



UNIVERSITY OF WISCONSIN-MILWAUKEE
ATHLETIC BOARD MEETING MINUTES
October 7, 2020

Attendees: Kathy Litzau, AkkeNeel Talsma, Jim Cleary, Adam Schemm, Neal Pease, Kevin Hartman, John Reisel, Steve Redd, Amanda Braun, Austin Smith, Dana Northrup, Barbara Meyer, Clare Faurote, Jakara Edwards-House, Jessica Kumke, Steven Mohar, Trevor Coenen, Jun Zhang, Cathy Rossi

Guest – Aaron Haselhorst

- I. Call to order by Chair, AkkeNeel Talsma at 8:00 AM
- II. Approval of September minutes – approved.
- III. Updates from the Athletic Department:
 - a. Report from Director of Athletics, Amanda Braun
 - i. NCAA –
 1. Men’s and women’s basketball start date of Nov. 25th was decided.
 2. Reduction of # of games by 4 games.
 - ii. Horizon League – many discussions of how to approach the basketball season, no decisions yet on a schedule.
 1. Will not have exhibition games.
 2. Weekend of Thanksgiving will be hosting an MTE. Nov. 27th will be the first MBB home game.
 3. Attendance – proposed a phasing in of fans. Need to submit to campus.
 4. Will really market our broadcasts on the ESPN platform and other media platforms.
 - iii. Testing – 3 times per week when basketball competition starts.
 - iv. Looking at other winter sports schedules and Horizon League championship formats at this time.
 - v. Aaron Haselhorst has been fantastic. Are testing 25% of our rosters every other week. 19 S-As have tested positive.
 - vi. Staying focused on supporting our student-athletes.
 1. Mental Health – robust support as outlined in report.
 2. Racial Justice – update from D & I committee
 3. Voting – created a t-shirt for all student-athletes and staff.
 - vii. Proud and grateful of our staff. Coaches have been terrific.
 - b. Financial Update – Cathy Rossi
 - i. Balanced budget in FY20, savings from lack of spring competitions, though several revenues were also down (NCAA Revenue, Seg Fee Revenue, and Ticket Revenue)
 - ii. Furlough savings some in FY20, some in FY21
 - iii. Enrollment and segregated fees have been impacted. Creating a significant budget challenge for FY21.
 - iv. Open positions have been frozen, except essential roles (athletic trainer position is posted)
 - v. Sports took a 20% budget cut.
 - vi. Revenue is down, don’t know if we can have fans. Revenue is down again in FY21 (NCAA Revenue, Seg Fee Revenue and Ticket Revenue)
 - vii. Additional expenses related to COVID – testing, signage, travel changes
 - viii. Questions
 1. Will there be calls to cut sports by the Horizon League?

1. Individual school decision.
 2. Would not be a good strategy for us.
- c. Update from Diversity & Inclusion Workgroup – Kathy Litzau
 - i. Report attached at end of minutes.
 - d. Athletics Report (written) discussion - none
- IV. Guest: Aaron Haselhorst, Assistant A.D. – Sports Medicine
- a. Testing update – PCR gold standard, but the Antigen test if done 3 x’s per week makes up for it not being as good. If we do have a positive antigen, we follow it up with a PCR test. Turn around time is important, Antigen comes back quickly within that afternoon.
 - b. Athletic Training Room – only allowed 9 S-As at a time, used to have 30-40 at a time in there. Staff has extended their hours. S-As doing more at home exercises. Every S-A has to be screened, 300+ per day. Admin staff are helping check-in the athletes. 99% have been fine, but have caught some asymptomatic that had a fever through this process.
 - c. Initially upon arrival all athletes had to have a diagnostic test, with only 1 positive coming back. Up to 19 positives now. Can identify where those positives are coming from. Roommates that have high risk exposures. None linked to a sport activity.
 - d. Norris will do as much testing as we can. Once 20 hours/week starts for basketball will test staff and athletes once a week, and once competitions start will go to 3 tests a week.
 - e. Horizon League Safe Play Committee – discuss time between games, testing protocols and making recommendations to the Executive Council.
 - f. Mental Health – working with Mike Matthias in UCS to do a baseline test online to check for depression and anxiety. Got 80% of our athletes through it last year, showed it is a necessary tool for referrals. Push what our resources are on campus, will set an appointment if it appears a follow-up is needed. Start with MBB & WBB early next week. Goal is to get all student-athletes done before they leave for winter break.
 - g. Follow-up questions:
 - i. How screen S-As? QR code to their phone to complete form, staff check their temperature.
 - ii. Similarity to campus testing? University housing is doing what the NCAA asks of 25-50% every 2 weeks, we are also doing this amount off-campus. Have caught a few from what university housing is doing.
 - iii. Different injuries? Biggest change was figuring out to supply the same level of care as before. Focused on follow-up to be sure they are doing what they should be doing at home. They do see them at practice to check-in as well.
 1. Injuries have been a little bit lower this fall. We have had a phased in approach which helps.
- V. Updates from students
- i. Milwaukee Athletics SAAC – Clare Faurtoe
 1. Organized a beach clean-up at McKinley Arena and Bradford Beach
 2. D & I Social Media Campaign at the end of October
 3. October meeting tonight.
 - ii. Horizon League SAAC – Trevor Coenen
 1. October meeting is on the 18th.
 2. OneHL workgroup – 16 S-As to discuss social justice issues, getting people to vote. CJ from MBB is on that workgroup.
 - iii. Student Association – Austin Smith
 1. Working to get Fr and Grad students involved.
 2. Encouraging students to vote.
 3. Voice for social injustice issues.
- VI. Closing announcements – meeting adjourned at 9:08 AM

United We Will – Athletics Commitment to Anti-Racism

Report for the Athletic Board

10/7/20

I. Athletics Commitment

UWM Athletics is committed to doing our part on campus and in the community to help create an environment where all feel safe, and equitable opportunities are available to everyone.

II. United We Will – Dialogue on Social Justice

On July 23, 2020, we held a virtual dialogue, United We Will – Dialogue on Social Justice.

16 S-As, 7 alums, 16 staff (D & Committee, Exec Team, & Head Coaches)

The dialogue revealed several important steps that our department might take to be anti-racist:

- a. Athletic Department Equity, Diversity & Inclusion Trainings for staff and student-athletes. Racial Relation Training - anti-racism, microaggressions, allyship, activism, historical context of race.
 - i. Action step: The Chancellor has announced that anti-racist training will be provided to staff and students starting in Spring 2021. We look forward to working with campus leaders to bring this training to Athletics staff and student-athletes.
- b. Hiring practices/recruiting and retaining candidates and staff of color training.
 - i. Action step: Student Affairs is implementing required Search and Screen training related to inclusive hiring practices. All members of search and screen committees will be required to complete this training.
- c. Mentorship program to connect black student-athletes with black alumni.
 - i. Action step: program is in progress
- d. Better (consistent) representation of black student-athletes (social media, branding, recruitment, retention)
 - i. Action steps:
 1. Alumnus Alisha Harper will consult with our external staff to assist.
 2. A MKE Black Lives Matter graphic will be hung in Klotsche, the Union and in University Housing.
 3. Black student-athlete representation will be prioritized on Athletic Board, Student Athlete Advisory Committee (SAAC) and other athletics committees.
- e. More spaces for BIPOC Student-Athletes to speak openly.
 - i. Action step: Scott Doffek and Steve Golas from our staff organized a group of S-As, which has representation from each sport to meet on Wednesday Oct 14th at 4:30 pm. with Adriana Rodriguez, Sociocultural Program Coordinator here at UWM. One of which is called “LEAD THE CHANGE”. With the momentum that has been created in recent months for Social Change we thought it would be good for our Athletes across all the sport programs to have a voice on campus and around the City. The direction you Athletes decide to take with this will be completely up to you and what you decide. Adriana will be there to give the group some direction and guidance.
- f. Three B.R.A.V.E.* Space Sessions - Quarterly dialogues with current and former student-athletes and athletics staff led by facilitator Anya Covington. These conversations will create a platform for transparency, build trust, ignite social justice reform and enrich cultural standards to profit all within athletics.
 - i. *Anya is a former Assistant WBB Coach for us and now runs her own company focused on rethinking the diversity, equity and inclusion space called human2human.

*B.R.A.V.E defined:

BOLD: courageous in being fully present and accepting the challenge to be the change

READY: intentional focus on the relevance of the injustice of today/ alert in heart and speech

ACCESSIBLE: open to listen and receive hard truths/perspectives with no bias

VULNERABLE: transparent/authenticity in sharing one's truth

EQUITABLE: activism through understanding/ diminishing privilege / elevating humanness

- ii. We are recipients of the Chancellor's *Toward an Antiracist Campus* grant and will receive funding of \$3,500 to support the facilitated dialogues that will occur in November, February and April.