

The University of North Carolina at Chapel Hill
Faculty Athletics Committee
March 21, 2017

Present: **Committee Members:** Lissa Broome, Carol Folt, Beverly Foster, Melissa Geil, David Guilkey, Daryhl Johnson, Steven Knotek, Josefa Lindquist, Andrew Perrin, John Stephens, Deborah Stroman, Kim Strom-Gottfried

Advisors: Michelle Brown (Director, ASPSA), Bubba Cunningham (Athletics)

Liaison from the Student-Athlete Advisory Council: Ezra Baeli-Wang

Guests: Debbi Clarke (Consultant to Provost, Process Review Group), Robbi Pickeral Evans (Athletics), Chris Faison (CSSAC – Minority Male Mentoring & Engagement), Jacob Hancock (DTH), Karen Moon (Media Relations)

I. Welcome and Administrative Matters

John Stephens, committee chair, called the meeting to order and asked everyone in the room, including guests, to introduce themselves.

The minutes from the February meeting, with suggested edits, were approved.

II. Chancellor's Update

Chancellor Folt reported on the recent ACC Council of Presidents meeting. Lissa Broome and Bubba Cunningham also attended in their roles this year as President of the Conference and Chair of the Athletics Directors. One portion of the Council of Presidents meeting was open to all the ACC faculty athletics representatives, athletic directors, and senior women administrators for group discussion around two separate topics. Lissa Broome is collecting notes from each table to memorialize the discussion and the concrete and actionable ideas around each topic.

One topic related to ways to increase the advancement of women and people of color in senior position in athletics and in the University. One idea that came up in Chancellor Folt's group was to ensure that each school's President/Chancellor meets once or twice a year with their SWA to consider how to help advance her in her career. Another idea is for each campus to ensure that its SWA is the sport administrator for one of the revenue sports. Professor Deborah Stroman mentioned that her center is hosting an event on November 3 for women in sport business. Following the Council of Presidents meeting, it was noted that Pitt had hired a female athletic director giving the ACC two female athletic directors, although Debbie Yow has announced that she will be retiring from N.C. State at the end of her contract term.

The second topic related to issues associated with the NCAA, conferences, and student-athletes expressing views on political and social issues. The Presidents also received a report from Dave Brown (a retired former Provost from Wake Forest University) on the ACC Academic Collaborative's (ACCAC) activities. The ACCAC is funded by the ACC, typically from receipts from the ACC Football Championship. Lissa Broome will post on Sakai some additional information about the ACCAC's activities.

III. Athletic Director's Update

Athletic Director Bubba Cunningham reviewed some of the recent successes of the UNC athletic teams. Today is the NFL pro day and both ESPN and the NFL Network are on campus filming our football players who are entering the draft.

Cunningham updated the FAC on the NCAA investigation. UNC is ready to respond to the most recent Amended Notice of Allegations, but Deborah Crowder has submitted a letter and affidavit. The NCAA will try to schedule an interview with Ms. Crowder and this will likely delay the processing of the case.

The NCAA will be selecting championship sites for a multi-year cycle soon. If North Carolina wishes to be considered, it is likely that it will need to make changes to HB2 by April 11. The ACC, on the other hand, selects its championship sites on a year-to-year basis.

IV. Faculty Athletics Representative's Update

Lissa Broome reviewed her written update to FAC (attached), highlighting a few of the many items that will be voted on in April by the NCAA Council. Council votes are done by conference with the ACC having one (weighted) vote. The ACC will meet by teleconference on March 29 to finalize its legislative positions.

V. Academic Subgroup – External Focus

Professors Daren Padua and Steven Knotek are members of this subgroup. Professor Knotek lead the discussion in Professor Padua's absence. The data was drawn from the NCAA's institutional performance program. The focus is on the single year Academic Performance Rate (APR) for 2015 and the single year Federal Graduation Rate and Graduation Success Rate for 2016. In addition, the IPP program reports some data that is not generally publicly available – total credits earned and GPA.

The single year APR along with the Eligibility Rate and the Retention Rate (the two components of the APR) were higher than the ACC and the Top 10 Public School averages.

The single year FGR and GSR, however, were substantially below the ACC and the Top 10 Public School averages. These numbers reflect the six-year graduation rate for students and so are a lagging indicator. When this data was reviewed by race, African-American student-athletes had rates in the bottom 10% of all Division 1 institutions.

Total credits earned and GPAs in 2015 (for student-athletes who receive athletically related aid) were also quite low compared to other ACC schools and to the Top 10 public schools. African-American student-athletes were lower on both scores than the UNC averages.

ASPSA Director Michelle Brown noted that her office had recently determined that some of the information from the summer terms might not have been input correctly, which could affect the GPA and credit hours numbers. Moreover, she noted that the NCAA computed the credit hours as a pure average so that, for instance, the hours for a student who entered in January are averaged with the hours of a student who entered in August, even though we would expect the January enrollee to have half as many credit hours. ASPSA is in the process of reviewing and correcting data where appropriate, but has been informed that the IPP data will not be updated to reflect their corrections. Finally, if a student-athlete leaves to pursue a professional opportunity and then returns to school within his or her six-year window (perhaps to take a course or two towards graduation) the student moves back into the GSR cohort even though it is unlikely he or she will finish a degree within six years of enrollment. Academic Support directors have brought this to the attention of the NCAA so that it may consider whether such students should be added back into the cohort. Not all schools may be aware of this rule and so may not be including their former student-athletes in the cohort in the same manner that we are.

Athletic Director Bubba Cunningham referred to an analysis that he had previously performed of the incoming credentials of our student-athletes. In recent years, student-athlete high school GPAs (for NCAA core courses) and SAT/ACT scores are at very high levels compared to various peer groups.

The disconnect between incoming credentials and actual performance was very troubling to the committee. Chancellor Folt asked the committee for help in understanding this data and for concrete recommendations regarding how we might close the gap between incoming indicators and academic performance on campus. A number of ideas were discussed:

- See if we can do a semester-by-semester comparison for credit hours and GPAs to get data that is not skewed by some of the problems Michelle Brown described and to determine if there are semesters where students are particularly at risk.
- Use all the campus resources to assist students who are struggling and borrow best practices from covenant scholars, Chris Faison's office (CCSAC – Minority Male Mentoring and Engagement -- for reducing the graduation rate gap for African-American males), Cynthia Demetriou (The Office of Undergraduate Retention), and Abigail Panter (Dean of Undergraduate Education in the College of Arts & Sciences).
- Consider whether there are interventions that can be made before students matriculate to assist them in increasing their preparedness for college.
- Reinforce the role of coaches in encouraging student-athletes to succeed academically. We should institutionalize an annual FAC discussion with head coaches and discuss with coaches how they can best provide support for student-athlete academic success.
- Consider whether instructors expect and encourage student-athletes to succeed academically. Do they treat student-athletes differently than other students? Are there different instructional methods, such as those developed by Kelly Hogan and Bob Hinshaw, that can help close the gap?

- Student-athletes often report that when they miss a test for travel to an away competition, they are not allowed an opportunity to make-up the test, putting additional weight on the other assessments in the course. This is another opportunity to shift the ecology of instruction and provide students who have excused absences opportunities to make up missed exams or class work.
- We may wish to examine GPA requirements that may limit admission to certain colleges and majors and potentially deprive students of pursuing a desired course of study. For instance, the School of Education requires a 2.75 GPA, which precludes some students from pursuing studies in that School.
- Student-athletes also need to take responsibility and put in the effort required to have academic success.
- ASPSA counselors work with student-athletes who are struggling and are sometimes alerted to struggles by the academic progress reports filed by faculty. The return rate on these has increased with the introduction of electronic forms (instead of paper forms) and is around 60%. The academic counselors work with students to find out what is happening, work with the instructor, review and adjust the services the student is receiving if necessary, and sometimes pull the student from practice and competition if that is needed. My Academic Plan (the MAP) has been a great help in customizing the academic support provided for each student. Consider whether there are ways to individualize even more the support for student-athletes who are struggling.
- It is important to understand from students who are struggling or are not graduating about what they believe they need to be successful.
- We should examine what other schools may be doing to help their students be successful. Chris Faison has some material from Clemson that may be helpful.

After considerable discussion of the importance of understanding these issues in more detail, the committee agreed that the Academic subgroup on external issues would meet with Michelle Brown with the goal of bringing some proposals to FAC for discussion in April and May.

VI. Student-Athlete Advisory Council (SAAC) Focus Group Discussions

On March 27, FAC will meet with SAAC for our annual focus group discussions. Kim Strom-Gottfried reviewed a revised discussion outline (attached). Each FAC member who can attend will be at a table to lead discussion from the outline with the student-athletes at the table. The students will receive the outline in advance and be encouraged to discuss the issues raised with their teammates so that when they meet with FAC they will be presenting their team's views and not just their personal views. Strom-Gottfried asked FAC members to each prepare notes from their table discussion and submit to her so that she may collate the notes and pull out common themes for further discussion in FAC and with the Athletics Department. Additional questions that were discussed focused on choice of major and whether coaches or practice schedules encouraged or precluded certain majors and whether lifetime fitness classes (LFIT) should be required for student-athletes. Updated examples for the question about students' discussion of social and political issues were suggested such as Black Lives Matter and HB2.

Andy Perrin will not be able to attend the focus group discussion.

VII. FAC Leadership for 2017-18

John Stephens will conduct an election for FAC chair this spring so there can be time for transition between chairs. Currently, there are two Vice Chairs. John suggested that FAC may only need one Vice Chair since the second Vice Chair's responsibility focused in large part on the Committee on Intercollegiate Sport which will end as of June 30. In any event, Stephens proposed conducting the chair election first and thereafter conducting the Vice Chair election for either one or two Vice Chairs. Beverly Foster and John Stephens are completing their terms and are not eligible for election. Josefa Lindquist and David Guilkey are coming to the end of their terms, but will be up for reelection to FAC. Nominations for Chair should be sent to John Stephens who will coordinate the election via email.

The meeting adjourned at 5:30.

Minutes respectfully submitted by Lissa Broome

Attachments

Update to FAC from the Faculty Athletics Representative
SAAC Focus Group Discussion Outline

**Update to FAC from the Faculty Athletics Representative
March 21, 2017**

NCAA

1. Autonomy proposals
 - a. Priorities relate to loss of value and disability insurance for student-athletes and personnel limits
 - b. Autonomy Governance Session with 10 reps from each of 5 conferences (2 presidents, 2 ADs, 2 SWAs, 2 FARs, 2 SAs) April 17-18
2. NCAA Council proposals (the ACC has one representative who votes for the ACC)
 - a. Legislative call on March 29
 - b. Council vote in early April
 - c. Numerous provisions
 - i. 2016-78 (9-3-3; UNC initially supported with a note that we would prefer to see the equivalency limit removed and the counter limit remain)
 1. Intent: In baseball to eliminate the annual limit of 27 on the total number of counters at each institution and to eliminate the minimum equivalency value requirement (25% of an equivalency)
 2. Rationale relates to difficulty of coaches managing their rosters especially with complexities associated with the professional draft for high school seniors and college juniors. Rule was initially put into place because of APR issues in baseball especially with respect to transferring student athletes. There is now an enhanced APR penalty structure and a year in residence required for transfers. On the other hand, the baseball APR has improved so why change?
 - ii. 2016-93 (7-4-4; UNC initially supported)
 1. Intent: To exempt the East Lake Cup (a fall golf tournament for those teams that were successful in prior year's NCAA tournament) from the maximum dates of competition and the declared playing season.
 - iii. Rationale: This contest was begun in November 2015 and will be a 3-day competition featuring the 4-best teams from most recent NCAA Men's and Women's Golf championships. On the other hand, this adds additional class time missed in a sport that already has challenges in this area.

ACC

1. ACC Council of Presidents Meeting March 10 (included ADs, SWAs, and FARs for discussion session)
 - a. NCAA, Conference, and student-athletes and positions or expression of views on social and political issues

- b. Advancing women and minorities in University leadership and Athletic leadership positions
 - c. Compiling notes and suggestions from discussion groups
- 2. Olympic Sports Scheduling Committee
 - a. Has had several calls
 - b. Collected info from most schools and classes missed for competition
 - c. Hoping to learn from other conferences with networks how (if at all) network affected competition scheduling
 - d. Nels Popp supervising EXSS paper on PAC12 scheduling before and after network
- 3. ACC Legislative Teleconference March 29
- 4. ACC Spring Governance Meetings, May 15-18

2017 - Guidelines for Student Athlete Advisory Council Discussions with FAC

Teams represented:

I. Academic Experience at UNC

1. How does your involvement in athletics support or conflict with your academic activities?
2. Describe your relationship with faculty. Have you experienced any particularly positive or negative incidences with faculty?
3. Do your coaches support your academic pursuits?
4. What have been your experiences with the Academic Support Program? With Academic Advising?
5. Have you observed or experienced academic dishonesty?

II. Athletic Experience at UNC

1. What recommendations would you make for improving your time commitments in your sport? How may we assist you in that?

2. So you receive the necessary supports for your physical and mental health and well-being?

3. Do you receive the necessary support to be a successful athlete? (PROMPT: sports medicine, trainers, nutritionists, strength and conditioning staff, sports psychologists; facilities)

4. How is the climate on your team? (PROMPT: with regard to such things as diversity, solidarity, mutual respect, or problems such as gambling, alcohol and other drugs, hazing).

5. How confident are you that if something troubling took place on your team (that might harm the team or the University) that it could be resolved effectively?

6. Who would student athletes go to with concerns, questions, suggestions related to the athletic experience? Issues balancing studies and athletics? General wellbeing?

III. General

1. Does your status as a student-athlete affect your comfort in speaking out about campus issues that are of concern to you (for example, Silent Sam, tuition and fees, others)?

2. What are the most positive aspects of your overall experience at UNC?

3. What are the most negative aspects of your overall experience at UNC?

4. What could we improve?

5. Are you satisfied with your decision to come to UNC and participate in your sports program?

6. Considering all of the things we have discussed (RECAP as needed) which do you feel are the most important for the FAC's (Faculty Athletics Committee) attention and action?
(FYI, Our charge: The committee informs and represents the faculty and advises the chancellor on any aspect of athletics, including, but not limited to, the academic and broader University experience for varsity student athletes and the general conduct and operation of the University's athletic program.)

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