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University of South Carolina

BOARD OF TRUSTEES

Intercollegiate Activities Committee

September 15, 2005

The Intercollegiate Activities Committee of the University of South Carolina Board of Trustees met on Thursday, September 15, 2005, at 11:30 a.m. in the Campus Room of Capstone House.

Members present were: Mr. Samuel R. Foster, II, Chairman; Mr. Arthur S. Bahnmuller; Mr. Mark W. Buyck, Jr.; Mr. William C. Hubbard; Mr. Toney J. Lister; Mr. Michael J. Mungo; Mr. M. Wayne Staton; Mr. Othniel H. Wienges, Jr.; Mr. Herbert C. Adams, Board Chairman; and Mr. Miles Loadholt, Board Vice Chairman. Other Trustees present were: Mr. William W. Jones; Ms. Rita M. McKinney and Mr. Eugene P. Warr, Jr.

Others present were: President Andrew A. Sorensen; Secretary Thomas L. Stepp; Vice President and Chief Financial Officer Richard W. Kelly; Vice President for University Advancement T. W. Hudson Akin; Vice President for Human Resources Jane M. Jameson; Vice President for Student Affairs Dennis A. Pruitt; Vice Provost & Executive Dean for Regional Campuses and Continuing Education Chris P. Plyler; Legal Counsel Walter (Terry) H. Parham; Athletics Director Eric Hyman; Chief Financial Officer in the Department of Athletics, Shawn Eichorst; Assistant Athletics Director and Head Trainer Dr. Rob Walters; Moore School of Business Professor William O. (Bill) Bearden; University Legislative Liaison John D. Gregory; Director of University Communications, Division of University Advancement, Russ McKinney, Jr.; and members of the media.

Chairman Foster called the meeting to order and invited those present to introduce themselves. Mr. McKinney introduced members of the media who were in attendance. Chairman Foster stated that notice of the meeting had been posted and the press notified as required by the Freedom of Information Act; the agenda and supporting materials had been circulated to members of the Committee; and a quorum was present to conduct business.

I. Athletics Director's Report: Chairman Foster called on Mr. Hyman who shared the Athletics Department's goals and his thoughts about what constituted a successful athletics program. Mr. Hyman stated that the goals were measurable and that he believed in accountability and inclusiveness. He noted that he had been in

the athletics business for over 32 years, as a student athlete, coach, and administrator.

Mr. Hyman defined components of a successful program as follows:

A. Integrity - the cornerstone of a program; "you hire people with integrity; you can't teach value, you hire value".

B. Student-Athlete - the University was in the business of young people and he emphasized the importance of academics as well as sports.

C. Winning and Losing - as a coach, he focused more on getting athletes to reach their potential individually and collectively and in capturing the spirit of the community. And, from a competitive standpoint it was important to do it the right way.

D. Academics - there was nothing wrong with a student to dream of becoming a professional athlete; however, students needed to understand the value of an education. The University was developing and fostering student success and it would be measured through graduation rates. Mr. Hyman stated that physical talents would take an individual for a limited amount of time and then their mind would take them the rest of their lives.

E. Positive Visibility - it was important to teach athletes the value of giving back. Currently, the Athletics Department was involved in the hurricane Katrina relief effort.

F. Teammates - this goal was more subjective in that teammates made team members better. He stressed the importance of mutual respect, a positive attitude, loyalty, problem solver, influencer and giving toward the improvement of the department.

The Athletics Department had recognized an employee for making contributions toward the betterment of the entire University. At the end of the year, the department would recognize a "teammate of the year". Mr. Hyman stated that there were many "unsung heroes" in the Athletics Department and that it was imperative that they be recognized.

G. Contributors to Society - the University was nurturing and developing young people; it was important to reach out to students and then measure 10 to 15 years down the road to see how these students were contributing to society.

Mr. Hyman stated that these goals were desired outcomes and targets of the Athletics Department.

Mr. Hyman stated the criteria to measure the success of the Athletics department program such as visibility, contributors, teammates, integrity, competitiveness and budget management.

Future departmental initiatives included a long range Master Plan for facilities, Information Technology upgrades including a donor and ticketing system. In addition, another women's sport would be added and a department capital campaign would be developed. The Athletics Department would form a policy committee to review the department's policies and make recommendations to the management team. The committee would consist of a cross section of coaches, assistant coaches and administrative staff.

Mr. Hubbard commented on the OneCarolina effort and the \$55 million investment to upgrade information technology; he inquired about the integration of the Athletics Department into the Master Plan. Mr. Hyman responded that OneCarolina, the capital campaign and Master Plan were fully integrated into the entire University plan.

Mr. Hubbard inquired about future sports for women at the University. Mr. Hyman stated that this was "premature". He discussed Title IX federal regulations and how to measure men's participation versus women's participation in sports. The trend around the country was that more women were attending college than men. However, there were more men participating in sports, basically due to football. The University had improved women's sports by adding Equestrian and would add other sports in the future. Both private and public schools found Title IX to be challenging.

Dr. Sorensen stated that the NCAA annually published the percentage of men and women students in the entire University and then compared them with a percent of scholarship athletes who were men and women. The *Chronicle of Higher Education* looked at the disparity between the genders and published the twenty-five best schools with the least disparity and the twenty-five having the greatest disparity.

II. Report on University Drug Testing Program: Mr. Hyman stated that the University's drug policy was more restrictive than the other universities in the country, with the exception of one. In addition, the University's drug policy was more restrictive than the NCAA's policy. He stated that it was important to be supportive of the students and help them get headed in the right direction.

Mr. Hyman stated that student athletes come from all walks of life and that not all students begin at the same starting line. He said that his goal was to help those students who could be helped by providing them with the clinical and medical help and by taking away privileges. He emphasized prevention and the importance of talking with students about what they were doing with their lives.

Mr. Hyman called on the Dr. Walters who reported on the alcohol program. Mr. Walters stated that the Director of Sports Medicine had begun an alcohol blood screening program as a safety issue. Students who tested positive would be screened further and confirmed with a breathalyzer and efforts would be made to

determine whether the student had an alcohol problem. The Athletics Department conducted alcohol tests at the .04 level whereas public drunkenness and DUI was at the .08 level. Mr. Foster commended Mr. Hyman on his presentation and his emphasis on prevention as well as punitive measures.

III. Other Matters: Mr. Mungo requested an update on the issue of armed police officers at the University's football games.

Mr. Kelly stated that this issue had been addressed and that there was security who wore concealed weapons in addition to the state highway patrol. In addition, the University had formed a relationship with the state highway patrol who traveled with the team and formed relationships with other state law enforcement units. The coach would be escorted by a state law enforcement agent. Other issues involving physical conditioning and safety requirements on the weapons were still being discussed.

There were no other matters to come before the Committee, and Chairman Foster declared the meeting adjourned at 12:30 p.m.

Respectfully submitted,

Thomas L. Stepp
Secretary