

**Memorandum**

To: Jim Sterk, Athletics Director  
Sarah Reesman, Deputy Athletics Director  
Dr. Alex Cartwright, Chancellor

From: Pam Hinton, Faculty Athletics Representative

Re: Student-Athlete Exit Interviews, Fall 2018

Date: December 6, 2018

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**Student-Athlete Exit Interview Process**

In-person, individual exit interviews with football, volleyball, soccer and cross-country student-athletes who had exhausted eligibility in Fall 2018 were conducted by the FAR or members of the Intercollegiate Athletics Executive Committee. Interviews were semi-structured, including several open-ended questions about the student-athlete experience, as well as one question on Title IX and Sexual/Relationship Violence Prevention training provided by. The questions are attached to the end of this document. Student-athletes were assured that their responses would be anonymous and that the results would be presented to athletics and campus administrators as a summary of feedback from all student-athletes in a sport program. The interviews were 15-30 minutes long; interviews were conducted in one-on-one tutor rooms in the MATC.

**Student-Athlete Exit Interview Participation**

Of 25 student-athletes with exhausted eligibility, 25 completed the exit interview for a response rate of 100%. Thus, the data collected are representative of the student-athletes with exhausted eligibility in Fall 2018. Student-athletes from 3 sports participated in the exit interviews. The number of exit interviews conducted relative to the total for each sport were as follows (conducted/total): Football (19/19), Soccer (4/4), and Volleyball (2/2). Sport-specific summaries were compiled from notes taken during the exit interviews and are included in separate documents.

### Student-Athlete Exit Interview Themes

Several themes were evident across sports, i.e., these opinions/perceptions were not specific to a particular sport. Sport-specific perceptions and concerns are delineated in the sport-specific summaries.

1. Overall, MU student-athletes had a positive experience at Mizzou, both academically and athletically. Even the few student-athletes who had a significant complaint about a single incident or situation were enthusiastic about the positive overall experience they had as a student-athlete at Mizzou, and they often noted that the challenges they faced had facilitated their personal growth. Specific things that made the experience positive that were mentioned by the majority of student athletes were: the strong relationships and friendships with teammates; belonging to the family or community of all MU athletes; and, the support services provided the student-athletes.
2. Most student-athletes reported that the Title IX and Sexual/Relationship Violence Prevention training that they received from Athletics (i.e., at squad meetings and Mizzou Made session) was useful. In addition, most student-athletes stated that they already knew the information presented and/or that it was not directly applicable to them because of their behavior choices. Nevertheless, nearly all student-athletes were supportive of the training to benefit others.

Sport: \_\_\_\_\_

Interviewer: \_\_\_\_\_

Major: \_\_\_\_\_

Interview day/time: \_\_\_\_\_

1. What emotion best describes how you are feeling at the end of your time at Mizzou?
  
  
  
2. What has been the highlight of your time at Mizzou? Is there anything you would have done differently?
  
  
  
3. What is next for you? (e.g. career, graduate school, continued training/athletic preparation)
  
  
  
4. Did you find the Athletics Department education on Title IX and Sexual and Relationship Violence Prevention useful? Have you changed your attitudes or behaviors as a result of the education you received? If yes, how so?
  
  
  
5. What additional feedback, if any, would you like to share about your Mizzou experience?

## Memorandum

To: Jim Sterk, Athletics Director  
Sarah Reesman, Deputy Athletics Director  
Dr. Alex Cartwright

From: Pam Hinton, Faculty Athletics Representative

Re: Football Exit Interviews, Fall 2018

Date: December 5, 2018

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### Process

In-person, individual exit interviews with football student-athletes who had exhausted eligibility in Fall 2017 were conducted on December 3, 2018 by Dr. Cheryl Offut and Dr. Leigh Neier, members of IAC Executive Committee and on December 4 and 5, 2018 by the FAR. Interviews were semi-structured, including several open-ended questions about the student-athlete experience, as well as one question on Title IX and Sexual and Relationship Violence Prevention training. Student-athletes were assured that their responses would be anonymous and that the results would be presented to athletics and campus administrators as a summary of feedback from all student-athletes in a sport program. Below is a summary of student-athlete feedback provided during the interviews.

### Summary of Student-Athlete Experience

Of the 19 football student-athletes with exhausted eligibility in Fall 2018, 19 participated in the interviews. Overall, the student-athletes reported a positive experience. Nearly every football student-athlete reported that the relationships they developed with teammates, other Mizzou student-athletes and others was the “highlight” of their time at Mizzou. Several also commented that growing up and maturing—“becoming a man”—was a positive outcome of their experience. The majority of football student-athletes said they would take their academics more seriously earlier in their careers, particularly during their freshman year. Others noted that the transition in the coaching staff (i.e., Pinkel to Odom) was difficult. Specifically, they missed the connection and concern about their overall well-being they received from the coaches who recruited them, and they felt they were sometimes treated differently because they were not the coaches’ “guy.” In addition, some found adapting to the “new system” challenging. However, the student-athletes stated that these challenges contributed to their personal growth.

The majority of student-athletes valued the support services provided to them—in particular the academic support and career development. The student-athletes gave mixed reviews of the Mizzou Made meetings—some liked the year-specific programming, while others felt the content was “irrelevant,” “not relatable” or “boring.” Several student-athletes noted that having Mizzou Made meetings at night doesn’t help their motivation to attend, while others felt the meetings should be optional as they reduce the student-athletes’ “free-time.”

The football student-athletes offered suggestions to enhance the student-athlete experience: 1) provide more financial training, e.g., how to create a budget; 2) athletics should promote (rather than discourage) student-athlete involvement in activities outside of football, e.g., internships, study abroad; 3) find a way for more student-athletes to participate in Student-Athletes Fostering Equality; 4) talk about mental health more and who to reach out to.

### Areas of concern

Several football student-athletes expressed serious concerns regarding the Sports Medicine program and the culture of the training room. One student-athlete described his experience as “being failed by

the training staff.” All student-athletes who voiced concerns about the medical treatment they received stated they were doing so to prevent other student-athletes from having to go through what they experienced. Specifically, the student-athletes felt

[REDACTED]

This resulted in a delay in student-athletes receiving the appropriate treatment and, consequently, prolonged recovery. For some student-athletes, the unnecessarily long recovery may impact their ability to be ready for the NFL draft, limiting their opportunities to play professionally or negatively impacting their earning capacity. Similarly, student-athletes stated that injuries that are “complicated” and beyond the expertise of Mizzou athletic trainers also resulted in delayed diagnosis and treatment,

[REDACTED]

[REDACTED]

Student-athletes were made to feel that they were “the problem,” i.e., responsible for their injury and prolonged recovery. Some student-athletes also reported that the training room is not welcoming and that some athletic trainers appear reluctant to do their job; in particular, student-athletes with chronic injuries or who do not play are begrudgingly treated.

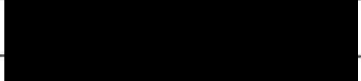
[REDACTED]

#### Student-Athlete Feedback on Title IX and Sexual/Relationship Violence Prevention Education

All football student-athletes reported that the training they received via Mizzou Made and at squad meetings was useful and important. In addition, most of them credit the regular “talks” that Coach Odom gives as reinforcing the information provided at the squad meetings and via Mizzou Made.

Sport: FB

Interviewer: Pam

Major: 

Interview day/time: \_\_\_\_\_

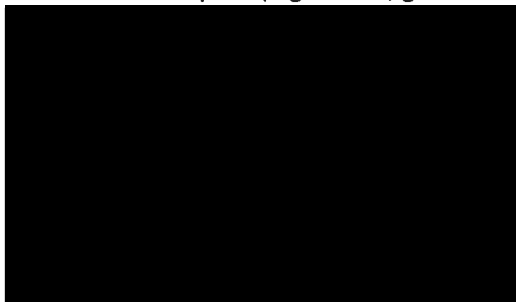
1. What emotion best describes how you are feeling at the end of your time at Mizzou?

Bittersweet : schedule, people ; graduating, what's next  
Anxious : unknown over

2. What has been the highlight of your time at Mizzou? Is there anything you would have done differently?

different people - teammates, dormmates, professor  
lack of relationships - not knowing them

3. What is next for you? (e.g. career, graduate school, continued training/athletic preparation)



4. Did you find the Athletics Department education on Title IX and Sexual and Relationship Violence Prevention useful? Have you changed your attitudes or behaviors as a result of the education you received? If yes, how so?

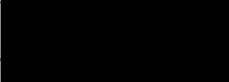
Useful

5. What additional feedback, if any, would you like to share about your Mizzou experience?

No additional

Sport: FB

Interviewer: Pam

Major: 

Interview day/time: \_\_\_\_\_

1. What emotion best describes how you are feeling at the end of your time at Mizzou?

bittersweet → miss athletes  
are ready to move  
↳ 5<sup>th</sup> year missed connections - how org. after?  
fall in pecking order

2. What has been the highlight of your time at Mizzou? Is there anything you would have done differently?

First year - second SEC East = potential should be great  
academically tough years major  
Birding esp. had class 5<sup>th</sup> year  
Rougher use of Boycott, pushed Nov-thing but not carry back  
Disappointed  
↳ self; work hard ⇒ status

3. What is next for you? (e.g. career, graduate school, continued training/athletic preparation)



4. Did you find the Athletics Department education on Title IX and Sexual and Relationship Violence Prevention useful? Have you changed your attitudes or behaviors as a result of the education you received? If yes, how so?

Useful  
Great  
Go from sheltered ⇒ need information

5. What additional feedback, if any, would you like to share about your Mizzou experience?

Academic support - tutoring very helpful  
Advisors - great on track  
Nutrition, S&C goals met

More financial training - Mizzou Mack? good for younger guys

Sport: FB  
Major: 


Interviewer: Pam  
Interview day/time: 10:00

1. What emotion best describes how you are feeling at the end of your time at Mizzou?

*accomplished, developed, more mature*

2. What has been the highlight of your time at Mizzou? Is there anything you would have done differently?

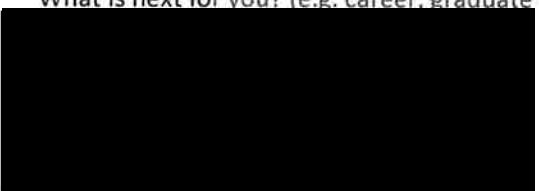
*Academic Staff very supportive*

*Freshman year - have pictured it FB+ have you  
Muted ~~space~~ here -  sophomore - Union*

*miss of current*

*Injuries - see a doctor  
- Coaches can't see perspective; going against program  
won't help FB program; other institutions promote it*

3. What is next for you? (e.g. career, graduate school, continued training/athletic preparation)



*affect other students*

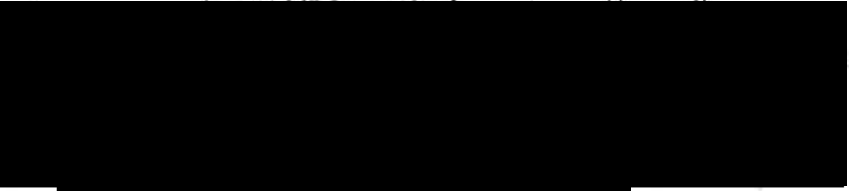
4. Did you find the Athletics Department education on Title IX and Sexual and Relationship Violence Prevention useful? Have you changed your attitudes or behaviors as a result of the education you received? If yes, how so?

*Useful, coaches - title IX  
Mizzou Made*

5. What additional feedback, if any, would you like to share about your Mizzou experience?

*Sports Med general - can teach  
accomplished -*

*Freshman serious major - plan - maps  
counselor, extra requirements b/c  
understand what getting into*



*Training Room -*





Sport: FB

Interviewer: Pam

Major: \_\_\_\_\_

Interview day/time: \_\_\_\_\_

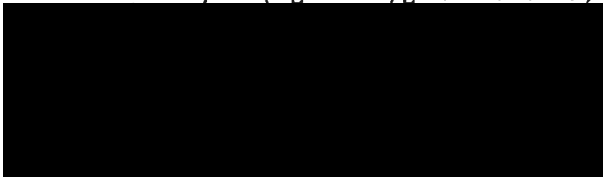
1. What emotion best describes how you are feeling at the end of your time at Mizzou?

excited, ready for a change  
long 4 years  
everyday life

2. What has been the highlight of your time at Mizzou? Is there anything you would have done differently?

freshman, guys better student athletes, grown adults  
freshman - know what you're taking, scheduling  
commitment

3. What is next for you? (e.g. career, graduate school, continued training/athletic preparation)

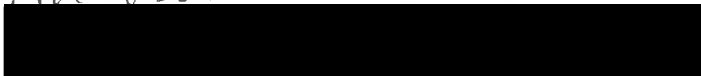


4. Did you find the Athletics Department education on Title IX and Sexual and Relationship Violence Prevention useful? Have you changed your attitudes or behaviors as a result of the education you received? If yes, how so?

definitely committed

5. What additional feedback, if any, would you like to share about your Mizzou experience?

All good



Sport: FB  
Major: 

Interviewer: Pam  
Interview day/time: 12:30

1. What emotion best describes how you are feeling at the end of your time at Mizzou?

Mixed feelings  
Love academics

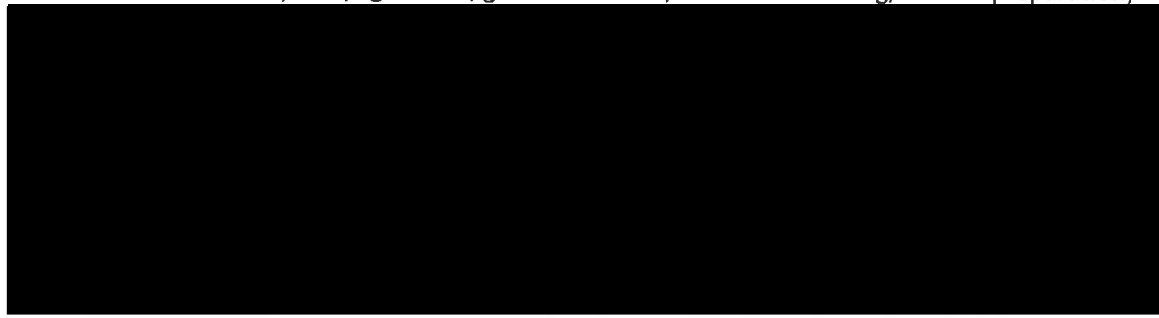
2. What has been the highlight of your time at Mizzou? Is there anything you would have done differently?

Football, class to a room  
new FB

Mizzou make 4-2 for time  
First year as Union c 17 years

should be optional

3. What is next for you? (e.g. career, graduate school, continued training/athletic preparation)



4. Did you find the Athletics Department education on Title IX and Sexual and Relationship Violence Prevention useful? Have you changed your attitudes or behaviors as a result of the education you received? If yes, how so?

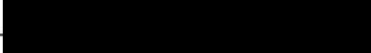
yes!  
Coaches more attentive  
Real cares

5. What additional feedback, if any, would you like to share about your Mizzou experience?

Forced into   
wanted  but couldn't b/c no  
tutors 

Sport: FB

Interviewer: Pam

Major: 

Interview day/time: \_\_\_\_\_

1. What emotion best describes how you are feeling at the end of your time at Mizzou?

good about it  
smart person won't have trouble finding a job

2. What has been the highlight of your time at Mizzou? Is there anything you would have done differently?

~~SA~~ don't have time to do other things  
degree on your, real job experience

people, Saturday nights after games, celebrating w/ friends  
different cultures, teams

take school more seriously; focus too much on FB  
initiative

Coaches favor "star" athletes; need guidance

Don't care if not good

Have to find your way

3. What is next for you? (e.g. career, graduate school, continued training/athletic preparation)



4. Did you find the Athletics Department education on Title IX and Sexual and Relationship Violence Prevention useful? Have you changed your attitudes or behaviors as a result of the education you received? If yes, how so?

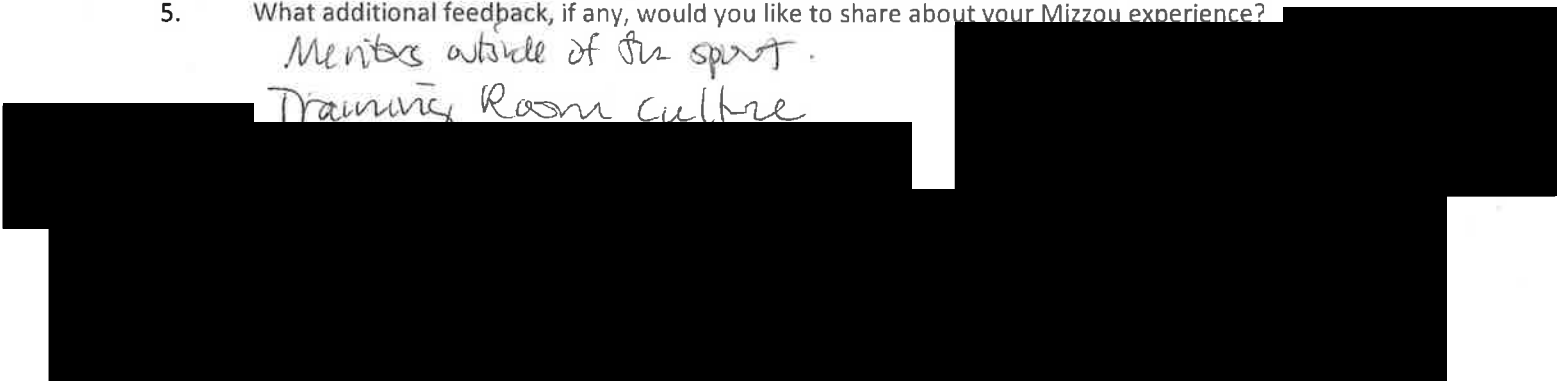
yes, useful

one decision can change your life

Everything is distorted

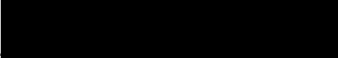
5. What additional feedback, if any, would you like to share about your Mizzou experience?

Members outside of the sport.  
Training Room culture



Sport: FB

Interviewer: Pam


Major: 

Interview day/time: \_\_\_\_\_

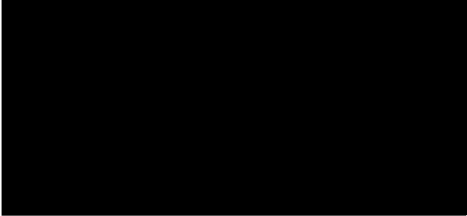
1. What emotion best describes how you are feeling at the end of your time at Mizzou?

Bitter sweet - bitters & better  
↳ done, time is sweet

2. What has been the highlight of your time at Mizzou? Is there anything you would have done differently?

practice  
wasn't what expected wanted   
expected to play a ton } Business  
can't wait to leave here  
be more honest

3. What is next for you? (e.g. career, graduate school, continued training/athletic preparation)



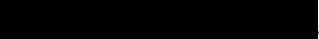
4. Did you find the Athletics Department education on Title IX and Sexual and Relationship Violence Prevention useful? Have you changed your attitudes or behaviors as a result of the education you received? If yes, how so?

5. What additional feedback, if any, would you like to share about your Mizzou experience?

Family - divers - STC behavior  
Administration

Sport: FB

Interviewer: Pam

Major: 

Interview day/time: \_\_\_\_\_

1. What emotion best describes how you are feeling at the end of your time at Mizzou?

Relieved glad to finish  
glad to have endured  
Been through alot b/c of coaching changes, getting in horrible  
new systems

2. What has been the highlight of your time at Mizzou? Is there anything you would have done differently?

meet people, relational, friends

~~not~~

low not honesty, not relational  
no connection  
Their guys

3. What is next for you? (e.g. career, graduate school, continued training/athletic preparation)



4. Did you find the Athletics Department education on Title IX and Sexual and Relationship Violence Prevention useful? Have you changed your attitudes or behaviors as a result of the education you received? If yes, how so?

Useful  
take seriously, pay attention

5. What additional feedback, if any, would you like to share about your Mizzou experience?

None - all good

Sport: FB

Interviewer: Pan

Major: 

Interview day/time: 11/30

1. What emotion best describes how you are feeling at the end of your time at Mizzou?

*anxious bc unknown*

2. What has been the highlight of your time at Mizzou? Is there anything you would have done differently?

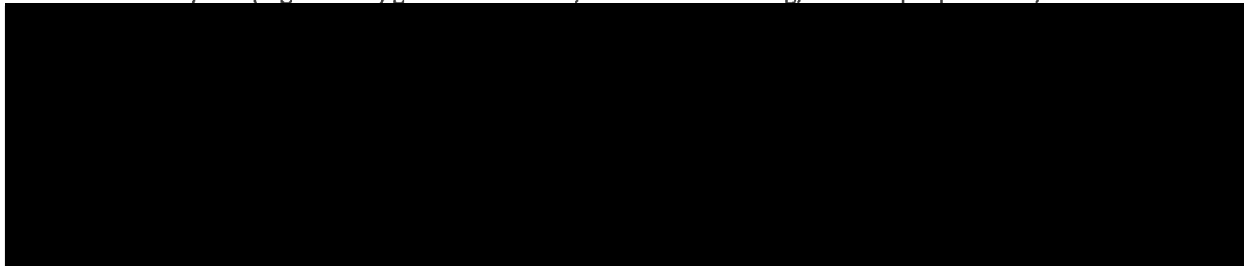
*relationships built w guys  
brotherhood, family*

*learned from mistakes  
doctor in school*

*never got to NCAA*

*up & down*

3. What is next for you? (e.g. career, graduate school, continued training/athletic preparation)



4. Did you find the Athletics Department education on Title IX and Sexual and Relationship Violence Prevention useful? Have you changed your attitudes or behaviors as a result of the education you received? If yes, how so?

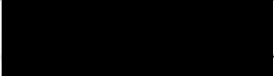
*yes  
useful*

*learned  
pay attention*

5. What additional feedback, if any, would you like to share about your Mizzou experience?

Sport: Football

Interviewer: Pam

Major: 

Interview day/time: 9:15

1. What emotion best describes how you are feeling at the end of your time at Mizzou?

emotional - sad, missing hrs, school  
good so far  
relationships o' mine

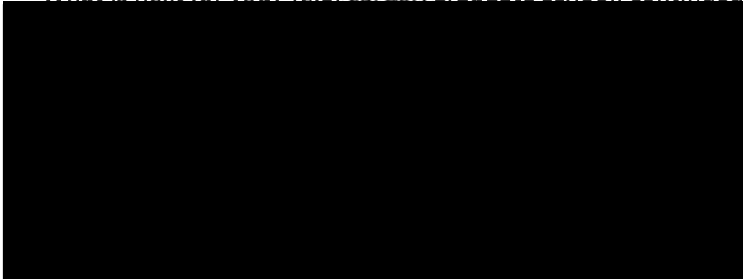
2. What has been the highlight of your time at Mizzou? Is there anything you would have done differently?

Junior year - turn around FB  
academic <sup>best</sup> years too  
met girlfriend here

take school more seriously  
take care of body better  
wear ice baths, young &  
dumb

the people  
comfort zone

3. What is next for you? (e.g. career, graduate school, continued training/athletic preparation)



4. Did you find the Athletics Department education on Title IX and Sexual and Relationship Violence Prevention useful? Have you changed your attitudes or behaviors as a result of the education you received? If yes, how so?

Helpful  
depends on person more details

5. What additional feedback, if any, would you like to share about your Mizzou experience?

Mizzou made - more of it, depending on person  
helpful information

Sport: FB

Interviewer: Pam

Major: 

Interview day/time: 9:30

1. What emotion best describes how you are feeling at the end of your time at Mizzou?

*this to go, did everything  
know as needed  
understand things, reflecting a lot*  
*awesome good  
stuff that happened  
want*

2. What has been the highlight of your time at Mizzou? Is there anything you would have done differently?

*People, best friends, bonds  
know*

*Freshman protests => coaching staff impeded*

3. What is next for you? (e.g. career, graduate school, continued training/athletic preparation)



4. Did you find the Athletics Department education on Title IX and Sexual and Relationship Violence Prevention useful? Have you changed your attitudes or behaviors as a result of the education you received? If yes, how so?

*Helpful  
Grew up well-manner taught  
teach what to in situations*

5. What additional feedback, if any, would you like to share about your Mizzou experience?

*More tutoring at you  
Feel forced on them  
Responsible  
Taking up time, do not come other times  
Spent more time on campus*



Sport: Football

Interviewer: Orkutt

Major: [REDACTED]

Interview day/time: 12:30, 12/3

1. What emotion best describes how you are feeling at the end of your time at Mizzou?

Bittersweet → had his share of issues (w/ coaching staff changes)  
- coaching hard is OK; being an asshole is not;

Built bonds w/ teammates and traversing

Truly grown from a boy to a man

2. What has been the highlight of your time at Mizzou? Is there anything you would have done differently?  
Graduated; [REDACTED] - thankful for the opportunities presented to him

Highlight - relationships made  
- graduating with [REDACTED]

Low lights → explored on back  
→ please follow up with me if any questions

3. What is next for you? (e.g. career, graduate school, continued training/athletic preparation)

[REDACTED]

4. Did you find the Athletics Department education on Title IX and Sexual and Relationship Violence Prevention useful? Have you changed your attitudes or behaviors as a result of the education you received? If yes, how so?

- Clear that the training is a good effort, but it feels like it is rushed through  
- FB players don't seem to be in there to really hear the message  
- Better if shared individual stories to make meaningful  
- Presentations from individuals who are respected; do not rush through it; too

What additional feedback, if any, would you like to share about your Mizzou experience?

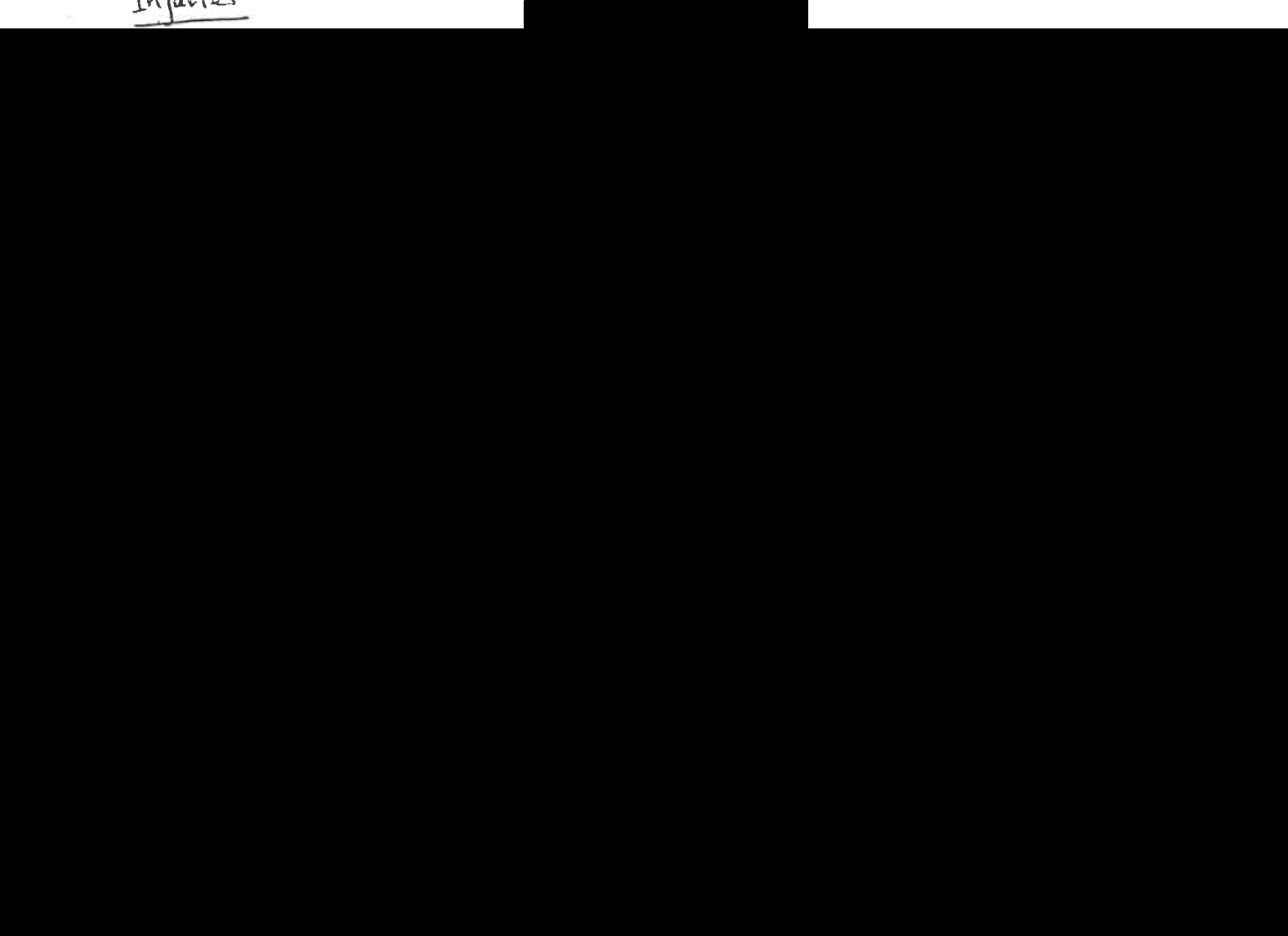
important  
and players  
must be made  
to understand  
that

Most Useful  
at key - men for men  
→ some of the guest  
speakers really took  
control of the room  
and captured the  
players attention

## Fall of '15 - racial tensions on campus

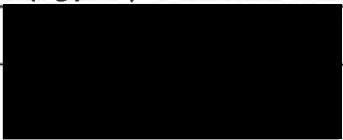
- feel like the culture of the team is in much better shape
- still hearing about racial-motivated incidents happening on campus ; feel like campus has been more responsive b/c nobody wants to go back to the 2015
- awareness is heightened ~~and~~ but constant new people coming from different backgrounds means that it can never go away completely

## Inquiries



Sport: Football

Interviewer: Orutt

Major: 

Interview day/time: 12:00 12/3

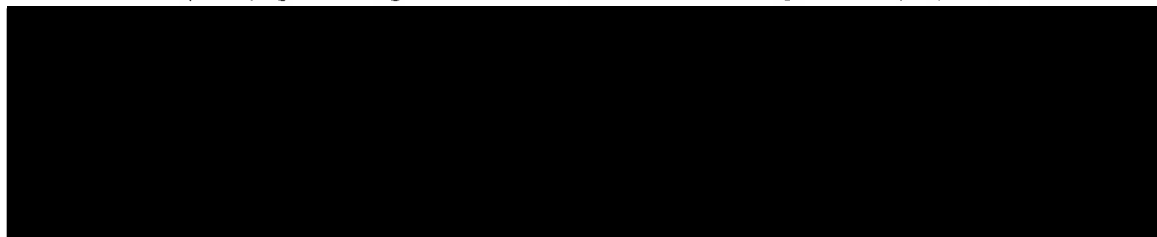
1. What emotion best describes how you are feeling at the end of your time at Mizzou?

- on to the next step → feels ready
- enjoyed time at MU; connected with people

2. What has been the highlight of your time at Mizzou? Is there anything you would have done differently?

- highlight ⇒ meeting so many people; in classes + town; so many opportunities on campus
- learned a lot about interacting better w/ people, community
- Different choice - feels good about what he's accomplished → feels like he's well connected to campus faculty

3. What is next for you? (e.g. career, graduate school, continued training/athletic preparation)



4. Did you find the Athletics Department education on Title IX and Sexual and Relationship Violence Prevention useful? Have you changed your attitudes or behaviors as a result of the education you received? If yes, how so?

- Helpful trainings - important for SA's to take responsibility to really listen and learn; training is very useful if you take it seriously
- No real change b/c change not needed ⇒ wouldn't do bad things anyway
- Helpful for others if they listen; guys ~~not~~ talk about how it helped

5. What additional feedback, if any, would you like to share about your Mizzou experience? *them think*

- Less tutoring hours ⇒ if S is doing fine doesn't like the pressure of working here versus working on his own; really an issue of flexibility differently

- Mizzou Made → talk about post-career options/planning more; individually can talk w/ Adam and he's great; enjoyed talk w/ Bud Saaser

Sport: Football

Interviewer: Orrett

Major: [REDACTED]

Interview day/time: 11:00, 12/3

1. What emotion best describes how you are feeling at the end of your time at Mizzou?

- FB related - thankful, appreciates the trials + tribs; teaches him to be consistent overall
- academic - exhausted (had seminars since soph year) - in his life;
- school is "not my thing" - consistent effort

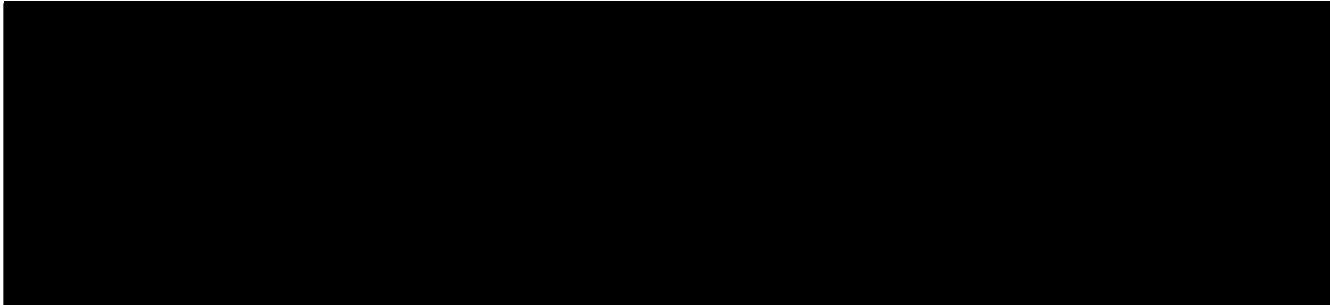
2. What has been the highlight of your time at Mizzou? Is there anything you would have done differently? will yield results

~~FB~~ → finishes MAT drills in freshman year; running outside cold weather; one of the toughest physical tests

- School → finishy [REDACTED]  
→ both in same semester; started out struggling but grades ↑ throughout the semester

overall - biggest growth ⇒ be consistent in life, academics, sports

3. What is next for you? (e.g. career, graduate school, continued training/athletic preparation)



4. Did you find the Athletics Department education on Title IX and Sexual and Relationship Violence Prevention useful? Have you changed your attitudes or behaviors as a result of the education you received? If yes, how so?

- made you more aware of navigating relationships
- most effective when coaches speak out <sup>on</sup> real perspectives; important to have man-to-man conversations with people you respect
- Coach Ivey's Men for Men ⇒ real conversations

5. What additional feedback, if any, would you like to share about your Mizzou experience?

- Improve ment needed  
⊗ Parking → need more available spots; close to academic buildings  
- problem getting to classes without close lots

- Feels a great deal of respect + genuineness from athletic staff and university faculty

- it would be helpful to have joint male fem. meetings to make experience and perspective more real  
- understand women's

What to do

Differently ⇒ no changes

→ "no regrets" ... no decision is a bad decision, just  
how you respond to challenges once you choose a path

→ one addition ⇒ would love to

Race on campus

→ much more integration <sup>across racial/ethnic groups</sup> across campus

→ more integration within historic black fraternities

- just visited a few days ago and 3 or 4 white guys pledging

historically  
black fraternities

→ feels improved/better on campus

→ Close knit locker room ⇒ no racial conflict  
within team

Sport: Football

Interviewer: Orkutt

Major: [redacted]

Interview day/time: 10:00, 12/3/18

1. What emotion best describes how you are feeling at the end of your time at Mizzou?

Grateful - opportunity from coaches + university to better ~~know~~ himself  
College was a "thought" but not certain; ~~parents~~ <sup>parents</sup> /sibs started but  
didn't finish <sup>degree</sup> stayed ~~who~~ <sup>who</sup> he is across years in program  
Switched + [redacted] in sophomore year (from [redacted])  
What has been the highlight of your time at Mizzou? Is there anything you would have done differently?

- the people he's met, the connections he's made; will maintain the relationship  
- also folks in Academic support; will always come back to ask for help

[redacted] were really helpful about career options, interests; have been huge with advising + guidance;

What is next for you? (e.g. career, graduate school, continued training/athletic preparation)

[redacted]

may come back and TA for them  
not certain what path if not football

4. Did you find the Athletics Department education on Title IX and Sexual and Relationship Violence Prevention useful? Have you changed your attitudes or behaviors as a result of the education you received? If yes, how so?

- absolutely useful - rules/reg were shared early; Men for Men thing w/ Pat Ivey was very helpful to share real world perspective  
- current training is good (lady - can't remember the name)

5. What additional feedback, if any, would you like to share about your Mizzou experience?


- bridging athletics + campus; more concrete foundations b/w campus + athletics; bridge the athletics + academic world + Mizzou campus community  
- must figure how to make that fit into athletes lives b/c athletes do not have a lot of free time + want to focus that time on self and relaxation, but great benefits to connecting with campus

- tougher now b/c it's a big setting, all the guys, uncomfortable  
- leaders of the team need to set example, convey importance  
- better w/ male leader helpful to have guest speakers who've been there

since their turned things around; seeks help proactively; shares with teammates so they can be proactive

Sport: Football

Interviewer: Chett

Major: 


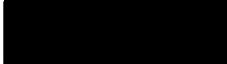

Interview day/time: 9:30, 12/3

1. What emotion best describes how you are feeling at the end of your time at Mizzou?

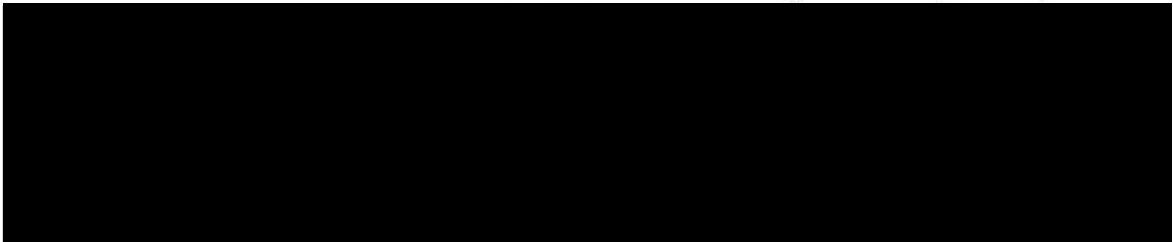
Happy - full circle from starting w/ excitement, overcoming challenges, trying to go <sup>out</sup> on high note w/ bowl game; lots of friendships and relationships he hopes to maintain

2. What has been the highlight of your time at Mizzou? Is there anything you would have done differently?

Highlight - hanging out w/ teammates; can't pick one time; know he's blessed to have people in his life

Differently - <sup>he was a</sup>  major in 1<sup>st</sup> year, would have started on  earlier, was set on  in his mind but wished he'd switched sooner b/c of interest and how manageable <sup>the program has been with his overall life</sup>

3. What is next for you? (e.g. career, graduate school, continued training/athletic preparation)



4. Did you find the Athletics Department education on Title IX and Sexual and Relationship Violence Prevention useful? Have you changed your attitudes or behaviors as a result of the education you received? If yes, how so?

100% useful - so many times when you see stories where you can't fathom taking those actions; in many situations he's thought of that training in responding to tricky situations; some of the best trainings

5. What additional feedback, if any, would you like to share about your Mizzou experience?

"Athletics has been good to me" - no real complaints

he's received as it shapes a lens through which he thinks about how to respond in challenges

Sport: FB  
Major: 

Interviewer: Leigh  
Interview day/time: 12:00pm / 12/3/2018

1. What emotion best describes how you are feeling at the end of your time at Mizzou?

Exciting; looking forward to what's next  
overwhelming to think about balancing 

2. What has been the highlight of your time at Mizzou? Is there anything you would have done differently?

being a part of SEC home roll (past 2 years)  
beating Arkansas ~~last~~ sophomore year

wish he would have gotten on campus money

3. What is next for you? (e.g. career, graduate school, continued training/athletic preparation)



4. Did you find the Athletics Department education on Title IX and Sexual and Relationship Violence Prevention useful? Have you changed your attitudes or behaviors as a result of the education you received? If yes, how so?

doesn't  
~~don't~~ remember training?

5. What additional feedback, if any, would you like to share about your Mizzou experience?

talk about mental health more... what to do... who to reach out to, met Scotta through TLI but if he hadn't he would have missed out on him as a resource  
~~remember~~ Mizzou Made has a negative stigma



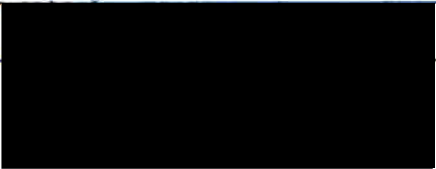
Spring practice in morning made it impossible  
+ to be in class, glad it is going back to  
fall for guys who are here now.

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Make sure people ~~are~~ know who is ~~out~~ to  
~~help~~ available to help; coaches could

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do a better job of this.

Sport: FB  
Major: 

Interviewer: Lupe  
Interview day/time: 12/3  
11:30am

1. What emotion best describes how you are feeling at the end of your time at Mizzou?

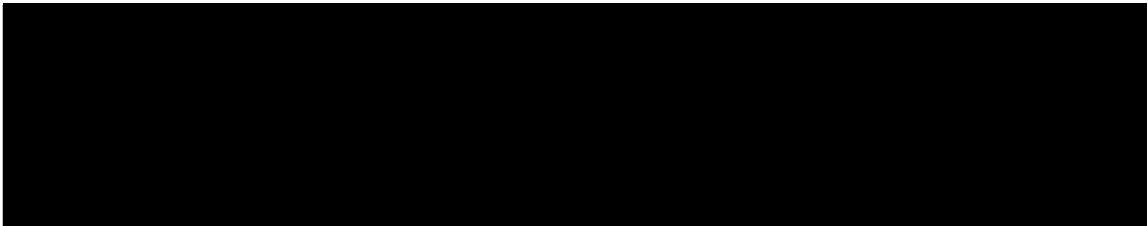
happy that we're going to a bowl  
nervous for change; sad to not be a part of  
the program

2. What has been the highlight of your time at Mizzou? Is there anything you would have done differently?

SEC championship: Citrus Bowl  
2016 - 

did whatever he was asked, so wouldn't change  
much about his experience

3. What is next for you? (e.g. career, graduate school, continued training/athletic preparation)



4. Did you find the Athletics Department education on Title IX and Sexual and Relationship Violence Prevention useful? Have you changed your attitudes or behaviors as a result of the education you received? If yes, how so?

Smart enough to know what's right or wrong -  
So for him, it was informative, but not much more.

5. What additional feedback, if any, would you like to share about your Mizzou experience?


Mizzou Made programming is sometimes redundant  
and shouldn't be required. it happens  
too late  
Adam Kiehl! amazing

Coach Odum is the right man for the job  
getting the right people in the right  
positions

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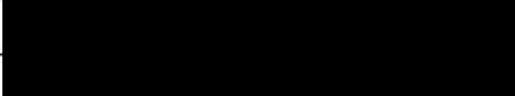
academic advising has been useful

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Sport: FB

Interviewer: Leigh

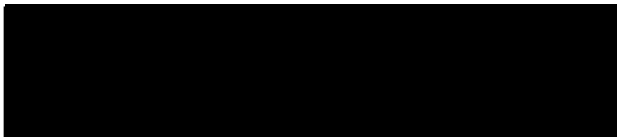
Major: 

Interview day/time: 12/3 ; 12:30

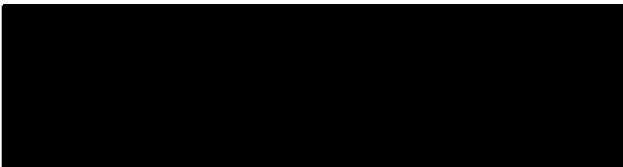
1. What emotion best describes how you are feeling at the end of your time at Mizzou?

→ enjoying the time I have left... some days doesn't feel like he wants to be here

2. What has been the highlight of your time at Mizzou? Is there anything you would have done differently?



3. What is next for you? (e.g. career, graduate school, continued training/athletic preparation)



4. Did you find the Athletics Department education on Title IX and Sexual and Relationship Violence Prevention useful? Have you changed your attitudes or behaviors as a result of the education you received? If yes, how so?

5. What additional feedback, if any, would you like to share about your Mizzou experience?

wish there would be more direction to obtain mental health resources... need to communicate with SAs about how to process performance-based identity issues

teammates who do not know who Dr. Holiday  
is ... or Scotta ... need to do a better  
job connecting people.

**Memorandum**

To: Jim Sterk, Athletics Director  
Sarah Reesman, Deputy Athletics Director  
Dr. Alex Cartwright, Chancellor  
From: Pam Hinton, Faculty Athletics Representative  
Re: Soccer Exit Interviews, Fall 2018  
Date: December 6, 2018

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**Process**

In-person, individual exit interviews with student-athletes who had exhausted eligibility in Fall 2017 were conducted by members of the Intercollegiate Athletics Executive Committee on December 3-5, 2018. Interviews were semi-structured, including several open-ended questions about the student-athlete experience, as well as one question on Title IX and Sexual/Relationship Violence Prevention training provided by Athletics. Student-athletes were assured that their responses would be anonymous and that the results would be presented to athletics and campus administrators as a summary of feedback from all student-athletes in a sport program. Below is a summary of student-athlete feedback provided during the interviews.

**Summary of Student-Athlete Experience**

Of the 4 soccer student-athletes with exhausted eligibility in Fall 2018, 4 participated in the interviews.

Overall, the student-athletes reported a positive experience;

[REDACTED] All "excited" about future and "ready to move on." Nearly every soccer student-athlete reported that the relationships developed with teammates were the "highlight" of her time at Mizzou. In addition, "growing up," personal development, and learning about race issues were also reported as positive outcomes.

**Areas of Concern**

[REDACTED]

**Student-Athlete Feedback on Title IX and Sexual/Relationship Violence Prevention Education**

All student-athletes reported that the training they received at the Mizzou Made session and at their squad meeting was useful. In particular, the personal story was effective, as it was more engaging than a formal presentation.

Sport: WSC  
Major: [REDACTED]

Interviewer: C. Roberts  
Interview day/time: 2:30

1. What emotion best describes how you are feeling at the end of your time at Mizzou?  
HAPPY - Schlad fern Soccer - up & down  
I've learned a lot about myself as a young woman.

2. What has been the highlight of your time at Mizzou? Is there anything you would have done differently?

Ⓐ Past season - Summer to November  
I had leadership role on team - brought back family culture on team.

Ⓑ Yes - wish I would have come here knowing what to do (degree). Sophomore year, not in a good place mentally.

3. What is next for you? (e.g. career, graduate school, continued training/athletic preparation)

[REDACTED]

4. Did you find the Athletics Department education on Title IX and Sexual and Relationship Violence Prevention useful? Have you changed your attitudes or behaviors as a result of the education you received? If yes, how so?

Ⓐ Yes  
Ⓑ Not changed

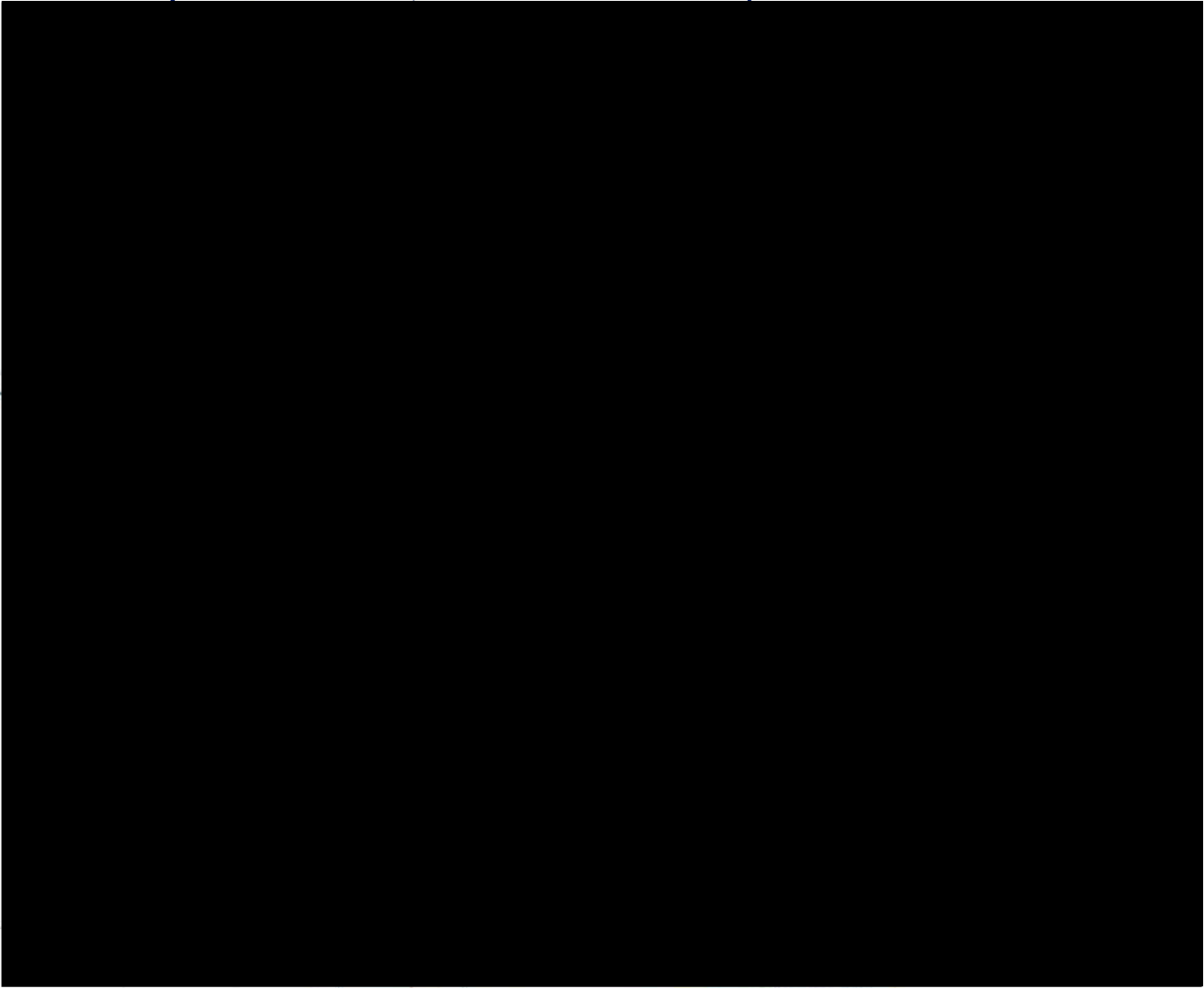
5. What additional feedback, if any, would you like to share about your Mizzou experience? unexcused

Great professors until this year. Given 2 ~~excused~~ absences, and I took both right away. The prof reported me to the SEC, [REDACTED]


## COACHES

The soccer coaches look good on outside.  
Weight room coach is good. Volunteer coach great.



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Kelsey Roth a good academic advisor.



Sport: ~~Baseball~~ Soccer

Interviewer: Ohatt

Major: [redacted]

Interview day/time: 10:30 12/3

1. What emotion best describes how you are feeling at the end of your time at Mizzou?

Satisfied - started early in Fresh year (able to start in FR year); played in Soph year, but didn't enjoy / thought of transferring to another school  
Very spiritual; felt a purpose/reason for being here; ended up staying and had best year; glad that she stuck it out; great [redacted] who built relationship

2. What has been the highlight of your time at Mizzou? Is there anything you would have done differently?

- senior year has been fantastic; able to let the reins go and let god lead the way before this year  
- less close w/ team b/c not interested in drinking; ~~tried~~ this year to be really intentional about forming relationship; allowed herself to just be a college student  
- [redacted] - very spiritually oriented

3. What is next for you? (e.g. career, graduate school, continued training/athletic preparation)

this year - best team chemistry that has been in place; very real with one another - set a foundation to build upon for chemistry  
[redacted]

4. Did you find the Athletics Department education on Title IX and Sexual and Relationship

Violence Prevention useful? Have you changed your attitudes or behaviors as a result of the education you received? If yes, how so?

\* need to figure how to encourage more involvement  
\* competition piece at least meeting w/ helpful for engagement

- video and answer questions - freshman year (Sophomore year - brought in a victim of sexual assault (and her spouse) -> great speaker)  
- more continuity across years would be better  
- guests dot training - ~~hard~~ to see others (especially male athletes) not take it seriously

What additional feedback, if any, would you like to share about your Mizzou experience?

- wish there were more events like Mizzou Mile (that connects athletes with campus + connection to students)  
- more publicity for W soccer team  
- Add - intersport competition => swap sport + competition to really understand the rigors of other sports  
- good support across sport teams but still hear diminishing comments re: certain sports

Sport:

WSC

Interviewer:

C. ROBERTS

Major:



Interview day/time:

10:30

1. What emotion best describes how you are feeling at the end of your time at Mizzou?

Happy & sad - Great Experience - ups & downs

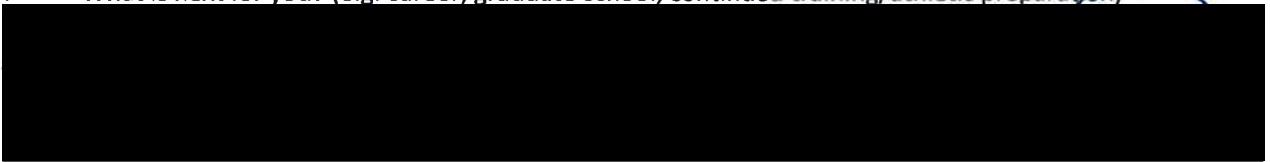
Love mizzou, but time for the real world

2. What has been the highlight of your time at Mizzou? Is there anything you would have done differently?

A) As much as I didn't like playing soccer here, it was good for me. So I learned how to grow up - life lessons.

B) Probably wouldn't have played soccer here

3. What is next for you? (e.g. career, graduate school, continued training/athletic preparation)



4. Did you find the Athletics Department education on Title IX and Sexual and Relationship Violence Prevention useful? Have you changed your attitudes or behaviors as a result of the education you received? If yes, how so?

A) Useful for some people. I never experienced any. But if it happens, I know what to do.

B) No.

5. What additional feedback, if any, would you like to share about your Mizzou experience?



SA

(over)

you see, there is a very simple rule which is that the law of the land is the law of the land and the law of the land is the law of the land and the law of the land is the law of the land.

and the law of the land is the law of the land and the law of the land is the law of the land and the law of the land is the law of the land.

and the law of the land is the law of the land and the law of the land is the law of the land and the law of the land is the law of the land.

and the law of the land is the law of the land and the law of the land is the law of the land and the law of the land is the law of the land.

Sport: Women's Soccer

Interviewer: WJH

Major: [REDACTED]

Interview day/time: Dec. 3<sup>rd</sup> 2018  
11AM

1. What emotion best describes how you are feeling at the end of your time at Mizzou?

excited to start real world  
have never had a job... ready to start career  
but sad to go back to [REDACTED]

2. What has been the highlight of your time at Mizzou? Is there anything you would have done differently?

highlight protests during sophomore year... first time being  
exposed to race relations issues. helped shape  
your opinions & ideas

wish she would have had more time to spend on campus;  
wish found more women friends.

3. What is next for you? (e.g. career, graduate school, continued training/athletic preparation)

[REDACTED]

4. Did you find the Athletics Department education on Title IX and Sexual and Relationship Violence Prevention useful? Have you changed your attitudes or behaviors as a result of the education you received? If yes, how so?

Mizzou Made  
version was → beneficial/interactive - but through SAFE, learned  
much more through that group


5. What additional feedback, if any, would you like to share about your Mizzou experience?

major turnover w/ advisors - probably more than 7 during her time  
must have consistency with that department  
career development - Adam is on it! lots of improvement since  
her freshman year.





Sport psych not helpful -



Majority of team feels this way

**Memorandum**

To: Jim Sterk, Athletics Director  
Sarah Reesman, Deputy Athletics Director  
Dr. Alex Cartwright, Chancellor  
From: Pam Hinton, Faculty Athletics Representative  
Re: Volleyball Exit Interviews, Fall 2018  
Date: December 4, 2018

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Process

In-person, individual exit interviews with student-athletes who had exhausted eligibility in Fall 2018 were conducted by the FAR on November 20, 2018. Interviews were semi-structured, including several open-ended questions about the student-athlete experience, as well as one question on Title IX and Sexual/Relationship Violence Prevention training provided by Athletics. Student-athletes were assured that their responses would be anonymous and that the results would be presented to athletics and campus administrators as a summary of feedback from all student-athletes in a sport program. Below is a summary of student-athlete feedback provided during the interviews.

Summary of Student-Athlete Experience

Of the 2 volleyball student-athletes with exhausted eligibility in Fall 2018, 2 participated in the interviews. When asked how they are feeling at the end of their time at Mizzou, both student-athletes expressed feeling mixed emotions and they both stated that they are "ready to move on." For both volleyball student-athletes an athletics-related highlight of their time at MU was the big home wins at the Hearnes Center. The close relationships formed with teammates were also cited as positive outcomes from their experience as student-athletes. Both student-athletes expressed regret and disappointment [REDACTED] not meeting their expectation for what the volleyball team could have achieved, and [REDACTED]

Areas of Concern

[REDACTED]

[REDACTED] In addition, volleyball student-athletes reported that they were not given the same level of attention by academic coordinators as were the football student-athletes. For example, academic coordinators invested more time and effort in developing relationships with football versus volleyball student-athletes.

Student-Athlete Feedback on Title IX and Sexual/Relationship Violence Prevention Education

Both student-athletes reported that the training they received at the Mizzou Made session and their squad meeting was useful. In particular, the "real-life" scenarios were meaningful and valuable.

Very concerned about confidentiality  
do I promise?

Sport: VB

Interviewer: Pam

Major: [REDACTED]

Interview day/time: 4/20/2018 11:30

1. What emotion best describes how you are feeling at the end of your time at Mizzou?

Ready to be done - playing, playing since [REDACTED]  
mixed emotion

Ready around [REDACTED]

2. What has been the highlight of your time at Mizzou? Is there anything you would have done differently?

3. What is next for you? (e.g. career, graduate school, continued training/athletic preparation)

[REDACTED]

4. Did you find the Athletics Department education on Title IX and Sexual and Relationship Violence Prevention useful? Have you changed your attitudes or behaviors as a result of the education you received? If yes, how so?


second year meeting  
good, important

5. What additional feedback, if any, would you like to share about your Mizzou experience?

Mizzou made good  
Relationships to coaches [REDACTED]  
Family & teammates - close relationships

Sport: VB

Interviewer: Pam

Major: 


Interview day/time: 11/20 11:00

1. What emotion best describes how you are feeling at the end of your time at Mizzou?

Ready more or - what's on next  
Sad - last opportunity  
mixed feelings

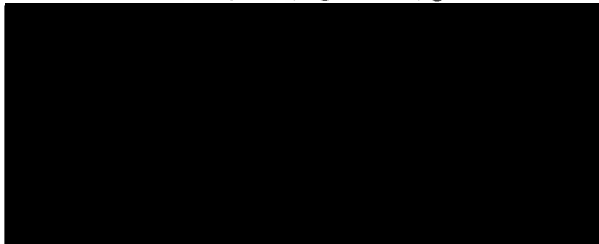
2. What has been the highlight of your time at Mizzou? Is there anything you would have done differently?

Big wins at Hanes  
SEC Championship drops  
Purdue in second

Disappointment 

Not making it as far in tournament; want more for ~~the~~ team

3. What is next for you? (e.g. career, graduate school, continued training/athletic preparation)



4. Did you find the Athletics Department education on Title IX and Sexual and Relationship Violence Prevention useful? Have you changed your attitudes or behaviors as a result of the education you received? If yes, how so?

resources available & where to find them  
real life scenarios skirt good

5. What additional feedback, if any, would you like to share about your Mizzou experience?

Support is good

Female athletes - academic support too  
- building relationships  
- fight for them

consistency between  
FB & VB  
expectations, consequences

Online classes  
self-paced

feel neglected, behavior <sup>in</sup> me that needs to be built