art or athletics.

**TIME CERTAIN: 5:15 PM: Comments from Community Members**

Steve Coughlin, Division Manager of Pepsi Coca locally: I would like to speak from a business side and personal side about what athletics means to me. From the business side, it's a very viable venue. Pepsi has always aligned itself to good, strong things and athletics is just that. The campus has a beautiful venue for football, basketball, softball, and it has a great sports complex. We enjoy doing business here and have a great relationship with the athletic department. On the person side -I have two sons and love to bring them to the games. Basketball is my favorite and all these sports are great wholesome fun. You walk in 40 minutes before the women's basketball games and they would be jam-packed because there's great support for the women's basketball team. I commend the athletic department.

Jim Redd: I graduated from Humboldt State in 1973 and have a business in Eureka. I did not participate in athletics while at HSU but about 15 years ago I got involved with the athletic program and the reason I did is that the athletic department is the most important public relations arm of the university. There are people in the community that would have no contact with HSU if it weren't for athletics. And the coaching staff are to be commended – we are not going to be a campus where athletics is more important – and I'm proud of the athletes that HSU puts forward. The public relations that athletics provides is really important. I have an opportunity in helping kids get jobs so I get to know them. Some came from the inner city of Los Angeles and because of athletics, they would probably have been in prison, but they came here and were around good people like us – and helping that way and donating money keeps me involved. I hope that you feel like we're doing our part in the university in helping kids out that wouldn't have a chance otherwise.

Rich Ghilarducci, President of Humboldt Creamery: I represent 70 dairymen in the community. We have gotten involved in athletics the last four years. I'm an alumni of HSU, graduated in 1982, moved out and came back here. One of the things that brought me back to the campus, occurred in the last three or four years. The athletic department reached out to us and asked us to become involved and it's been a worthwhile and valuable experience for us and our company. We take great pride in the university and the athletic program has pulled us back to the university. We have supported through internships – we have student athletes that have worked in our cooperative directly in administrative positions and also in our city. I would hate to see our athletic department diminished in this university.

Carol Clymo, representing the Red Lion Hotel: I graduated in 1976 and support the athletic program. I have been involved with HSU for a number of years and I also have two teenagers and bring them here to sports events. When we come, we see many in the community at the sports programs here.

I'm Katherine Corbett and I predate any of you. I go back to the forming of the Academic Senate. I was called in by young women athletes who asked for someone to mentor them. I commend this faculty 100%. Anybody who can produce those splendid young women who turned out that report is a fact that they can be proud of. Every single word of the letter that went to the Chancellor was written by those women whom you produced as your faculty. Humboldt solves its own problems as it has in the past and we do it by open discussion and by listening to each other. One of the things that stands out in the process is the inability to get straight facts along the way. There are also a group of us grand- mothers that used to raise money for women's athletics so that the young women in this university would have the opportunity to participate in athletics. I hope that you, the Senate, take this problem, deal with it openly and allow freedom of discussion. Athletics is only one part of the total experience of everyone who comes to Humboldt. There is a serious financial problem in Humboldt and it must be faced openly. There are serious problems in compliance to Title IX which is a federal statute and it can jeopardize the entire funding of every federal grant in school.

Scott Pesch: I graduated in 1990, participated in track and field and cross country and own a small business in Arcata. What the athletic program meant to me, in particular - track and field and cross country, was that I learned discipline, integrity and responsibility. I want to carry that forth in the community and that's why I'm here today. I enjoyed athletics and still do. I know the viability of keeping the program. If you look at the financial responsibility that has been challenged – fixed gender, participation, Title IX issues - look at the budget – that's all we have to do -it's that simple. If we're asking for more funding and you can grant that – it's worth every penny of it. My point being that you don't have to cut programs. This university has meant a lot to me and I continue to contribute to it. I think it's important that we keep everything together.

Mitch Brown: I attended HSU as an undergraduate in 1989. I tried out for the team and achieved a conference championship, team and individual, regional championship and in nationals three times, all-American twice. I am totally grateful to athletics, to Dave Wells and his program – track and field and cross country - which greatly influenced my life. Everyone who has participated in athletics has had the same sort of experience. I met my wife on the team and had a child – all because of athletics. What concerns me is a change in priority, sports being pinched as being not as important. I got a job coaching in New York – never having been in the East Coast and was amazed at the number of people that knew of HSU through cross country track and field, Division 1 and Division 2 levels. In the Mission Statement, it says: "To provide a public relations vehicle to enhance regional and national awareness of Humboldt State University" and every sport is doing that. To take from one sport to give to another is not the right way. Look at athletics as a whole department and it can prosper together in compliance with Title IX and in compliance with the mission statement of the university.

**TIME CERTAIN: 5:35 PM: Comments from Vice President Charlotte Stokes**

Since, at this time Athletics reports to me directly, I am interested in hearing what you all have to say. Our last speaker spoke about athletics in relationship with the mission of the University. What the Committee looked at was primarily in the area if we are going to spend more money in a certain direction or not spend, and we should do it based upon the plan and values of the institution. The money should be spent in the way that is consistent with how people see the institution and what they want from the experience, whatever that may be – athletics or something else. I appreciate the comment on the mission in that respect.

One thing I would ask that when this was submitted to you by my office to discuss, there was a time limit on that discussion. These issues have been abroad for perhaps longer than they should have been and I think we need to make some decision. So I request in strong terms that you make your recommendation to the President during this month so that we can go forward with some decisions that can be implemented based on the plan for next year.

In terms of budgetary issues, obviously mission aside, the problem is that's what's driving this discussion. And the budget has been looked at as a somewhat mysterious document and budget making as a mysterious process. We must understand there's not a quarter of a million dollars lying around and someone is using it. It is money that can be used so that if in fact the allocation is made, it will have an impact on other areas. If it is something the Senate feels strongly about, they should indicate that they feel strongly about the allocation.

One of the issues that came up in the report was whether Athletics should report to the President or one of the Vice Presidents. At this time my office is structured in a way that would make it difficult for Athletics to report to me. Administratively, if it stays in Academic Affairs, it will continue to report to the Dean of the College of Professional Studies.

**Open Discussion Organized around Six Topics: Mission and Role of Athletics at HSU; Equity; Budget; Sports Mix; Conference Division; Administrative Reporting Line, Oversight and Governance.**

Chair Bicknell opened the discussion, noting that the Senate Executive Committee is looking to the Senate today for guidance as to the direction you want us to move in. The Senate Executive Committee would draft a resolution or letter or something of that form, but we need to know what senators are thinking so that we know which direction we need to move in.

Comments from the Senators included:

1. The community members and folks in sports agree that all fundraising money should go to scholarships, and the University should cover basic services. We are in budgetary problems system-wide, the Senate needs to decide what to do given that. The Executive Committee needs direction in this. In past times when the Senate looked at programs, and we got rid of

speech and hearing and home economics – we asked people for a self-study. We do not have that – we have an Athletic Review Committee report. We need to have a concerned group look at it in fairly narrow parameters – the money isn't there so how are we going to work it out? What I hear is that it's a need not a want. You can't let things remain the same. One way would be to go back to the department to do a self study. It's clear the Vice President is not interested in that option. Or the Senate could make some recommendation about what needs to be done – we could say something like gender equity is primary and if you can't get by on the money you have, you have to rearrange the sports mix, or conference, but we need to know from the Senate where you want us to go.

2. It's clear we have a budgetary problem, that the alternative to maintaining 12 sports and maintaining a scholarship arrangement are not desirable for all the reasons laid out in the Committee report. We know Division 3 is not an option – we're too big and too far away. We have an athletic program which needs a conference affiliation or it will not exist under any set of circumstances. Much of the situation we find ourselves in is not of our own choosing. We have to find our way out. We can set a goal of fund-raising money going to scholarships, recognizing that that cannot happen but that this is the goal because the budgetary situation at this institution is not going to persist forever. If we set goals recognizing that it may take some time to get there – that's a positive way of approaching this situation.

3. It is awkward to make a recommendation, and seeking advice from the constituent body here in the Senate about Athletics when there hasn't been a complete program review. Whatever department you're in, would you want to have an outside hand-selected committee determine your fate without having some self-study done? That's part of the program review process. In terms of what's submitted to OAA (in terms of program review) it's required that there's a resource review and self study and we haven't adequately gotten that type of information. And I question where the administrative efforts are in terms of a speedy decision on this process and violating what none of us would accept in our academic departments - and I view athletics as an academic department. Every program on this campus this year and in years past has had budgetary problems, from art to zoology. It's learning to live within the budget you have. Each year we have to face how much money we have and what we can spend it on to make the place function. Outside sources of money become a solution to some of those problems through donation processes in different solicitations. I'm not sold that staying in Division 2 is a necessity. There are other options to look at and I think we need to consider that. We need information and we're not getting it. We need a program review so that we can make a reasoned judgment because we have questionable information in terms of budget, participation, gender equity, and competition level. The report produced by the Committee was not thorough enough in terms of its data-gathering and analysis.

4. Looking at the budget and regarding budget numbers – I look at transportation alone and, depending on how we look at it, it's about \$200,000. Regardless of what conference we participate in, travel is always going to be expensive. They all involve overnight stays. Look at

the travel portion of the budget as an extraordinary portion of the budget because of where we are.

5. Regarding the value of athletic recruitment and lowering student body numbers - we have seen a remarkable decline in student numbers. Although Athletics is valuable in recruiting students - that probably won't solve the problem. I think recruitment is not a major issue in athletics per se.

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M/S (Paselk/Wang) motion to adjourn

**Meeting adjourned at 6:15pm**