

The Ohio State University Athletic Council Annual Report 2021-2022

Kisha M. Radliff, PhD, Chairperson

The Athletic Council, a standing committee of the University Senate, establishes and considers policy involving but not limited to: the income and expenditures budget, the schedules for seasonal and post-seasonal play in relation to the effect on student-athlete well-being, grants and other financial aid to athletes, student-athlete eligibility, student grievance procedures and sportsmanship polices related to athletics, awards to athletes, ticket prices and ticket distribution, and public and campus relations of the athletic program. In addition, the Council also participates with the President in selecting the Faculty Athletics Representative (FAR). The Council meets the first Wednesday of every month during the academic year to conduct business.

Athletic Council is comprised of sixteen voting members including: eight regular tenure-track faculty (four elected by Faculty Council and four appointed by the President), two undergraduate students, one graduate student, one professional student, two alumni, and two staff. There are five ex-officio non-voting members, including: the Director of Athletics, the Vice President of Student Life, the Faculty Athletics Representative, the Directors of Student Athletics Support Services Office (SASSO), and the President of the Student-Athlete Advisory Board.

The Council has three standing committees: Academic Progress and Eligibility (AP&E), Equity and Student-Athlete Well-Being (ESAW), and Finance and Facilities (FiFa). Each committee met monthly, or more frequently as needed.

Summary of Athletic Council Meetings

Athletic Council conducted following business at meetings during the 2021-2022 academic year.

September 1, 2021

Carey Hoyt, Senior Associate Athletic Director, presented an overview of the Name, Image, Likeness (NIL) program and how our student-athletes are navigating the new rules. Ms. Hoyt stated that there were currently 320 NIL deals with student-athletes totaling over \$846,000.00. Sarah Morbitzer, a Women's Volleyball student-athlete, explained how NIL has benefitted her and how she is able to promote her business teaching volleyball. Athletic Director Eugene Smith spoke about how the department is assisting student-athletes with any questions they may have and ensuring that they know the athletic department is supporting them.

October 6, 2021

Dr. Jamie Houle, OSU Sport Psychologist, gave an update on sports psychology and wellness and the recent hire of Logan Hartnell, a post-doctoral fellow from Appalachian State. He stated they now have two fully licensed psychologists and one more to be hired. They have been doing mental health screenings for all student-athletes and were around 75% completed at that point in the semester. Dr. Houle reported that they have been successful in reaching some student-athletes that they normally wouldn't reach. Jamie stated that they have an approximate 200-1 ratio for the student-athlete and psychologist.

The Council discussed the proposal to increase membership dues by 5% for the OSU Golf Club. The council voted to approve the proposal. The Council also briefly discussed the married student ticket policy. Brett Scarbrough (AD Internal Affairs) reported that there were currently 318 students who access the discounted tickets through the married students ticket policy.

John Davidson (FAR) stated that he met with the Big Ten Academic Rep and discussed returning to normal for the academic progress program. Data in 2023 will go back to normal. He reported that there was an APR (academic progress rate) working group to discuss whether transfer student-athletes had to leave their current institution eligible at a 2.0gpa. In the new transfer portal, students are not getting the information they need to make good decisions and Dr. Davidson said there is a subcommittee discussing whether there needs to be flexibility. One problem in APR is equity which creates problems for smaller institutions. John stated the standardized test score task force has their final meeting in October.

November 3, 2021

The Council had two student-athletes share about their team's community engagement. Evan Riss and Brandon Fischer, both student-athletes on the Men's Lacrosse team, talked about how their team works with various foundations to increase the exposure to Lacrosse within community, how they engaged with youth through different activities (e.g., reading), and provide other forms of community services (e.g., packing and passing out meals to the homeless).

John Davidson reported that the standardized test score task force met with NCAA and suggested that test scores should no longer be required for graduate student applications and that this will be recommended to the larger group for approval. Dr. Davidson stated that because of this, graduate admissions applications will increase, and he has been meeting to discuss how this can be managed more effectively.

December 1, 2021

The Michelle Willis Academic Achievement Award was presented to two student-athletes: Kitty Jones-Black from Women's Soccer and Matt Jones from Football. Their SASSO Academic Counselors talked about the students' achievements and dedication to working hard that led to being selected for this award. Carly Grimshaw (OSU Compliance) gave an overview of what the Institutional Governance Standards are and how it began with the Big Ten. She stated that Ohio State is the only University that included Title IX in their report. Ms. Grimshaw reviewed the report with Council members and asked for a vote of approval of the document. The Council members voted to approve the document.

John Davidson reported that the 2011-2014 Graduation Success Rate (GSR) for OSU was at 90% had the highest single-year GSR of 93%.

February 2, 2022

Carey Hoyt (Sr. Assoc. AD) and Athletic Director Gene Smith gave an update on NIL and reported that there were over 630 deals with student-athletes, totaling just under \$3 million, which placed OSU as number one in NIL deals. Gene shared information about a new group, The SWAT team, a group of athletic representatives that review deals and assist students with any questions they may have regarding their NIL deals. They also formed a smaller team, The Edge Group, to facilitate communications between student-athletes and third party entities. Members discussed and asked questions.

John Davidson stated that the NCAA released transfer portal data (this is where student-athletes enter to see if they can match with another athletic program). Dr. Davidson reported that graduate students are transferring at a higher rate and that the top three reasons for transfer for men and women student-athletes are mental health, conflicts with teams and playing time.

March 2, 2022

Athletic Director Gene Smith provided several updates to the Athletic Council. He provided an update on graduate numbers as well as information on post-graduate career opportunities. Mr. Smith shared that Athletics had some opportunities to host championships. He reported that the Athletics budget was on track for a net year end and that Development had raised \$45M towards their \$62M goal. He also provided an update that the Lacrosse stadium was set to begin construction. Mr. Smith noted that NIL continued to do well with over 367 deals reviewed which totaled approximately \$3.2M. He reported that the B1G TV contract was in negotiations and should be completed by October. Mr. Smith noted the Football playoff expansion is on hold for now. He stated that all 10 conferences need to approve, and they still have issues to work through. The current playoff contract will end in 2025. Lastly, he shared that Government Affairs is working on gambling legislation with casino's which will exclude Esports and club sports. They are hoping for commitment on funding for education.

The Council discussed the FY23 Men's Basketball ticket pricing and presented members with suggested ticket pricing changes. The Council voted to approve the proposed increase in prices by \$2 for premier seats and \$1 for lower bowl tickets.

John Davidson (FAR) stated that the NCAA Committee on Academics adopted a proposal for standardized test scores. The Committee approved a one-year extension on Covid standards for test scores. Dr. Davidson gave an overview of graduate statistics in the APR program. Graduate success rates are up 16% overall.

April 6, 2022

The Athletic Council invited coaches and student-athletes to join council and share about their achievements. Nadine Muzerall, Head Coach of Women's Ice Hockey shared about their NCAA Championship and the work it took to get there. She introduced two members of their NCAA Championship team, Amanda Thiele and Gabby Rosenthal. The student-athletes discussed their journey and thanked everyone for the support they received. Melissa McGhee, Head Coach of the Women's Dance Team introduced two members of their NCAA Championship Team, Natalie Quinn and Abby Takahashi. Coach McGhee stated they won 3 titles for the first time. Natalie and Abby shared their experiences and journey to the winning titles.

May 4, 2022

Kisha Radliff presented the Michelle Willis Academic Achievement Award to Hevynne Bristow from Women's Basketball and Angel Leon from Men's Gymnastics. Kacy King, Executive Director of SASSO, reported that they were expecting 195 student-athlete graduates at May's commencement. Janine Oman, Deputy Director of Athletics, shared that over 90% of the 195 graduates had plans for jobs or graduate school. The Athletic Council heard statements and held a vote for the Vice Chair-Elect position next year; Jennifer Cheavens was elected to this position.

May 17th, 2022

Faculty Athletic Representative, John Davidson was up for reappointment this year. A performance review was conducted, and the vote was held through Qualtrics. The Athletic Council decided unanimously to support reappointment. Our recommendation was sent to President Johnson, and she has reappointed Dr. Davidson to a third and final term.

Summary of the Standing Committees Work

Academic Progress and Eligibility Committee (AP&E)

Chair: Judith Villard

Committee Members: Kwame Agyemang, Jennifer Cheavens, Kurt Koelling, Treva Lindsey, Kisha Radliff, Kristin Stanford, Brian Turner, Abby Grieff (student)

The first standing committee, the Academic Progress and Eligibility Committee (AP&E), is charged with reviewing all regulations concerning intercollegiate eligibility at the university in consultation with the Director of Athletics, the Director of SASSO, and the Associate Director of Athletics Compliance. The committee reviews the academic performance and progress of student-athletes and selects the winners of the Big Ten Conference Medal of Honor and Student-Athlete Academic Achievement Award. The Committee is comprised of all eight faculty members and one student member of Athletic Council.

2021 – 2022 Meeting Highlights

September 1, 2021

Introductions and review of committee's responsibilities.

- The committee reviewed and approved, if necessary, the following Missed Class Time (MCT) Mitigation Plans
 - o **Level I** (reviewed, no action needed): Men's football, soccer, cross country
 - o **Level I** (reviewed, no action needed): Women's soccer, field hockey, ice hockey, golf
 - o **Level II** (reviewed, approved) – Women's tennis, volleyball, cross country
 - o **Level II** (reviewed, approved) – Men's tennis, golf
 - o **Level III:** none

October 6, 2021

Matt Bartlebaugh led a discussion on a student-athlete case that involved a grade change affecting eligibility. The committee was able to ask questions, but learned the case was handled professionally and appropriately:

- The committee reviewed and approved, if necessary, the following Missed Class Time (MCT) Mitigation Plans
 - o **Level I** (reviewed, no action needed): Men's fencing, gymnastics, Ice hockey, spirit program, swim & dive, wrestling
 - o **Level I** (reviewed, no action needed): Women's basketball, fencing, gymnastics, spirit & dance, swim & dive, synchronized swimming
 - o **Level II** (reviewed, approved) – Men's baseball, basketball, lacrosse, volleyball
 - o **Level II** (reviewed, approved) – Women's rowing
 - o **Level III:** none

November 3, 2021

The committee reviewed and approved, if necessary, the following Missed Class Time (MCT) Mitigation Plans:

- **Level I** (reviewed, no action needed): Men's pistol, rifle
- **Level I** (reviewed, no action needed): Women's pistol, rifle, lacrosse
- **Level II** (reviewed, approved) – Men's - none
- **Level II** (reviewed, approved) – Women's softball
- **Level III:** (reviewed, approved) – Men's track and field
- **Level III:** (reviewed, approved) – Women's track and field

Kacy King, SASSO Director, shared an update on SASSO, including their current focus on registration and the hiring of an Assistant Director for SASSO/ She also announced the recipients of the Michelle Willis Student-athlete Academic Achievement Award:

Kitty Jones-Black, Junior, Women's Soccer, Social Work

Matt Jones, Senior, Football, Human Development and Family Sciences

The committee discussed Section 3 of the Athletic Council bylaws related to the Engagement Program. The committee's recommendation is this section be referred to the full Athletic Council for review and the section be removed since this activity is no longer applicable to the council.

December 1, 2021

Matt Bartlebaugh (compliance) presented the history and important elements of the Academic Stress Test. The committee learned about the various risk factors (preparedness, outcomes, athletic influence, and academic integrity) from the pre-collegiate level (high school) and throughout the collegiate experience. The goal is to maximize the academic experiences of each student-athlete. Interesting fact: The new top major of student-athletes is finance (formerly sports industry).

February 2, 2022

The Director of SASSO provided the committee with the Fall Semester report on the academic performance and progress of student-athletes. Director King, plus staff members Katie Welsh and Deana Ruggeri, also shared information about SASSO's day-to-day work with student-athletes, including how SA's get started with SASSO, how counselors work with the SA's, the use of study tables, etc. Accumulatively, 35 of the 36 OSU sports programs have a 3.0 or higher GPA and nearly 9,000 academic appointments were made in Fall Semester with SASSO staff covering 133 courses.

March 2, 2022

Selection completed for the Big Ten Medal of Honor (Male and Female) recipients. AP&E reviewed and revised the coaches' reporting template to better communicate how teams are addressing student-athlete's missed class time, including greater attention to time used on the road for study hall and time off following travel. There was concern that while the AP&E is monitoring the completion of the forms, it is not sufficiently evaluating the methods coaches and teams use to address missed class time. Therefore, the committee discussed doing research on the tools and procedures coaches and teams used to mitigate missed class times. This

research could enhance understanding of the effectiveness of current mitigation plans and could facilitate development of best practice models.

April 6, 2022

The committee reviewed nominations and voted on the male and female candidates for the Big Ten Postgraduate Scholarship Award. John Davidson led a discussion on his work as Ohio State's FAR, including his role and responsibilities. He helped the committee understand how his work ensures Ohio State's regulations conform to or exceed the standards of the Big Ten Conference and the NCAA and how they are consistent with the high standards of academic work at The Ohio State University. His informative presentation helped committee members understand the increasing complexity of outside (unattached) competition, stress test reviews, changes in the structure of athletics, eligibility status changes, admission issues, his process of sharing academic expectations/rules with coaches, COAM reviews, monitoring of recruiting rules, the integral role the FAR has with the Athletics Department staff and how the role of the FAR has changed/expanded over the years.

May 4, 2022

The committee spent time evaluating this past year's work and started planning for the 2022-2023 academic year. The successful points of the council were noted and suggestions for new/expanded work in 2022-2023 were shared. All committee members were thanked for their service.

Equity and Student-Athlete Well-Being Committee (ESAW)

Chair: Jennifer Cheavens

Committee Members: Kwame Agyemang, Treva Lindsey, Kisha Radliff, Kristin Stanford, Tom Gessells, Asia Doss, Abby Grieff (student), Maddie Carson (student)

The second standing committee of Athletic Council is the Equity and Student-athlete Well-Being Committee (ESAW). ESAW's charge is to monitor all issues related to student-athlete equity and well-being. The Committee serves in an advisory capacity to student welfare and development programs within the Athletic Department and monitors and fosters communication regarding student-athletes to the university and general public. The Committee is comprised of four faculty members and two student members of Athletic Council, one being an undergraduate student. Ex-officio members include: the Chair of Athletic Council, the Director of Athletics, a member of the Student-Athlete Advisory Board, a representative from the Office of Legal Affairs, an Associate Athletic Director, and the FAR.

Brief Overview

During the 2021-2022 academic year, the committee met virtually seven times (approximately once per month) during the academic year. We decided to spend the year familiarizing ourselves with the various equity and well-being people, programs, services, and initiatives that are available to the student-athletes. In these meetings, we made a concerted effort to evaluate both what is working well and any pressure points in these efforts.

National data suggest that symptoms of anxiety and depression are currently at extremely high rates (39% and 32%, respectively) for college and university students in the United States (e.g., Chriikov, Soria, Horgos, and Jones-White, 2020). The high rates of mental health and well-being difficulties have been linked to the experiences of the world-wide COVID-19 pandemic

(including isolation and difficulty accessing necessary resources), increased instances of and attention to racial and social injustices nationally, and deep divisions in communities across a number of important domains. As such, although attention to mental health and well-being is always important when considering the experiences of student-athletes, it is particularly important in the current context. The committee expresses gratitude to all of the people who are maintaining the efforts that are currently being made to address these issues and notes that student-athlete well-being, safety, and equity is at the forefront of decisions and efforts being made by Athletics.

2021 – 2022 Meeting Highlights

SASSO – October 1, 2021

Kacy King and Megan Leitnaker joined the meeting to discuss the efforts and initiatives of the Student-Athlete Support Services Office. They gave the committee an overview of services and initiatives offered by SASSO, including (1) student-athlete engagement services (e.g., graduate school prep/funding for graduate school preparation, partnerships with the Eugene D. Smith Leadership Institute/Career Readiness, student organizations), (2) services of Academic Counselors to help with class and career choices, and (3) Learning Specialists to help with mastering material in courses. The SASSO team has been tremendously successful in helping student-athletes to maintain adequate academic progress and place well post-graduation. We discussed two issues impacting the SASSO team. First, we discussed the current difficulty in hiring and retaining tutors and student workers. Second, we discussed how to best serve student-athletes with extended years of eligibility.

Performance Nutrition - October 27, 2021

Sarah Wick and Ryan Berlin met with the ESAW committee to introduce the Performance Nutrition team and discuss their initiatives. The mission of the Performance Nutrition team is to make nutrition a foundation of student-athletes' successes using evidence-based practices to optimize performance academically and athletically. Services include medical nutrition therapy, laboratory assessments and services (e.g., bone density, body composition), performance plans from a nutritional standpoint (e.g., what to eat for recovery), and life skills and education. The team introduced the NEST (Nutrition's Elite Supplemental Table) which provides 129,000 supplemental fuel events throughout the year for 33 teams over 8-hours per day. We discussed efforts to ensure that international student-athletes are having their nutritional needs met and have access to culturally-appropriate foods, balancing the optimization of athletic goals with potential psychologically or physically problematic behaviors (e.g., restricting intake), and ensuring equitable access to services across sports and competing schedules.

Sports Science – November 19, 2021

The ESAW committee was joined by Nick Domicone and Tyler Carpenter to discuss the Sports Science initiatives, with a focus on data and technology. The Sports Science team focuses on using both individual and group level data to help student-athletes and coaches optimize performance. We discussed the ways in which data are collected, stored, used, and shared. We also discussed a number of developing partnerships across the university to maintain the most state-of-the-art measurements, data analytics, and translation and generalization of the data. We discussed equity and privacy issues in terms of data ownership and how these data are

shared with others as well as how data from one person is used to generalize to teams or future student-athletes.

Name – Image – Likeness (NIL) - January 24, 2022

Carey Hoyt, Danielle Daluisio, Doug Archie, and Paia LaPalombara presented information on the initiatives and efforts that are in place at OSU in terms of the NIL procedures. They reviewed the history of the NIL policies and reviewed the current policies, including NCAA, Ohio State University, and State of Ohio limitations on how student-athletes may profit (e.g., limits include no “pay for play”, no recruitment enticements, no endorsements of distilled alcohol, gambling, adult entertainment, etc.). The SWAT team, which reviews but does not approve or provide legal guidance for deals, was introduced. Discussed deals to-date and challenges that have been encountered so far. We also discussed the services provided to by Athletics, including access to Opendorse, Anomaly Sports, and OSU Center for Innovation & Entrepreneurship, to help student-athletes navigate the NIL landscape.

Sports Psychology – February 21, 2022

Dr. Jamey Houle, Lead Sports Psychologist for Athletics, joined the ESAW meeting to update us about the services provided by the SPaWs (Sports Psychology and Wellness) team. The SPaWs team has 5.2 FTE, including two psychologists, two counselors, one post-doctoral fellow, and .2 FTE psychiatrist. There are four pillars of the services provided by the team – clinical intervention, prevention efforts, training/performance, and consultation. The team recently surveyed student-athletes and started an interpersonal violence support group, EmpowHER, at the request of primarily female student-athletes. Dr. Houley reported that the SPaWs team completes approximately 3,000 visits per year and 300+ meetings with teams and coaches. The most common issues are depression, anxiety, and performance. There was some concern that the response rate to the mental health screen of student-athletes was only approximately 50% and that student-athletes were experiencing IPV issues such that they asked for a support group; we discussed potential ways to address these issues.

Student Engagement and Student-Athlete Organizations - March 28, 2022

We were joined by Alex Sommer (Student-Athlete Engagement Coordinator) and two student-athletes representing their student organizations, Donovan Hewitt (wrestling, Redefining Athletic Standards) and Nina LeFlore (soccer, Student-Athlete Advisory Committee). Alex introduced the committee to a number of organizations aimed at increasing equity and wellness for student-athletes, including Peer Educators (mental health and wellness), Buckeye Spectrum (LGBTQIA+), Global Buckeyes (international student-athletes), and Sheros (BIPOC women). Additionally, Donovan discussed Redefining Athletic Standards which is a registered student organization that supports and celebrates the student-athlete experience of Black men. Finally, Nina LeFlore discussed the Student-Athlete Advisory Committee, which is the governing body of the student-athlete community. This organization is comprised of 24 student-athlete leaders and represents all student-athletes.

Sports Administrators Panel – April 25, 2022

We ended the year with a panel discussion of Sports Administrators, including Janine Oman and Shaun Richard. There are currently six Sport Administrators, and these individuals serve as the Athletic Director for the teams they oversee. The Sport Administrators work with compliance, SASSO, budget, coaching, and student-athletes for their sports. Additionally, Sport

Administrators meet together weekly to make larger decisions for the department. The current Sport Administrators come from a number of different backgrounds (e.g., coaching, healthcare, development) and, using the 8 core values of OSU Athletics, make decisions about what is best for the institution and the student-athletes.

Finance and Facilities Committee (FIFA)

Chair: Derek West

Committee Members: Ted Adams, Catie Cleveland, Kurt Koelling, Kisha Radliff, Brian Turner, Judy Villard

Athletic Council's final standing committee is the Finance and Facilities Committee (FIFA). FIFA's charge is to conduct an annual review of the proposed Athletic Department budget, to conduct quarterly reviews of departmental financial statements, to review the use and condition of campus athletics facilities, to review and recommend changes to ticket pricing and distribution, and makes recommendations to the Green Committee regarding changes to fees at the University Golf Courses. FIFA is comprised of four faculty members, one staff member, one alumni council representative, and two students. Ex officio members include: assistant athletics directors as appointed by the Director of Athletics and a representative from the Office of University Resource Planning and Institutional Analysis.

2021 – 2022 Meeting Highlights

September 29, 2021

We were joined by Marc Lucas, the General Manager of the OSU Golf course to review financial outlook and proposal to raise membership dues. Financial health of the golf course was projected to be strong. There are 850 members (175 students) with a current waiting list of 5 years. Capital improvements in FY21 were delayed due to Covid, and FY21 dues did not increase. Mr. Lucas requested a 5% increase in dues for the coming year to go directly into operational needs, primarily labor. Grounds crew staff is half of normal operations, and clubhouse hours have been shortened due to labor issues. Our committee unanimously approved the 5% increase to bring to full Athletic Council.

Brett Scarbrough (Senior Associate AD- Ticketing) also summarized the married student ticket policy to take under advisement for potential changes.

October 27, 2021

We were joined by Brett Scarbrough to discuss the faculty/staff ticket point system for men's football and basketball. The committee was interested in changes to ticket policy, including football seat selection. Issues concerning adjunct faculty ticket points was discussed.

December 14, 2021

We were joined by Mike Penner, Executive Associate AD for Internal Operations, to discuss facility needs, upgrades and future improvements. Mr. Penner delivered the full facility plan to the committee.

January 26, 2022

The committee was joined by Cary Hoyt, Senior Associate AD for Student Athlete Development for an update on Name, Image, and Likeness (NIL) with regards to student athletes receiving compensation. We requested her join due to the creation of a NIL Collaborative led by community leaders. Ms. Hoyt updated the group on Ohio State's response and the athletic departments guidance to athletes. We also received information on how Ohio State planned on interacting with external partners. Ms. Hoyt discussed the creation of the Edge Team (link: [Dept. of Athletics Creates NIL Edge Team, Updates Guidelines](#)). She provided an overview of the team and noted that the focus was primarily on current student-athletes and that the role was that of facilitating communications between student-athletes and third-party entities.

February 23, 2022

The committee received a mid-year budget update from CFO Joe Odoguardi. The Athletic department was \$9.3 million more favorable than expected due to a delay in debt service payments. Short summary was that budget was showing close to normal return to operations post covid.

Brett Scarbrough presented a proposal for FY23 Men's Basketball ticket pricing, with an average price of \$32.85 per seat. The committee unanimously approved this proposal to move to full Athletic Council.

April 27, 2022

The committee met at the Ty Tucker Tennis Facility. Joe Odoguardi presented the FY23 budget, which was unanimously approved by the committee.

Brett Scarbrough presented Football ticket pricing for 2023, which was also unanimously approved by the committee. The committee also briefly discussed data related to student tickets (including married students) and student guest tickets.

Concluding Remarks

In sum, the Athletics Department has done an exemplary job in supporting student-athletes across their roles both as a student and as an athlete. We met with various representatives of the diverse support programs in place, as well as learned about new programs implemented to support students as changes were occurring at state and national levels (e.g., NIL supports). As has been stated in prior years and continues to hold true, the university as a whole could benefit from the innovative support programs that are continually developed and/or improved by the Department of Athletics.

Respectfully submitted,

Kisha M. Radliff, PhD