



THE UNIVERSITY
of NORTH CAROLINA
at CHAPEL HILL

Meeting of the Faculty Council

Friday, October 13, 2006

3:00 p.m.

Hitchcock Multipurpose Room

Sonja Haynes Stone Center for Black Culture and History

Chancellor James Moeser and
Professor Bill Balthrop presiding.

AGENDA

- 3:00 Welcome, Opening Remarks, and General Questions
- Chancellor James Moeser
 - Provost Bernadette Gray-Little
- 3:30 PACE Initiative (President's Advisory Committee on Efficiency and Effectiveness) Report and Discussion
- David Perry, Interim Vice Chancellor for Finance and Administration
 - Dwayne Pinkney, Assistant Vice Chancellor for Finance and Administration
 - John P. Evans, Professor of Operations, Technology and Innovation Management, Kenan-Flagler Business School
- 4:00 Faculty Assembly Delegation report
- 4:10 Faculty Athletics Committee and Faculty Athletics Representative annual reports and discussion
- Lissa Broome, Wachovia Professor of Banking Law and Director of the Center for Banking and Finance (Chair, Faculty Athletics Committee)
 - John P. Evans, Professor of Operations, Technology and Innovation Management, Kenan-Flagler Business School (Faculty Athletics Representative)

5:00 Adjourn

Report of the Faculty Athletics Representative
To the Faculty Council of the University of North Carolina at Chapel Hill
October 13, 2006

I. Introduction

In recent years the faculty athletics representative has met with the Faculty Executive Committee and appeared before the Faculty Council periodically, often on behalf of the Faculty Athletics Committee. A Faculty Council resolution (April 23, 2004) calls for an annual report by the faculty athletics representative (FAR) to the Faculty Council. The first report pursuant to that resolution was submitted in December 2004 as a supplement to the annual report of the Faculty Athletics Committee. Since that practice seemed to work well, this report is submitted in the same context. This seems appropriate because the activities of the faculty athletics representative closely parallel those of the Committee as it pursues its work on behalf of the faculty.

II. Activities of the Faculty Athletics Representative

The Committee report mentions many activities in which the faculty athletics representative participates within the University. An Appendix to this report provides a list of activities that occur throughout each year. In addition to those activities, the list below summarizes specific, additional activities since the report for 2004-05.

- On a repeating five-year cycle the Director of Athletics forms a committee to review our status with regard to Title IX compliance and the FAR is typically included on this committee. A committee for this purpose is concluding this review.
- While our NCAA certification review was under way, I served on the Steering Committee and on the Governance Subcommittee for preparation of our report. This certification cycle was completed with our full recertification during 2005-06.
- As a result of the new legislative provision regarding tuition, I participated with other interested officials in numerous meetings that developed the University's approach to how this would apply to student-athletes.
- Chancellor Moeser led a group that drafted a report on fiscal responsibility as part of the work of the NCAA Presidential Task Force. At his request, I participated with a number of others in the drafting of that report and later in the review of the disclosure draft of the report of the task force. The final report will become public in late October.
- The officer positions within the ACC are held by faculty athletics representatives from the member institutions on a set rotation. During 2005-06 I served as Vice President, chaired the Finance Committee, and served on the Executive and Postgraduate Scholarship Committees. During 2006-07 I serve as President, chair the Executive Committee, and also on the Finance and Postgraduate Scholarship Committees.
- I serve as the de facto secretary for the Faculty Committee on Athletics.

III. Significant National Activities

Since restructuring in 1997, National Collegiate Athletic Association governance has been led by the Board of Directors (chancellors and presidents), the Management Council (athletic administrators, conference officials, and faculty athletics representatives), and two Cabinets, plus a number of committees that review proposed legislation and discharge operating responsibilities of the membership. Institutional participation is through conference membership instead of the former one-school-one-vote structure. The Atlantic Coast Conference has one position on the Division I Board of Directors and three positions on the Division I Management Council. At the request of the Atlantic Coast Conference, I serve in one of the ACC's three positions on the Management Council. I also serve on the Governance Subcommittee of the Management Council. This group has undertaken a significant review of the structure, governance, and legislative processes of Division I.

The NCAA Division I Board of Directors has adopted a comprehensive system that is intended to improve the graduation rates of student-athletes, particularly in high profile sports that have been the subject of adverse publicity. The University of North Carolina at Chapel Hill has been represented at all levels of this work by the Chancellor, the Director of Athletics, and the faculty athletics representative. I serve on the NCAA Committee on Academic Performance, which is responsible for implementation (now under way) and also for design of additional elements of the program that will be needed in 2006-07 and beyond. Based on the three-year data pool that will now be available, this group will begin to assign the first level of a system of progressive penalties that will apply to squads that are systematically underperforming academically. In the first stages of this work our data indicated that a number of baseball squads in Division I are performing below the expectations of the NCAA Board of Directors. I have been asked to serve on a new NCAA committee that has the charge to study this issue and recommend remedies that will result in improved results.

Respectfully submitted,

John P. Evans
Faculty Athletics Representative

Appendix
Summary of Standard Activities of the Faculty Athletics Representative

The list of activities that follows contains the recurring, annual activities of the faculty athletics representative. This list provides a sense of the scope and range of activities.

- o Serve on the Faculty Athletics Committee (ex officio if not an elected member)
- o Participate in exit interviews of student-athletes (with members of the Faculty Committee on Athletics and staff of the Department of Athletics)
- o Review admission cases for student-athletes (with faculty who are members of the Admissions Subcommittee of the Advisory Committee on Undergraduate Admissions)
- o Meet with the Student-Athlete Advisory Committee ,
- o Consult with the staff of the Academic Support Center
- o Monitor the academic progress of student-athletes and participate in the meetings with head coaches that review these results
- o Participate in the University's compliance program regarding NCAA regulations
- o Represent the University in meetings of the Atlantic Coast Conference
- o Other duties as requested (e.g., Title IX Committee, Diversity Committee, discussions of the likely impact of the legislative provision regarding tuition, presentations to prospective student-athletes regarding academic programs, etc.)

Within the Atlantic Coast Conference four individuals from each member institution have the primary governance responsibility. They are the chancellor/president, the director of athletics, the senior women's administrator, and the faculty athletics representative. On specified issues the conference bylaws direct that the chancellor/president shall cast the institutional vote. However, it has become common practice within the conference for the chancellor/president to delegate the voting responsibility to the faculty athletics representative, with appropriate consultation within each member institution.

**Faculty Athletics Committee
Annual Report to the Faculty Council
October 13, 2006**

Overview of Committee's Structure and Purpose

Members 2005-06: Lissa Broome (2008) (Chair), Jack Evans (ACC faculty athletics representative - *ex officio*), Kathleen Harris (2008), Garland Hershey (2006), Lloyd Kramer (2007), George Lensing (2008), Steve Leonard (2006), Mary Lynn (2007), James Murphy (alternate for Fall 2005 for William Smith), Desmond Runyan (2008), William Smith (2007), and Barbara Wildemuth (2008).

Members 2006-07: Lissa Broome (2008) (Chair), Jack Evans (ACC faculty athletics representative - *ex officio*), Kathleen Harris (2008), Garland Hershey (2009), Lloyd Kramer (2007), George Lensing (2008), Mary Lynn (2007), Steven Reznick (2009), Desmond Runyan (2008), Barbara Wildemuth (2008), and Rachel Willis (2009).

The committee was formerly made up 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. This change made the term length for members of the Faculty Athletics Committee consistent with those of other elected faculty committees. William Smith, whose term ends 2007, resigned from the committee since he is now on phased retirement. The faculty secretary noted that this reduced the size of the committee from eleven to ten (since some members were still serving out their five-year terms), and so elected not to replace Professor Smith for the 2006-07 academic year with an alternate.

The faculty athletics representative to the ACC and the NCAA, Jack Evans, 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 Senior Associate Athletic Director for Student-Athlete 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 2005-2006 academic year, including May. The committee has met monthly during the current academic year, with its first monthly meeting in September.

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[b]).

Response to Matters Referred to the Committee

Faculty Council referred no matters to the Committee. As explained in more detail below, the Committee 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 further below.

Report of Activities

NCAA Legislation Affecting Academics: Jack Evans serves on the Committee on Academic Performance, which is implementing the NCAA's Academic Progress Rate (APR) and developed the Graduation Success Rate (GSR).

The committee, through Jack Evans, monitors these and other developments and provides advice with respect to the institution's position. Jack Evans currently also serves on the NCAA's Management Council, which is the group just below the NCAA's Board of Directors.

Athletic Reform Issues: Chancellor Moeser keeps the committee informed about developments from other groups, including the Group of Six, which is composed of designated presidents from the athletic conferences represented in the football Bowl Championship Series (BCS), and the NCAA Presidential Task Force on the Future of Division I Athletics, on which he serves. The charge of the full Task Force is to explore the alignment of intercollegiate athletics with the mission, values and goals of higher education. That Task Force is divided into four subcommittees which represent the scope of its work: Implications of Academic Values and Standards, Fiscal Responsibility, Presidential Leadership of Internal and External Constituencies, and Student-Athlete Well-Being. Chancellor Moeser is a member of the Fiscal Responsibility Subcommittee, and has helped to prepare a portion of the Task Force Report which will be released this fall. Professor Moeser sought input on this report from members of the committee and reported on its drafting at several committee meetings.

In January of 2006, Dick Baddour was appointed to the NCAA Working Group to Review Initial Eligibility Trends. The purpose of the group was to review recent trends in secondary school education, including concerns about the legitimacy of some high school credentials presented by some prospective student-athletes. Mr. Baddour sought input from the committee and kept it informed about the Working Group's activities.

The Faculty Council became a member of the Coalition on Intercollegiate Athletics (COIA) in the spring of 2004. This organization is composed of over fifty faculty senates from around the country. Wake Forest and Duke are the other ACC schools that have joined COIA. Pursuant to agreement, the Faculty Committee on Athletics represents the Faculty Council in providing COIA with comments and questions on various COIA documents. COIA members met at Washington State on December 2-3, 2005, to prepare a report to be submitted to the NCAA Presidential Task Force described above. The chair of the committee attended this meeting (with funding provided by the Department of Athletics) and was asked to become a member of the COIA Steering Committee.

Title IX: Every year the committee invites Dr. Beth Miller, Senior Associate Athletic Director for Olympic Sports, to report on Title IX matters. She reported at the May 2006 committee meeting. Every five years, the Department of Athletics appoints a Title IX Committee to undertake a thorough review of Title IX issues. The committee's most recent report is almost finalized and will be discussed with the Faculty Athletics Committee during the coming year. Three members of the Faculty Athletics Committee -- Mary Lynn, Kathleen Harris, and Jack Evans -- serve on the Title IX committee.

Academic Performance of Student-Athletes: The committee reviews the academic progress of student-athletes each year. This review includes the Academic Performance Rate (APR), as well as the GSR and the federal graduation rate. A third graduation rate is calculated and reported to the University of North Carolina Board of Governors Report at the BOG's request. The BOG did not request a report on this rate during the 2004-05 academic year. The data for the 2005-06 academic year has been requested from and reported to the BOG, but not yet publicly released.¹

The federal graduation rate is the rate that is reported as the IPEDs or Integrated Postsecondary Education Data System rate. This rate is a six-year rate that includes students who received athletic scholarship aid in their first semester of enrollment. The federal rate includes in the number of total student-athletes those who left the University in good standing prior to graduation.

The GSR differs from the federal rate in that a school will not be penalized when a student-athlete leaves in good academic standing to transfer to another institution, pursue a professional career, or for any other reason. The GSR adds to the group of first-time freshman who received athletic aid any students who transferred into the institution, and excludes from the group those students who leave in good academic standing before exhausting athletics eligibility. 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.

An important part of the department's effort to improve graduation rates among student-athletes is the encouragement it provides to those student-athletes who leave the University prior to graduation to return to finish their studies in the off-season. For instance, Sean May and Marvin Williams were recently featured in an article in the *Chronicle of Higher Education*, noting their enrollment at UNC-CH for the 2006 summer session, and also citing the basketball team's graduation success with professional basketball players returning to campus to earn their degrees, including Michael Jordan, Artwan Jamison, Jerry Stackhouse, and Vince Carter. Moreover, nine baseball players who signed professional contracts following their junior year are enrolled at Carolina this fall to work on completing their degrees.

The chart below compares the UNC-CH federal rate and GSRs for a four-year period for freshman student-athletes entering from 1996-1999 who received athletic aid during their first semester of enrollment and compares these rates with those report for the 117 NCAA Division I-A schools.

¹ The BOG rate includes in the number of total student-athletes, those 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. Data reported to the BOG cover recruited student-athletes, a larger population than those receiving some level of athletically related financial aid and included in calculation of the federal rate.

1996-99 Cohorts: Graduation Rates

Men's Sports	UNC-CH	Div I-A	UNC-CH	Div I-A	Women's Sports	UNC-CH	Div I-A	UNC-CH	Div I-A
<i>Sport</i>	<i>GSR</i>	<i>GSR</i>	<i>Fed Rate</i>	<i>Fed Rate</i>	<i>Sport</i>	<i>GSR</i>	<i>GSR</i>	<i>Fed Rate</i>	<i>Fed Rate</i>
Baseball	61	65	30	43	-				
Basketball	70	57	64	40	Basketball	56	82	50	64
CC/Track	79	74	67	60	CC/Track	76	85	59	69
Fencing*	50	95	-	94	Fencing*	-	93	-	84
Football	70	66	61	55	-				
Golf	100	81	91	65	Golf	100	89	75	71
Lacrosse	81	92	71	81	Lacrosse	96	93	92	84
Soccer	70	79	67	60	Soccer	88	89	80	71
Swimming	94	82	83	68	Swimming	95	91	90	75
Tennis	75	83	50	62	Tennis	100	90	100	70
Wrestling	59	75	45	59	-				
-					Crew	100	89	-	76
-					Field Hockey	100	93	92	82
-					Gymnastics	100	93	100	86
-					Softball	94	87	89	70
-					Volleyball	100	89	91	72

* For sports for which grants-in-aid are not awarded, the school is requested to report graduation information for recruited student-athletes. At UNC-CH, no grants-in-aid are awarded for fencing and few students are recruited for this sport.

The APR is computed based on points awarded each semester per student-athlete for eligibility/graduation and retention. Each team member could 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 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. If a team falls below a 925 APR, it could be subject to a penalty. Penalties such as scholarship reductions, postseason competition bans, and membership restrictions will be imposed on squads that are below a 925 beginning in the fall of 2007, when a four-year cycle of data collection (2003-2007) has been completed. For small teams, such as the 10-person team used in the example in the preceding paragraph, the NCAA will apply a squad size adjustment and may not subject such a team to a penalty based on that adjustment even though the APR is below 925.

The APR data for UNC-CH were computed for 2003-04 and 2004-05 academic years and the final report was made in February 2006. These data represent all student-athletes receiving some

athletics scholarship aid (over 500 students). Only one team was below the 925 level (men's golf at 917), but the NCAA report indicated that this team has an estimated APR upper confidence boundary of 925 or above because of the squad size adjustment.

APR for 2003-04 and 2004-05

Men's Sports	UNC-CH	Div I-A	Women's Sports	UNC-CH	Div I-A
Baseball	988	930	-		
Basketball	989	916	Basketball	982	956
Cross Country	963	956	Cross Country	984	971
Football	943	930	-		
Fencing	1000	964	Fencing	*	972
Golf	917+	964	Golf	1000	980
Lacrosse	982	973	Lacrosse	995	986
Soccer	978	953	Soccer	993	970
Swimming	977	966	Swimming	995	978
Tennis	987	961	Tennis	984	972
Track-Indoor	944	946	Track-Indoor	965	962
Track-Outdoor	944	946	Track-Outdoor	966	963
Wrestling	939	940	-		
-			Field Hockey	991	979
-			Gymnastics	988	980
-			Rowing	1000	975
-			Softball	964	968
-			Volleyball	989	968

+ denotes an APR that does not subject the team to penalties dues to a squad-size adjustment

* denotes data representing three or fewer student-athletes

It is also important to note the strong academic performance of many student-athletes. Of our approximately 770 student-athletes, 275 students -- the third highest in the ACC -- were on the ACC Honor Roll (requires a 3.0 GPA or better during the academic year) (compared with 294 in 2004-05 and 244 for 2003-04). For Spring 2006, 309 student-athletes earned a 3.0 or higher, and 153 were on the Dean's List for Spring 2006. The 2005-06 academic year marked the third consecutive year that the American Football Coaches Association recognized the football team for graduating its student-athletes at a level of 70% or above. Several student-athletes received ACC post-graduate awards, NCAA academic awards, or were awarded prestigious internships. Moreover, student-athletes contributed over 20,000 hours of community service during the 2006-06 academic year.

Academic Support Program for Student-Athletes: Robert Mercer, the Director of the Academic Support Program for Student-Athletes reported to the committee at its March and April 2006 meetings. The Academic Support Program reports to Fred Clark, an Associate Dean in the College of Arts and Sciences, who oversees other student academic support services. Mr. Mercer discussed with the committee new retention rates and progress towards degree requirements that would institute a system of academic probation to be effective in the fall of 2007. He stressed the importance of the Academic Support Center providing input into the process of implementing these new requirements to ensure that

the increase in the G.P.A. retention rate from 1.5 to 2.0 and the differing progress towards degree requirements of the NCAA did not impact adversely on student-athletes. He also noted that these changes increased the importance of exploring a system of assisted registration for student-athletes. The Faculty Athletics Committee expects to continue to consider the implications of the new progress towards degree and retention requirements and the possible contours of a system of assisted registration for student-athletes during the coming year.

Mr. Mercer reported that staff members of the Center have increased their interaction with the advising staff. He also described the success of the Supplemental Instruction (SI) programs occurring in several courses. SI provides additional structured study group and tutoring to participating students. The SI program originated at the University of Missouri at Kansas City in 1973. Reports from over 270 institutions that have used the program since then support its effectiveness in helping students achieve academic success. The department has offered opportunities for non-student-athletes to participate in SI instruction where space is available. The program will also be implemented for all students (not just student-athletes) enrolled in English 10, with planned expansion to English 11.

Mr. Mercer and members of the committee discussed continuing faculty confusion about whether student-athletes representing the University at athletic contests on other campuses were to be excused from classes missed for the authorized travel. The Educational Policy Committee and the Faculty Council recently reaffirmed the policy which provides that: "Students who are members of regularly organized and authorized University activities and who may be out of town taking part in some scheduled event are to be excused during the approved period of absence. Notification of such an absence must be sent by the responsible University official to the instructor before the date(s) of the scheduled absence." Notification of the absence will be by a "travel letter" that will now be signed by Fred Clark, Associate Dean of Academic Services in the College of Arts and Sciences, in addition to Mr. Mercer.

Carolina Leadership Academy: The Carolina Leadership Academy for leadership development for student-athletes, athletic administrators, and members of the coaching staff began during the spring of 2004 for some student-athletes, and all student-athletes began participation in the program during the fall 2004 semester. Donors have funded the program for a five-year period. Jeff Janssen, the primary service provider for the Carolina Leadership Academy, and Dr. Cricket Lane, from the Department of Athletics reported to the committee at its February meeting. They described the three levels of the program for students: the first level, called the CREED program is required of all freshmen student-athletes, meets monthly, and is coordinated by Dr. Lane; the second level for "Rising Stars" is voluntary (with some input from coaches) and is coordinated by Mr. Janssen; and the third level for "Veteran Leaders" is for juniors and seniors, is also coordinated by Mr. Janssen, and contains students primarily selected by coaches, often including team captains. The Veteran Leaders program incorporates 360 degree feedback and contains customized leadership development plans. The leadership program also includes programs for coaches and athletics administrators. The program's comprehensive nature sets it apart from leadership development efforts for athletics at other institutions. The Leadership Academy has been well-received by all participants. The committee suggested that formal feedback be solicited from all freshmen participants (formal feedback is part of the second and third levels of the program) to further improve the program's foundation stage.

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 hopes to learn how student-athletes perceive their experience at UNC-CH.

One hundred sixty-eight students answered the survey in 2005-06. We have surveyed students for thirteen years, and this was the fifth year with the updated survey instrument. Kathleen Harris coordinated the compilation and reporting of the survey results. Members of the committee examined and discussed the survey results. Student-athletes reported good academic experiences, which are reinforced and supported by the coaching staff and the department's advising and counseling services. Student-athletes reported few problems meeting the demands of their course work or getting access to instructors. They believe that Carolina has prepared them well for their future life and careers. We will consider whether to excise the questions relating to the Academic Support Center and advising and survey students on those questions at the end of their freshman and/or sophomore years, when those services are more heavily used by students. That way, suggestions for improvement could be made in a more timely fashion and feedback received would be about recent experience, not practices that may have been changed or improved in the last several years.

Forty-four students participated in the exit interviews, which were held February 27, February 28, and March 1, 2006. 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 a consolidated report compiled by Barbara Wildemuth of the committee's impressions from the exit interviews, the committee highlights the following:

- UNC has a strong academic reputation that is emphasized throughout the recruiting process and during the student's college life.
- Student-athletes feel well-prepared to pursue their career plans, while acknowledging that their demanding athletic schedules limited their opportunities somewhat.
- Student-athletes are generally treated fairly in academic settings. Class attendance policies and assignment deadlines are sometimes problematic in relation to team travel.
- Assisted registration would improve student-athletes' access to needed courses, particularly in their majors.
- Communication among student-athletes and between student-athletes and coaches across differences in race, gender, or sexual orientation is respectful and positive.
- The Carolina Leadership Academy is viewed as a strong positive, with some suggestions to fine-tune the freshman year segment of the program and to clarify the selection process for participation in the second and third levels of the program.

The exit interview process provides the committee an opportunity to hear comments from student-athletes and to receive reports on follow-up activities undertaken by the Department of Athletics. In the few instances where criticism is offered or opportunities to improve are identified, the Department's personnel investigate and report back to the committee on the follow-up that has taken place. The committee will continue to discuss the areas and ways in which it may be of assistance in improving the academic experience and general welfare of student-athletes.

Majors: The committee will review data on majors of student-athletes who have junior status or higher and thus have declared majors and compare the data to our review of majors in 2004-05.

Admissions: In December, Steve Farmer met with the committee to discuss a proposal pending before the Advisory Committee on Undergraduate Admissions relating to the total number of prospective student-athlete admissions that could be allocated by the Department of Athletics to individual squads without regard to residence status, and a proposal to create "incentive" admissions to encourage coaches to recruit stronger students. The new approach would be provisional and reviewed after the first year of its operation by the Advisory Committee on Undergraduate Admissions. The committee provided feedback on the proposal and its suggestions regarding the total number of admissions and the number of incentive slots. Mr. Farmer's proposal was subsequently adopted by the Advisory Committee on Undergraduate Admissions and will be reviewed by that committee after one year of operation.

Substance Abuse Policy: Dick Baddour reported that response to the new Substance Abuse Policy, effective November 1, 2005, had been positive on a national level, especially with respect to the restrictive treatment for a positive test for an anabolic steroid. Mr. Baddour noted that a handful of coaches had implemented even stricter substance abuse policies, which is permitted under the general policy when the students are given adequate advance notice of the stricter policy. An important component of the revised policy is the appointment of a Substance Abuse Policy Review Committee to interpret the policy and the drug testing programs as necessary, review its administration annually, and recommend any policy or program changes to the Director of Athletics for approval by the Director and the Chancellor. The policy provides that this review committee include faculty members.

Lessons Learned: Dick Baddour and the Chancellor reported that in the aftermath of the Duke Lacrosse incident, the department and University had carefully considered its institutional response to a hypothetical situation of similar magnitude. Mr. Baddour also discussed with the committee the department's policy with respect to an arrest of a student-athlete.

Student Athletic Fee: The student athletic fee was increased by \$50, effective for the fall of 2006, following a \$100 per student increase the prior year. The additional funds have been directed to increase the operating budgets of the Olympic sports program, address salary issues for the Olympic sports coaches, and help support renovations of Carmichael Auditorium. The Department of Athletics will report to the committee later this year on its long-term financial plan so the committee may see the impact of this fee on the operations of the Department.

Signage: One sponsor, Wachovia Corporation, entered into a sponsorship contract with the Department that permitted it to post certain signage in the Smith Center beginning in the fall of 2005. The signage contract was negotiated consistently with the resolution from the Task Force on Signage adopted by the Board of Trustees in the summer of 2004, limiting signage to just a few sponsors to be done in a "limited and tasteful way." Dick Baddour reported that there had been very little adverse reaction to the signage.

Tickets: For the first time, a faculty-staff ticket distribution was held for a women's basketball game, the regular season ending game against Duke in 2005. This year, faculty-staff ticket distribution

will be held on October 9-13, for four free tickets to the women's basketball games against Tennessee, Connecticut, and Duke. In October of 2006, the committee invited Clint Gwaltney, the ticket manager for the Department of Athletics, to describe and review the faculty/staff ticket priority formula used for seating in the Smith Center adopted in 1994.

Dick Baddour also described to the committee the new online system for distributing basketball tickets and some football game tickets to students. Although there has been some opposition to the new system from students who feel that loyalty to the team demonstrated by waiting in line for tickets should be rewarded, the committee was in favor of a system that minimized the demands on student time and provided equal access to tickets even to students not able appear at the designated time to wait in line for tickets.

Faculty/Staff Wellness: An often overlooked portion of the charge to the Faculty Athletics Committee is that it advises the Chancellor on "athletic opportunities for members of the University committee." At the suggestion of Dr. Desmond Runyan, the committee brought together several members of the University community at its January 2006 meeting to discuss wellness for faculty and staff. Alice Ammerman (Department of Nutrition and chair of the Faculty Welfare Committee), Laurie Charest (Associate Vice Chancellor for Human Resources), Katherine Graves (Maternal and Child Health and member of the Employee Forum), and Kevin Guskiewicz (chair of the Department of Exercise and Sport Sciences and chair of the Campus Recreation Administrative Board - CRAB) joined the committee for a discussion of fitness and wellness options for UNC-CH employees.

The ideas generated by the discussion included those listed below.

For the Campus Recreation Board

- Consider staggered cost for gym/pool privilege card based on salary.
- Consider taking fitness opportunities to departments, especially those not located conveniently to Woolen, the SRC, or the Ramshead facility.
- Consider additional marketing of fitness and wellness opportunities that exist (especially additional publicity about the new Ramshead facility), including a regular column on fitness (perhaps monthly) in the *University Gazette*.
- Determine what options are available to UNC-CH employees to access the Meadowmont wellness facility and publicize those opportunities as well.
- Consider surveying UNC-CH employees (with the assistance of the Office of Institutional Research) about their fitness needs.
- Publicize the website for campus recreation and make it easily apparent to and accessible by faculty and staff.
- Consider scheduling time to discuss fitness opportunities for staff at an upcoming Employee Forum.

For the University System's Health Insurance Task Force

- Pay all or up to a certain amount of the cost of membership to a fitness facility for state employees as a wellness benefit.
- Consider reducing health insurance rates for employees and/or family members for participating in fitness/wellness programs

For the Facilities Working Group

- In planning new University buildings (including the Carolina North Campus) and renovating existing buildings consider requiring
 - Showers (at least one enclosed shower stall in a women's and men's restroom accessible to all building occupants) so that employees may be encouraged to walk or bike to work or to walk or run at lunch and have a convenient place to shower before going to or returning to work.
 - Accessible stairwells that encourage the building's users to walk up and down stairs rather than to take elevators to go from floor-to-floor.
- Laurie Charest reported that the town of Chapel Hill requires buildings to have showers to encourage employees to walk or bike to work.
- Several members of the committee reported that showers were removed from building plans for several University buildings because of cost pressures.
- These environmental changes to encourage increased physical activity are especially important in buildings and areas removed from the other campus recreation facilities (Woolen, Fetzer, SRC, and the Ramshead Recreation Center). A planning goal could be to ensure that all employees are not more than a five-minute walk from a place to shower after exercise.

Kevin Guskiewicz presented our ideas to CRAB. The Faculty Athletics Committee wrote to the Facilities Planning Group, the Building and Grounds Committee, the Carolina North Advisory Committee, Tony Waldrop, the University System Health Insurance Task Force, relaying the committee's suggestions as relevant. Alice Ammerman subsequently reported that the Provost had funded a staff person for 2006-07 to work in the Center on Health Promotion and Disease Prevention since worksite wellness was also a priority identified by the Chancellor's Task Force for a Better Workplace. A University Steering Committee for Worker Health, Safety and Wellness has been formed to help identify existing resources on campus and recommend how best to develop a coordinated, comprehensive approach to worksite wellness. Two of our committee members, Dr. Desmond Runyan and Dr. Garland Hershey, were appointed to the 16-person committee. The Steering Committee had its first meeting on September 18, 2006. Drs. Hershey and Runyan reported at the October Faculty Athletics Committee meeting that the first steps of the Steering Committee would be to interview key campus partners and conduct employee focus groups. The committee will also review practices at peer campuses as well as environmental conditions including access to healthy foods and physical activity opportunities and policies that support healthy lifestyle choices.

Competitive Success: Dick Baddour reported that UNC-CH finished fourth in the Director's Cup (former Sears Cup) for national rankings in athletic programs in 2005-06 (ninth in 2004-05), highlighted by the baseball team's finish as national runner-up in the College World Series and the women's basketball team's Final Four appearance. Moreover, for the first time both the women's and men's national basketball coaches of the year were from the same school, when Sylvia Hatchell and Roy Williams received these honors in 2006.

Conclusion

The committee enjoys a good working relationship with the Chancellor and the Department of Athletics. The committee believes that the Athletics 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.