

Administrative Council
November 3, 2021 - 3:35 p.m.
TEAMS Meeting
Minutes

Voting Members Present		
Dan Allcott	Michael Allen	Sandra Bohannon
Amy Brown	Debra Bryant	Jacob Cherry
Kristine Craven	Daniel Brent Drexler	Dennis Duncan
Mary Lou Fornehed David Hajdik	Steve Garner	Scott Hagarty

Administrative Council so the student organizations would be included in the Student Affairs Committee report to Administrative Council at the end of the academic year. Dr. Cynthia Polk-Johnson commended Dr. Williams for her work, stating that it aligned Tennessee Tech with best practices in higher education and was in the best interest of students.

Smith-Andrews stated that agenda item four was time sensitive and there was not adequate time to have a first reading and a second reading. Dennis Duncan motioned to approve the new Name, Image and Likeness for Student-Athletes Policy No. 945. Mary Lou Fornehed seconded. Wilson presented and stated that Tennessee's new Name, Image and Likeness State Law would become effective on January 1, 2022.

Wilson added that every university was required to have a policy in place. Wilson stated the NCAA previously had prohibited students from profiting from the use of their own name, image and likeness. Wilson added there had been a shift in philosophy over the course of the last year or so and the NCAA lost the Alston case in the Supreme Court which was related to educational benefits. The NCAA asked Congress to enact a nationwide Name, Image and Likeness law so there would be consistency among athletic programs throughout the country. Congress had not done so, so many states, including Tennessee, now have their own Name, Image and Likeness law. Wilson indicated that students-athletes could earn compensation through this law and that Tennessee Tech had operated accordingly since the beginning of the semester. Policy 945 ensures Tennessee Tech follows the state law and meets the requirements of the NCAA to have a policy. The NCAA has no oversight over this, it is strictly state-by-state, institution-by-institution.

Rand asked if Tennessee Tech had students doing this and what would an example be of what students could do. Wilson replied that most of the athletes that had done this, did it in relation to social media; to promote a line of clothing or particular product and may be compensated with a free item. Dan Allcott asked in regard to equipment with the tennis team and racket endorsements, how does that affect the team. Wilson replied that as long as Tennessee Tech does not have aBT/F2 12 Tf1 0 0 1 2.024 295.37m0 g0 G(w5(t)4k)403406 Tc[7m0 g0 GBT/uET@.00000912 0 61

the loss of an individual. Vedder indicated the review of the policy was in light of the pandemic and to possibility expand the eligibility parameters. Vedder noted that past experience showed that bereavement leave had not typically been abused. Vedder stated there were different language for the definition of immediate family in Tennessee Tech s Bereavement Policy than there was in the Sick Leave Policy. Vedder proposed adopting the language from the Sick Leave Policy to add to the type of members listed in the Bereavement Policy by adding; ..and any other member of the family who resides within the home of the employee . Additionally, Vedder proposed consideration be given to recognize loss of pregnancy, non-immediate family members and loss of immediate co-worker.

Smith-Andrews asked if Dr. Hunt had anything to add and what feedback Mr. Vedder would like to obtain from the committee. Vedder asked if what he proposed seemed reasonable and beneficial to be added to the bereavement policy. Hunt added that a faculty senate group worked with the Women s Center and the Commission on the Status of Women