

**Faculty Athletics Committee**  
**Annual Report to the Faculty Council**  
October 10, 2008

This annual report on the activities of the Faculty Athletics Committee (FAC) during the 2007-08 academic year was prepared by FAC Chair Steve Reznick and was reviewed and approved by the FAC members.

**Overview of Committee's Purpose and Structure**

**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[b]).

**Members 2007-08:** Lissa Broome (2008) (Chair), Glynis Cowell (2010), Jack Evans (ACC faculty athletics representative - *ex officio*), Noelle Granger (2010), Kathleen Harris (2008), Garland Hershey (2009), George Lensing (2008), Steven Reznick (2009), Desmond Runyan (2008), Helen Tauchen (2010), Barbara Wildemuth (2008), and Rachel Willis (2009).

The FAC was formerly composed of ten elected members of the faculty serving staggered five-year terms. The Faculty Code was amended in the spring of 2004 to reduce the number of elected positions to nine, with members serving staggered three-year terms. The FAC's transition to nine elected members each serving a 3-year term is now complete. Kathleen Mullan Harris and George Lensing were reelected to the committee for terms expiring 2011, and Barbara Osborne from the Department of Exercise & Sports Science was elected as a new member of the committee. Professors Lissa Broome, Desmond Runyan, and Barbara Wildemuth rotated off of the FAC, and the FAC greatly appreciates their years of service. Professor Steve Reznick was elected to chair the FAC during 2008-09. The FAC thanks Professor Broome for her exceptional service as chair of the FAC in this and recent years.

The faculty athletics representative to the ACC and the NCAA, Jack Evans, serves as an *ex officio* member of the FAC. Director of Athletics Dick Baddour, Senior Associate Athletic Director Larry Gallo, and Senior Associate Athletic Director for Student-Athlete Services John Blanchard also regularly attend the FAC's meetings and interact with the committee to seek advice or provide information.

Chancellor Moeser attended FAC meetings as his schedule permitted. The FAC formally adopted a resolution praising Chancellor Moeser for his valiant efforts to support athletics within the broader context of university life. Chancellor Moeser thanked the FAC for their diligent service, and he emphasized the importance that he attaches to faculty involvement and the role of the FAC in providing advice on matters related to athletics.

The FAC held monthly meetings during the 2007-08 academic year (excluding April, but including May). No matters were referred to the FAC from the Faculty Council. As explained in more detail below, the FAC acted on behalf of the Faculty Council in making various recommendations and casting various votes at the Coalition on Intercollegiate Athletics (COIA). The committee corresponded with other committees on matters of mutual interest as specified below.

## **Monitoring the Broader Context of Collegiate Athletics**

**Athletic Reform Issues:** Chancellor Moeser informed the committee about activities of the ACC Council of Presidents, the NCAA Presidential Task Force, and the monitoring group that will track implementation of the task force's recommendations. The main themes of the Task Force report are: academic values, fiscal responsibility, presidential leadership, diversity, and student-athlete well-being. Chancellor Moeser is also very enthusiastic about plans to use the ACC Inter-institutional Academic Collaborative as a framework for increasing opportunities for international study for students at ACC schools.

**Coalition on Intercollegiate Athletics (COIA):** The Faculty Council became a member of the Coalition on Intercollegiate Athletics (COIA) in the spring of 2004. This organization is composed of fifty-six faculty senates from Division I-A schools around the country. Clemson, Wake Forest, Duke, and Florida State are the other ACC schools that have joined COIA. Pursuant to a previous agreement, the FAC represented the Faculty Council in providing COIA with comments and questions on various COIA documents, including the COIA statement issued in support of the NCAA Presidential Task Force Report and the 2007 White Paper, Framing the Future: Reforming Intercollegiate Athletics. Lissa Broome serves on COIA's Steering Committee. COIA materials are available at <http://www.neuro.uoregon.edu/~tublitz/COIA/index.html>.

Professor Broome reported on various COIA activities including their response regarding the incident at the University of Michigan concerning an unusually large number of independent study registrations for student-athletes. She also reported that COIA is developing an "Academic Integrity Index" and that our comments on this issue had been acknowledged but essentially rejected. Professor Broome's term on the FAC has expired, but she will continue to serve on the COIA Steering Committee. Official communications from COIA to UNC will be sent directly to the Chair of the FAC and the Chair of the Faculty Council.

**NCAA Legislation Affecting Academics:** Jack Evans served on the NCAA Committee on Academic Performance, which implements the NCAA's Academic Progress Rate and developed the Graduation Success Rate. The FAC has continued to monitor these and other developments and to provide advice with respect to UNC's position. For example, the NCAA considered overriding legislation that establishes for baseball the maximum number of student-athletes who can receive aid, the minimum permissible grant-in-aid, and the maximum permissible overall squad size. The FAC recommended supporting an override on the aid limitation and to abstain on the issue of maximum overall squad size. At the subsequent NCAA meeting, neither override proposal was approved.

**UNC in the News:** Mr. Baddour launched our first meeting of the year with the news that Sports Illustrated ranked us #1 among collegiate athletic programs and that we finished in third place in the Directors' Cup.

At our November meeting, Mr. Baddour provided background information related to recent news coverage of the athletic department's fund raising during the preceding year, reporting gifts of \$51 million. Mr. Baddour explained that the standard way of recording gifts includes cash, pledges, and planned gifts, the latter two categories obviously not representing current dollars. In addition, he noted that the department has had a larger than normal number of capital projects in process, which means that fund raising efforts focused on those projects has been underway in parallel with the routine development efforts.

UNC hosted some early rounds of NCAA field hockey championship play. This entailed watering the artificial surface for these games for reasons of safety and consistency of playing surface. Water for this purpose was brought in by truck so that no additional burden would be placed on local sources during the ongoing drought.

At our December meeting, Mr. Baddour reviewed recent events related to renegotiation of the contract for Coach Davis. He began by explaining his objectives for the football program, both academically and competitively. He commented briefly on relevant developments in the hiring of football coaches in the past twelve months and also on what has been referred to as the “coaching carousel”. A significant priority for Mr. Baddour has been to achieve stability in our football program and avoid a retreat to uncertainty. At a subsequent meeting Chancellor Moeser shared with members of the committee copies of a letter that he had written to President Emeritus Friday and also copies of a graph that showed comparisons of budgets for the university and the Athletics Department since 1986. He reported on his discussion of the latter data with Faculty Council in December. Over this period of time the budgets of both entities have grown, but the growth rate in Athletics has not exceeded that of the institution’s budget. His objective in both the letter and the Faculty Council discussion was to underscore the fact that we have kept our athletic priorities in proper relationship with our academic priorities.

At the January FAC meeting, Mr. Baddour reported that the Chancellor, Ms. Strohm, and he will request permission at a Board of Governors committee meeting to settle the Anson Dorrance suit for approximately \$385,000 in response to a proposal to settle from the plaintiff’s attorney. The settlement will include an apology from Coach Dorrance (similar to the Keller settlement) and an acknowledgement by the plaintiff that though she was made to feel uncomfortable, no actual harassment occurred. Funds for the settlement will come from the Athletics Department budget.

### **Athletics Department Policy, Practice, and Facilities**

**Title IX:** Every year the FAC invites Dr. Beth Miller, Senior Associate Athletic Director for Olympic Sports, to report on Title IX matters. Her report in November 2007 also covered the five-year review conducted by the Title IX Committee, which included FAC members Mary Lynn, Kathleen Harris, and Jack Evans in addition to a broad-based membership from within the university. The scope of Title IX requirements include: 1) athletic scholarship allocation by gender, 2) accommodation of interests of members of both sexes, and 3) accommodation of needs in various operating areas. The Title IX Committee concluded that UNC’s program is in compliance on all requirements and that any needs that were identified were not gender-based. These needs include: 1) laundering of practice uniforms, 2) tutoring for upper-level courses, 3) selected issues of equipment and facilities, and 4) medical and training facilities/services.

**Ticket Distribution:** The FAC reviewed the status of retired faculty in the priority formula for men’s basketball tickets. The following formula is used to compute ticket priority for all university employees: number of years of ordering tickets is multiplied by 6, and this product is added to the number of years of university employment. Upon retirement, a university faculty or staff employee’s ticket priority is frozen at the value reached in the final year of employment. The FAC reviewed the history of our policy regarding retired faculty and examined an ambiguous letter that was distributed with ticket applications for the 1994-95 season suggesting a one-time bonus at retirement. The language in the letter was not completely clear, and the one-time bonus policy was never implemented. The FAC’s unanimous decision was that retired faculty should continue to maintain their final level of priority but that no bonus should be provided for retirement. The FAC also reviewed the approach that

is taken to identify retired faculty and the current practice regarding the due diligence that is taken to identify retired faculty was endorsed. Finally, the FAC endorsed a policy in which faculty who enter phased retirement are considered to be employed and thus eligible to accumulate additional priority points. Upon completion of the employment associated with phased retirement, ticket priority will be frozen at the final value.

**Compliance:** Amy Herman reported on the activities of our compliance program. The three functions of the Compliance Office are to educate, to monitor, and to enforce. Education efforts are focused on various target audiences (coaches, athletic department staff, relevant university staff, student-athletes, boosters, and community representatives). Monitoring efforts are multifaceted and extensive. Compliance Officers Ms. Maloy and Mr. Markos commented briefly on their respective responsibilities and activities, and they addressed questions about which population poses the greatest risk, how we proceed in the case of violations, and how drug testing is managed. At the FAC's request, the monthly Compliance Newsletter is now distributed to FAC members.

**Facilities:** The Boshamer renovation project is moving well. Other forthcoming projects include better facilities for sports medicine, a wrestling practice facility, two new locker rooms – one for wrestling and one for gymnastics, renovation of Carmichael (to start at the end of women's basketball season), and remodeling and expansion of the Finley pro shop and clubhouse.

The most significant upcoming project is the renovation and expansion of Kenan Stadium, which will include multiple elements that can only be implemented over a period of years and with input from multiple consultants. Kenan Stadium is in the heart of the campus and is an outstanding venue in which to view college football. Some aspects of the exterior of the stadium could be more esthetically pleasing. A significant portion of the plan will address programmatic needs, especially a need for improved space for academic support. Construction will begin at the west end, above and behind the Kenan Football Center in order to create swing space. The full project will include work on each of the four sides of the stadium, Stadium Drive, and the wooded area that surrounds the stadium. At completion of the plan, seating could be increased from the current capacity of approximately 60,000 to approximately 70,000, but the main focus of the plan is to improve facilities for the Academic Support Program, media coverage, and accommodations for our most significant sponsors as well as to improve the overall appearance of the stadium, the amenities for fans (e.g., restrooms and concessions), long-term viability of Kenan Forest, and the logistics of entering and exiting the stadium.

**Finances:** Martina Ballen, the Athletic Department's chief financial officer, and Dick Baddour reviewed the department's finances with the committee. Ms. Ballen provided background on principles, the budget process, budget categories, and the department's participation in the Chancellor's intra-university budget review process. Revenues and expenditures in the current budget were reviewed by category. Student-athletics fees will not change this year, but the department has requested an increase of 4-5% as an adjustment for inflation for next year. The current fee level is \$255 per student per year. Ticket prices for football and men's basketball are in the middle and top third of conference prices, respectively.

**Policy on Arrests of Student-athletes:** Mr. Baddour invited the FAC to review the existing policy on arrests of student-athletes in the light of recent events on other campuses. University Counsel Leslie Strohm joined the FAC's discussion. The FAC supported revisions to rename, reorganize and clarify the policy, as well as to permit individual review of each situation.

### **Athletics Department Interactions and Other Campus Facilities**

**Faculty/Staff Wellness:** An often overlooked portion of the charge to the FAC is that it advises the Chancellor on “athletic opportunities for members of the University committee.” Desmond Runyan and Garland Hershey from the FAC were appointed to a University Steering Committee for Worker Health, Safety and Wellness. The Steering Committee’s goal is to help identify existing resources on campus and recommend how best to develop a coordinated, comprehensive approach to worksite wellness. A staff position was created in 2006-07 to support faculty/staff wellness. The Steering Committee has also established a website and conducted focus groups with faculty and staff representatives.

**Sports Medicine Review Committee:** Mr. Gallo and Associate Vice Chancellor for Student Affairs Melissa Exum have co-chaired a Sports Medicine Review Committee that included FAC members Glynis Cowell and Garland Hershey. Following discussions with head coaches, team physicians, the Student-Athlete Advisory Committee and others, the committee has concluded that the two principal opportunities for strengthening our Sports Medicine services are in nutrition and sports psychology. Mr. Gallo expects recommendations to be formulated by mid-summer and will report on the committee’s work in Fall 2008.

**Priority Registration:** The FAC continued to monitor the progress of the Task Force on Priority Registration. The policy developed by the task force was reviewed by the Educational Policy Committee in October 2007, and after extensive discussion, the Faculty Council approved the proposal in December 2007 with one amendment to set the target limit for priority registration in any class at 15% instead of the originally proposed 25%. At a subsequent FAC meeting, Chancellor Moeser commented favorably on the quality of debate on the proposal for priority registration during the December Faculty Council meeting, and he congratulated Joe Templeton and Steve Reznick for their work on this topic.

At its meeting to consider priority registration for Fall 2008, the Priority Registration Advisory Committee received requests from 32 groups, 8 of whom were not varsity sports. One request was denied. An estimated 920 individuals were granted access to priority registration for the fall of 2008. Several groups that received this initial approval were alerted to strengthen their justifications in future submissions.

**Admissions:** FAC members Jack Evans and Steve Reznick sit on the subcommittee of the Admissions Committee that reviews special admissions decisions. In December, Associate Provost and Director of Admissions Steven Farmer reported to the FAC on the admissions process for student-athletes. Main points included communicating the possibility of a college education, treating young people as individuals, and acknowledging the existence of uncertainty and the possibility of errors in both directions.

Senior Associate Director Barbara Polk serves as the primary contact person in the admissions office regarding athletic admissions. In this context she coordinates closely with John Blanchard. She outlined the athletic admissions “budget” of 140 slots plus 20 incentive slots. Coaches are encouraged to provide unofficial transcripts and related data early so that the preliminary evaluations can be conducted and communicated. She described the work of the Admissions Subcommittee as it conducts reviews of individual cases and how committee cases are defined (combination of test scores, rank-in-class, and core GPA). The Subcommittee makes recommendations, sometimes after reviewing

additional information that might be requested on issues of concern. Ms. Polk believes that the coaches understand and respect this process.

Mr. Farmer observed that the relationship between his office and the Athletics Department is based on trust and communication. The most recent year produced enrollment of only 20 committee cases, which is a downward trend in comparison to previous years. This change reflects a shared understanding of the need for this process but also the institutional objective to manage the number of such cases carefully. Mr. Blanchard commented that the current arrangement of admissions slots with incentive opportunities seems to be working well. He functions as a gateway between coaches and the Admissions Subcommittee. He has established and communicated conditions that must be met for a coach to receive permission to submit a committee case. Mr. Mercer described the annual academic review meetings with coaches and how he functions with the Admissions Subcommittee. He provided a brief summary of the meeting of the Subcommittee at which Ms. Willingham (learning specialist in the Academic Center) reported on her work with committee cases once they are enrolled. He distributed impressive data summarizing the academic progress of recent committee cases.

### **Student-athlete Performance and Development**

**Academic Performance of Student-athletes:** The FAC reviews the academic progress of student-athletes each year using various metrics. The metrics include the NCAA Academic Performance Rate (APR), the federal graduation rate reported by the Department of Education's National Center for Education Statistics, and the NCAA Graduation Success Rate (GSR).

The APR is based on the academic eligibility, retention and graduation of student-athletes. Points are awarded each semester per student-athlete 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.

An APR of 925 is equivalent to an expected 50% graduation rate. The NCAA academic reform program involves penalties at two levels of the APR. If a team's four-year APR falls below 925, it is unable to re-award a scholarship vacated by an ineligible departure. A progressive penalty structure (scholarship reductions, postseason competition bans, and ultimately membership restrictions) began to be imposed on squads that were below a 900 beginning in the fall of 2007, when a four-year cycle of data collection (2003-2007) was completed. For small teams, such as the 10-person team used in the example in the preceding paragraph, the NCAA applies a squad size adjustment and may not subject the team to a penalty based on that adjustment even though the APR would normally call for a penalty.

The federal graduation rate is reported by the Department of Education's National Center for Education Statistics as part of the Integrated Postsecondary Education Data System. 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.

The GSR adds students who transferred into the institution to the group of first year students who received athletic aid and also differs from the federal graduation rate 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 current federally calculated graduation rate, such

departures are counted as failures to graduate from the institution of original enrollment, even if the student later graduates from another institution.

The FAC monitors UNC's performance on each of these metrics. At our meeting in September 2007, Jack Evans presented data on the APR, GSR, and Federal graduation rate for six major conferences. The ACC and UNC had very impressive standing. As a result of a question raised during his report to the Faculty Council, Jack Evans distributed data at our November meeting on the academic performance for baseball, football, and men's basketball programs for UNC and eleven peer institutions, and UNC's relative ranking was impressive. In February, Jack Evans summarized the most recent GSR data for the sports of baseball, football, and men's basketball for the six major conferences. Finally, in May 2008, Jack Evans reported that six Carolina squads had been recognized by the NCAA for achieving four-year APR results in the top ten percent of results in those sports. Squads recognized were: Men: baseball, basketball; Women: fencing, golf, swimming and diving, volleyball. The NCAA four-year APR data through the 2006-07 year indicate that in addition to the six squads noted above, no UNC squad has a four-year APR below 946.

**Academic Support Program for Student-athletes:** The Academic Support Program reports to the College of Arts and Sciences, who oversees other student academic support services. FAC Members George Lensing and Glynis Cowell serve on an advisory committee to the Academic Support Program. Robert Mercer, the director of the program, is invited to address the committee on occasion and provided a full review of the program's operations to the committee in October 2007.

Mr. Mercer supervises academic counselors, learning specialists, tutors, and mentors. He described the Supplemental Instruction (SI) program, which has enhanced the performance of student-athletes in the courses in which it is offered, but noted that this semester SI was only being offered in two courses, instead of twelve or so courses in prior semesters. The reduction occurred because of the lack of concentration of student-athletes in courses where SI would be helpful. Mr. Mercer and his staff interact as much as possible with other people on campus, including those in the Arts and Sciences advising programs, other academic support programs on campus, and the School of Education (which has proved a fruitful pipeline for tutors). Most tutors are undergraduates (juniors or above) or graduate students, but retired teachers and others from the community have also been successful as tutors. Robert described the training opportunities for tutors that include multiple lessons on the differences between appropriate and inappropriate assistance. The committee discussed the recent press reports of academic misconduct at other schools and the need to be vigilant in this regard.

At the end of Spring 2007, the average team GPA was 2.95. UNC was tied for third on the ACC Honor Roll. Mr. Mercer also noted that most student-athletes now seem to enroll in one or more summer sessions, and that this is driven by both year-round training and taking somewhat lighter loads during the regular academic year which necessitates having to catch up during the summer sessions to graduate in four years. He also remarked that many of the first year student-athletes were only able to enroll in twelve hours in the Fall semester because of the scarcity of class opportunities.

**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 the student-athletes' experience at UNC-CH. In addition, committee members participate, along with personnel from the Athletics Department, in exit interviews with groups of graduating student-athletes. By examining this information, the committee can review how student-athletes perceive their experience at UNC-CH and detect any problems that need to be addressed.

At the FAC's November meeting, Kathie Harris distributed a summary of exit surveys for the past three years, noting that the response rate for the most recent year had been lower than in previous years. She drew attention to the responses on selected questions. Trends in the three-year data are minor but reflect general improvement. No trends are evident that are a source of concern. An ad hoc group consisting of John Blanchard, Glynis Cowell, Kathie Harris, and Cricket Lane was formed to consider changes in the survey and actions that might improve the response rate.

Discussion of the results of exit interviews began with the observation that most football players who would normally participate are not available at the time when these interviews are conducted. This led to discussion of ways to get participation from revenue sports, but with no specific actions identified. Recommendations for follow-up action based on exit interviews fall into five areas: 1) review of medical services (under way), 2) relevance of the fitness graduation requirement for student-athletes (to be added to the committee's agenda), 3) attendance policy enforcement, 4) study opportunities on trips, and 5) communication with alumni. The general sentiment was to add these topics to the committee's agenda as time permits.

At the FAC's February meeting, we discussed response to recommendations from previous interviews/surveys. A committee co-chaired by Larry Gallo and Melissa Exum is preparing a report on medical services. Application of the university's fitness requirement for graduation has been modified for student-athletes to a one credit hour class. The activity requirement has been removed. Phased implementation is under way. Experience related to class attendance policy continues to be inconsistent. Student-athletes are responsible for material covered when they are absent, but experience with the attendance policy is uneven, both because the policy itself is not sufficiently clear, and because awareness of the policy and what it says is not evenly distributed. Making provisions for study time during team travel has been encouraged through the regular coaches' meetings. Enhancing communication among current and former student-athletes is being studied but a full approach has not yet been devised.

### **Conclusion**

The FAC is dedicated to addressing 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. The FAC enjoys an excellent working relationship with the Chancellor and the Athletics Department and is confident that the Athletics Department and the FAC have established an effective context for thoughtfully examining issues related to the goal of attaining the highest possible quality of life for student-athletes at UNC Chapel Hill and implementing changes that will help us attain that goal.