

**Joint Meeting**  
**Faculty Athletics Committee**  
**The Advisory Committee on Undergraduate Admissions**  
**December 5, 2018**

**ACUA Committee Members:** Glynis Cowell, John Engel, Steve Farmer, Abigail Panter, Charlene Regester, Sherry Salyer

**FAC Committee Members:** Lissa Broome, Jaye Cable, Carol Folt (for part of the meeting), Melissa Geil, David Guilkey, Dave Hartzell, Diane Juffras, Stephen Knotek, Jeffrey Spang, Kim Strom-Gottfried, Erika Wilson

**Student-Athlete Liaison:** Toby Song

**Advisors:** Michelle Brown (ASPSA), Bubba Cunningham (Athletics), Vince Ille (Athletics), Lynn Williford (Institutional Research)

**Guests:** Debbi Clarke (Provost's Office), Michael Davis (Admissions), Robbi Evans (Athletics), Yolanda Keith (Carolina College Advising Corps), Jen Kretchmar (Admissions), Anna Rose Medley (Office of the Chancellor), Jared Rosenberg (Admissions), Audrey Smith (Media Relations), Emily Summers (Office of the Chancellor), Damon Toone (Admissions), J. Davis Winkie (Ph.D. student – History)

**I.** Welcome, Introduction, and Preliminary Matters

Welcome. Professor Kim Strom-Gottfried, Vice Chair of the Faculty Athletics Committee (FAC), welcomed everyone to the annual joint meeting of the Advisory Committee on Undergraduate Admissions and the Faculty Athletics Committee to discuss student-athlete admissions.

Introductions. Following Chancellor Folt's remarks (below), Professor Strom-Gottfried thanked the Chancellor for her time. All those in attendance introduced themselves.

**II.** Chancellor's Remarks

Chancellor Folt discussed the plan for the disposition and preservation of the confederate artifact (the statute and tablets known as Silent Sam). She explained the decision process she and the Board of Trustees followed to create the four-part proposal, <https://bot.unc.edu/files/2018/12/Final-Report.pdf>, that was released on December 3 in advance of the December 14 Board of Governors meeting. She made the following points:

- A 2015 Board of Trustees resolution called for building a Center for History and Education at UNC-CH.
- The work of the History Task Force will continue on an accelerated basis.

- The \$5 million costs associated with a Center for History and Education could come from a variety of sources (listed below), but would not come from departmental funds or student fees.
  - A specific budget line from the General Assembly,
  - Payments from unrestricted endowment funds, or
  - New philanthropic gifts for this purpose.
- The timeline for implementation, if approved by the Board of Governors, would be two and one-half to three years since implementation would involve the History Commission, developing a plan, working with zoning issues, and constructing a building.
- The Chancellor encouraged the group to go see the Carolina Hall exhibit for an example of how the University's story can be told.

The Chancellor asked for comments and questions. Some comments included:

- The desire to change the state law so that the artifact could be relocated off campus in a location like the NC Museum of History.
- The need to include students in the process. The Chancellor responded that student input was sought and considered.
- The importance of reaching out to students of color, especially in the light of the admissions lawsuit (discussed later in the meeting). We want to be sure students of color feel they are welcome and that they belong at the University.

### III. Student-Athlete Admissions

Steve Farmer, Vice Provost for Enrollment and Undergraduate Admissions, thanked everyone for attending the meeting. He mentioned his gratitude to work with his colleagues in the Admissions Office. He is proud of them and their work. The office includes fifty full-time and additional part-time staff during the admissions season. Farmer referenced the lawsuit against Harvard University and asked the committee to listen to the University Counsel's presentation later in the meeting regarding a similar suit against UNC. These lawsuits are well-funded efforts that could result in some students' believing they do not belong at these universities. Our students need to feel that the University believes they belong.

Barbara Polk's retirement resulted in a restructuring of staff responsibilities related to student-athlete admissions. Farmer discussed the role of the Committee on Special Talent in advising the Office of Undergraduate Admissions on the admission of students who, in accordance with trustee policy, "give evidence of possessing special talents for University programs requiring such special talents." He mentioned the Admissions Office wants to foster transparency but does not disaggregate admission information that would single out specific individuals or groups. He emphasized that Admissions, not Athletics, makes the decision about admitting students into the University. Admissions follows policies from the Board of Governors, the Board of Trustees, and the Undergraduate Advisory Committee on Admissions. Coaches identify potential students who may be considered special talents to the Athletics Department which then brings appropriate students forward for consideration by the Committee on Special Talent. Farmer also noted that

special talent includes dramatic arts and music, in addition to athletics. Professor Strom-Gottfried asked if the allotment for special talent admissions based on athletics varies from year-to-year and Farmer responded that the allotment (160) does not change. Additional student-athletes are admitted each year outside of this allotment. In 2018, for instance, 53 of the 193 student-athletes who matriculated were admitted outside of Special Talent review process.

Farmer said the Committee on Special Talent has eight voting members, five of whom are tenured faculty in the College of Arts and Sciences. He explained the creation and usage of the predicted grade point average (PGPA) for special-talent prospective students. David Guilkey asked if the formula was back tested and Farmer responded that Admissions does compare the PGPA with actual data. Farmer explained the process of placing students into three groups -- PGPA < 2.3, 2.3-2.6, and > 2.6 -- and noted that all applicants are assessed on other metrics in addition to the PGPA. The PGPA formula has been revised three times since it was first developed in 2013. It is based on the performance of student-athletes during the last four or five years. The Committee on Special Talent also reviews any special talent applicants that do not meet the University System's Minimum Admissions Requirements (MAR) or Minimum Course Requirements (MCR), as well as those with any discipline or breach of community standards issues. Debbi Clarke reminded the group that all the processes for admissions are also outlined at <https://apsa.unc.edu>. Farmer presented data to the committee from admitted special-talent students. In 2018, there were 9 students with a PGPA below 2.3, representing 5% of all admitted student-athletes. A detailed report on student-athlete admissions is presented annually to Faculty Council, along with a broader overview of admissions, <https://facultygov.unc.edu/files/2018/02/UAD2017.pdf>, David Hartzell asked how this data compares to other schools and Farmer replied that there is little public data on athletic admissions.

Farmer presented data comparing student-athlete admissions data from UNC with the UNC System peer group and with a group of schools that are higher ranked than UNC by U.S. News & World Report. This comparison was performed through the NCAA's Institutional Performance Program (IPP) data from 2012 to 2017. He showed comparisons of UNC student-athletes' high school NCAA core GPAs and SAT/ACT test scores related to peers.

Farmer expressed gratitude for the commitment of coaches and the athletic department to recruiting student-athletes who can be successful at Carolina. Farmer said the next steps are to

- Strengthen the feedback mechanisms on reviewing the academic performance of student-athletes admitted through the special talent process,
- Refining the role of the Committee on Special Talent, and
- Clarifying our institutional goals regarding special talent admissions (i.e., What are we trying to achieve? What is the right balance between risk and opportunity in the admissions process?).

Questions for Steve Farmer.

- Professor Erika Wilson asked if Admissions tracks the graduation rate among the various groups of admitted student-athletes. Farmer responded that this data is examined. The question is what is the expectation: Graduation? Graduation with a certain GPA? Is it a success if a student-athlete leaves school for a professional career? Professor Strom-Gottfried suggested we bracket this conversation on data for a later date.
- A guest asked about the lower graduation rates for black male student-athletes. Athletic Director Bubba Cunningham responded that the most recent graduation rate data are based on students who entered the University in 2008-2011. He noted that in 2010, the NCAA began its investigation into agents and academic issues involving a tutor. There was subsequently a coaching change in football and these events meant that some student-athletes left the University for different reasons and this had a negative effect on graduation rates. The Academic Performance Rate (APR) measures eligibility and retention of current student-athletes and it is improving, so the expectation is that graduation rates will improve in the future. APR is reported by team, but we may wish to drill down and look at subgroups across our student-athlete population. Moreover, the Complete Carolina program was developed to allow student-athletes who did not graduate to come back to Carolina to finish their degrees, even though their graduation (if more than six years after matriculation) will not improve the reported NCAA graduation rate. Cunningham also noted that the Loudermilk Center of Excellence that houses the Academic Support Program for Student-Athletes (ASPSA) opened in 2011. Michelle Brown became its new director in 2013 and there are now 17 full-time staff members working to provide academic support for student-athletes. ASPSA provides approximately 1400 tutor appointments per week. The ASPSA support is greater than it has ever been. Academic advising for student-athletes has been enhanced and additional career counseling is provided. Cunningham also discussed other programs focused on student success that also assist student-athletes, such as Thrive at Carolina and Men of Color (with Chris Faison). In addition, Cunningham has worked to add black males to the athletic department staff, including Associate Athletic Director Dwight Hollier, eight black males in football, and two in men's basketball.

IV. Update from University Counsel

The joint committee went into closed session for an update on pending litigation related to admissions. Steve Keadey from the Office of University Counsel provided the update, which included an overview of the case and related litigation.

At the conclusion of the litigation update, the joint committee returned to open session.

Abigail Panter thanked the joint groups for meeting and said it would be important for the two committees to continue to meet to discuss student-athlete admissions.

Respectfully submitted by Lissa Broome (with assistance from Anna Rose Medley and Emily Summers)