

The University of North Carolina at Chapel Hill
Faculty Athletics Committee
February 14, 2017

Present: **Committee Members:** Lissa Broome, Beverly Foster, Melissa Geil, David Guilkey, Daryhl Johnson, Steven Knotek, Josefa Lindquist, Darin Padua, 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. Professor Stephens thanked the Ram's Club and Athletic Department for inviting FAC members to attend the recent Scholarship Donor Banquet where athletic scholarship donors sit with the student-athlete scholarship recipients. Professor Stephens also noted that a routine five-year review has just begun for Athletic Director Bubba Cunningham. John Stephens, Lissa Broome, and former FAC chair Joy Renner are members of the review committee, which has its first meeting on Friday, February 17. The FAC has meetings scheduled for April 11 and May 11. There may be an additional meeting scheduled for June as well.

The minutes from the January meeting with the suggested edits were approved.

II. Faculty Athletics Representative's Update

Lissa Broome reviewed her written update to FAC (attached), focusing on the votes at the Autonomy Session at the NCAA Annual Convention on January 20. The Autonomy Conferences (ACC, SEC, Big 10, PAC 12, Big 12) adopted legislation relating to student-athlete time balance which provides additional days off during the academic year for student-athletes that are free of required athletically related activities and provides for the development of a time management plan for each team (in conjunction with student-athletes) detailing all required athletically related activities. For 2018, the potential autonomy priority areas include loss of value and disability insurance for student-athletes and staffing or personnel limits. Representatives from each autonomy conference will meet April 17-18 to begin developing the 2018 proposals related to these priorities.

Professor Broome also reviewed actions taken at the February ACC Governance Meeting and previewed discussion topics for the March 10 meeting held with the ACC's Council of Presidents.

III. Update from the Committee on Collegiate Sports

Professors Daryhl Johnson and Josefa Lindquist are the FAC representatives on the Committee on Collegiate Sport appointed by Faculty Council. The committee's charge ends June 30, 2017. The committee will meet February 22 to discuss how to follow up on the fall discussion topic of time demands for student-athletes. It is possible that the committee will host its final forum on time demands during the week of April 24th. Funds might be available to offset the costs of inviting a speaker to the Committee's forum. Debbi Clarke noted that veterans are exempted from the LFIT (lifetime fitness course) requirement and that perhaps student-athletes might wish to seek a similar exemption. Before this is explored further, however, input should be gathered from student-athletes on the issue. . Other potential forum topics mentioned, included: mental health issues, social support, the year-round nature of sports, the voluntariness of voluntary activities such as summer camps and summer conditioning, and athletics culture and sexual assault (perhaps using the national conversation around events at Baylor University as a starting point).

IV. Academic Performance Incentives in Coaches' Contracts

Athletic Director Bubba Cunningham discussed incentive compensation for coaches based on their teams' academic performance. The head coaches for football, men's basketball, women's basketball, and baseball have these incentives in their contracts.

Football – Annual APR of 960 or greater – 1 month's salary bonus

Men's Basketball – Annual APR of 975 or greater -- \$75,000 bonus

Women's Basketball – Annual APR of 960 or greater – 1 month's salary bonus

For coaches of other sports, an annual APR of 975 or above results in a bonus of up to \$5,000 for the head coach and up to \$2,500 for assistant coaches. These bonuses are dependent on there being money in the bonus pool. There are also competitive success bonuses that coaches may earn. The grid that has been approved by the Board of Trustees is attached. Academic incentive bonuses are very common in coaches' contracts.

The committee discussed whether these incentives could have unintended consequences where a coach tries to improperly influence academic performance. Cunningham believes that the incentives help reinforce the culture of coaches supporting academic success and recruiting student-athletes who can be successful in the classroom.

V. Academics Subgroup

The four members of the Academics Subgroup have divided their work between an internal focus (David Guilkey, Deb Stroman), which will include a review of course clustering and majors of student-athletes, and an external focus (Steven Knotek, Darin Padua), which will

compare UNC's performance on GSR, FGR, APR with other schools in the ACC and the NCAA. The Academics Subgroup will continue to serve as a resource for Debbi Clarke and the Process Review Group when needed.

David Guilkey presented the report comparing student-athlete majors to those of the student body. The report is attached. The committee considered whether there were majors that were not available to student-athletes. There are application processes to be admitted into some majors such as those offered by the School of Media and Journalism and the Kenan-Flaglar Business School. In addition, some majors within the College of Arts & Sciences have minimum GPA requirements, which might make some of these majors not available options for some student-athletes. The most popular student-athlete major is Exercise and Sport Science, but that is also a popular major among the student body and a popular major at other colleges. Ezra Baeli-Wang said that some student-athletes change their mind about their intended major after they matriculate. Sometimes the change may be based on the difficulty of the major, particularly given the student's time commitment to athletics. The subgroup may try to build upon data collected by Dean Abigail Panter to prepare a report for student-athletes that shows the desired major for student-athletes at matriculation and the actual major. FAC members may also wish to discuss major choice and barriers to majors in the upcoming SAAC Focus Groups. The NCAA now allows courses for minors to count in the Progress Towards Degree calculations so it was suggested that it might be interesting for future reports on majors of non-athlete students compared to student-athletes to also include a comparison of the minors.

GSR and FGR data for UNC student-athletes who matriculated from 2006 to 2009 was also reviewed (attached). The GSR is adversely impacted by student-athletes who left the University during the NCAA investigation that began in 2010.

The subgroup asked FAC about its preference for further discussion on one of the three following topics: Effectiveness of team liaison program (0 FAC members interest), effectiveness of priority registration (2 interested), and issues related to student-athletes with remaining athletic eligibility but who are near earning their degrees (9 interested). The latter topic was discussed briefly. It was noted that for students who have redshirted or who come in with AP credits this can be an issue. The student may get slowed down on their progress towards degree so that they are still working on their degree while they have athletics eligibility, the student-athlete may graduate and apply for graduate school here, the student-athlete may graduate and apply for graduate school at another institution, or the student-athlete may graduate and pursue a certificate program through the graduate school. The latter course is employed by N.C. State, but has not been used by UNC. UNC is exploring with the Graduate School and the academic departments how UNC's existing graduate certificate programs might be used for these student-athletes, allowing them to graduate and then finish their athletic eligibility while pursuing a graduate certificate.

At the March FAC meeting, the Academics Subgroup focusing on external issues will present data from the NCAA's Institutional Performance Program comparing the performance of our student-athletes receiving athletics aid with student-athletes from other institutions. Bubba will provide the subgroup access to the IPP portal and contact information for the NCAA research group if there is other data that the group would like to analyze.

VI. Admissions – January Matriculations

Steve Farmer prepared information on the number of first-year and transfer students who matriculated in January from January 2011 to January 2017 (attached). The information is also broken down by the number of teams represented by this group. The number of students has increased over time from 11 in 2011 to 21 in 2017. The number of teams represented has increased from 4 to 10 in the same time period.

Students who begin in January have a different orientation than those who begin in August. As this cohort grows, we may need to be sure the curriculum accommodates the needs of first semester students who enroll in the spring. Michelle Brown reported that the spring enrollees have done well in their courses and work with their advisors and counselors to enroll in courses that move them towards graduation. Many of these students are just 17 years old. There may be some advantages for students participating in fall sports to enroll in the spring. The Advisory Committee on Undergraduate Admissions may consider whether the University should more broadly enroll students in January. This group of January enrollees could include students graduating from high school early or students taking a gap fall semester following high school.

The meeting adjourned at 5:30.

Minutes respectfully submitted by Lissa Broome

Attachments

- Update to FAC from the Faculty Athletics Representative
- Incentive Compensation Plan for Coaching and Non-Coaching Staff (March 16, 2015)
- Majors of Student-Athletes
- Academic Data
- Spring Admission to UNC

**Update to FAC from the Faculty Athletics Representative
February 14, 2017**

NCAA

1. NCAA Annual Convention -- Autonomy Conferences (to pass must have 48 affirmative votes and a majority of 3 conferences approving or 41 affirmative votes and a majority of 4 conferences approving; student-athletes have 15 of 80 votes)
 - a. NCAA Autonomy Legislative Session on January 20 – Time Balance Proposals
 - i. 2016-136 – re no RARA on 7 days off and 14 days off (80-0)
 1. ACC amendment excludes multi-sport life skills sessions adopted (48-32, 3 conferences gave majority support)
 2. PAC12 amendment to allow SAs to participate in limited recruiting activities on days off defeated (12-67-1, 1 conference gave majority support)
 3. Amendment by the SEC to provide that travel day can count as a day off if travel concludes between midnight and 5 a.m. and following return SAs have 24 hours without RARA adopted 51-29, 3 conferences gave majority support).
 - ii. 2016-135 – no RARA during 8-hour period between 9 p.m. and 6 a.m. adopted (80-0)
 - iii. 2016-137 – Student-Athlete Time Management Plan was adopted (79-1)
 - iv. 2016-138 – Playing season required one day off per week during preseason practice and playing periods adopted (58-22, majority of 3 conferences supported) (we opposed)
 - v. 2016-139 – Prohibit Off-Campus Practice During a Vacation period Outside of the Championship Season was adopted (58-22, majority support from 5 conferences) (we opposed)
 - b. Other Autonomy legislation
 - i. 2016-130 – Retroactive Financial Aid adopted (73-7, majority support from 5 conferences) (we opposed)
 - ii. 2016-133 – Student-athlete entertainment outside the playing season adopted (55-25, majority of 4 conferences supported) (we opposed)
 - c. Autonomy Consent package adopted 80-0
 - i. 2016-128 – Athletics department staff on professional sports counseling panel
 - ii. 2016-129 – Media activities for SA – may not miss class (unless away from home competition or NCAA or conference-sponsored media activity) and may be reimbursed actual and necessary expenses
 - iii. 2016-131 – May offer per diem or meals to students in conjunction with away from home competitions; may do different things on different days
 - iv. 2016-132 – Nutritional supplements may provide protein supplements

- v. 2016-134 – May reimburse SAs for actual and necessary expenses associated with their participation in elite national and international competition
- d. Potential Autonomy Priorities for 2018
 - i. Student-athlete insurance – loss of value and disability
 - 1. How to fund – SAF or other sources
 - 2. Tax and financial aid implications
 - ii. Staffing or personnel limits
 - 1. Football oversight committee has a provision that would permit a 10th assistant coach
 - iii. Legislation or continue waiver process for family members to be reimbursed to travel to Final Four
 - iv. Time balance – summer activities particularly in football and men’s and women’s basketball
- e. ACC Autonomy Committee will work on these
- f. Autonomy Governance Session with 10 reps from each of 5 conferences (2 presidents, 2 ADs, 2 SWAs, 2 FARs, 2 SAs) April 17-18

ACC

- 1. ACC Governance Meetings, February 8-10
 - a. Approved ACC Post-Graduate Scholarship Winners (3 from each school and some Honorary Winners)
 - b. Other items related to conference operation and sport operation
 - i. Additional travel expense allocation for Clemson football
 - ii. NCAA Automatic Qualifier determinations when conference championship cannot be completed (because of adverse weather, for instance)
 - iii. Alcohol sales permitted at on-campus ACC Championship sites if the site provide alcohol sales during the regular season
 - iv. ACC will not sponsor/propose NCAA legislation to establish an academic-year model in men’s soccer (SWAs recommended 7-5-3; ADs defeated 7-8).
 - v. Olympic Sport Participant Gifts -- \$75 gift card approved
 - vi. Olympic Sports Regular Season Scheduling Working Group formed and will begin meeting to review missed class time and conference scheduling in a 15-school conference as well as consider missed class time issues and the ACC Network.
 - c. Discussion topics for Council of Presidents’ Meeting on March 10 with ADs, SWAs, and FARs
 - i. NCAA, Conference, and student-athletes and positions or expression of views on social and political issues

- ii. Advancing women and minorities in University leadership and Athletic leadership positions
- d. Other FAR items
 - i. Forming a subcommittee to discuss review and monitoring of new time management plan and to bring ideas for discussion at the May meetings. Lissa is on the 4-person subcommittee.
 - ii. March 29 legislative webinar/conference call to include Compliance Directors and recommend that school representatives participate in the call together
 - iii. Drake Group request to Autonomy Conference Schools (other than UNC) asking for Provosts to report on their reviews to check for academic corruption in the athletics department
 - iv. Discussed Exit Surveys and Exit Interviews
 - v. Olympic Sports Scheduling Committee
 - 1. One call so far; next call February 27
 - 2. Has heard about all the considerations that go into making conference schedules
 - 3. Is collecting info on how (if at all) other conference networks affected competition scheduling
 - 4. Asking all schools to send to the committee for 2015-16 number of class days missed because of conference games, non-conference games, and post-season competition by sport
 - 5. Discussion of missed class time versus days away from campus
- 2. ACC Council of Presidents Meeting, March 10
- 3. ACC Legislative Teleconference March 29
- 4. ACC Spring Governance Meetings, May 15-18

**UNC-CHAPEL HILL DEPARTMENT OF ATHLETICS
PROPOSED REVISIONS TO INCENTIVE COMPENSATION PLAN
FOR NON-COACHING AND COACHING STAFF**

March 16, 2015

INTRODUCTION

On May 23, 2013, the Board of Trustees (BOT) approved an incentive compensation plan for non-coaching and coaching staff in the Department of Athletics. This plan was implemented on July 1, 2013, and is carried out in accordance with the University's Policy on Non-Salary and Deferred Compensation for EPA Employees. Its purpose is to recognize added duties for athletics post-season play and the attainment of certain team-level academic goals. The Director of Athletics is seeking to modify certain provisions of this plan so that there is more flexibility and that the awarded compensation can be more helpful in recruiting, incenting, and retaining key Athletics Department talent.

BACKGROUND

The existing Department of Athletics incentive compensation plan has two primary performance metrics on which incentive pay is based: academic achievement of student-athletes and competitive achievement for post season participation (e.g., national championship, Final 4, conference championship, top 25 national finish, bowl game, etc.). The academic achievement portion of the existing plan bases payments on fixed dollar amounts, and this portion of the plan are not proposed to change. The current post-season play portion of the plan is primarily based on awarding fixed dollar amounts (ranging from \$500 to \$3,000) per eligible event, with only a few exceptions for Associate and Assistant Coaches. The Director of Athletics desires to make this plan more flexible by changing the basis for incentive compensation for competitive post-season play up to 2 months of an employee's annual salary, depending on the specific competitive event and sport. **Attachment A** and **Attachment B** provide details on the proposed changes for all forms of incentive compensation possible under this plan.

As with the previously adopted plan, all of the authorized incentive compensation may, but is not required to be awarded by the Director of Athletics, subject to his/her management discretion and the availability of funds. In the event any Federal, State, or athletic governing body (e.g., NCAA, ACC) rule or regulation shall make the payment of any indicated incentive compensation impermissible or ineffectual or subject UNC-Chapel Hill to a penalty, assessment, or violation, the Athletic Director shall have the authority to substitute alternative incentive compensation that would allow for a substantially similar economic benefit to the employee, if permissible.

RECOMMENDED ACTION

Approval of proposed changes to the Department of Athletics Incentive Compensation Plan for Non-Coaching and Coaching Staff as outlined in **Attachment A** and **Attachment B**, to be effective on April 1, 2015.

UNC-Chapel Hill Department of Athletics

Attachment B ~ Schedule of Proposed Changes to EPA Non-Faculty Incentive Compensation for Coaching Staff ~ Rev. 3/16/2015
(Compensation amounts are at the discretion of the Athletics Director up to the specified limits)

<u>PERFORMANCE METRIC</u>	<u>Head Coach (See Note 1)</u>		<u>Associate and Assistant Coaches</u>	
	<u>Current Plan</u>	<u>Proposed</u>	<u>Current Plan</u>	<u>Proposed</u>
<u>Academic Achievement</u>				
Annual Team Academic Progress Rate (APR) equal to 975 per NCAA formula	\$5,000	Up to \$5,000	\$2,500	Up to \$2,500
<u>Competitive Achievement - Post-Season</u>				
Win Conference Team Championship (Note 2)	n/a	Up to 2 Months Salary	n/a	Up to 2 Months Salary
NCAA Post Season Participation				
Men's Basketball	n/a	n/a	1 Month Salary	Up to 2 Months Salary
Women's Basketball	n/a	n/a	1 Month Salary	Up to 2 Months Salary
Men's Football	n/a	n/a	1 Month Salary	Up to 2 Months Salary
All Other Sports	\$2,000	Up to 2 Months Salary	\$1,000	Up to 2 Months Salary
Top 25 National Finish - Final NCAA Recognized Poll	\$2,000	Up to 2 Months Salary	\$1,000	Up to 2 Months Salary
Top 25 National Finish and Post Season Bowl (Football)	n/a	n/a	1 Month Salary	Up to 2 Months Salary
(See Note 3)				
NCAA Final Four	n/a	Up to 2 Months Salary	n/a	Up to 2 Months Salary
National Champion (See Note 4)	2 Months Salary	Up to 2 Months Salary	1 Month Salary	Up to 2 Months Salary

NOTES

Note 1: Excludes Head Coaches for Men's Basketball, Women's Basketball, Football, and Baseball

Note 2: Conference Tournament or Regular Season if no Tournament is sponsored by Conference

Note 3: Funded by Pope Endowment and subject to availability of endowment funds

Note 4: Team or Individual championship wins

All of the indicated incentive compensation may, but is NOT required to be awarded by the Director of Athletics subject to his/her management discretion and the availability of funds. In the event any Federal, State, or athletic governing body (e.g., NCAA, ACC) rule or regulation shall make the payment of any indicated incentive compensation impermissible or ineffectual or subject UNC-Chapel Hill to a penalty, assessment, or violation if aid, the Athletic Director shall have the authority to substitute alternative incentive compensation that would allow for a substantially similar economic benefit to the employee if permissible.

UNC-Chapel Hill Department of Athletics

Attachment A ~ Schedule of Proposed Changes to EPA Non-Faculty Incentive Compensation for Non-Coaching Staff ~ Rev. 3/16/2015

(Compensation amounts are at the discretion of the Athletics Director up to the specified limits)

PERFORMANCE METRIC	Football, Men's Basketball, and Women's Basketball		All Other Varsity Sports	
	<u>Current Plan</u>	<u>Proposed</u>	<u>Current Plan</u>	<u>Proposed</u>
Academic Achievement				
Annual Team Academic Progress Rate (APR) equal to 975 per NCAA formula				
Assigned Primary Sport Administrator	n/a	n/a	\$2,000	Up to \$2,000
Assigned Secondary Sport Administrators	\$5,000	Up to \$5,000	n/a	n/a
Competitive Achievement - Post-Season				
Win Conference Championship (See Note 1)				
Executive Sr. Assoc. Athletic Director	\$3,000	Up to 1 Month Salary	\$1,000	Up to 1 Month Salary
Sr. Associate/Associate Athletic Directors	\$3,000	Up to 1 Month Salary	\$1,000	Up to 1 Month Salary
Assigned Primary Sport Administrator	n/a	Up to 1 Month Salary	\$1,000	Up to 1 Month Salary
Assigned Secondary Sport Administrator	\$3,000	Up to 1 Month Salary	n/a	Up to 1 Month Salary
NCAA Post Season Participation (See Note 2)				
Executive Sr. Assoc. Athletic Director	\$1,000	Up to 1 Month Salary	\$500	Up to 1 Month Salary
Sr. Associate/Associate Athletic Directors	\$1,000	Up to 1 Month Salary	\$500	Up to 1 Month Salary
Assigned Primary Sport Administrator	n/a	Up to 1 Month Salary	\$500	Up to 1 Month Salary
Assigned Secondary Sport Administrator	\$1,000	Up to 1 Month Salary	n/a	Up to 1 Month Salary
Directors of Sport Operations/High School Relations	\$1,000	Up to 1 Month Salary	\$500	Up to 1 Month Salary
Video Coordinator/New Media Director	\$1,000	Up to 1 Month Salary	\$500	Up to 1 Month Salary
Assigned Athletic Trainer(s)	\$1,000	Up to 1 Month Salary	\$500	Up to 1 Month Salary
Assigned Communications Director	\$1,000	Up to 1 Month Salary	\$500	Up to 1 Month Salary
Assigned Marketing Director	\$1,000	Up to 1 Month Salary	\$500	Up to 1 Month Salary
Assigned Ticket/Business Director	\$1,000	Up to 1 Month Salary	\$500	Up to 1 Month Salary
Assigned Event Management Director	\$1,000	Up to 1 Month Salary	\$500	Up to 1 Month Salary

NOTES

Note 1: Conference Tournament or Regular Season if no Tournament is sponsored by Conference

Note 2: Includes Football Bowl Game

All of the indicated incentive compensation may, but is NOT required to be awarded by the Director of Athletics subject to his/her management discretion and the availability of funds. In the event any Federal, State, or athletic governing body (e.g., NCAA, ACC) rule or regulation shall make the payment of any indicated incentive compensation impermissible or ineffectual or subject UNC-Chapel Hill to a penalty, assessment, or violation if aid, the Athletic Director shall have the authority to substitute alternative incentive compensation that would allow for a substantially similar economic benefit to the employee if permissible.

Trends in Student Athlete Majors compared to Non-Athletes 2012-2016

Table 1. Number and Percentage of Non-Athletes and Athletes in the Top 30 Majors in 2016				
Major	Number of Non-Athletes	Percentage of Non-Athletes	Number of Athletes	Percentage of Athletes
Biology (BA)	1199	10.2	18	5.8
Psychology	899	7.6	22	7.0
Economics	800	6.8	23	7.3
Media and Journalism	670	5.7	18	5.8
Political Science	639	5.4	6	1.9
Exercise and Sport Science	637	5.4	82	26.2
Business Administration	575	4.9	29	9.3
Computer Science	493	4.2	2	0.6
Chemistry (BA)	466	3.9	4	1.3
Communication Studies	400	3.4	27	8.6
Global Studies	389	3.3	3	1.0
History	290	2.5	7	2.2
Public Policy	278	2.4	3	1.0
English	253	2.1	3	1.0
Romance Languages	236	2.0	3	1.0
Mathematics (BA)	225	1.9	3	1.0
Undecided	205	1.7	0	0.0
Nursing	204	1.7	3	1.0
Mathematical Decision Sciences	203	1.7	4	1.3
Peace, War, and Defense	199	1.7	2	0.6
Management and Society	175	1.5	14	4.5
Biomedical and Health Sci Eng	143	1.2	1	0.3
Sociology	141	1.2	6	1.9
Environmental Sciences	128	1.1	1	0.3
Anthropology	114	1.0	1	0.3
Physics (BA)	103	0.9	1	0.3
Environmental Studies	88	0.7	5	1.6
Health Policy and Management	85	0.7	1	0.3
Music	85	0.7	0	0.0
Philosophy	83	0.7	1	0.3

The correlation of the percentage of athletes and non-athletes in the top 30 majors is 0.53. However, this number is skewed by the high number of non-athletes majoring in Biology and the high number of athletes majoring in Exercise and Sport Science. If you drop those two and correlate the remaining top 28, the correlation is 0.70.

Table 2. Top 30 Trends in Majors between 2012 and 2016						
Major	Change in the Number of Non-Athlete Majors	Number of Non-Athlete Majors in 2012	Number of Non-Athlete Majors in 2016	Change in the Number of Athlete Majors	Number of Athlete Majors in 2012	Number of Athlete Majors in 2016
Computer Science	322	171	493	1	1	2
Psychology	-165	1064	899	4	18	22
Biology (BA)	144	1055	1199	2	16	18
English	-136	389	253	0	3	3
History	-120	410	290	-5	12	7
Chemistry (BA)	119	347	466	-3	7	4
Mathematical Decision Sciences	111	92	203	3	1	4
Exercise and Sport Science	96	541	637	17	65	82
Romance Languages	-90	326	236	-1	4	3
Economics	82	718	800	6	17	23
Applied Science	-79	80	1	-1	1	0
Global Studies	-78	467	389	-5	8	3
Public Policy	66	212	278	1	2	3
Nursing	-64	268	204	3	0	3
Undecided	63	142	205	-3	3	0
Afri, Afri-Amer, Diaspora Stds	-49	63	14	-4	4	0
Studio Art	-43	95	52	0	1	1
Communication Studies	-38	438	400	-25	52	27
Philosophy	-37	120	83	-1	2	1
Elementary Education	-36	61	25	0	0	0
Sociology	-35	176	141	0	6	6
Political Science	32	607	639	-4	10	6
Middle Grades Education	-32	42	10	-1	1	0
Management and Society	30	145	175	-1	15	14
Music	27	58	85	0	0	0
Germanic and Slavic Lang & Lit	-27	55	28	0	0	0
Psychology (BS)	-25	58	33	1	0	1
Business Administration	-25	600	575	1	28	29
Mathematics (BA)	25	200	225	2	1	3
Information Science	24	49	73	2	1	3

The correlation in the top 30 changes in majors between athletes and non-athletes is 0.23.

Appendix 1: UNC-Chapel Hill: Multi-year GSR, FGR, and APR

	04-05	05-06	06-07	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16
GSR	80	81	87	85	87	87	88	88	86	86	85	82
-MBB	82	70	86	86	75	88	89	91	90	88	80	50
-Fball	64	70	79	78	80	75	75	75	65	69	62	59
-WBB	64	56	64	90	100	100	85	79	79	69	85	82
-WSoc	78	88	100	94	88	73	73	67	67	79	72	76
FGR	70	70	71	73	73	73	74	74	72	72	72	68
St.body	81	82	83	83	84	84	85	87	88	89	90	89
-Diff	(11)	(12)	(12)	(10)	(11)	(11)	(11)	(13)	(16)	(17)	(18)	(21)
APR												
-MBB	989	993	995	989	995	985	963	959	938	952	974	
-Fball	943	948	947	947	957	955	943	934	938	937	952	
-WBB	982	989	975	970	979	960	959	963	963	981	991	
-WSoc	993	965	974	974	972	965	959	962	947	976	983	

	UNC-CH	NC State	UVA	Duke	WFU
GSR (15-16)	82	83	87	97	92
-MBB	50	71	70	100	70
-Fball	59	70	77	94	91
FGR (15-16)	68	66	78	85	78
-St.body	89	74	93	95	87
-Diff	(21)	(8)	(15)	(10)	(9)
APR (14-15)					
MBB	974	966	979	995	983
Fball	952	969	974	995	968

For 2014-15, UNC-CH had seven teams in the top 10% of their sport for APR:

- Women's fencing (recognized every year – 11 times)
- Women's golf (recognized every year – 11 times)
- Volleyball (recognized 10 times)
- Gymnastics (recognized 7 times)
- Women's tennis (recognized 3 times)
- Men's swimming and diving (recognized 5 times)
- Men's tennis (recognized 2 times)

ACC Honor Roll - Number of students with a 3.0 or greater gpa for full academic year

2012-13	329	2014-15	339
2013-14	347	2015-16	356

FGR – Federal Graduation Rate. This graduation rate is reported by the Department of Education’s National Center for Education Statistics as part of the Integrated Postsecondary Education Data System (IPEDS). This metric is a six-year rate that includes students who received athletic scholarship aid in their first semester of enrollment. The federal graduation rate counts student-athletes who left the University in good standing prior to graduation as non-graduates. This data is available for student-athletes at an institution and for the student body so it is a way of comparing the performance of student-athletes with the student body.

<https://web1.ncaa.org/GSRSearch/exec/homePage>

GSR – Graduation Success Rate. The GSR is an NCAA metric and is calculated for student athletes who received athletics aid. The GSR adds students who transferred into the institution to the group of first-year students who received athletics aid and also differs from the FGR in that schools are not penalized when a student-athlete leaves in good academic standing to transfer to another institution, pursue a professional career, or for any other reason. Under the FGR, such departures are counted as failures to graduate from the institution of original enrollment, even if the student later graduates from another institution.

<https://web1.ncaa.org/GSRSearch/exec/homePage>

APR – Academic Performance Rate. This is an NCAA metric based on the academic eligibility, retention, and graduation of student-athletes receiving athletically related financial aid. Points are awarded each semester per student-athletes on the basis of eligibility/graduation and retention. Each team member may earn two points per semester: one point for maintaining eligibility or for graduation, and a second point for being retained. On a team with ten members, for instance, there would be a maximum of 40 possible points in an academic year. If two student-athletes on the team were not eligible in the spring semester and were not retained, then the hypothetical team would only earn 36 points (losing 2 points for each student during that spring semester). The APR in this hypothetical example is calculated by first dividing 36 by 40 (equals .9), and then multiplying by 1000 to get an APR of 900. For 2015-16 going forward the standard for postseason play is a four-year APR of at least 930.

<https://web1.ncaa.org/maps/aprRelease.jsp>

Spring Admission to UNC

Spring 2011 - Spring 2017

First-Year and Transfer							
Academic Year	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
Spring	2011	2012	2013	2014	2015	2016	2017
Student-Athletes	11	9	16	10	15	18	21
Non Student-Athletes	7	3	6	2	6	8	0

First-Year							
Academic Year	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
Spring	2011	2012	2013	2014	2015	2016	2017
Student-Athletes	7	7	11	9	11	14	20
Non Student-Athletes	1	2	2	0	4	4	0

Transfer							
Academic Year	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
Spring	2011	2012	2013	2014	2015	2016	2017
Student-Athletes	4	2	5	1	4	4	1
Non Student-Athletes	6	1	4	2	2	4	0

Number of Teams Represented							
Academic Year	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
Spring	2011	2012	2013	2014	2015	2016	2017
Student-Athletes	11	9	16	10	15	18	21
# of Teams Represented	4	5	7	4	6	8	10