

## 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, Spring 2019

Date: May 11, 2019

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### Student-Athlete Exit Interview Process

In-person, individual exit interviews with baseball, men's basketball, women's basketball, men's golf, women's golf, gymnastics, softball, men's swimming and diving, women's swimming and diving, men's track and field, women's track and field and wrestling student-athletes who had exhausted eligibility in Spring 2019 were conducted by the FAR or members of the Intercollegiate Athletics Executive Committee (Drs. Craig Roberts, Steve Ball, Leigh Neier, Mauro Palmero, and Cheryl Offutt). 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. 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 63 student-athletes with exhausted eligibility, 56 completed the exit interviews for a response rate of 89%. Thus, the data collected are representative of the student-athletes with exhausted eligibility in Spring 2019. The number of exit interviews conducted relative to the total for each sport were as follows (conducted/total): baseball (5/5), men's basketball (3/4), women's basketball (1/3), men's golf (1/2), women's golf (4/4), gymnastics (6/6), softball (5/5), men's swimming and diving (9/9), women's swimming and diving (8/8), men's track and field (5/5), women's track and field (6/9) and wrestling (3/3). 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 student-athletes who experienced challenges in their sport program had an overall positive experience, and they often noted that the difficulties 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. In addition, they consistently reported that the case studies and personal experiences are more effective. Additional specific suggestions are include in the sport-specific summaries.



**Memorandum**

To: Jim Sterk, Athletic Director  
Sarah Reesman, Deputy Athletic Director, Senior Woman Administrator  
Dr. Alexander Cartwright, Chancellor

From: Pam Hinton, Faculty Athletics Representative

Re: Baseball Exit Interviews, Spring 2019

Date: May 11, 2019

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Process

In-person, individual exit interviews with student-athletes who had exhausted eligibility in Spring 2019 were conducted by the FAR and members of IAC Executive Committee (Drs. Craig Roberts, Steve Ball, Cheryl Offut, Mauro Palmero) May 6-10, 2019. 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 Department of Intercollegiate Athletics (ICA). Student-athletes were assured that their responses would be anonymous and that the results would be presented to ICA 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 five baseball student-athletes with exhausted eligibility in Spring 2019, five participated in the interviews. All of the baseball student-athletes stated that the relationships developed with their teammates were the "highlight" of their time at Mizzou. Other positives were the "new culture" and success on the field. Several baseball student-athletes wished that there was more interaction among student-athletes from different sports. In addition, the baseball student-athletes expressed a desire for better fan support. It is disappointing to have such low turnout, especially from students, when other SEC schools have good attendance at games. They suggested more marketing and offering deals/discounts on concessions to students as ways to improve attendance.

Areas of Concern

None.

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

The baseball student-athletes felt the education they receive is helpful overall. A suggestion was to make the training specific to student-athletes, i.e., how their high-profile status as a Mizzou student-athlete can complicate interactions. They also stated that the personal stories were more effective than the "factual" presentations.

Sport: Baseball

Interviewer: C. Roberts

Major: 

Interview day/time: 10:30 AM

5/7/19

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

Excited - because of all the experiences.

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

(A) Developing relationships with my teammates.

(B) No.

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) Yes - lots of Mizzou - Made events into sticks with

(B) You. Views before were consistent with views now. (NO)

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

- For  students, 8 hours of study hall seems excessive.

- Resources here are great.

Sport: Baseball  
Major: 

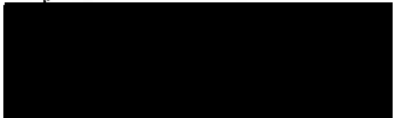
Interviewer: Ball  
Interview day/time: \_\_\_\_\_

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

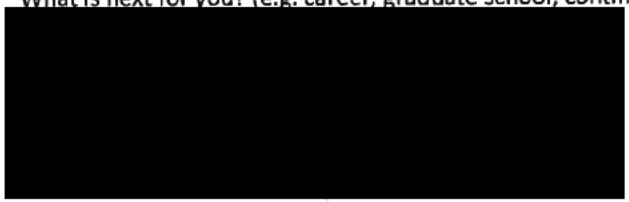
*Exciting to be done with school,  
Miss environment of MU.*

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

*Relationships  
New culture*



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?

*Heard it too many times.*

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

*Positive  
Sports need to be integrated together better*

Sport: MMA

Interviewer: Pam

Major: 

Interview day/time: 5/7 11:50

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

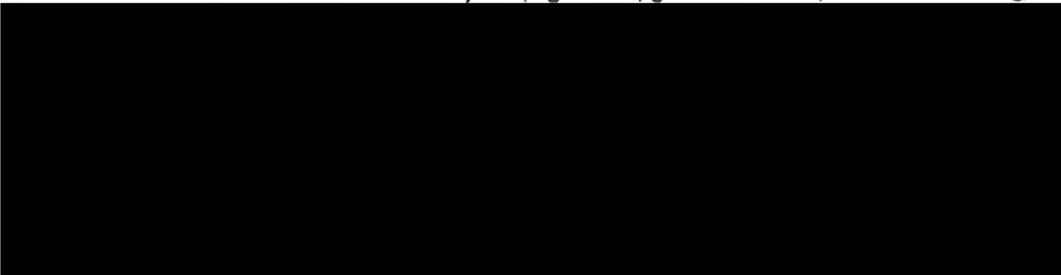
excited to move on  
move everything  
chapter done

could do  
if needed  
books

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

friendships made, Julio Rojas  
made more friends in Lyon  
didn't mix with other student-athletes; don't know  
stray to own sport one other

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?

Depends on person; made of time - seen as  
engaged

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

lack of support  
other SEC schools have 5,000-10,000 fans  
deals/donations for students

Sport: MBIA

Interviewer: Pam

Major: 

Interview day/time: 5/7 10:30

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

fulfilled, happy - with accomplishments  
didn't leave anything

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

teammates, relationships & people from all over  
no regrets

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?

First time helpful  
fine part of

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

Baseball & travel - have not like other SEC teams  
Marketing is lacking behind other SEC schools  
MATC academics good



Sport: MOBA

Interviewer: Pam

Major: [REDACTED]

Interview day/time: 5/7 10:00

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

excited for future starting career  
sad baseball  
not deciding moving forward

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

time with teammates on/off field; in/out of MATR  
success on field

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?

more real shock factor  
be real; be sensitive

stigma to be advantage  
of status  
more than alcohol

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

[REDACTED]

original degree y oddly comfortable with it  
asked for help wasn't panicking

strengthen personal connections ~~was~~

option peer/teammate influence

## Memorandum

To: Jim Sterk, Athletic Director  
Sarah Reesman, Deputy Athletic Director, Senior Woman Administrator  
Dr. Alexander Cartwright, Chancellor

From: Pam Hinton, Faculty Athletics Representative

Re: Men's Basketball Exit Interviews, Spring 2019

Date: May 11, 2019

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### Process

In-person, individual exit interviews with student-athletes who had exhausted eligibility in Spring 2019 were conducted by the FAR and members of IAC Executive Committee (Drs. Craig Roberts, Steve Ball, Cheryl Offut, Mauro Palmero) May 6-10, 2019. 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 Department of Intercollegiate Athletics (ICA). Student-athletes were assured that their responses would be anonymous and that the results would be presented to ICA 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 four men's basketball student-athletes with exhausted eligibility in Spring 2019, three participated in the interviews. All of the baseball student-athletes stated that their basketball experience was the "highlight" of their time at Mizzou. In particular, the basketball student-athletes valued their two years under Coach Martin. Although they were not specifically asked about the differences between coaches, they had very positive things to say about Coach Martin: 1) "He teaches more than basketball"; "Coach Martin is 'hard,' but that's a good thing"; "Coaching is awesome and what it needs to be for the program now." Other positives were making it to the NCAA tournament and growing from the "very, very hard" times prior to Coach Martin's arrival.

### Areas of Concern

None.

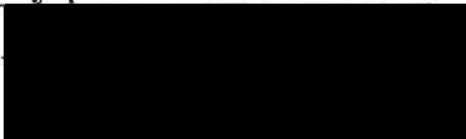
### Student-Athlete Feedback on Title IX and Sexual/Relationship Violence Prevention Education

The basketball student-athletes felt the education they receive is informative and helpful. They stated that the speakers who shared their experiences were more engaging and that student-athletes need to be emotionally engaged for the training to be effective.

Sport: MBB

Interviewer: Pam

Major:



Interview day/time: 5/7 8:30

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

*excited - new*

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

*last 2 years - BB program higher; Coach Martin teaches more than basketball*

*NO negatives*

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?


*informative  
going at, beneficial*

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

*no all good*

Sport: MBB

Interviewer: Pam

Major: 


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

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

Extremely happy, moving on  
done school

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

Making NCAA; hard, very very hard  
Kochman school transition



It's "lazy" going through motions

2015 protests  
Trump/Duke - DA  
but really bad year

like 'em' hard  
but makes a good  
thing

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?

Informative  
Speakers experiences more interesting  
emotionally engaged

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

Sport: MBB

Interviewer: Pam

Major: 

Interview day/time: 5/8 12:30

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

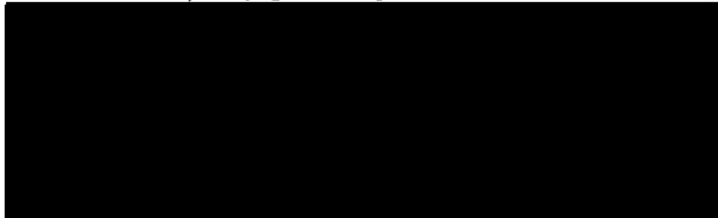
Joyful  
Relief

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

Basketball - all good

No complaints, enjoyed

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 especially freshman, sophomore  
case studies

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

Awesome - coaching  
what it needs to be

**Memorandum**

To: Jim Sterk, Athletic Director  
Sarah Reesman, Deputy Athletic Director, Senior Woman Administrator  
Dr. Alexander Cartwright, Chancellor

From: Pam Hinton, Faculty Athletics Representative

Re: Women's Basketball Exit Interviews, Spring 2019

Date: May 9, 2019

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Process

In-person, individual exit interviews with student-athletes who had exhausted eligibility in Spring 2019 were conducted by the FAR and members of IAC Executive Committee (Drs. Craig Roberts, Steve Ball, Cheryl Offut, Mauro Palmero) May 6-10, 2019. 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 Department of Intercollegiate Athletics (ICA). Student-athletes were assured that their responses would be anonymous and that the results would be presented to ICA 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 3 women's basketball student-athletes with exhausted eligibility in Spring 2019, one participated in the interviews. The other women's basketball student-athletes did participate as one participated in the interview Spring 2018 [REDACTED] and the other was not in Columbia at the time of the interviews. The relationships developed with their teammates were the "highlight" of their time at Mizzou. [REDACTED]

Areas of Concern

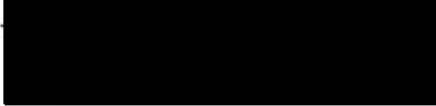
None.

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

The basketball student-athlete offered several suggestions to improve the training. She recommended have a separate team meeting for the training rather than including it with the Compliance education at the squad meeting to increase interest and engagement. She also suggested student-athlete-specific training (e.g., high-profile athletes) and education on more than sexual assault/rape (e.g., "bad relationships").

Sport: WBB

Interviewer: Pam

Major: 

Interview day/time: 5/9

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


anxious don't know emotion feel when season starts  
excited for next chapter, not tied down here

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

Great people

people Mizzou made, compliance, coaches, trainers  
Family ever there, welcome, Mizzou "home"  
3 different academic advisors, not personally  
affected, not trusting relationship - best interests SA

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



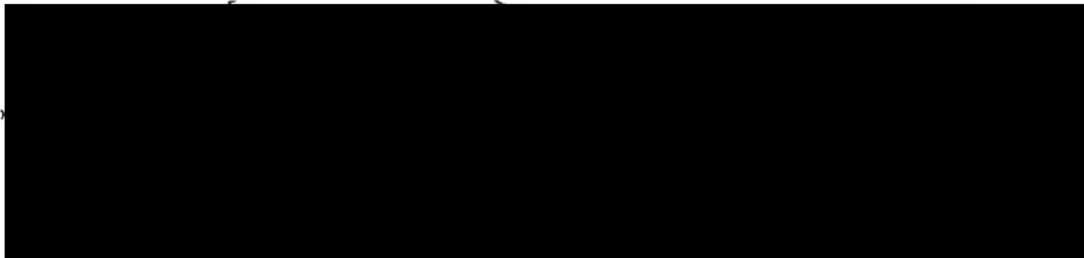
4. Did you find the Athletics Department education on Title IX and Sexual and Relationship Violence Prevention useful? Have you changed your attitudes or behaviors as a result of the education you received? If yes, how so?

More SA  
specific

yes, don't grasp it everything at squad meeting  
not just rape, bad relationships

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

WBB or collective athletics?

SA E 

### Memorandum

To: Jim Sterk, Athletic Director  
Sarah Reesman, Deputy Athletic Director, Senior Woman Administrator  
Dr. Alexander Cartwright, Chancellor

From: Pam Hinton, Faculty Athletics Representative

Re: Men's Golf Exit Interviews, Spring 2019

Date: May 11, 2019

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### Process

In-person, individual exit interviews with student-athletes who had exhausted eligibility in Spring 2019 were conducted by the FAR and members of IAC Executive Committee (Drs. Craig Roberts, Steve Ball, Cheryl Offut, Mauro Palmero) May 6-10, 2019. 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 Department of Intercollegiate Athletics (ICA). Student-athletes were assured that their responses would be anonymous and that the results would be presented to ICA 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 two men's golf student-athletes with exhausted eligibility in Spring 2019, one participated in the interviews. The golf student-athlete stated that the "highlight" of his time at Mizzou was the time spent with friends, especially those outside of his sport. The student-athlete noted that student-athletes are discouraged from participating in activities outside of athletics because of the time and distraction. Although he understand the reasons from the coaches' perspective, the student-athlete wished he had been involved in more campus activities/groups. He also noted that student-athletes are "strongly encouraged" to go into majors in which it is easier to attain a GPA, even if the major is not in the student-athlete's best interest. If a student-athlete is "strong-willed" about a certain major, he/she is not prohibited from having a certain major.

### Areas of Concern

None.

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

The golf student-athlete felt the education is helpful, especially for those who have not been exposed to the information before.



Sport: Golf - M

Interviewer: Offutt

Major: [Redacted]

Interview day/time: 8am

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

Thankful - for the experience and all the help that he's been provided  
Great place → huge impact on his life

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

Highlight - Times w/ friends - especially outside of his sport  
Social opportunities at Mizzou (also career opps in [Redacted])  
→ extra groups in which he participated

Differently  
More involved on campus  
Discouraged from joining fraternity, which is understandable  
But as an athlete, can have restrictions for athletics

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

Done w/ competitive golf → weekend golfer

Wishes - fraternity  
- investment group  
Reason → coaches prefer non-involvement in extras b/c takes time/attention away from athletic excellence

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?

④ - Lot of time for common sense ⇒ perhaps helpful to some not raised with the same advantages as him  
- Recognizes as priority  
- Forced to do it ⇒ always st negative in reactions to being forced to do a training

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

④ - No change but b/c he already lived his life in a way that aligned with the messaging

⑤ - Great experience ⇒ very supportive of student-athlete  
- Problem w/ collego athletics is incentives ⇒ students are strongly encouraged to go into majors that can lead to high GPA's over if those fields are not as beneficial to SA

SA Exit Interviews Spring 2019

\* could use more career counseling at earlier stages of schooling

- Never discouraged (if strong willed) but if uncertain about professional/major then encouraged down paths that are perhaps not best choice

**Memorandum**

To: Jim Sterk, Athletic Director  
Sarah Reesman, Deputy Athletic Director, Senior Woman Administrator  
Dr. Alexander Cartwright, Chancellor

From: Pam Hinton, Faculty Athletics Representative

Re: Women's Golf Exit Interviews, Spring 2019

Date: May 11, 2019

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Process

In-person, individual exit interviews with student-athletes who had exhausted eligibility in Spring 2019 were conducted by the FAR and members of IAC Executive Committee (Drs. Craig Roberts, Steve Ball, Cheryl Offut, Mauro Palmero) May 6-10, 2019. 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 Department of Intercollegiate Athletics (ICA). Student-athletes were assured that their responses would be anonymous and that the results would be presented to ICA 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 four women's golf student-athletes with exhausted eligibility in Spring 2019, four participated in the interviews. The golf student-athletes listed their relationships inside and outside of athletics, personal growth and athletic achievements as the "highlights" of their time at Mizzou. Generally, the golf student-athletes were very complimentary about the support they received. In particular, they gave very positive feedback on Adam Kiel, Doc Holliday and Sports Psychology. They noted that the academic advisors are overworked and they felt that they did not receive the same attention as football and other sports. Similarly, they felt that they did not get adequate time in the weight room because they are not a high-priority sports program. The golf student-athletes also expressed the need for more study rooms and more consistent nutrition training "with oversight."

Areas of Concern

None.

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

The golf student-athletes felt the education is helpful, especially for those who have not been exposed to the information before. One student-athlete noted that training didn't seem serious because they "played games at the end."

11:30am

Women's Golf

[REDACTED]

Bittersweet; enjoyed your four years, ready to graduate, but going to be weird not to come back, a change of routine

[REDACTED]

Highlight: as a person, I have matured a lot at Mizzou; sport-wise, I have become more disciplined, more positive, letting things, trying not to be

MORE STUDY ROOMS, never enough space

Advisors were good, both here and at the [REDACTED]

TLI and SAFE were great to build leadership and find confidence in speaking with others; open spaces were great for dialogue

More consistent nutrition training over oversight; would useful for teams

Title IX and RSVP training were "kinda" ok; didn't seem serious because we played games at the end, Mizzou Made programming too late.

Sport Psych was fantastic! After our sport psych left (Dirk graduated), we think our performance decreased with no one to speak with other than coaches.

11am

Women's Golf

[REDACTED]

Question 1: Relief—golf was a huge stressor, especially during Junior year, [REDACTED], which was a lot to balance with [REDACTED] major, always under pressure to make sure keeping the scholarship, academic stress and golf stress are positively related:

[REDACTED]

Highlights are all athletic: I was given every opportunity to improve every day, I had everything I needed to be successful.

Advisors: work to be done—advisors are overworked, sports like golf get overlooked for big sports like football, should require every student athlete to meet with on campus advisor 2 times, the [REDACTED] was a much better resource in terms of understanding graduation requirements, needs to be more coordination to ensure that students know what they need to take to graduate on time, better information for incoming recruits: important to know correct information (i.e. AP tests and credits) because misinformation can cost [REDACTED] a lot of money, students need to own their academics because the advisors.

[REDACTED] has an absence policy that hurts student athletes; wish that could be addressed

Strength training: we were pushed around as a small team, with football gone, the MATC will get better, but we still did not have a reasonable amount of space, Brad was a great strength coach, previous strength coach

Doc Holliday is an angel; sport psych is phenomenal

Need more rooms to study—this is huge, there is never enough space, the rooms were always all full

Athletic department is full of good people. . . ethical recruiting, always playing by the rules, Mizzou is a great experience

Title IX programming was good

Keep Adam Kiehl here forever!

Sport: Golf - W

Interviewer: Offutt

Major: [redacted]

Interview day/time: 8:30

Overall  
- not content b/c  
didn't get to complete  
goals

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

Happy that its over - [redacted]

What has been the highlight of your time at Mizzou? Is there anything you would have done differently?  
- Great friendships w/ teammates ('sisters'); need to clean out locker <sup>room</sup> ~~the~~ <sub>not looking forward to that :)</sub>

Highlight => being able to graduate from [redacted] + get Masters degree  
-> made lots of connections + built network that will be influential for career opportunities

Different => wishes she could have done more [redacted]

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

[redacted]

-> maybe more vocal w/ coaches re: golf + career goals

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 => had to do extra training since she was [redacted] and she didn't need to prep at all b/c of all the speakers + trainings  
- Speakers were most useful => personal stories are more compelling +

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

Change? same messages from when she grew up; had a classmate who was assaulted in 7<sup>th</sup> year + that already made her mindful + aware; the training  
- Green Dot => mindful of supporting friends + <sup>respected</sup> this aware of surround  
makes it more meaningful  
full student-athlete why at start of year is also helpful

5 Golf team doesn't receive as much respect; e.g. very little space in weight room; used to be able to work out in BB arena  
Coaches should be taught about how to support student-athletes thru w/ + [redacted] can stay connected to team

Sport: WGO

Interviewer: Pam

Major: 

Interview day/time: May 9 8:00

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

Sadness

Grateful

Relieved - a lot of work

Always come back

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

people met, in fact athletes, fans notes  
B-A sits very close; live together / eat  
all athletes everyday, Morgan Made  
never come to watch; Old thruhome  
free how to get people to come

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, learned a lot all/TA still  
GreenDot

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

Morgan Made - brings people together  
keep creating family atmosphere  
come together after 2015

Success comes with happiness, sense  
of home

### Memorandum

To: Jim Sterk, Athletic Director  
Sarah Reesman, Deputy Athletic Director, Senior Woman Administrator  
Dr. Alexander Cartwright, Chancellor

From: Pam Hinton, Faculty Athletics Representative

Re: Gymnastics Exit Interviews, Spring 2019

Date: May 11, 2019

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### Process

In-person, individual exit interviews with student-athletes who had exhausted eligibility in Spring 2019 were conducted by the FAR and members of IAC Executive Committee (Drs. Craig Roberts, Steve Ball, Cheryl Offut, Mauro Palmero) May 6-10, 2019. 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 Department of Intercollegiate Athletics (ICA). Student-athletes were assured that their responses would be anonymous and that the results would be presented to ICA 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 six gymnastics student-athletes with exhausted eligibility in Spring 2019, six participated in the interviews. Overall, the student-athletes had a positive experience and were grateful for the opportunities they had as a Mizzou student-athlete (study abroad/service-learning trips). The gymnastics student-athletes expressed mixed emotions about finishing their time at Mizzou. Several expressed a desire to be done with gymnastics and move on, although feeling grateful for the experience. Most gymnastics student-athletes listed their athletic and/or academic achievements as the "highlights" of their time at Mizzou. Several student-athletes wished that there was more consistency in their academic coordinators and that there were tutors for higher level math/science classes. One student-athlete stated that the NCAA violation was "stressful" and could have been "handled better."

### Areas of Concern

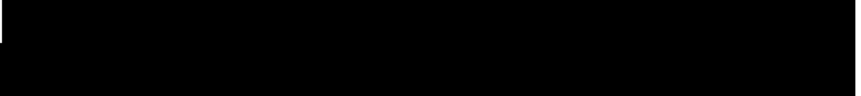
None.

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


The gymnastics student-athletes felt the education is helpful, especially the first time. Several stated that they are "more cautious" as a result of the training.

Sport: Gymnastics  
Major: 

Interviewer: C. Roberts  
Interview day/time: noon 5/9/19

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

Grateful for experience, ready to move on.

2. What has been the highlight of your time at Mizzou? Is there anything you would have done differently?  
(A) Junior season - 

We beat SEC programs - KY & Auburn.

(B) Wish we had more preventative treatment - not just treatment of the injuries.

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) Informational
- (B) Maybe more cautious

5. What additional feedback, if any, would you like to share about your Mizzou experience?  
Liked coaches for the most part - but we were treated like kids - diet, social life, etc. Hovered over us.

Freshman year was tough. 

Good coaching instruction.



Sport: Gymnastics

Interviewer: C. Roberts

Major: 

Interview day/time: noon

5/6/19

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

Wierd — graduating but not leaving MU  
— otherwise, would be sad, scared

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

- Ⓐ Gymnastic achievements in Freshman year
- Ⓑ Nothing different

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?

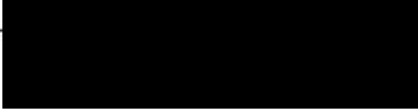
- Ⓐ Yes — learned useful things
- Ⓑ NO

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

- Professors could be of more help for us when we miss
- Campus is beautiful.

Sport: Gymnastics

Interviewer: Ball

Major: 

Interview day/time: 9:30

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

Relief

Relieved to be done with gymnastics

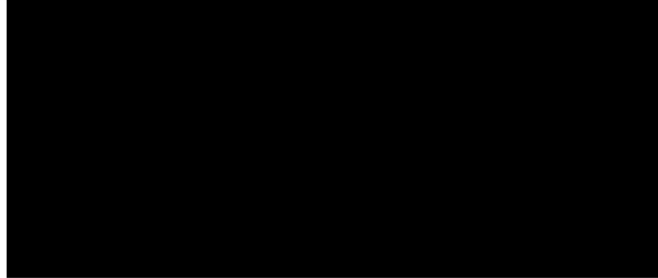
2. What has been the highlight of your time at Mizzou? Is there anything you would have done differently?

Part of team involvement into SEC.

Academic success

people / staff / relationship

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 but not new information gained.

No change but more aware/cautious

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

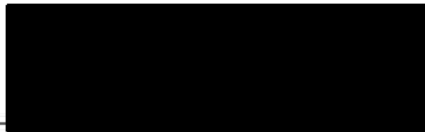
NCAA violation caused stress. - Could have been handled better.

Need more consistency with academic coordinator

SA Exit Interviews Spring 2019

Love it here!

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



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

Ball

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

Gymnastics

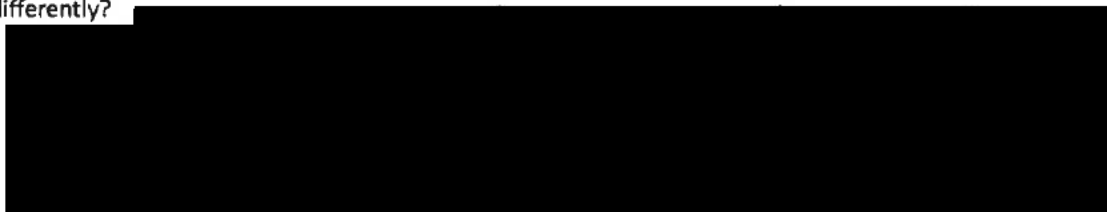
Interview day/time: \_\_\_\_\_

9:30

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

Thankful.  
Don't miss gymnastics but will miss teammates.

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



Wish could have been involved in more student activities.

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?

Remembers the trainings. Very helpful.  
A little more cautious.

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

Not enough consistency with academic coordinators.  
Switches too often.

Sport:



Interviewer:

Ball

Major:

Gymnastics

Interview day/time:

8:15

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

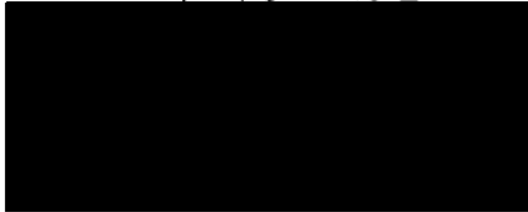
Grateful for opportunities. Sad for sport being over.

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

A) Turned academic career around. Struggled first two years and that did much better.

B) Asked for help sooner.

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



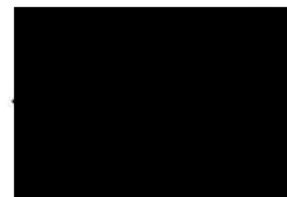
4. Did you find the Athletics Department education on Title IX and Sexual and Relationship Violence Prevention useful? Have you changed your attitudes or behaviors as a result of the education you received? If yes, how so?


Yes. Yes - more cautious

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

Great. Value friend / staff turn her life around.

Tutors - NOT as helpful as need to be



Sport: Gymnastics  
Major: 

Interviewer: Ball  
Interview day/time: \_\_\_\_\_

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

Bitter sweet. Not fully processed.

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

People met. Mizzou Made Staff.  
Went abroad - 

- think  
- can't of anything  
- time management

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 the first time or two. Keep trying but 4 times is too many. - No change but awareness ↑

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

Grew as a person and athlete experience prepared her for life - Mizzou ME.

**Memorandum**

To: Jim Sterk, Athletic Director  
Sarah Reesman, Deputy Athletic Director, Senior Woman Administrator  
Dr. Alexander Cartwright, Chancellor  
From: Pam Hinton, Faculty Athletics Representative  
Re: Softball Exit Interviews, Spring 2019  
Date: May 11, 2019

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Process

In-person, individual exit interviews with student-athletes who had exhausted eligibility in Spring 2019 were conducted by the FAR and members of IAC Executive Committee (Drs. Craig Roberts, Steve Ball, Cheryl Offut, Mauro Palmero) May 6-10, 2019. 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 Department of Intercollegiate Athletics (ICA). Student-athletes were assured that their responses would be anonymous and that the results would be presented to ICA 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 five softball student-athletes with exhausted eligibility in Spring 2019, five participated in the interviews. Overall, the student-athletes had a positive experience, [REDACTED]. They attributed the positive experience to the relationships with their teammates and their personal growth. Several student-athletes expressed frustration with the communication from athletics administrators regarding investigations and coaching changes. They stated they understand that SPAs are limited in what they can say, but wished there had been more communication/interaction. They also wished the communication about coaching changes had been different. [REDACTED]

Areas of Concern

None.

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

The softball student-athletes felt the education is helpful, although more "real-life situations" would be beneficial. Several stated that they are "more cautious" and not as "gullible" as a result of the training.

Sport: w Softball  
Major: 

Interviewer: C. Roberts  
Interview day/time: 1:00 5/7/19

1. What emotion best describes how you are feeling at the end of your time at Mizzou?  
Bittersweet — feels good to be done but sad that it is over. Unsure of the future.

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

(A) Freshman year — went to Super regionals.

(B) Would have taken academics more seriously in freshman year. Could have been more adaptable — go with the flow.

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) Somewhat — became aware.

(B) Attitudes — more aware, being realistic & cautious, not gullible anymore

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

- Whole experience @ Mizzou — learned a lot about myself.

- Like coach, but seemed to be practicing more than we used to practice. Student-athletes need time off. Example winter break filled w/ long 2-a days. Should space out the practices. (over)





Sport: Softball

Interviewer: Maww

Major: 

Interview day/time: 5/6/19 2 pm

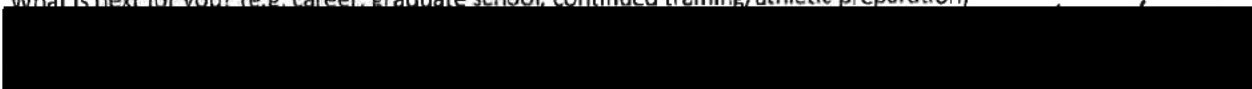
1. What emotion best describes how you are feeling at the end of your time at Mizzou?

Academics work up me a lot!  
Athletics - Very male oriented/dominated  
↳ some sports did not get the same attention.

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

The people I met / connections / Travel!  
Yes, I would have transferred due to playing time.

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, but there could be more done.  
No. I was educated about the topic before hand!

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

Male dominated culture that permeates Int. Athletics.

SA Exit Interviews Spring 2019

Some disciplinary issues were not conducted fairly across the board. Team rules were broken and not addressed the same way. Upper level ~~athletes~~ ~~players~~ ~~members~~

Sport: SB  
Major: 

Interviewer: Pam  
Interview day/time: 5/2 12:30

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

Upset to be done  
met time here, time well spent  
bittersweet

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

anxiety

relationships, friendships, playing for bigger than self  
different kinds of people  
Everything been through, coaching Dr, sanctions,  
positive ble made changes always had teammates  
uncertainty - sanctions nervous

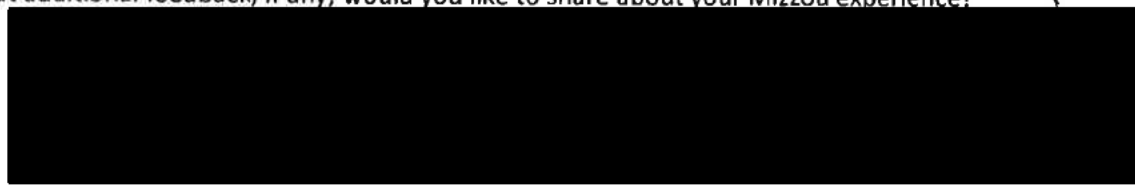
3. What is next for you? (e.g. career, graduate school, continued training/athletic preparation)



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?

Effective for how to handle certain situations  
Mizzou made - arena  
Dystander

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



Sport: SB

Interviewer: Pam


Major: 

Interview day/time: 5/2 12:00

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

*Satisfied, best experience given everything*

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

 *things better here*  
*Mizzou Made - Adam, Resnick, job rep*

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 - title IX*

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

*No complaints*

Sport: SB

Interviewer: Pam

Major: 

Interview day/time: 5/1 10:00 am

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

Scary - real world, very prepared academics  
happy, excited to be done, next chapter  
long 4 years, ready to turn

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

teammates, more early years  
Pete - awesome coach

} relationship built  
MMAA very close, Krista  
Adam, Kelsa awesome

Communication  
still an  
issue

Investigations, condofired, Gina let go

never got answers; no updates; more communication from SPA  
article didn't feel heard - never feedback

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



get shift work  
around => no  
8

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?

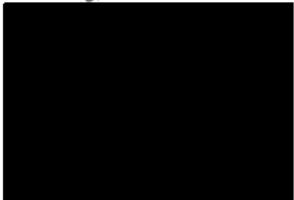
Know already, needs to be addressed; general  
title IX article good to know can reach out

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

Academic great, awesome

More communication to teams when going through  
major changes e.g. summer not knowing E

as much information as possible  
just ~~not~~ play out deal & consequences



**Memorandum**

To: Jim Sterk, Athletic Director  
Sarah Reesman, Deputy Athletic Director, Senior Woman Administrator  
Dr. Alexander Cartwright, Chancellor

From: Pam Hinton, Faculty Athletics Representative

Re: Men's and Women's Swimming & Diving Exit Interviews, Spring 2018

Date: April 15, 2019

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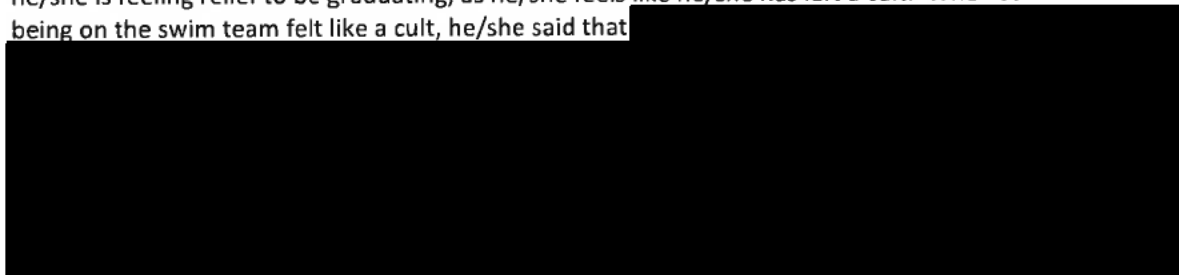
**Process**

In-person, individual exit interviews with student-athletes who had exhausted eligibility in Spring 2019 were conducted by the FAR April 8-12, 2019. 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 Department of Intercollegiate Athletics (ICA). Student-athletes were assured that their responses would be anonymous and that the results would be presented to ICA and campus administrators as a summary of feedback from all student-athletes in a sport program. It should be noted that the Head Coach was on leave due to an ongoing Title IX investigation at the time of the interviews. Although most student-athletes voluntarily commented on the Title IX process, it did not dominate the interviews. Below is a summary of student-athlete feedback provided during the interviews.

**Summary of Student-Athlete Experience**

Of the 17 men's and women's swimming and diving student-athletes with exhausted eligibility in Spring 2019, 17 (9 men and 8 women) participated in the interviews. In response to the question, "What emotions best describe how you are feeling at the end of your time at Mizzou," many student-athletes reported feeling "excited," "sad," "bittersweet," and "grateful." The student-athletes were grateful for the experience and support they had and were sad to be leaving it behind, but there were also excited for the "next chapter." The student-athletes attributed their a positive experience to: the relationships they developed with their teammates and the shared experiences that brought them closer together; the support they received from "people at the MATC;" and, their personal growth. As one student-athlete said, "We are given everything we need." In particular, student-athletes mentioned the tutors, their academic coordinator (Jessica Buser), and Adam Kiel as being especially helpful ("they go above and beyond").

Although overall the student-athletes reported a positive experience, one student-athlete reported a very negative experience. This student-athlete stated that he/she wished he/she had not attended Mizzou because of his/her experience on the swimming and diving team. The student-athlete said he/she is feeling relief to be graduating, as he/she feels like he/she has left a cult. When asked how being on the swim team felt like a cult, he/she said that



Areas of Concern

**Poor communication.** Several student-athletes stated that communication is poor. [REDACTED]

[REDACTED] The diving student-athletes noted that the transition to the new diving coach was difficult for both the student-athletes and Coach Gamboa. The student-athletes felt that Coach Gamboa would have benefited from more support/mentoring from athletics administration.

[REDACTED]

**Other.** A few student-athletes were very critical of Mizzou Made for a variety of reasons: information is not useful; delivery is not effective (don't like "lectures"); and, sessions are too long and/or too late at night. A couple of student-athletes wished that there were tutors for upper-level STEM courses. Another suggestion was better promotion of swimming and diving, e.g., recognition on football field at a game or marketing via social media. One student-athlete was very disappointed that the Sport Program Administrator and other ICA administrators did not attend home swimming and diving meets. [REDACTED]

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

The majority of student-athletes reported that the training they received at the Mizzou Made session and at squad meetings was useful, although many also stated that the information is not directly applicable to them or that they already know it. All of the student-athletes found the "real life" scenarios presented at the squad meetings more engaging than the lecture format.

[REDACTED]

[REDACTED] The student-athletes also noted that the coaches were very intentional about opening communication and being there for their athletes. Others noted that the coaches are constantly pushing themselves to get better.

Sport: Swimming & Diving

Interviewer: Pam

Major: 

Interview day/time: 4/2 12:00

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

excited for new chapter  
and amazing experience, we regain  
never have 60 close friends

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

Making SEC team, competing for Mizzou, how much work  
pivotal moment  
End of every season accomplishments 'well-done'

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Sad about  for people that experienced "one thing"

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, knowing people can help you  
great resources

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

great experience ~~years~~ here

Sport: Swimming/Diving ♀

Interviewer: Dan

Major: [Redacted]

Interview day/time: 4/12 11:30

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

Grateful - that ended up here; connections/networking developed in my, but friends, not <sup>not</sup> long you. <sup>Base of a</sup> different part of <sup>career</sup> <sup>was</sup> <sup>me</sup>  
Happy + satisfied in career

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

Community service opportunities; took <sup>me</sup> <sup>all</sup> <sup>to</sup> <sup>find</sup> <sup>it</sup>  
[Redacted] brought closer, relationships [Redacted]  
Having SEC Freshman year, came together even more this year  
etc of difficult; more close-knit, more supportive of each other  
Heading forward - grow even more!

Did not  
above &  
beyond  
scholarship

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

[Redacted]

Amazing people in Mizzou

... of that around model  
shift in coach's took part of responsibility  
"believed me"  
Told staff

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, but hard to know  
Reflection, good  
Title IX does good job educating students  
Make athletes "above law"


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

[Redacted] is amazing; goes to swim meets  
"going" above and beyond"  
can count on them



Sport: Swimming & Diving ♀

Interviewer: Pam

Major: 

Interview day/time: 4/9 2:30

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

excited for future; apply tools learned  
sadness, nostalgia, nostalgic  
grateful for opportunities, personal growth  
learned a lot

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

everyday grind; bond together esp. Championships.  
Coaches did tremendous job leading in uncertainty  
push physically in water; coaches push personal growth / athletic success  
Biggest negative is that; no communication  
about what's going on; no model; no urgency; gone for senior  
years; frustrating; program disservice

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; helpful

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

No, all good,  
Really like dining hall - food great

Sport: Swimming & Diving 9

Interviewer: Paul

Major: [REDACTED]

Interview day/time: 4/9 2:00

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

Excited  
excited to move on something new  
part of something amazing

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

everything gained being part of DI; athletics + life skills transferable

Swim + dive new diving coach, head coach = difficult year  
integrated dive coach better;  
juniors - 2 choose to [REDACTED]  
swim coaches could've helped him more administration

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  
scenarios

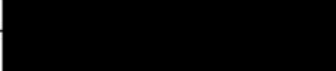
5. What additional feedback, if any, would you like to share about your Mizzou experience?

Advisors are good - Jessica  
worked together (included her) to fix class schedule use  
connections in [REDACTED] at career fair

[REDACTED]

Sport: swimming & diving ♀

Interviewer: Pam

Major: 

Interview day/time: 4/9 ~~8:20 AM~~  
1:30

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

Sad  
amazing last 4 years being part of a team  
wanted brother to come

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

Overall  
great  
exp

love beautiful campus; pool is amazing top notch facilities  
swimming: loved swimming meets & team esp. Myoung Dientes  
MARC - awesome; tutors were helpful; getting to represent Mizzou

not getting a lot of time at home; no summers; 2 weeks at a time  
wish travelled more to meets  
↳ suggestion from coaches  
could not have stayed abroad  
Definitely → 20 hrs training

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?

Known already  
care shelves good

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



Each year different, but had its good things

Sport: Swimming Diving ♀

Interviewer: Rim

Major: 

Interview day/time: 4/9/2019 8:00am

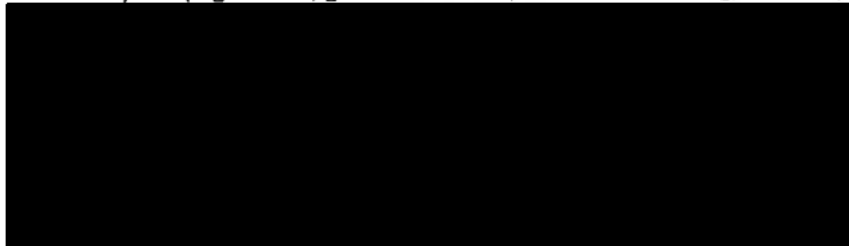
1. What emotion best describes how you are feeling at the end of your time at Mizzou?

happy to have been a part.  
happy memories

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

people - support staff, trainer Justin, Adam, Kim, Dee  
Justice  
title IX hard to deal with - better for everyone

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?

Effective  
tell where to go, confidentiality, mandatory reporting

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

coaches how to deal with behaviors  
guys basketball team rules

Sport: Swimming + Diving ♂

Interviewer: Pam

Major: 

Interview day/time: 11:00 4/8

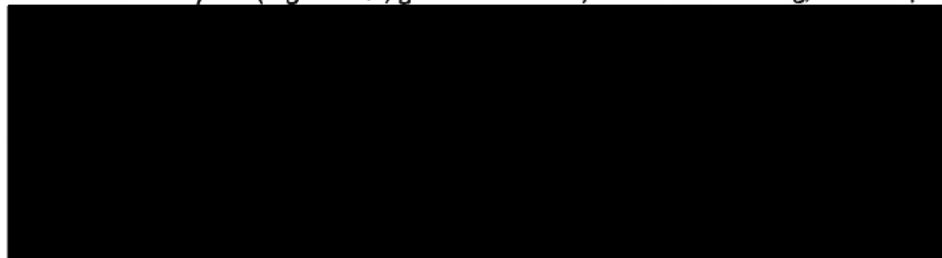
1. What emotion best describes how you are feeling at the end of your time at Mizzou?

Excited

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

Trials; connections that help grow as person  
learned from mistakes - wouldn't take back  
Required tubing

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?

Title IX office too much power  
Reform process - guilty

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

Sexual medicine better this year  
Keep it up  
More attention of Football crimes

Sport: Swimming ↗  
Major: 

Interviewer: Pam  
Interview day/time: 10/10/00 4/10

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

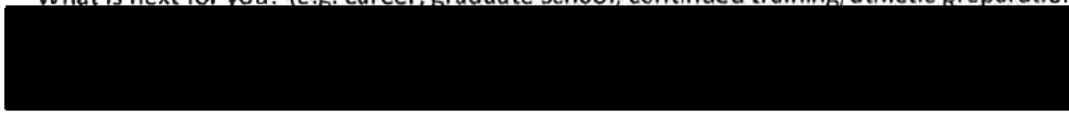
relieved - burnt out, teammates kept in fun  
grateful overall

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

was easy to good things here if you choose to  
communication could be better, meetings - good  
scheduling coaches - my  
goals throughout season  
flow of season

senior shake favorites  
good swimmers

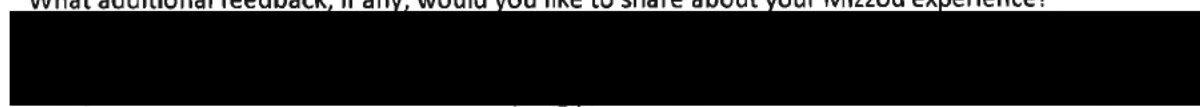
3. What is next for you? (e.g. career, graduate school, continued training/athletic preparation)



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?

can't remember could be more

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



over staff - comm shift

SA Exit Interviews Spring 2019  
coaches need to adapt to new generations (e.g. Texas) & individual needs  
island state - crowd relationships

Sport: Swimming Diving 07

Interviewer: Pam

Major: 

Interview day/time: 10:30 4/10

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

Done swimming looking for a job  
can focus on different

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

1. Big team  
intentional

team, was same thing, similar to me

personally wanted to do better personally  
last swim

better at communicating about scheduling - lot more

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?


could be helpful

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

All good

Sport: Gymnastics & Diving

Interviewer: Pam

Major: 

Interview day/time: 11:00

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

Athletics; given all the help, needed; ~~it~~  
Academic doesn't do a good job of recognizing sports  
inclusivity preach it, practice it

first 2 years at mizzou  
very good

2. What has been the highlight of your time at Mizzou? Is there anything you would have done in places differently?  
close communication between AZ + campus advisor; consistency

learning to be on a team; come from sports but area of pinnacle



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?

nothing on questions should be changed  
probe for it

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

Wagging for years  
Mizzou Made Meetings - required

Atham kid - cover  
useful  
positive relationships  
not helpful  
incentivize

Coachs, SPA required  
AD should be  
to go to meets



Sport: Swimming + Diving (S)

Interviewer: Pam

Major: [REDACTED]

Interview day/time: 4/9 2:45 (from 8:30)

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

ended on high note  
not looking back

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

water process healthy process  
good experience

tutors useless = didn't help  
taken class

Mizzou Made = timing of them;

engagement community  
how long - 30 minutes  
some are talking to  
year - all day long

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?

on paper - yes

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

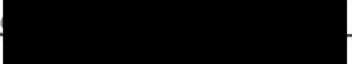
Swimming program great  
Good job but of ability  
old school - works

Complaints

Coaches pushing themselves to get better

Sport: Swimming/Diving →

Interviewer: Paul

Major: 

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

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

Excited  
Bittersweet → great time, second home  
↳ being done


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

Coaching staff, core, support; support system with athletics  
Mizzou made meetings - big waste of time; some - important  
topics who - interactive | Beginning what not to do | financials

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? Hz title IX not kind of person

title IX - empowered!   
Crashes - education; closer relationship

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

Sport: Swimming / Diving

Interviewer: Pam

Major: 

Interview day/time: 10:30

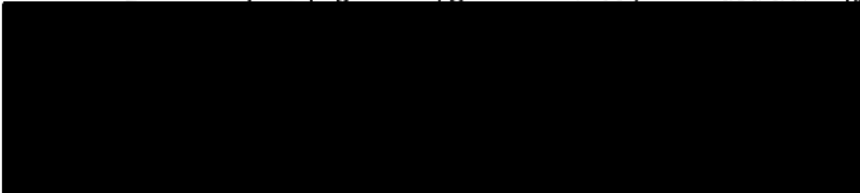
1. What emotion best describes how you are feeling at the end of your time at Mizzou?

Sad - it's done  
~~elaborate~~ excited moving on

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

Dining hall - good choices, no meal plan, not knowing  
to worry about being hungry at night  
AC more time to explain - not take early classes  
Freshman - not correct classes didn't want to make anything

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?

No, not helpful. Title IX 50% very low  
within athletics someone at MATC

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

jobs for advanced classes, majors  
books - optional

Sport: Swimming/Diver ♂?

Interviewer: Pat

Major: [REDACTED]

Interview day/time: 4/12 11:00

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

Thankful

Relaxed - more time, not as late

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

Team trips so much fun, good experience  
compete for university; SECs favorite so much hype  
Coaching change! difficult  
Sessions involved in meeting new coach, didn't  
at first; drastic change. Wouldn't have known [REDACTED]


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?

Know what options are

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


Sport: Swimming & Diving  
Major: 

Interviewer: Pain  
Interview day/time: 4/12 12:30

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

excited it's time  
sub  
withd

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

(insolent)  
relationship to teammates, experience is ~~an~~ accomplished something  
enjoyed last 2 years of 

no consecutive  
to small  
things  
↓  
larger  
things

better than fans fair weather fans  
more consistency by coaches; coaches didn't help SMAC  
culture of accountability re: academics

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  
Crown RT weakest, not engaging

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

enjoyed time, everything you need

coaches, great; successful program  
continuing always been an issue

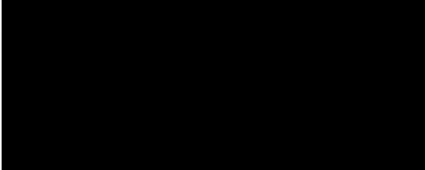
SA Exit Interviews Spring 2019

not  
only one

justify their view of as a person if never poorly at end of  
year! must have done something wrong? life outside pool

Sport: Swimming + diving ♀

Interviewer: Pam

Major: 

Interview day/time: 11:00

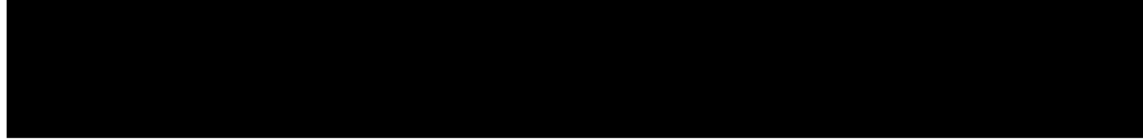
1. What emotion best describes how you are feeling at the end of your time at Mizzou?  
Value of cult; out of cult (no 1's team allowed to rest & like crap)



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

like being SA "all the resources all the people (Adams + Athletic trainers; teammates)  
Richmen; nice run; recitation - sucks were not great  
Not one of families disrespected (new freshmen)  
religious girls; (wouldn't have come to school here)  
recruiting differently; "black hole & negativity"

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



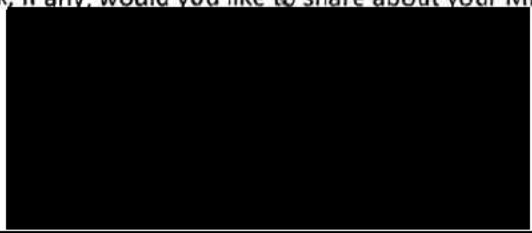
4. Did you find the Athletics Department education on Title IX and Sexual and Relationship Violence Prevention useful? Have you changed your attitudes or behaviors as a result of the education you received? If yes, how so?

helpful, probably do more  
like - women coming over from feminists  
not a size b/c doing something

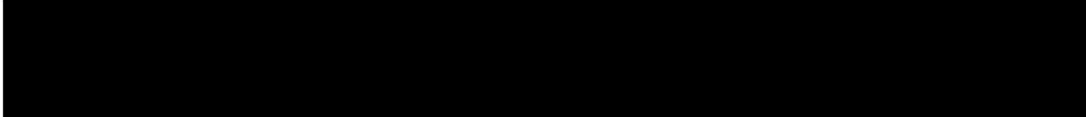
5. What additional feedback, if any, would you like to share about your Mizzou experience?

Fear of speaking out

Groups - polar  
- against  
- pro

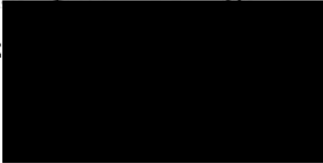


everyone knew about  
noticed b/c were on so long  
taken seriously



Sport: Swimming & Diving ♀

Interviewer: Pam

Major: 


Interview day/time: 4/12 12:30

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

Mixed feelings happy to be done  
great 4 years  
accomplishment  
not sure about future

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

part of sport - awesome to have all the support M&D, pool  
tutors, everything we need  
Bigger team than used to; big group of girls <sup>swim</sup> make

High expectations swimming; ~~not~~ didn't meet goals;  <sup>connective</sup> to lots of people  
how to overcome "bumps in road"; happy now; didn't deserve to be

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

 <sup>part on team more than swimming</sup>

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, helpful. learned a lot

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

## Memorandum

To: Jim Sterk, Athletic Director  
Sarah Reesman, Deputy Athletic Director, Senior Woman Administrator  
Dr. Alexander Cartwright, Chancellor

From: Pam Hinton, Faculty Athletics Representative

Re: Men's Track and Field/Cross-Country Exit Interviews, Spring 2019

Date: May 11, 2019

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### Process

In-person, individual exit interviews with student-athletes who had exhausted eligibility in Spring 2019 were conducted by the FAR and members of IAC Executive Committee (Drs. Craig Roberts, Steve Ball, Cheryl Offut, Mauro Palmero) May 6-10, 2019. 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 Department of Intercollegiate Athletics (ICA). Student-athletes were assured that their responses would be anonymous and that the results would be presented to ICA 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 five men's track and field/cross-country student-athletes with exhausted eligibility in Spring 2019, five participated in the interviews. Overall, the student-athletes expressed mixed emotions about being done with their time as Mizzou student-athletes: excitement about the future and ready to move on, but sadness to be closing that chapter. The student-athletes listed the strong relationships they formed with teammates and others as the "highlight" of their time at Mizzou. They were also complimentary of Mizzou Made, Tiger Leadership Institute and Student-Athletes Fostering Equality. One student-athlete offered the following, "Keep pushing the inclusiveness." He suggested increased opportunities like SAAC, SAFE and TLI, especially during the freshman and sophomore years.

### Areas of Concern

The distance track and field student-athletes expressed concerns with the current state and future of the men's distance program. They felt that the large women's roster (~35 student-athletes) and diminishing men's roster (~15) is negatively impacting the men's program. From the student-athletes' perspective, a significant portion of the women's team is not committed to athletic success and, as a result, they make choices that are detrimental to performance (e.g., alcohol consumption, lack of effort at workouts). Because of Title IX, the coaches cannot cut student-athletes who are not committed to the program. Permitting these student-athletes to remain part of the team has a negative impact on team culture, devalues the meaning of wearing "Mizzou" on the jersey and is detrimental to the men's program. The size of the men's team is restricted and Missouri talent is not going to Mizzou. Clearly, the student-athletes had thought a lot about these issues and they offered two suggestions. They suggested having "A" and "B" teams who would practice at different times and receive different level of equipment support. The other suggestion was to hire a "hands-on" assistant coach as part of the problem is that Coach Burns cannot give enough individual attention with such a big roster.

The throwers had a different set of concerns. It should be noted that they were almost apologetic in bringing these up and acknowledged understanding revenue sports receiving priority. However, they noted disparity among sports in access to the weight-room. They also noted that they cannot use their indoor facility at the Hearnes Center until after November because of football. In addition, their practice



fields are mowed infrequently and the grass get really long in the throws field (makes it hard to find implements).

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

The track and field/cross-country student-athletes felt the education is helpful, although the personal experiences are more effective. In addition, they offered several suggestions: cover "gray areas" (e.g., locker room talk) and do the training with smaller groups to force engagement.

Sport: MTF

Interviewer: Pam

Major: [Redacted]

Interview day/time: 5/6 12:30

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

Sad - little bit  
ready to move on  
still like difficult; change

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

fraternities - throw group life long friends  
throwing really well

night room tomorrow, not consistent from year to year

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?

Better than many men. Mizzou made - smooth experienced  
Mizzou once a semester not to end // strong - good

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

Family

the situation  
grass is long  
out mowed  
field  
neglected  
bottom of  
totem pole  
don't get an  
track don't  
set up until  
November  
Hearnes  
used for  
tailgating



Sport: MTF

Interviewer: Pam

Major: [Redacted]

Interview day/time: 5/6 12:00

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

Wolvercocker  
believed long road bad luck  
AT meaning on [Redacted]

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

Cross-country camp get to know each other better  
huge team 30-35 / 160  
mixed top Missouri talent / developmental talent  
Allow walk on

Meaning  
to be  
lost  
"Mizzou"  
diversity  
man  
much  
did not wait  
alone

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

DD Divinity in ♀ / ♂ => negative impact on team culture  
devalue men's program

[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?

Already knew, so didn't change behavior  
gray areas - education on these / case studies

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

Suggestion: Maybe have A + B (t-shirt/shoes)  
that practice at different times

Sport: MTF

Interviewer: Pam

Major: 

Interview day/time: 5/6 1:00

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

positive nostalgia

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

friendships, bonds, part of exclusive community  
disparities between sports: scheduling, ~~not part of~~  
recruit norm, adjustment  
inclusion maintenance - not set up yet

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?

act all informative

Individuals, not team; small groups usage

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

Keep pushing inclusiveness - athletes/athletics  
stuff

↑ SAAC, SAFF, TRI freshman/sophomore  
fried

Sport: MTF

Interviewer: Ofutt

Major: 

Interview day/time: 10 am

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

Fulfilled  $\Rightarrow$  did what he came here to do + had fun doing it

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

Highlight  $\Rightarrow$  small things, eg being w/ friends + teammates  
+ not taking moments for granted

Differently  $\Rightarrow$  no changes; learn from challenges so wouldn't take those away

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?

- Title IX online training is not as helpful b/c not interactive
- would be helpful to do more interactive or role play situations
- No changes for him; gets SA's attention to be more aware of situations but

5. What additional feedback, if any, would you like to share about your Mizzou experience? he doesn't think he needed that

- Experience was better than he could have asked for
- Mizzou feels like big city; opened his eyes, changed personality + made him more open

Sport: MTT/CC

Interviewer: Pam

Major: [redacted]

Interview day/time: 5/6 1:30

1. What emotion best describes how you are feeling at the end of your time at Mizzou?  
mixed emotions; excited not to worry about body  
good experience

so much on plate  
competing at this level fun [redacted]

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

mixed gender, same as HS; don't mind forced culture  
can heighten experience

Mizzou  
Made -  
good diff  
Cans of cut  
people like  
Title IX

numbers of women; not performing; not excellent people  
same as [redacted]  
hours are really good [redacted] thurs can't give enough time  
quitting only 3 of 17; 15 of 15-16

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

[redacted]

Best coach  
hands on  
Smith -  
can't do it  
good recruiting  
2 separate practices

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, effective; awareness is good; locker room talk  
is good;

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

[redacted] being an athlete at Mizzou  
good platform;

SA Exit Interviews Spring 2019

Get summer - need plan before mid-summer  
team camp; Sunday morning long-run; breakfast

No practice or workouts, disconnected => worse decision

Full  
going

## Memorandum

To: Jim Sterk, Athletic Director  
Sarah Reesman, Deputy Athletic Director, Senior Woman Administrator  
Dr. Alexander Cartwright, Chancellor

From: Pam Hinton, Faculty Athletics Representative

Re: Women's Track and Field/Cross-Country Exit Interviews, Spring 2019

Date: May 11, 2019

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### Process

In-person, individual exit interviews with student-athletes who had exhausted eligibility in Spring 2019 were conducted by the FAR and members of IAC Executive Committee (Drs. Craig Roberts, Steve Ball, Cheryl Offut, Mauro Palmero) May 6-10, 2019. 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 Department of Intercollegiate Athletics (ICA). Student-athletes were assured that their responses would be anonymous and that the results would be presented to ICA 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 nine women's track and field/cross-country student-athletes with exhausted eligibility in Spring 2019, six participated in the interviews. The student-athletes stated feeling confidence, pride, gratitude, bittersweet emotions about being done with their time as Mizzou student-athletes. The student-athletes listed their relationships, Mizzou Made and the service trips as the "highlights" of their time at Mizzou.

### Areas of Concern

One track and field student-athlete was concerned about a lack of "collective commitment to winning." She stated that there are not a lot of team rules and the existing rules are not enforced. This negatively impacts team culture by sending mixed messages about expectations.

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

The track and field/cross-country student-athletes felt the education is helpful and increased their awareness.

Sport: W track

Interviewer: C. Roberts


Major: 

Interview day/time: 11:30 5/7/19

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

Confident about myself - Excited about the future.

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

(A) Being surrounded by my team. Love the MATC.  
Best day - last home meet - got to run 

(B) Probably tried to take more risks on the track.  
During season, wish we had smaller meets.

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) Yes. I did not experience anything like that. But  
it was insightful - made me more aware.

(B) NO

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

- Not one class where I had more relationship w/ profs.  
Big classes.



Sport: W TRACK  
Major: 

Interviewer: C. Roberts  
Interview day/time: 12:30 5/6/19

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

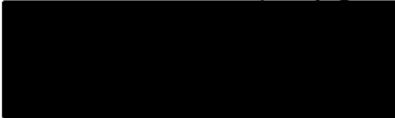
Bittersweet — would choose Mizzou over [over]  
— many tears  
Ready to move on & not ready.

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

(A) People, especially in the MATC (e.g. Adam Kiel)  
Teammates, staff (Also Clay Rogers)

(B) No

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) Informative — but I did not experience anything

(B) Become more aware

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

No complaints — love Columbia, all on campus.

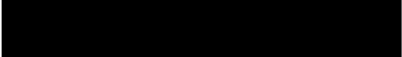
Sport: 

Interviewer: Alcott

Major: WT+F 

Interview day/time: 1pm, Mon

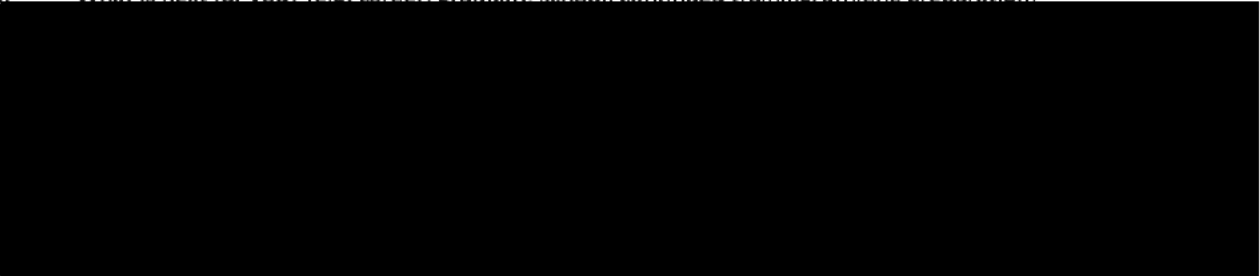
1. What emotion best describes how you are feeling at the end of your time at Mizzou?

Grateful - going from non-sports  to a SA  $\Rightarrow$  sense of community, mentors, push to improve/excel at MU have all been incredibly beneficial  $\Rightarrow$  she realizes how fortunate she is

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

Highlight  $\Rightarrow$  community + friendships w/ teammates and <sup>other</sup> SA's  
Different  $\Rightarrow$  <sup>wish she had gotten</sup> more involved in MATC (tutoring, <sup>career</sup> sports P) that she didn't always <sup>take</sup> advantage of; others discuss how helpful these things have been for them, and she could have taken greater advantage of it

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?

- can't recall specific Title IX ~~stuff~~ / Sex + Rel Violence Prevention efforts  
- worthwhile but can't recall anything of it  
- haven't experienced any discrimination or harassment in Athletics

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

- SA's "get what you put into it"; can dive in + take advantage or go through the motion  
- Fac / Staff at MATC really care about your overall development

- Bittersweet  $\rightarrow$  it will be hard to top this experience.


Sport: WTF

Interviewer: Ofutt

Major: 


Interview day/time: Mon - 1:30

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

Proud => definitely very difficult to manage everything (athletically) and academically 

=> balancing and multi-tasking => employees know what to expect from SA's

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

- opportunity to go 

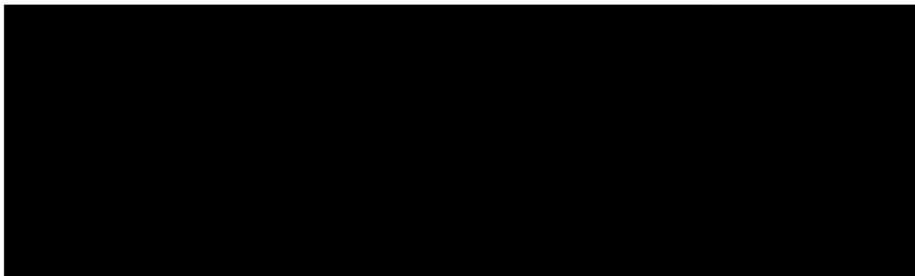
- first group to go => such a humbling experience (transformative) connecting

- hoping to ~~go~~ continue with additional SA's who went on trip + additional volunteer work  
-> Adam + Kinsler were incredibly amazing in prep

-> still keep in touch with 12 SA's who attended

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

- considered Peace Corps as a result of the experience



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, very informative; we are currently experiencing issues on our team + all SA's ~~own~~ team have been involved in add'l meetings

Instructor - Very warm + made to feel very comfortable + able to step forward if/when

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

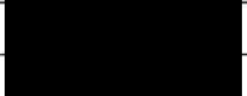
- changes => changed her lens; had never witnessed issues arise  
any issues before but now she has more of a lens to see those behaviors/actions + support her teammate or other SAs

- team has come out of it stronger

- No changes/dec'd. Recently made the most of time here

Sport: WTF

Interviewer: Offutt

Major: 

Interview day/time: 9:30 - M

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

Grateful  $\Rightarrow$  whole staff (especially Mizzou made group) gets truly involved w/ SA's ; resources are amazing

Career resources, fair, interview prep ; advising + general supports are so much better than SA's get at other institutions (competitors are jealous!)

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

Highlight  $\Rightarrow$  Involvement w/ extracurricular athletics programs (CAAC, TLI + SAFE)

- loved getting involved and supporting development as individual + as a leader ; clear connection to life goals + career/life opportunities

- SAFE is not leadership oriented but great honest conversations about diversity + equity

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?

50-50 useful  $\Rightarrow$  online program allows folks to tune out rather than engage - getting to some people but also missing some people ; some stereotypes or frameworks (eg. victim blaming) still remain

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

- no changes bc already very interested + doing extra training and ready on this topic.

Speaker Series was much more engaging

(2b) nothing to change w/ Mizou Made program

→ go into mtgs w/ open mind + commitment to learning

(\*) Men for Men + Women for Women

→ bring these back; great information

→ SAFE provides smaller environment (great) but

larger (whole athletic dept) meetings were extremely beneficial  
in 1<sup>st</sup> years on campus

→ thinks this could be helpful for Title IX / Sexual + Relationship Violence initiatives

(5) Team Piece - lack of collective commitment to winning

Changes / Challenges ↙ Individually + with specific folks - great relationships + very beneficial but not the team / coaching staff overall

Question whether all coaches are fully committed to winning + improving all athletes; expecting SA commitment

- Not a lot of rules and/or not enforced

Team needs  
⇒ true expectation for commitment + enforcement  
if that doesn't materialize

Sport: WTF  
Major: 

Interviewer: Ball  
Interview day/time: 11am

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

*Bitter Sweet.*

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

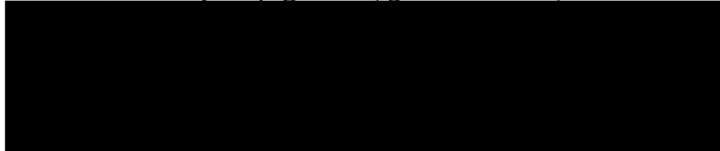
*Ready to leave. - love mentally*

*The team - team mates*

*NO*

*Balance of athletic and academics.*

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 good information*

*no behavior change.*

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

*Teams are too separate.*

*to "clicky"*

*"It's been good"*

**Memorandum**

To: Jim Sterk, Athletic Director  
Sarah Reesman, Deputy Athletic Director, Senior Woman Administrator  
Dr. Alexander Cartwright, Chancellor

From: Pam Hinton, Faculty Athletics Representative

Re: Wrestling Exit Interviews, Spring 2019

Date: May 11, 2019

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**Process**

In-person, individual exit interviews with student-athletes who had exhausted eligibility in Spring 2019 were conducted by the FAR and members of IAC Executive Committee (Drs. Craig Roberts, Steve Ball, Cheryl Offut, Mauro Palmero) May 6-10, 2019. 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 Department of Intercollegiate Athletics (ICA). Student-athletes were assured that their responses would be anonymous and that the results would be presented to ICA 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 three wrestling student-athletes with exhausted eligibility in Spring 2019, three participated in the interviews. The student-athletes expressed feeling satisfaction, gratitude, and sadness about being done with their time as Mizzou student-athletes. The student-athletes listed the close relationships developed with teammates and the academic support from Mizzou Made (Clay) as the "highlights" of their time at Mizzou. One wished Mizzou Made career development identified internships in a wider variety of professions.

**Areas of Concern**

None.

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

The wrestling student-athletes felt the education is helpful and resulted in a greater awareness of choices made.

Sport: Wrestling Interviewer: C. Roberts  
Major: [REDACTED] Interview day/time: 10:30 5/6/19

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

Satisfaction — good about academics & other aspects. Really good time here.

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

(A) Relationships & friendships academic & wrestling successes. [REDACTED] Good relationships

(B) Nothing. Even mistakes helped me learn. No regrets.

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?

(A) Yes — every year you stay fresh on policies & resources.  
(B) More conscious that you are making.

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

[REDACTED] program undergoing change — I wish they had made these changes earlier. A more complete and hands-on curriculum.



M  
Sport: WK

Interviewer: Pam

Major: 

Interview day/time: 5/7 9:30

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

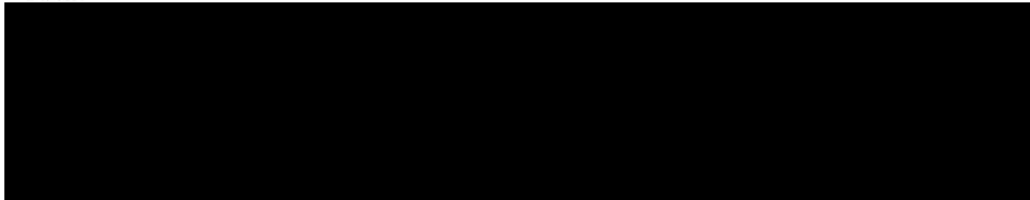
~~sad~~ - be an adult  
Surreal  
Normal - best decision made in life

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

Bonds, relationships on team, but friend  
accomplishments, real life →

Career development - only insurance  
internships

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, helpful  
Etc - opening, experience - sharing

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

All athletes  
Know each other } more

Sport: Wrestling  
Major: 

Interviewer: Maura  
Interview day/time: 5/8/19

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

GRATEFUL! I WAS taken care of.

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

Being an  + help w/  
academics.  
I would do nothing 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?

Athletics did a good job w/ awareness, but many people became overly cautious/scared. No change in attitudes and behavior.

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

Could have more meetings that people want to go - Give options to pick from.