
The first half of the morning session (11:15am-12:00pm) involved a panel with five panelists discussing their careers and the path they took along the way. Courtney Adams (Athletic Trainer, Lynchburg College), Dave King (AD, Eastern Mennonite University), Brian Laubscher (Sports Information Director, Washington and Lee), Jason Page (Men’s basketball official), and Mollie Robertson (Director of Championships, ODAC) each talked about their educational background, any related internships they’ve had along the way, all positions they’ve worked throughout their life, and each individual provided advice to the ODAC student-athletes. There was time at the end for questions from the group.

"Entering the Workforce as a Millennial: How to Work with People of Different Generations"

Kerri Bond, Assistant Director of Admissions at Sweet Briar College, spent the second half of the morning session (12:15-1:15) with the group discussing how to effectively communicate with different generations in the workplace when entering the workforce as a millenial. Bond defined, compared, and discussed the various generations (Silent Generation: 1925-45, Baby Boomers: 1946-64, Generation X: 1965-81, and Millennials, Gen Y, Gen iY, Gen Me: 1985-
2000). Bond and the group talked about different ways everybody must learn to work together, appreciate, and effectively communicate with ALL generations in the workplace.

**Topics for Discussion**

**Audrey Hester, NCAA Division III SAAC Representative for ODAC and MAC**

The afternoon portion of the meeting was spent discussing various topics with the student-athletes. First, they talked about the role of institutional SAACs on campus. Here is a breakdown of each school’s SAAC and how it’s involved:

**Bridgewater:** BC felt that its SAAC was in the process of being built into a stronger foundation. They find that it’s a challenge to get a solid commitment from student-athletes to serve on SAAC. BC has engaged Special Olympics throughout the year with bowling and having an “Eagle for a day.”

**Eastern Mennonite:** EMU does not have an active SAAC on campus. They rely more on the teams to be engaged and Special Olympics involvement is also more team-oriented.

**Emory & Henry:** Even though it has been a continual process, E&H’s SAAC program is fairly involved. They focus on school spirit and how to increase numbers at contests and they want to make sure they have a voice at E&H department meetings. Captains of teams also take a leadership class.

**Hampden-Sydney:** H-SC’s SAAC is in the process of becoming organized and making sure they have a voice from each sport. They have remained active with Special Olympics and did a fundraiser for Special Olympics (collecting donations at home football games).

**Hollins:** HU has been working on its program as well and like E&H, they have an attendance problem at games. HU’s SAAC decided to try having pep rallies and tailgates, which has helped increase participation. Hollins also works with Special Olympics, but it’s more team oriented instead of SAAC.

**Lynchburg:** LC’s SAAC is a work in progress, but they have developed a solid structure. They have a lacrosse clinic with Special Olympics and individual teams involve Special Olympics as well (Hornet for a day, inviting them to games, etc.).

**Randolph:** Randolph has an executive board and two members from each sport that make up its SAAC. They have a commitment from student-athletes and they do several community service activities throughout the year, including reading to elementary schools and Special Olympics fundraising.

**Randolph-Macon:** R-MC’s SAAC has become engaged across campus and in the athletic department. R-MC’s SAAC includes one student-athlete from each team. They talk with faculty about class scheduling, had individuals attend the Apple Conference: Promoting Student-Athlete Wellness and Substance Abuse Prevention at UVA (all divisions) this year, and have developed a SAAC and R-MC brand: “Macon Positive Choices”: this motto goes on bands, socks, shirts, etc. that they can give away at games. They also host a regional basketball tournament and dance for Special Olympics.

**Roanoke:** RC’s SAAC is becoming more structured: two members from each sport. They struggle with connecting the academic side of campus and the athletic side. They are also working on ways to have more school spirit and attendance at games. Special Olympics involvement is done on a team-by-team basis and facility usage.

**Shenandoah:** SU’s SAAC works hard to increase attendance at games throughout the year: they have a Fall Fest, Winter Wipeout, and a Spring Stinger for a home men’s and women’s game including incentives, halftime sales, baked good sales, etc. They also have spirit days and raise money to go to an alum that is battling cancer.

**Sweet Briar:** SBC’s SAAC is six members, one representative from each of its teams, and they work to have open communication with all teams on campus. SBC also works with Special Olympics to put on the Vixen Dash. SBC’s SAAC
has developed “The Visible Vixen Program,” which is a year-long competition among the six athletic teams to see which team can be most visible on campus. Here are the rules for the program:

- Teams will receive points for each team member that attends an approved event.
- To document attendance, a photo of team members at an event or the signature of the event organizer with attendees listed must be turned into respective sport coaches.
- No drive-bys will be allowed. Team members must attend a majority of the event. Points will be deducted if this occurs.
- Teams will get one point for each team member that attends an approved campus event and two points for every approved athletic event attended. Look for selected events to be announced as three point events!
- A limited number of opportunities to gain points for your team by volunteering to work at a home athletic event will be available. Coaches will provide details.
- Dual-Sport athletes may be counted on multiple teams for each event.
- A list of approved events will be maintained on the Google Calendar “Visible Vixen”
- If you would feel an event should be added as an approved event to the Calendar, please email details to ddelude@sbc.edu at least 48 hours before the event.
- Updated team standings will be announced at select home athletic events.
- Team scores will be determined by totaling points and dividing by roster size.

A team champion will be determined at the end of the academic year and prizes will be awarded. The entire group was intrigued by this concept and after hearing that it’s a fun and engaging way to try to increase numbers at home contests, the group asked if SBC could forward that information along to them. This information has been dispersed to the group.

**Virginia Wesleyan:** VWC’s SAAC includes two members from each sport and the coaches usually choose who that will be, but student-athletes can volunteer to serve on the committee as well. VWC is in the process of developing the committee more and getting them involved more. They do a canned food drive and each team works with Special Olympics on an individual basis.

**Washington and Lee:** There is an application process involved to be on the campus SAAC committee and it’s not mandatory for each team to have a representative. W&L’s SAAC is working on ways to enhance student-athlete involvement on campus at events. W&L and Special Olympics have worked together by having a “General for a Day.”

The group spent a decent amount of time discussing ways for schools to get increased attendance at athletic contests. They also discussed which schools had a drinking policy in place and most did not have a department-wide policy, but more of a team-by-team basis.

Robertson asked the group to send her links or documents with updated SAAC bylaws that she can post on the ODAC SAAC website. Most members did not even know that the website even existed. Once everybody’s information is collected, Robertson will post updates to the website so that people can utilize that information.

Additionally, Audrey Hester, NCAA Division III SAAC representative, R-MC women’s lacrosse student-athlete, talked with the group about her role with the conference and the NCAA and Division III week. Hester also reviewed the legislation from January’s convention.