

**Faculty Athletics Committee
Annual Report to the Faculty Council
November 14, 2003**

Overview of Committee's Structure and Purpose

Members 2002-03: Celia Hooper (chair), Harry Amana, Carol Arnosti, Lissa Broome, Nicholas Didow, Jack Evans (ACC rep-ex officio), Garland Hershey, James Murphy, Terry Rhodes, William Smith, and Judy White.

Members 2003-04: Lissa Broome (2005) (Chair), Nick Didow (2004), Jack Evans (ACC rep-ex officio), Kathleen Harris (2008), Garland Hershey (2006), David Klapper (2004), Lloyd Kramer (2007), George Lensing (2008), Steve Leonard (2006), James Murphy (2005), and William Smith (2007).

The committee is made up of ten elected members of the faculty serving staggered five-year terms. In addition, the faculty athletics representative to the ACC, if not already an elective member, is an ex-officio member of the committee. Chancellor Moeser attends meetings as his schedule permits. Director of Athletics Dick Baddour, Senior Associate Athletic Director Larry Gallo, and Associate Athletic Director for Student Services John Blanchard also regularly attend the committee's meetings and report each month to the committee for advice or information.

Annual Report: The annual report was prepared by Lissa Broome and reviewed and approved by the committee.

Meetings: The committee held monthly meetings during the 2002-2003 academic year. The committee has met monthly during the current academic year, with its first monthly meeting in September.

The first half of the committee's April 2003 meeting was, at the Chancellor's request, a joint meeting with the Executive Committee of the Faculty Council (ECFC) and the Chancellor's Advisory Committee. At that meeting, the Chancellor and Director of Athletics informed the committee of the press conference that would occur later that evening in which the resignation of men's basketball coach Matt Doherty was announced. A second joint meeting was called by the Chancellor for June 13, 2003. At that meeting the Chancellor and Director of Athletics discussed with and solicited feedback on the proposed expansion of the ACC.

The committee chair, Celia Hooper, and several members of the committee, also met once a semester during the 2002-03 academic year with the ECFC to update it on the committee's activities. Lissa Broome, as incoming committee chair, and at the invitation of the Chair of the Faculty Sue Estroff, attended two early summer meetings of the ECFC at which ACC expansion was discussed and in which a resolution regarding ACC expansion was passed. Once a semester meetings with the committee's chair, other committee representatives, and the ECFC are anticipated for 2003-04. Athletics issues

were also a focus of discussion at the September 5, 2003, meeting of the Faculty Council, at which the committee was represented by Lissa Broome and Jack Evans.

Committee Charge:

"The Faculty Athletics Committee is concerned with informing the faculty and advising the chancellor on any aspect of athletics, including, but not limited to, the academic experience for varsity athletes, athletic opportunities for members of the University committee, and the general conduct and operation of the University's athletic program" (Faculty Code §4-7[a]).

Chancellor Moeser has also asked the elected members of the committee and Jack Evans, its ex officio member, to serve as a review committee for the Athletic Director in connection with his contract renewal.

Response to Matters Referred to the Committee

Following the committee's October 2003 meeting, it reported to the University Government Committee its support for the proposed change in the Faculty Code that would reduce the term of committee members from five years to three years and reduce the number of elected committee members from ten to nine (with three new members to be elected to the committee each year). A transition mechanism will need to be considered.

The committee has not yet considered ECFC Resolution 2003-10 on selection of the voting delegate to the ACC. The committee postponed consideration of this resolution until after receiving a report from Lissa Broome who attended a national conference of the AAUP and other groups in October 2003 where best practices relating to the selection of an institution's faculty athletics representative were discussed. The committee anticipates that it will forward its input on this resolution to the University Government Committee before the end of the calendar year.

Report of Activities

Academic Performance of Student-Athletes:

The committee reviews the academic progress of student-athletes once a semester by examining the student-athlete database. The database includes all participating student-athletes, not just those receiving athletic scholarships (the "Database"). Included as an Appendix of this report are eight pages covering the 1984 through 1999 cohorts. These data summarize the academic status of students after completion of the Fall 2002 semester. The tables contain data on the number originally enrolled in a particular year, those currently enrolled, those graduated, and those who departed before graduating. The departures fall into two categories. "Left, Ineligible" includes those students who left Carolina but were not eligible to continue (whether for academic or other reasons), and "Left, Eligible" includes those students who left school but who were eligible to continue their studies. These numbers present a comparison of academic performance across fifteen years. Some of these numbers can be expected to improve slightly because of

student-athletes who are still enrolled and because of re-enrollments by student-athletes who left but were eligible to continue. A summary of some of the information included on the tables is set forth below.

**Squad List Graduation Rates
(through December 2002)**

Cohort	4 yr. Graduation year	6 yr. Graduation year	All student-athletes	Male student-athletes	Female student-athletes
1993	1997	1999	84%	80%	91%
1994	1998	2000	80%	73%	90%
1995	1999	2001	78%	68%	89%
1996	2000	2002	77%	64%	89%
1997	2001	2003	77%	72%	85%
1998	2002	2004	66%	61%	74%

Annual meetings are held with each coach by Athletic Department personnel to review the academic progress of the student-athletes in each sport. Any patterns in performance that appear over a period of years are noted and discussed.

Graduation rates are also computed for other categories of student-athletes and reported at various times during the year. These rates are also reviewed and discussed by the committee. They include rates reported to the Board of Governors of the UNC System and those reported to the NCAA. In February 2003 the committee reviewed the graduation report prepared for the Board of Governors. This report covers recruited student-athletes -- a larger group than just those student-athletes receiving scholarship support, but a smaller group than the entire squad included in the Database. The Board of Governors report for February 2003 was based on a six-year graduation rate, rather than a five-year rate used in prior years. Thus, the graduation rates for the 1996 cohort were reported to the BOG in 2002 (as a five-year rate) and again in 2003 (under the new six-year rate requirement).

The NCAA graduation rate is a six-year rate that includes students who received athletic scholarship aid in their first semester of enrollment. The BOG and NCAA rates include in the number of total student-athletes all students who left the University in good standing prior to graduation. The BOG adjusted rate removes these students from the denominator of the fraction used to calculate the graduation rate.

1996 Cohort (through December 2002)

	NCAA	BOG	BOG Adj.	Database
All students	80%	80%		80%
All student-athletes	64%	70%	85%	77%
Football	35%	48%	59%	
Men's Basketball		33%	100%	

The results for male student-athletes are lower compared to cohorts from earlier years. Especially disappointing is football. This class was caught in the coaching change between Mack Brown and Carl Torbush (Torbush became head football coach in December 1997 when Brown left for the University of Texas). The 1997 cohort for male student-athletes in the database, however, had achieved a graduation rate of 72% at the end of the 2002 fall semester, already exceeding the graduation rate for the 1996 cohort.

It is also important to note the very strong academic performance of many student-athletes. Of our approximately 770 student-athletes, 257 were named to the ACC Honor Roll for 2002-03 (requires a 3.0 average), 148 were on the Dean's List for fall 2002, and 137 for spring 2003. Four students received ACC post-graduate awards (the most of any ACC school) and nine students received NCAA academic awards. Six different teams had average gpas in excess of 3.0.

Exit interviews and surveys of senior student-athletes:

Each year the Committee and the Athletics Department ask all graduating student-athletes to fill out a detailed questionnaire prepared by the committee covering many aspects of their experience at UNC-CH. In addition, Committee members participate, along with personnel from the Athletics Department and the Academic Support Center, in exit interviews with groups of graduating student-athletes. By examining this information, the committee hopes to learn how student-athletes perceive their experience at UNC-CH.

Forty-six students (around one-third of the graduating student-athletes) answered the survey. We expect the survey yield to increase this year because a full-time employee (rather than a student intern) now has responsibility for distributing the survey. We have surveyed students for ten years, and this was the second year with an updated survey instrument. Jim Murphy, with very helpful assistance from Rodney Hodson and David Sheaves in the Odum Institute for Research in the Social Sciences, compiled the survey results. Members of the committee examined and discussed the survey results as well.

Thirty-four students participated in the exit interviews, which were held February 24-26, 2003. These students were not necessarily the same ones who completed the survey. Most members of the committee participated in the interviews and each year the committee compiles its impressions based on the anecdotal evidence gained from the interviews.

Based on this year's survey results and a consolidated report compiled by the committee of impressions from the exit interviews, the committee highlights the following:

- Most student-athletes appreciated the opportunity to study at and compete for Carolina, notwithstanding the time demands of their sports.

- Coaches are concerned about the academic success of student-athletes and have clear expectations that athletes will attend all classes, take quizzes and exams on time, and graduate in five years or less.
- Some students responded that their participation in athletics had influenced their choice of major, as well as access to courses needed for their majors.
- Some students expressed concern about the time demands of athletics, especially during the off-season, when intensive conditioning and voluntary workouts take place.
- Some students noted inconsistency in treatment by faculty of official absences for traveling to athletic competitions.
- Some students felt that instructors did not treat athletes the same as other students. In some cases, students perceived that instructors were biased in favor of athletes, and in other cases against student-athletes.
- Many students expressed desire for more interaction with faculty.

The Committee will continue to discuss these areas and ways it may be of assistance in improving the academic experience of student-athletes. Time demands will be specifically addressed in an upcoming meeting and the committee will consider a recent NCAA report on the issue.

NCAA Legislation Affecting Academics:

In November, 2002, Jack Evans reported on new NCAA rules relating to initial eligibility and progress towards graduation. The initial eligibility changes reflect an increase in required core courses in high school from 13 to 14. A phase-in to 16 core courses has also been approved and will take place over time. UNC has long favored increasing the required courses that student-athletes must present from high school on the theory that a stronger preparatory background will lead to greater academic success in college. The progress towards graduation requirements require demonstrated progress towards a degree and provide a real-time picture of the academic success of student-athletes, whereas although graduation rates provide important data, they reflect past performance.

In April 2004, the NCAA Board of Directors is expected to consider a system of incentives and disincentives championed in part by the Group of Six (the athletic conferences aligned in the Bowl Championship Series, and on which Chancellor Moeser serves). This system would monitor progress towards degree, a refined graduation rate (called the “graduation success rate”), and would penalize schools without adequate academic success by a series of sanctions ranging from a warning, to a reduction of scholarships, to inability to participate in post-season play.

The committee, through the faculty’s representative to the ACC and NCAA, Jack Evans, monitors these developments and provides advice with respect to the institution’s position. Jack Evans currently serves on the NCAA’s Management Council, which is the group just below the NCAA’s Board of Directors. In addition, Chancellor Moeser keeps the committee informed about developments among other groups, including the Group of Six.

Athletic Reform Issues:

During 2002-03, the committee discussed a document prepared by the former athletics administrator called the National Student-Athletes Rights Movement. The committee regularly monitors other athletic reform efforts. This fall the committee agreed to discuss several reform proposals to determine (a) if there are any changes we should consider making at Carolina, and (b) whether there are any issues that we would urge Jack Evans or Chancellor Moeser to champion while they are serving on the NCAA Management Council and the Group of Six, respectively.

The materials being studied by the committee include:

- The Betts' Committee Report (from UNC-CH and a later report on how its recommendations had been implemented);
- 2001 Knight Commission recommendations;
- 2002 AAUP, The Faculty Role in the Reform of Intercollegiate Athletics;
- 2002 NCAA, President to President – The Will to Act Project (issued by Cedric Dempsey before he retired as NCAA President and was succeeded by Myles Brand);
- Coalition on Intercollegiate Athletics (COIA), Framework (a group of faculty governance leaders from around the country) and the response from the University of Virginia;
- University of Missouri Faculty Council Resolution.

At the request of Chair of the Faculty, Judith Wegner, the committee's chair attended the AAUP's governance conference October 9-11 (expenses were reimbursed by the Provost's office and the Athletics Department). This conference was jointly sponsored by the NCAA, COIA and the Association of Governing Boards (AGB) (a group representing university boards of trustees). A main topic for discussion was the COIA framework, and documents for best practices relating to the faculty athletics representative and the faculty athletics committee. COIA has asked faculty senates across the country to adopt its Framework. The committee is currently studying the Framework in the broader context of other reform proposals and will determine later whether to recommend the adoption of the COIA Framework to the Faculty Council. The October 2003 conference continued discussion that took place in April 2003 at a meeting involving NCAA, AGB and COIA representatives.

Financial Issues:

In January 2003, Athletics Director Dick Baddour reported on the new media contract with Learfield and noted that this contract provided the funding for the new video board at Kenan Stadium (which was installed prior to the fall 2003 season).

In the spring of 2003, the Athletics Director reported on a historic collaboration between the Athletics Department and the School of Public Health to present a joint proposal to Gatorade to fund a research and outreach effort to help combat childhood obesity. The proposal was accepted by Gatorade and involves a \$4 million, multi-year partnership, "Get Kids in Action." The portion of the grant to be received by the Department of

Athletics will help fund an outreach director position and a possible remodeling of the training room in Fetzer gym.

At its November 2003 meeting the committee heard a detailed report from Dick Baddour on the financial situation and challenges of the Athletics Department, including its relationship with the Educational Foundation. This report was virtually identical to a briefing provided to the UNC-CH Board of Trustees earlier in the fall.

Two representatives from the committee will be appointed by the Chancellor to a Task Force of the UNC-CH Board of Trustees exploring signage issues at Kenan Stadium and the Smith Center. The committee previously discussed the involvement of commercial sponsors that currently takes place at basketball and football games by promotions during time outs and half-times and messages that appear on the video boards, and anticipates further discussion in the course of learning more about items under discussion by the Task Force.

Basketball Coaching Change:

The committee discussed with Chancellor Moeser and Athletic Director Dick Baddour in a closed meeting with the Executive Committee of the Faculty Council and the Chancellor's Advisory Committee the basketball coaching situation on the afternoon preceding the news conference in which Matt Doherty resigned from the head coaching position.

ACC Expansion:

The Chancellor convened the committee, the Executive Committee of the Faculty Council and the Chancellor's Advisory Committee for a special meeting on June 13, 2003, to discuss ACC expansion issues. At that meeting, Chancellor Moeser outlined three concerns he had with conference expansion:

- The welfare of student-athletes with respect to time away from classes to travel to and attend away contests;
- The construction of the divisions; and
- Questions about the assumptions underlying the financial projections.

The committee discussed the expansion with the Chancellor at its September meeting and prepared and submitted to the Chancellor a list, Academic Considerations Relating to Conference Expansion, in case there should be further discussion about increasing the ACC from its new eleven-member configuration to twelve members. The Chancellor received the committee's report prior to consideration of the addition of a twelfth member, and the committee's chair participated in two discussions in October 2003 with the Chancellor and others regarding the decision to expand the ACC to twelve teams.

Student-Athlete Services, Including Academic-Support Services:

At its October 2003 meeting, the committee met with members of the team providing services to student-athletes, including those providing academic support services. Senior Associate Athletic Director John Blanchard provided an overview. Cricket Lane,

Director of Student-Athlete Development, reviewed Athletes Coming Together (ACT), the Student-Athlete Advisory Committee (SAAC), Carolina Outreach (community service activities by student-athletes), and efforts relating to career development. Corey Holliday described how his work with the football team integrates with Cricket's work. Susan Maloy, Director of Certification, described the process for certifying student-athletes for eligibility to practice and compete. She outlined how she interacts with the NCAA, the Initial-Eligibility Clearinghouse, and UNC's Admissions Office and the University Registrar. Robert Mercer, Director of Academic Support, summarized the staffing of the Academic Support Center for Student-Athletes, which includes academic counselors, learning specialists, and tutors for specific courses. Although this center is housed at Kenan Field House and funded by the Department of Athletics, the primary reporting line for the Director and counselors is to the General College. In addition, the center's staff members are academic professionals rather than sports administrators.

Title IX:

Every year the committee invites Dr. Beth Miller, Associate Athletic Director for Olympic Sports, to report on Title IX matters. She reported at the December 2002 committee meeting. Two Title IX self-studies were completed in 1993-1994 and 1999-2000, and there is now a five-year cycle for self-study review. Dr. Miller reported that the most recent self-study concluded that the Department of Athletics was in compliance in the following three required areas:

Athletic scholarships are provided in proportion to the number of students of each sex participating in intercollegiate athletics;
Selection of sports and levels of competition effectively accommodate the interests and abilities of members of both sexes; and
Equivalent benefits and opportunities are provided for members of both sexes in the areas of equipment, support services, scheduling, and others.

A recent lecture on campus on Title IX suggested several areas the committee should examine this year when it invites Dr. Miller to discuss Title IX. These issues include the participation of women as coaches and salary differentials between women and men coaches.

Sportsmanship:

The committee discusses issues relating to sportsmanship by fans, players and coaches on a regular basis. Topics discussed in 2003 included fans storming the court or field after victories and waving materials behind basketball goals to distract visiting players attempting free throws.

Leadership Development Initiative:

In November 2002, the Athletic Director asked the committee for its input on an initiative to teach and cultivate leadership among student-athletes. The committee was enthusiastic. Planning has proceeded under the direction of Associate Athletic Director John Blanchard and representatives of the committee have been asked to participate in an initial discussion of this initiative at a meeting scheduled for November 19, 2003.

Conclusion

The committee enjoys a good working relationship with the Chancellor and the Department of Athletics. The committee believes that the Athletic Department joins with it to thoughtfully examine issues related to the quality of life for student-athletes at Carolina. The committee is dedicated to addressing the many issues related to the intersection of intercollegiate athletics and the academic enterprise on our campus and on the national scene and endeavors to provide thoughtful leadership on these issues locally and nationally.