

**Annual Report to Faculty Council
From the Faculty Athletics Committee**

Submitted by Daryhl L Johnson II
Chair, Faculty Athletics Committee
Associate Professor, Dept. of Surgery

November 1, 2018

I. Committee Overview

The Faculty Athletics Committee (FAC) “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” (Faculty Code § 4-7[b], Amended 2/19/16).

Term expiring 2018: Daryhl Johnson, School of Medicine; Layna Mosley, Political Science; Darin Padua, Exercise and Sports Science; Andrew Perrin, Sociology.

Term expiring 2019: Melissa Geil, English and Comparative Literature, Steven Knotek, Psychology; Andrew Perrin, Sociology; Jaye Cable, Marine Biology; Kim Strom-Gottfried, School of Social Work.

Faculty Athletic Committee’s roster for 2017-2018:

Voting members:

Lissa Broome, School of Law, FAR, ex officio
Jaye Cable, Marine Sciences, 2019
Melissa Geil, English and Comparative Literature, 2019
David Guilkey, Economics, 2020
Daryhl Johnson, Surgery, 2018 (Chair)
Steven Knotek, Education, 2019
Layna Mosley, Political Science, 2018
Darin Padua, Exercise and Sports Science, 2018
Andrew Perrin, Sociology, 2018
Jeffrey Spang, Orthopedics, 2020
Kimberly Strom-Gottfried, Social Work, 2019
William Sturkey, History, 2020
Erika Wilson, Law, 2020

Non-voting consultants:

Michelle Brown, ASPSA
Bubba Cunningham, Athletics
Carol Folt, Chancellor, ex officio
Vince Ille, Athletics
Patrick Lyons, Liaison from the Student-Athlete Advisory Council
Morgan Lane, Liaison from the Student-Athlete Advisory Council

Leadership Structure

The Chair of the committee for 2017-18 is Daryhl Johnson, Surgery. In 2016-17 there were two vice-chairs one external (for the Committee on Sport) and one internal. It was recommended that we return to one Vice Chair for 2017-18 since the Committee on Sport is winding down. The Vice Chair for 2017-18 is Kim Strom-Gottfried. The Vice Chair helps organize external events involving FAC, including interacting with the Faculty Council's Committee on the Future of Intercollegiate Sport and organizing the FAC's open forum events for faculty each semester. In addition, the Vice Chair participates in the annual Drug Policy Review Process in the Athletics Department.

Lissa Broome served as Faculty Athletics Representative to the ACC and the NCAA, and thus served as an ex officio member of the FAC. Chancellor Carol Folt attends regularly, as her schedule permits; when she is unable to attend, she typically sends a representative. Several non-voting consultants also attend regularly, provide information and seek the Committee's advice. They include Director of Athletics Lawrence Cunningham; Senior Associate Athletic Director and Senior Woman Administrator Nikki Moore; Associate Athletic Director Robbi Pickerall Evans; Director for the Academic Support Program for Student Athletes, Michelle Brown; and a representative from the Provost's Process Review Group (Debbi Clarke). Two student-athletes, chosen by the Student-Athlete Advisory Committee, also take part in FAC meetings. In 2017-2018, the students were Morgan Lane (Gymnastics) and Patrick Lyons (Men's Lacrosse).

As in previous years, each member of FAC was assigned a "topic area," for which the member was responsible for developing expertise, liaising with relevant parties on campus (for instance, in the case of the Academics topic area experts, participating in the campus review of Course Clustering), and presenting information to FAC. Topic area experts also participate in the Academic Initiative Working Group's meetings when that body is reviewing processes relevant to their area. The topic areas include Academics; Admissions; Advising; and Student-Athlete Experience. FAC members who have experience on the Committee usually move to a new "topic area" role at some point, so that they have the opportunity to provide input on, and gather information about, an additional element of the committee's work.

Each member of FAC also was assigned as a liaison to (typically) two varsity athletics teams. The rationale behind the team liaison assignment was that it would allow members to develop direct relationships with student-athletes, academic counselors and coaches, and that this would improve the flow of information between FAC, on the one hand, and those involved in athletics, on the other. In their team liaison role, FAC members might attend a team meeting or practice; meet with the coaching staff; meet with the academic counselors assigned to their team; or meet with individual members of the team. FAC members have approached this liaison role in various ways, reflecting differences across sports, as well as varying capacities to commit time to this role. In any case, the team liaison activity has allowed FAC members to gather information and bring perspectives that are specific to individual sports – recognizing, for instance, that the concerns of student-athletes in volleyball or basketball may not be the same as those in football or golf.

The committee's roster, minutes, and Annual Reports are available on the Faculty Governance website, <http://facultygov.unc.edu/committees/elected-committees/athletics-committee/>.

II. 2017-2018 Activities

September

The committee discussed the “On Boarding” of the new committee members. At that time the NCAA Committee on Infractions meeting had occurred but the results were not known. Chancellor Folt also reported on the University’s strategic plan which is complete and is now being implemented. Mr. Cunningham reported on the fundraising goals for athletics in the new University Campaign. The total goal for athletics is \$500 million, with the largest goal within that for scholarships. Lissa Broome also brought attention to an NCAA Board of Governors proposal effective in August that requires that each University President/Chancellor, Athletics Director, and Title IX Coordinator attest annually that the athletics department is integrated into the institutional policies and processes regarding sexual violence prevention and that all student-athletes, coaches, and athletics department staff have been educated on sexual violence prevention, intervention, and response. Prof. Broome also reported new time management plans for student-athletes are being developed and student-athletes from SAAC are involved in developing the plans and then again in reviewing them at the end of the year. Dr. Michelle Brown reported that last spring’s student-athlete GPA was 3.01 and that the cumulative GPA was in excess of 3.0. A record 385 student-athletes were named to the ACC honor roll and 92 student-athletes graduated. Special summer programming was developed and provided to 15 incoming student-athletes. Nomination for Vice Chairman were solicited. Topic areas and team liaison assignments were distributed and discussed. The committee then discussed agenda items and areas of focus for the year which included the major themes of student athlete mental health, time management, access to all majors and faculty engagement.

October

NCAA Committee on Infractions decision was issued on October 13th. Kim Strom-Gottfried was elected Vice Chairman. Chancellor Folt noted the importance of the Process Review Group’s continual review of academic processes related to student-athletes under the direction of Provost Bob Blouin and Athletic Director Bubba Cunningham. The committee had a long discussion about staying vigilant in monitoring the intersection of athletics and academics at the university. Mr. Cunningham discussed how the athletics department is responding to any desires by student-athletes to protest or make statements about social or political issues. He noted that student-athletes have the rights and responsibilities of U.S. citizens, members of the Carolina community, and members of a team. Prof. Broome discussed the new NCAA Commission on College Basketball chaired by Condoleezza Rice. In addition, a mandate from the NCAA Division I Board of Directors and the NCAA Board of Directors for each D1 institution to examine its men’s basketball program for possible NCAA violations, to examine the conduct of the men’s basketball coaching staff and administrators to ensure their compliance with NCAA rules, and to report any potential criminal issues to the U.S. Attorney’s Office for the Southern District of New York. Jeff Spang continued to work on the NCAA Chief Medical Officer visit.

November

Morgan Lane described the Football Professor Day. The invitation to professors to attend a football practice is issued two weeks in advance and the professor must sign the invitation to show that it was received. The invited professors attend a practice, speak with the coach, tour Loudermilk, and

then have dinner with the team and the student that invited the professor to attend. Morgan contrasted this effort with one recently undertaken by her team, Gymnastics, where three professors attended practice. Chancellor Folt suggested that faculty attendance at these events might be enhanced if the student-athlete (rather than a representative of the sport) issues the invitation and if faculty are invited to bring their families. Chancellor Folt described the ACC Academic Consortium's October 13-15 event held at the Smithsonian in Washington, DC, ACCelerate: ACC Smithsonian Creativity and Innovation Festival 2017. Athletics department worked with UNC's global education to design a 5-day trip to Puerto Rico this summer. Six to seven football players will be joining other students on this trip. Chris Faison is helping to identify non-student-athletes who would benefit from this opportunity. The length of the trip is designed to fit football players' schedules. Technically, this is not an "international" trip since students do not need a passport to go to Puerto Rico, but it is a global experience that will benefit their education. Michelle Brown shared a draft of an Academic Scorecard that she, Lissa Broome, Robbi Pickeral Evans, and Anna Rose Medley have been working on. The goal is to put together a report that could be issued each August summarizing the prior year's academic data related to student athletes. This would be a report that various committees could reference without each group having to collect and present its own data. Debbi Clarke presented an update from the Process Review Group. She referenced the website cataloging the academic processes relating to student-athletes, <http://apsa.unc.edu/>. Since the creation of this website, the Working Group has reviewed and revised as necessary each process two times. The Working Group met yesterday and concluded this second round of review and discussed its process moving forward. After discussion, the group decided to keep moving forward by keeping each process updated on the website and by spending meeting time focused on some of the pressure points, such as the outcome gap, the black student-athlete experience, priority registration, and the availability of certificate and graduate programs to student-athletes. The committee discussed the possibility of allowing student-athletes five years of scholarship support to complete their degrees. Since they only have four years of eligibility, one year (if it was post-eligibility) would be free of conflicts with practice and competition. This could also facilitate study abroad opportunities and participation in practice or internships. It would also help students take classes for which labs are required. There are, however, numerous obstacles to a five-year plan like this for student-athletes at UNC.

- The University policy is to complete the degree in 8 semesters.
- This would need to be available for all students and not just student-athletes
- More students on scholarship would increase the scholarship budget for athletics

December

Sheryl Waddell, from the Vice Chancellor's Office for Innovation, Entrepreneurship and Economic Development, presented slides on the program she directs, Innovate Carolina Global Network. She then talked about that office's role in the ACC Academic Consortium's recent event at the Smithsonian in DC, ACCelerate: Smithsonian Creativity and Innovation Festival. This event was held October 13-15, 2017. Deborah Stroman and David Guilkey presented a review of student-athlete majors and majors of the student body along with trends over time. Student-athletes spread across quite a few of the same majors as the non-athletes. Committee members expressed some

interest in reviewing majors by team and race. Although the majors selected by student-athletes may have broadened in recent years, determining if there are majors that student-athletes may be interested in pursuing but which may not be available to them because of scheduling issues. Majors that require labs may be especially difficult for student-athletes with afternoon practice commitments and may necessitate a fifth year of study to complete. The new annual survey given to all student-athletes (not just to those ending their athletic eligibility) may be a way to get a window into this issue. Michelle Brown briefly reviewed how Career Services, ASPSA, and Student-Athlete Development work together with students on Tar Heel Exploration to help them make informed major choices focused on their ultimate career objectives. Entering student-athletes also take the Strong Interest Inventory and participate in Majors Fairs and Workshops with professors from different fields. Lissa Broome reviewed an NCAA document that reported on perceptions from various groups about college athletics. Perceptions are negative among faculty, many of whom perceive the NCAA as focused on making money. A website, ncaa.org/opportunity provides positive messages about the role and mission of the NCAA and the value of college athletics. Prof. Broome reviewed with FAC a document noting the missed class days for the 2016-17 academic year by team. The Athletic Department's policy is that no team should miss more than seven class days in a semester (not counting post-season competition). Exceptions to this rule may be granted by the Athletics Director after consultation with the FAR and the Director of ASPSA. New guidelines regarding missed half days have also been implemented to ensure that each team is counting missed class time the same way. It is important to remember that even though a team may miss a certain number of class days not all students may have class on the days missed.

January

Chair Daryhl Johnson introduced new committee member Jaye Cable of Marine Science (who is replacing Deborah Stroman) and welcomed Layna Mosley back from leave. The NCAA Convention occurred January 17-19. The legislation before the five Autonomy conferences was adopted, including legislation that requires institutions to provide at least two years of medical coverage for athletically-related injuries after eligibility ends. Most schools, including UNC, are likely already doing this. This is positive for student-athlete welfare. Legislation was also passed mandating three days off for basketball teams over the winter break. This effectively increases the 14 additional days off during the year, pursuant to last years' time management legislation, to 17 days off for just this sport. Again, most schools are already providing a holiday break from practice and competition. Athletic Director Bubba Cunningham shared the Athletic Department's second strategic plan. This plan contains the same strategy statements as the first strategic plan, but focuses its priorities on people rather than policies (which were addressed more directly in the first strategic plan). This strategic plan's priorities are student-athletes, coaches and staff, and the Carolina community. The latter group is defined as "students, alumni, fans and friends." Some FAC members wished that "faculty" had been specifically named and wished that the plan placed greater emphasis on excellent academic performance, repeating a statement from the first strategic plan about a goal of being in the top 3 in the conference and top 10 nationally in academic performance. Jeff Spang reported that the Committee on College Sport hopes to arrange for the NCAA's Chief Medical Officer, Dr. Brian Hainline, to visit UNC this spring to meet with a variety of groups for a student-athlete mental health summit. Kim Strom-Gottfried discussed themes from FAC's 2017 focus group discussions with the Student-Athlete Advisory Council (SAAC).

February

Dean Abigail Panter described the work of the Undergraduate Admissions Advisory Committee which she chairs. Several other committees report up to the Undergraduate Admissions Advisory Committee, including the Committee on Special Talent, the Race Neutral Strategies Committee, and the Committee on Disabilities. Associate Provost for Enrollment Steve Farmer described the work of the Special Talent Committee. Many around the table are members of the committee or are former members of the committee. Farmer emphasized that admissions decisions are made by the Office of Undergraduate Admissions and the Special Talent Committee only advises his office on those decisions. Debbi Clarke reported that the Faculty Council had adopted a new University Approved Absence Policy. William Sturkey handed out a copy of an 1850 slave census schedule. He explained that it listed the age, sex, and color (but not the names) of people that lived in our state in bondage. At Sturkey's request, the committee paused for a moment of silence to recognize the humanity of these persons. A motion was made, seconded, and adopted unanimously that the committee offer a formal recommendation to the Department of Athletics to take whatever steps it believes are necessary to put another plaque on Kenan Stadium. The committee agreed the University's History Task Force should receive this information.

March

Morgan Lane reported on mental health workshops that she and Dr. Jeff Spang had been working on for student-athletes this spring. Bubba Cunningham noted that the NCAA's Commission on College Basketball Report would be released near the end of April. Chancellor Carol Folt reported that the ACC Presidents recently met. She noted the prominent role that ACC representatives, including the presidents and others, are playing in the College Basketball Commission and in the NCAA governance structure. The ACC Presidents spent time discussing the academic excellence of conference schools. The presidents voted to add \$200,000 of additional funding to the ACC Academic Collaborative (for a total of \$1,000,000 per year), funded from the ACC Football Championship. Martina Ballen, Senior Associate Athletic Director in charge of business and finance for the Athletics Department presented a PowerPoint presentation on the athletic budget. The department's budget is \$92 million. Other Power 5 Conference schools have average budgets higher than ours, yet those schools often sponsor fewer sports than we do. The NCAA minimum sports sponsorship number is 16. Dr. Jeff Spang reported that Dr. Brian Hainline, the Chief Medical Officer for the NCAA, will be coming to UNC on October 18 over the University's fall break, when hopefully faculty will more easily be able to meet with him than during a class day. Debbi Clarke reported that the Process Review Group (PRG) was a continuation of efforts begun in 2013 as the Student-Athlete Academic Initiative Working Group. The group includes administrators, faculty, and students. It documented all academic processes related to student-athletes and they are now cataloged at <https://apsa.unc.edu/>. There was discussion last fall about the functions of the PRG being folded into FAC, but the Provost asked that we continue to separate the functions for at least a year.

April

Cancelled

May

Chancellor Folt thanked the departing members of the committee for their service, for taking on tough issues, and for always considering how we can create a better experience for our students. She also said she looked forward to working with the new members joining this committee. Professor Broome reported on the April Autonomy Conferences forum. She was one of the ten individuals invited to represent the ACC at the forum. The NCAA Division I Council met also in late April and adopted pages of legislation, some of which she previewed at the March FAC meeting. Athletic Director Bubba Cunningham said he was very proud of Dr. Nikki Moore, whose press conference at Colgate University would be held the next day. Chancellor Folt noted that Dr. Moore had accomplished a great deal in her three years at UNC. Mr. Cunningham reported on several of the recommendations from the Commission on College Basketball Report. The recommendations included creating realistic pathways for student-athlete success in the professional ranks (reexamination of the NBA's "one and done" rule and permitting a SA to return to school even after being drafted if the SA does not sign a pro contract), funding degree completion programs for students who leave without a degree, outsourcing the infractions process for complex cases, mitigating the harmful effects of non-scholastic basketball on college basketball, requiring that administrators certify that the institution has complied with NCAA rules, more transparency from shoe companies, and adding public members to the NCAA's governance structure. Committees are expected to be appointed to work on these recommendations. Dr. Jeff Spang reported on two mental health workshops recently held for student-athletes. The first was on Mental Health First Aid and about 25-30 student-athletes, 80% or so of whom were female, attended. The second workshop was a diverse panel of student-athletes who discussed some of their own mental health challenges. Jenni Shannon, the Athletic Department's sports psychologist, was instrumental in setting up each panel. Moving forward, the student-athletes will take more ownership in planning mental health educational sessions. The student-athletes are interested in more conversation with coaches around mental health issues. This fall, Dr. Brian Hainline, Chief Medical Officer of the NCAA, will visit campus. His visit will be geared more toward faculty. Vice Chair Kim Strom-Gottfried thanked the FAC members who facilitated discussion at a table at the recent FAC/SAAC focus group meetings. The compiled notes of each facilitator are posted on Sakai. If FAC members have any corrections to what is attributed to them, they should send those corrections to Professor Strom-Gottfried. The committee mentioned a few themes from the discussions that that may help frame the committee's conversation at the retreat and perhaps some of its work going forward. Dr. Johnson encouraged the outgoing FAC members to attend the summer retreat and help the committee design its work streams for the coming academic year around the Process Review Group Processes, an ongoing topic list prepared by PRG and FAC, and an examination the areas in which we regularly hear reports.

June (Retreat)

Lauren DeGrazia, the University Registrar, and Kristen Lewis, Office of University Counsel, gave a presentation on FERPA. Jeff Spang reminded the committee that the NCAA's Chief Medical Officer, Dr. Brian Hainline, would be on campus on Thursday, October 18 (the first day of fall break) for a workshop on student-athlete mental health designed for faculty. The Process Review Group (PRG), which developed and reviewed all academic processes for student-athletes, has wound down. FAC will be assuming the role of reviewing these academic processes,

<http://apsa.unc.edu>, with a goal to review all processes every two academic years. FAC will make recommendations for process improvement or enhancement to the Provost and the Athletics Director. PRG also developed a matrix of items on issues of concern to it and to FAC. FAC will continue to work through those issues. Each FAC member is assigned to a topic area with two FAC members for each topic area. FAC members are responsible for helping to organize the discussion of their topic and the academic processes related to it. Two additional topic areas have been created -- Athletics Administration, and Governance and Administration. Each topic area also has a liaison assigned to it from outside the elected committee members to help provide expertise and access to necessary resources. The revised FAC onboarding document contains specific information about each topic group's mission. Admissions – Diane Juffras, William Sturkey, Vince Ille (liaison). Advising and Enrollment – Melissa Geil, David Guilkey, Michelle Brown (liaison). Academic Performance – Steven Knotek, Erika Wilson, Michelle Brown (liaison). Student-Athlete Welfare and Equity – Tania String, Jeff Spang, Liaison TBD Athletics Administration – David Hartzell, Jaye Cable, Bubba Cunningham (liaison) Governance and Administration – Daryhl Johnson (chair), Kim Strom-Gottfried (vice-chair), Lissa Broome (FAR, liaison). On Boarding of New Members took place immediately prior to the retreat.

III. 2018-2019 Actions and Initiatives

Review of Academic Processes for Student-Athletes

Mental Health

Time Commitment/Priority Registration/Major Selection

Faculty Engagement

Advocacy for Vulnerable Student-Athlete Groups

Post Eligibility Opportunities