

**Faculty Athletics Committee**  
**January 23, 2018**

**Present:**       **Committee Members:** Lissa Broome, Jaye Cable, Melissa Geil, Daryhl Johnson, David Guilkey, Morgan Lane, Layna Moseley, Darin Padua, Andrew Perrin, Jeff Spang, Kim Strom-Gottfried, William Sturkey, Erika Wilson

**Advisors:** Michelle Brown (ASPSA), Bubba Cunningham (Athletics), Vince Ille (Athletics)

**Guests:** Robbi Pickeral Evans (Athletics), Josiah Evans (student), Chris Faison (CSSAC – Minority Mentoring & Engagement), Misha Maruf (DTH), Anna Rose Medley (Chancellor's Office), Karen Moon (Media Relations), Garrett Locklear (student)

I.       Welcome and Preliminary Matters

- Committee Member Update. Chair Daryhl Johnson introduced new committee member Jaye Cable of Marine Science (who is replacing Deborah Stroman) and welcomed Layna Mosley back from leave. Professor Cable will meet soon with Daryhl, Bubba Cunningham, and Lissa Broome for FAC onboarding. Other committee members and guests introduced themselves.
- Minutes. The minutes from the December meeting were approved after a motion by Andy Perrin which was seconded by David Guilkey.
- Team Liaisons.
  - Men's Lacrosse and Men's Basketball. Kim Strom-Gottfried reported that she has reached out to both teams with a focus on mental health issues and student capacity to speak out on social issues. The teams have expressed concerns regarding priority registration and time management.
  - David Guilkey who is assigned to men's and women's swimming and diving and men's and women's tennis also reported issues with registration with one team almost losing a star player because he couldn't enroll in a senior level Economics class. The Economics Department is trying to get more faculty teaching senior level courses.
  - Field Hockey. Erika Wilson reported that student-athletes on the field hockey team also expressed frustration with getting registered for the courses that they needed or wanted. In addition, some professors were not as accepting of travel letters as others. Professor Wilson suggested a pamphlet regarding excused absences that students could take to faculty. ASPSA Director Michelle Brown reported that the University attendance policy is excerpted on the travel letter and

Debbi Clarke described a revised Excused Absence policy that will be presented to Faculty Council by the Educational Policy Committee in February. The new policy provides for a testing center to help in administering make-up exams. Many faculty, however, feel compelled to prepare a different exam if the make-up exam is not administered at the same time as the regular exam and, therefore, resist providing a make-up exam opportunity. Andy Perrin noted that this issue was discussed extensively in the Student-Athlete Academic Processes Working Group and that there is no perfect solution. In some courses with an interactive class environment there are also challenges to making up the missed in-class work.

- Student-Athlete Update. Morgan Lane was asked about conversations among student-athletes about the Michigan State situation with Dr. Larry Nasser. Morgan said that her team – Gymnastics – had discussed the issues. She also noted that the team held a diversity and equality meet the prior week.

## II. Faculty Athletics Representative Remarks

Professor Lissa Broome notes that her written update was posted to Sakai (and is attached). The NCAA Convention occurred January 17-19. The legislation before the five Autonomy conferences was adopted, including legislation that requires institutions to provide at least two years of medical coverage for athletically-related injuries after eligibility ends. Most schools, including UNC, are likely already doing this. This is positive for student-athlete welfare. Legislation was also passed mandating three days off for basketball teams over the winter break. This effectively increases the 14 additional days off during the year, pursuant to last year's time management legislation, to 17 days off for just this sport. Again, most schools are already providing a holiday break from practice and competition.

Legislative priorities for this year will be discussed by representatives from the five Autonomy conferences in April. To improve the quality and amount of discussion at the Annual Convention, Lissa suggested that: (1) each conference do a better job of providing feedback on draft language of the legislation before the proposed language is finalized and made public, (2) each conference hold their own meetings at the convention before the Autonomy Discussion Session so they can identify the issues of particular concern that they want to address with those from other conferences, and (3) the Autonomy Conferences consider excluding the press from the discussion forum to encourage more open and frank discussion among the member-schools and the student-athletes with the voting session continuing as an open session.

Condaleeza Rice is heading up the Commission on College Basketball. Recommendations are expected to be presented in April and to be operationalized for the 2018-19 season. Those with comments are invited to make them at [www.basketballcommission.org](http://www.basketballcommission.org). Bubba Cunningham said some of the issues being addressed by the Commission were: the NBA's rule requiring that a player be 19 years old to be drafted (the genesis of the "one and done" rule in college basketball); the ability of student-athletes to profit from their name, image, and likeness without losing their collegiate eligibility; the involvement of agents; and youth basketball. The

association of athletics directors is putting together a white paper on these topics to send to the Commission.

A Division I Transfer Working Group has been discussing issues related to student-athletes transferring between institutions. A flexible timeline has been approved for legislation. Concepts being discussed include switching from a student-athlete receiving permission to transfer to a student-athlete notifying the coach that he or she wishes to transfer, adopting the same rule for all sports, tying immediate eligibility to play at the new institution to an academic threshold, and increasing the penalties for “tampering” with student-athletes.

Early recruiting issues are being addressed by potential legislation that would provide that no unofficial visits could occur before September 1 of the prospective student-athlete’s junior year in high school and that official visits (paid by the school) could begin at the same time. Professor Broome’s report has a link to an article by Oliver Luck and Brian Hainline, the Chief Medical Officer of the NCAA, mentioning the risks of early sport specialization and the connection to early recruiting.

The Division I Student-Athlete Advisory Committee outlined its priorities which include early recruitment (one rule for all sports), transfer issues (uniformity among sports and an academic threshold for immediate competition), increased awareness of mental health issues (including a video contest called “Break the Stigma”), and engaging student-athletes not on SAAC in SAAC discussions and priorities.

ACC representatives had a short meeting at the NCAA Annual Convention. The athletic directors, senior woman administrators, and the faculty athletics representatives will meet again in February. At that meeting, the FARs will approve \$6,000 post-graduate scholarships for three students from each ACC school.

There were 41 responses to last year’s student-athlete exit survey given to those student-athletes who have exhausted their eligibility. Some of the compiled results relating to academic issues and academic support are posted on Sakai.

UNC was recently notified that we will be part of the regular NCAA academic performance program data review. The ASPSA and the Registrar’s office are working hard to compile the requested data to verify our process for submitting GSR and APR data points.

There is a link in the update document to an article from the NCAA’s *Champion Magazine* about programs at other schools designed to expose faculty to the experiences of student-athletes.

Professor Broome also reported that she, Bubba Cunningham, and Nicki Moore have met with Men’s Soccer Coach Carlos Somoano regarding a proposed academic year model for Men’s Soccer. Although she was initially skeptical of this model, she believes it may have some merit. Spreading the contests over two semesters instead of one could reduce missed class time for mid-week contests, provide extra time for rest and recovery, and potentially reduce injuries. Research by Professor Darin Padua has been cited for this effort. Conflicts in facilities use with men’s and women’s lacrosse is an issue. At this point, the Women’s Soccer coaches have not fully engaged with this proposal. As the proposal advances, the FAC will discuss it further.

### III. Athletic Director's Remarks

Athletic Director Bubba Cunningham shared the Athletic Department's second strategic plan. This plan contains the same strategy statements as the first strategic plan, but focuses its priorities on people rather than policies (which were addressed more directly in the first strategic plan). This strategic plan's priorities are student-athletes, coaches and staff, and the Carolina community. The latter group is defined as "students, alumni, fans and friends." Some FAC members wished that "faculty" had been specifically named and wished that the plan placed greater emphasis on excellent academic performance, repeating a statement from the first strategic plan about a goal of being in the top 3 in the conference and top 10 nationally in academic performance. Although it is not stated specifically in the strategic plan document, Mr. Cunningham reiterated that top 3/top 10 remain goals for academic as well as athletic performance. Data Mr. Cunningham presented to FAC last year helped to demonstrate that the academic credentials of the student-athletes being recruited to UNC compare favorably to any number of peer groups. Moreover, the first objective under Student-Athletes is to support student-athletes' academic goals, performance, and efforts to graduate. Objective three under the Carolina Community priority is to engage the campus community to further align athletics with the University's mission.

### IV. Committee on College Sport Update

Jeff Spang reported that the Committee on College Sport hopes to arrange for the NCAA's Chief Medical Officer, Dr. Brian Hainline, to visit UNC this spring to meet with a variety of groups for a student-athlete mental health summit. Morgan suggested that it might be easiest for student-athletes to participate on a Monday evening when the Leadership Academy normally meets. It would also be good to get Dr. Hainline before our coaches. Kim Strom-Gottfried suggested that other mental health professionals on campus might also be interested in participating. Dr. Spang was encouraged to get on Dr. Hainline's calendar as soon as possible. Dr. Spang noted that the NCAA was anticipating a daytime meeting, but it might be possible to suggest an alternative format for the visit.

William Sturkey brought up issues regarding bullying on social media. Bubba Cunningham said that student-athletes receive social media training that focuses on the image they are portraying through social media, but he did not know if the training included how to handle cyber-bullying. He will ask about that and thinks it is a good element to add to the training if it is not already addressed.

### V. Faculty Listening Session

Daryhl Johnson asked William Sturkey to schedule the committee's faculty listening session. One session that is long enough to span two class periods should be sufficient. The Faculty Governance Office can likely help with scheduling, room reservations, and publicity. This is an open forum for faculty to come and discuss matters of interest with FAC members. It is also an opportunity to help educate faculty about issues related to intercollegiate athletics. We have not had such a session in a few years. During our NCAA and accrediting reviews, these sessions were well-attended. The last few sessions did not have a large attendance, but the sessions are

likely still worth having. Kim Strom-Gottfried suggested it might be good to have some topics for discussion to provide some direction for the discussion and perhaps attract faculty attendance. She mentioned as examples academic progress reports and travel letters. But, even with structure, it is still important to emphasize that the session is like an open house where faculty may come and go.

#### VI. Admissions Meeting Agenda Planning

At FAC's next meeting on February 20, we will meet with the Advisory Committee on Undergraduate Admissions. This has been an informational session in the past. The Advisory Committee is coming up with specific topics to cover, but FAC members should email Daryhl Johnson if they have specific items that they would like to be addressed at the meeting. Kim Strom-Gottfried was interested in any longitudinal data that could be provided. She also noted that from her discussion with coaches she has learned that some prospective students that would have been considered for admission in the past are not even brought forward for consideration now because of work being done to increase the academic profile of our student-athletes.

#### VII. Discussion of Themes from FAC/SAAC Focus Group

Kim Strom-Gottfried discussed themes from FAC's 2017 focus group discussions with the Student-Athlete Advisory Council (SAAC). This annual discussion is organized by FAC's subcommittee on student-athlete wellbeing. Each FAC member sits at a table with a mix of student-athletes from different sports. The students receive a list of topics to be addressed prior to the meeting and are encouraged to get feedback from their teammates on these topics before the focus group discussions. The document describing the themes from the 2017 discussions is attached.

One suggestion was that more detailed bios be published about advisors. Michelle Brown asked for clarification on whether the request was directed to the advisors in Steele Building or the academic counselors working in ASPSA. Strom-Gottfried will look back at her notes and see if they clarify this point.

William Sturkey asked about the comments on student-athletes speaking out on social justice issues. He wanted to be sure that student-athletes were free to speak. Bubba Cunningham said that the Athletics Department encouraged discussion within teams on social issues. Kim Strom-Gottfried asked about how other ACC institutions handle this. Lissa Broome will post on Sakai some notes from an ACC meeting last spring that discussed exactly this issue. This document noted the importance of student-athletes communicating with coaches prior to making any statements. Strom-Gottfried cautioned us to be mindful of this national issue. Morgan Lane said that student-athletes are taught in the Leadership Academy that they are always a representative of the University's athletics program ("The jersey never comes off"), but that they were not discouraged from expressing their own opinions on social or political issues.

The 2018 focus groups will be held on March 21 at 7:00 in Loudermilk. Dinner is provided. The draft questions for the focus group will be circulated soon for comment by FAC prior to being circulated to the SAAC students. All FAC members should try to attend.

#### VIII. FAC/Process Review Group Update

Daryhl Johnson noted that the Process Review Group and the FAC have a number of overlapping topics they are working on together. Debbi Clarke has posted a spreadsheet on Sakai listing these issues. If you see a topic in which you have interest and you are not listed as part of the working group, please reach out to the people who are listed and let Daryhl know. The document contains references to various Processes. These academic processes are all cataloged at <http://apsa.unc.edu>.

The meeting adjourned at 5:22pm. The next meeting is on February 20, 2018, at 3:30 p.m. in 105 South.

Respectfully submitted by Lissa Broome (with assistance from Anna Rose Medley).

Attachments: NCAA and ACC Update  
UNC Athletics Dept. - strategic plan  
2017 SAAC Focus Group Themes  
FAC Process Review Group Action Items

**Update to FAC from the Faculty Athletics Representative  
January 23, 2018**

**NCAA**

1. Annual Convention January 17-19
  - a. Autonomy Conferences (ACC, SEC, Big 10, Pac 12, Big 12) (one-school, one-vote – January 18-19)
    - i. All proposals adopted
      1. Medical coverage for athletics related injuries for at least two years after eligibility ends
      2. Required three days free of athletically related activities for basketball during holiday break
    - ii. Autonomy Forum will likely occur the first two weeks in April to discuss next year's legislative priorities
  - b. Commission on College Football -- Recommendations expected at April D1 Board and Council meeting; action on the recommendations is expected so that the recommendations can be operationalized before the 2018-19 basketball season. See [www.basketballcommission.org](http://www.basketballcommission.org)
  - c. Division I Transfer Working Group – Approved a flexible legislative timeline so that legislation could be introduced in April for a vote as early as June. Concepts being discussed by this Group
    - i. Notification of transfer (versus permission to transfer)
    - ii. Conference review of intraconference transfer policies
    - iii. National database for prospective transfers to signal permissible recruiting of these potential transfers
    - iv. Penalties for “tampering”
    - v. Whether to have uniformity of transfer rules among sports regarding immediate eligibility upon transfer (with an academic threshold for immediate eligibility)
    - vi. Transfer Working Group meets Feb. 12-13 and Committee on Academics meets Feb. 19-20.
  - d. Division I Presidential Forum is finalizing its report, Charting the Course which includes presidential principles relating to early recruitment, well-rounded educational experience for SAs, and health and safety issues.
  - e. Division I Council approved some legislation
    - i. Regarding start of WBB practice, first contest in basketball, and preseason football practice (one day off of athletically related activities per week other than two hours of off-field meetings or film review; CARA limits to begin the earlier of the first day of classes or seven days before first contest).
  - f. Student-Athlete Experience Committee
    - i. Received request from National Fastpitch Coaches Association to comprehensively modify the recruiting model for softball.

- ii. Approved modifications to legislation to be considered by the Council in April that official and unofficial visits may begin September 1 of the junior year.
  - iii. See article by Oliver Luck and Dr. Brian Hainline regarding youth sports (specialization in one sport prior to puberty and the risks of early sport specialization) and connection to early recruiting, <https://www.aspeninstitute.org/blog-posts/ncaa-vps-say-colleges-need-help-repair-broken-youth-sports-model/>.
- g. D1 SAAC Priorities
  - i. Early recruitment – one rule for all sports
  - ii. Transfers – uniformity and an academic threshold
  - iii. Mental health awareness – video context – “Break the Stigma”
  - iv. SA engagement – Including SAs not on SAAC in SAAC discussions and priorities

## **ACC**

1. ACC discussion at NCAA Convention on January 18
2. AD/SWA/FAR meeting February 14-16
  - a. ACC Postgraduate Scholarships

## **UNC**

1. SA Survey – data on Academics
  - a. To be posted on Sakai
2. Academic Performance Program (APP) Data Review process
3. Faculty Engagement
  - a. NCAA Champion Magazine, Game Changing Faculty Programs: Athletics and academics come together through efforts to reach out to professors (Winter 2018), <http://www.ncaa.org/champion/game-changing-faculty-programs>.
4. Discussion regarding academic year model for Men’s Soccer

# TOGETHER WE WIN

2017 - 2022



**A STRATEGIC PLAN FOR CAROLINA ATHLETICS**





# **CAROLINA<sup>TM</sup>**

## **ATHLETICS**

**WE EDUCATE AND INSPIRE THROUGH ATHLETICS**





## A STRATEGIC DIRECTION FOR CAROLINA ATHLETICS

In 2012, we launched an impactful strategic plan for Carolina Athletics, “Carolina Leads,” that defined and directed key processes that would guide us as we educate, inspire and lead.

Five years later, our updated strategic plan builds on those processes by focusing on the people who make them happen and are directly impacted by them: our student-athletes, coaches and staff, and the Carolina community.

“Together We Win” is about working in sync to be successful in all that we do – in the classroom, in competition and in our community. It’s about supporting nearly 800 remarkable student-athletes, their passionate coaches, and the committed staff, fans, alumni and donors who support them each day. It’s about pushing ourselves, and each other, to make each year more successful than the one before.

It’s about working and winning as a team.

This updated plan was made possible by a strong show of teamwork from people who are committed to the future of Carolina Athletics. Thank you to the scores of Tar Heels involved in the process: our consulting team led by Dr. Paul Friga of the Kenan-Flagler Business School; the task force led by our department’s executive leadership team; and our advisory committee – which included members of our University faculty and administration, coaches, student-athletes, and staff from our department and the Rams Club.

This updated strategic plan will continue to guide us as Carolina continues to shape the future of college athletics. By working TOGETHER, we will continue to WIN.

Go Heels!





## THE STRATEGIC PLANNING PROCESS

This plan, like the one before it, provides a template for strategic thinking for Carolina Athletics. It re-emphasizes our foundation – our Mission and Values. It defines our program’s future – our Vision. And it lays out our goals – our Priorities, Objectives and Initiatives – that we will undertake over the next five years.

It is the result of a process that began in Summer 2016 and included three in-depth phases: Assessment, Visioning and Implementation.

Assessment involved research, discussion, surveys and an extensive SWOT (Strengths, Weaknesses, Opportunities and Threats) analysis, benchmarking Carolina against peer institutions as well as our own past performance.

Visioning included in-depth discussions about the future of Carolina Athletics with members of the department, University and Carolina Community. Those discussions resulted in strategy statements that will guide Carolina Athletics moving forward. They also re-affirmed our Mission and Values and re-focused our Vision for the future.

Implementation outlined the steps needed to accomplish the goals set out in the strategic plan, and solidified the objectives and initiatives that will help us achieve the vision detailed in this publication. Our plan will be supported by action steps that will be evaluated and updated each year.

This plan builds on our 2012 plan, will guide us in the present and will shape the future of Carolina Athletics.





## STRATEGY STATEMENTS

### MISSION

We educate and inspire through athletics.

### VALUES

#### Responsibility

Do what is right

#### Innovation

Find a better way

#### Service

Put others first

#### Excellence

Play hard. Play smart. Win together.

### VISION

Together We Win

### PRIORITIES

#### Student-Athletes

Strengthen and create programs and opportunities that will help all student-athletes reach their highest levels of academic, athletic and personal success.

#### Coaches and staff

Provide an inclusive and growth-oriented environment in which coaches and staff lead and develop student-athletes in the pursuit of championships.

#### Carolina Community

Welcome, value and engage students, alumni, fans and friends.



## **STUDENT-ATHLETES**

**Strengthen and create programs and opportunities that will help all student-athletes reach their highest levels of academic, athletic and personal success.**

### **OBJECTIVE 1:**

#### **SUPPORT STUDENT-ATHLETES' ACADEMIC GOALS, PERFORMANCE AND EFFORTS TO GRADUATE**

##### **INITIATIVES:**

- a. Create and promote high-impact educational opportunities and experiences
- b. Identify new research-based approaches and initiatives to provide optimal academic services and educational support
- c. Enhance academic and transition programming for incoming and exiting students

### **OBJECTIVE 2:**

#### **ENHANCE AND SUPPORT THE STUDENT-ATHLETE EXPERIENCE FROM RECRUITMENT TO GRADUATION AND BEYOND**

##### **INITIATIVES:**

- a. Collaborate with University partners to identify and share more campus resources
- b. Coordinate the efforts of ASPSA, Student-Athlete Development and campus partners to expand and individualize major and career exploration services for more student-athletes
- c. Strengthen the comprehensive intellectual and personal development of student-athlete leaders
- d. Collect and share recruiting resources to help support customized, efficient and effective recruitment of student-athletes



WEEKLY  
1980  
ACC CHAMPIONS



### **OBJECTIVE 3:**

#### **EMPHASIZE LIFELONG HEALTH AND WELLNESS**

##### **INITIATIVES:**

- a. Provide an infrastructure to optimize health care, prevent injury and maximize athletic development
- b. Enhance resources focusing on physical, mental and nutritional health and performance
- c. Utilize research, data and analytics to maximize health and performance
- d. Promote current and lifelong wellness

### **OBJECTIVE 4:**

#### **OPTIMIZE RESOURCES FOR TEAM SUPPORT AND PROGRAMMING**

##### **INITIATIVES:**

- a. Pursue innovation in academic support, student-athlete development and health and performance units
- b. Enhance internal operations and explore centralization of services to create efficiencies
- c. Prioritize and pursue additional resources and services for all student-athletes

### **OBJECTIVE 5:**

#### **BUILD, RENOVATE AND MAINTAIN OUTSTANDING FACILITIES**

##### **INITIATIVES:**

- a. Explore opportunities for broad-impact facilities that support both Department of Athletics and University initiatives
- b. Optimize the aesthetic and practical value of current facilities
- c. Update the Capital Facilities Plan



## COACHES AND STAFF

**Provide an inclusive and growth-oriented environment in which coaches and staff lead and develop student-athletes in the pursuit of championships.**

### **OBJECTIVE 1:**

#### **NURTURE THE CAROLINA FAMILY**

##### **INITIATIVES:**

- Deepen relationships by fostering communication, collaboration and accountability
- Promote mentorship, leadership and professional development
- Fully engage in the University's Healthy Campus Initiative
- Adapt to an evolving workforce

### **OBJECTIVE 2:**

#### **POSITION ALL SPORT PROGRAMS TO ANNUALLY ACHIEVE TOP 3 CONFERENCE AND TOP 10 NATIONAL ACADEMIC AND ATHLETIC RANKINGS**

##### **INITIATIVES:**

- Achieve capital campaign fundraising goals
- Increase athletic department revenue by 25 percent over the next five years
- Enhance assessment and feedback mechanisms for sport program development
- Enhance engagement in the shaping of intercollegiate athletics by participating in conference and national organizations

### **OBJECTIVE 3:**

#### **IMPROVE INCLUSIVENESS, DIVERSITY AND TRANSPARENCY IN DECISION-MAKING**

##### **INITIATIVES:**

- Promote diversity and inclusion through an enriched departmental culture
- Develop and execute multi-year Title IX and Diversity Strategic Plans
- Recruit and develop diverse staff and coaches
- Pursue organizational and process changes to enhance effectiveness

### **OBJECTIVE 4:**

#### **EXPLORE INCREASING FINANCIAL AND NON-FINANCIAL BENEFITS**

##### **INITIATIVES:**

- Attract and retain successful coaches and staff
- Elevate recognition and rewards for coaches and staff while striving for Top 3/Top 10 academic and athletic finishes in the ACC/NCAA





## CAROLINA COMMUNITY

Welcome, value and engage students, alumni, fans and friends.

### OBJECTIVE 1:

#### EMBRACE OUR PEOPLE-FIRST CULTURE

##### INITIATIVES:

- a. Enhance game-day experiences
- b. Inspire and increase Rams Club membership and engagement
- c. Increase ticket sales and attendance
- d. Develop opportunities to connect with the town, state and world

### OBJECTIVE 2:

#### EXPAND OUR ABILITY TO TELL THE CAROLINA STORY AND DELIVER THE CAROLINA EXPERIENCE

##### INITIATIVES:

- a. Launch, leverage and lead the ACC Network
- b. Unify and innovate our branding and messaging
- c. Embrace the use of data analytics and business intelligence to make informed decisions
- d. Bolster Creative Services to expand innovative content
- e. Leverage historical success

### OBJECTIVE 3:

#### ENGAGE THE CAMPUS COMMUNITY TO FURTHER ALIGN ATHLETICS WITH THE UNIVERSITY'S MISSION

##### INITIATIVES:

- a. Strategically position athletics initiatives to support the campus strategic framework
- b. Deepen the relationship between the athletic department and campus
- c. Continue to emphasize a culture of compliance and accountability throughout the department, campus and community





**TOGETHER  
WE WIN**  
2017 - 2022



## **ACKNOWLEDGMENTS**

Many thanks to the numerous people – athletics staff, faculty members, University supporters, members of the Carolina community – who provided input and feedback during this planning process. Your participation will continue to ensure that strategic thinking remains a priority at Carolina – and it is another example of how TOGETHER, we WIN.



# CAROLINA<sup>TM</sup>

ATHLETICS

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## 2017 FAC – SAAC Focus Group Themes

**Time Constraints:** While involvement in athletics provides structure and promotes development of time management skills, demanding or unpredictable practice/game schedules prevent SAs from participating in academic and social interests (specific program courses and labs, internships, study abroad, sororities/fraternities, etc). Some SAs may select majors based on schedule and recommendations of upperclassmen on their teams. Some teams asked for attention to long bus rides to meets (South Bend).

**Faculty Inflexibility and Stereotypes/Stigma:** Focus group participants voiced having generally positive relationships with faculty (work with SAs to schedule make-up assignments), but they noted limited availability of faculty office hours as a significant hindrance to academic success/relationship building and the “quiz dropping practice” creates significant pressures. Some continuing problems with stereotyping athletes and difficulties with travel letters. Several SAs expressed interest in the Invite a Professor to Practice model that football uses.

**Mixed Opinion on Support from Coaches:** Lack of understanding regarding workload. Suggest that all coaches have written rules, with explicit consequences, and enforce them evenly. Some coaches are flexible about SAs missing practice for labs/required class, but require make up practice time. SAs want more flexibility for non-mandatory meetings (even though they are said to be optional, they don’t feel optional; pressure to attend). Many noted positive involvement of head coaches in team members’ academic endeavors—keeping track of academic performance and recognizing high achievement.

**More Resources/Resource Awareness:** Expressed appreciation that the importance of mental health is being acknowledged. Positive about the psychologist’s services and thought they should be advertised more, perhaps through CREED. Want more psychologists on staff. Suggested having a stress management psychologist instead of just a sports psychologist. Noted a need for more nutrition services. Requested more trainers too. Consider appointment time blocks with athletic trainers; noted long wait time to see trainer. Ensure distribution of sport administrator contact info/resource description. Asked for attention to non-revenue sports.

\*Suggestion: don’t give out all policies and resources at one time. Have a master list—one sheet of paper—with resources/contact info listed.

**Transportation/Parking Challenges:** Noted difficulty parking for Track & Field during meets; T&F athletes are restricted from parking next to the track, but soccer gets passes to the deck. Suggested consideration of transportation to remote practice sites, especially with track & field moving to Finley. Explore parking passes for practice time periods.

**Team Climate/Approach to Issues:** Overall good team climate expressed. Approach to handling problems that arise on the team depends on the context/nature of the issue. Many SAs stated they would attempt to first handle things within the team before going to the coach. For small to medium issues: desire solve it within the team (Choice 1: among the people themselves;

Choice 2: involve student team leadership; Choice 3: involve the coaches, perhaps starting with assistant coaches rather than the head coach).

**Speaking Out:** Consensus that involvement in social justice issues is discouraged or even prohibited. Many SAs expressed discomfort speaking out on campus issues because they represent much more than themselves. Many stated they are restricted or cautioned by coaches regarding use of social media.

**Academic Support:** Overwhelming positive comments regarding resources at Loudermilk Center for Excellence. SAs appreciate being able to see advisors at Loudermilk; voiced strong preference over Steele Building. Professors dislike completing progress reports. Several complaints/suggestions regarding tutoring: (a) some tutors never took the course in college or last covered the material several years ago; (b) group tutoring is highly structured and you cannot miss your tutoring appointment; (c) shared opinion that students should be allowed to substitute meeting with faculty members for a tutoring session; (d) difficulty accessing individual tutoring (very limited availability). Request for performance review opportunity for advisors (as tutors already are)..

\*Some specific suggestions:

1. The professional schools should have advisors come to Loudermilk 2x semester. Otherwise, we miss out on advising that is more focused in our area. Our schedules don't match the advising in the schools.
2. Publish more detailed bios on the advisors. Students have no idea of their work experience, areas of interest, years of service at UNC, where they are more knowledgeable, etc. The current listing is long, tedious, and not user friendly! Sometimes students want to meet with another counselor who may have more experience in a particular area.

**Positive Aspects of UNC Experience:** school spirit, team comradery, strong networking opportunities, student-athlete career fairs, resources available at Loudermilk, support from coaches. Overall, strong satisfaction with UNC experience.

**Faculty Athletics Committee Student-Athlete Academic Process Review Group  
Action Items 2018-19**

**DRAFT**

	A	B	C	D	E	F	G	H	I
		<b>Faculty Athletics Committee/Process Review Group Action Item</b>	<b>Description</b>	<b>Responsible</b>	<b>FAC Topic Group</b>	<b>FAC Key Function</b>	<b>PRG Process # <a href="http://apsa.unc.edu/">http://apsa.unc.edu/</a></b>	<b>Outcome/Deliverable</b>	<b>Status/Next Steps</b>
1									
2	1.0	<b>Complete Carolina</b>	Promote changes to NCAA legislation that address several issues related to a student-athlete returning to complete their degree. (1) An institution should be able to pay for a returning student-athlete to take course credits toward graduation at another institution; (2) An institution's Graduation Success Rate (GSR, an NCAA metric) should not be penalized regardless of when a student-athlete returns to complete their degree	Michelle Brown - ASPSA; Mike Greene ASPSA; Bubba Cunningham - Dept of Athletics; Marielle Van Gelder - Dept of Athletics; Lissa Broome - FAC/FAR; Erika Wilson - FAC; Debbi Clarke - Provost's Office	Advising	Address pressure points related to student-athletes and academics, make recommendations for process improvement	<a href="http://apsa.unc.edu/supporing-non-participant-student-athletes/">Process 19.0 <a href="http://apsa.unc.edu/supporing-non-participant-student-athletes/">http://apsa.unc.edu/supporing-non-participant-student-athletes/</a></a>	Improved facilitation of degree completion for student-athletes who have left Carolina with remaining eligibility (academic and athletic)	Dec 2017, AD Bubba Cunningham submitted a white paper to the NCAA, outlining a proposal to change GSR NCAA legislation related to returning students
3	2.0	<b>Graduate Certificates &amp; Student-Athlete Eligibility</b>	Student-athletes approaching completion of their baccalaureate with remaining athletic eligibility often will "slow down" their progress toward degree in order to play out eligibility due to lack of options otherwise	Michelle Brown - ASPSA; Marielle Van Gelder - Dept of Athletics; Lissa Broome - FAC/FAR; Debbi Clarke - Provost's Office	Advising	Address pressure points related to student-athletes and academics, make recommendations for process improvement	<a href="http://apsa.unc.edu/eligibility-compliance/">Process 11.0 <a href="http://apsa.unc.edu/eligibility-compliance/">http://apsa.unc.edu/eligibility-compliance/</a></a>	Explore and vet academic options for post-bacc student-athletes who wish to remain at UNC to complete their athletic eligibility (grad certificates)	Coordinate with Stephanie Schmitt, Graduate School to better understand how certificate programs are administered; codify process of how ASPSA supports individual student-athletes to find a good fit -- 1. exposure to grad level courses, 2. professional development, 3. continued athletic eligibility; need to determine is certificate completion a requirement/expectation?
4	3.0	<b>Student-Athlete Academic Performance Tracking and Reporting</b>	(1) Research NCAA IPP data outcome gaps <a href="http://www.ncaa.org/governance/division-i-institutional-performance-program-ipp">http://www.ncaa.org/governance/division-i-institutional-performance-program-ipp</a> between student-athletes who have the same entering admissions criteria but better academic performance outcomes, as well as more positive self-reported outcomes, at peer institutions; (2) Graduate Success Rate projections from ASPSA	Daryhl Johnson - FAC; Lissa Broome - FAC/FAR; Debbi Clarke - Provost's Office; Michelle Brown - ASPSA; Lynn Willford - OIRA; Chris Eilers - OIRA; William Sturkey - FAC	Academics	Monitoring and maintenance	<a href="http://apsa.unc.edu/academic-performance-monitoring/">Process 12.0 <a href="http://apsa.unc.edu/academic-performance-monitoring/">http://apsa.unc.edu/academic-performance-monitoring/</a></a>	Need timely access to current data and reporting	meet with OIRA Spring 2018 -- Lynn Williford Chris Eilers Michelle Brown Lissa Broome William Sturkey (FAC/History Dept) Debbi Clarke

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	A	B	C	D	E	F	G	H	I
1		<b>Faculty Athletics Committee/Process Review Group Action Item</b>	<b>Description</b>	<b>Responsible</b>	<b>FAC Topic Group</b>	<b>FAC Key Function</b>	<b>PRG Process # <a href="http://apsa.unc.edu/">http://apsa.unc.edu/</a></b>	<b>Outcome/Deliverable</b>	<b>Status/Next Steps</b>
5	4.0	<b>Priority Registration/Course and Major Selection</b>	(1) review priority registration process for student-athletes vis-à-vis Time Demand; (2) Review courses/majors/minors that are limited for student-athletes due to time demands and schedule conflicts; (3) Explore more flexible course scheduling to encourage efficient progress toward degree for student-athletes (e.g., consider limits on online courses, both overall and by semester)	Lissa Broome - FAC/FAR; Abigail Panter - Sr. Associate Dean Undergraduate Education; Lauren DiGrazia - OUR	Academics	Monitoring and maintenance	<a href="http://apsa.unc.edu/registration/">Process 6.0 <a href="http://apsa.unc.edu/registration/">http://apsa.unc.edu/registration/</a></a>	Leverage tools (Course Scheduler, TeamWorks) to improve course scheduling; determine demand to provide better access to more courses, to provide more major and minor and choices for student-athletes	Need to ensure that People Soft/Course Scheduler feeds directly to TeamWorks (Marielle working with ITS)
6	5.0	<b>Student-Athlete Mental Health &amp; Wellness</b>	Dept of Athletics continues to expand mental health and wellness resources for student-athletes	Nicki Moore - Dept of Athletics; Jeni Shannon - Dept of Athletics; Lissa Broome - FAC/FAR; Daryhl Johnson - FAC; Michelle Brown - ASPSA	Student-Athlete Experience	Make recommendations to the Dept of Athletics on behalf of the faculty	<a href="http://apsa.unc.edu/student-athlete-development/">Process 18.0 <a href="http://apsa.unc.edu/student-athlete-development/">http://apsa.unc.edu/student-athlete-development/</a></a>		(1) Continue to encourage close partnership with Dept of Athletics with Student Health/Wellness and CAPS; (2) Faculty Athletics Committee is planning a Student-Athlete Wellness and Mental Health Symposium in Spring 2018, keynote will be Brian Hainline, Chief Medical Officer for the NCAA. FAC also is considering an invitation to Kate Fagan, author of "What Made Maddy Run" (Madison Holleran, Penn runner/student-athlete who tragically committed suicide)
7	6.0	<b>Academic Progress Reports</b>	Increase response rate from faculty on ASPSA student-athlete academic progress reports	Michelle Brown - ASPSA; FAC	Academics	Monitoring and maintenance	<a href="http://apsa.unc.edu/academic-support-for-student-athletes/">Process 7.0 <a href="http://apsa.unc.edu/academic-support-for-student-athletes/">http://apsa.unc.edu/academic-support-for-student-athletes/</a></a>	(1) Instructor (esp TA) outreach and training/education on the importance of academic progress reports; (2) campus implementation of student success tool will help	

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1		Faculty Athletics Committee/Process Review Group Action Item	Description	Responsible	FAC Topic Group	FAC Key Function	PRG Process # <a href="http://apsa.unc.edu/">http://apsa.unc.edu/</a>	Outcome/Deliverable	Status/Next Steps
8	7.0	University Approved Absence Policy	All Carolina students should have equitable access to learning and assessment opportunities. When considering University Approved Absences, we should balance the rights of students and instructors. Students have the right to be evaluated fairly, and faculty have the right to maintain reasonable expectations related to making accommodations for University Approved Absences. The policy on University Approved Absences should emphasize clarity, equity and accountability.	Joy Renner - Former FAC/Academic Advising Program; Debbi Clarke - Provost's Office	Academics	Address pressure points related to student-athletes and academics, make recommendations for process improvement	<a href="http://apsa.unc.edu/class-attendance-travel/">Process 9.0 http://apsa.unc.edu/class-attendance-travel/</a>	EPC will present revised University Approved Absence policy to Faculty Council Spring 2018; Office of the Dean of Students will manage notification and tracking of University Approved Absences on behalf of the Provost	Planned implementation in spring 2018, esp communication and outreach to instructors and students; University Approved Absences to be managed out of ODOS beginning Fall 2018
9	8.0	Faculty Engagement	Encourage and incentivize faculty engagement in the daily lives of students; connect faculty engagement in student success to rewards and recognition; provide consistent training and support for major advisors and faculty mentors; expand and promote opportunities for faculty to support and encourage students outside of the classroom.	Daryhl Johnson - FAC; Lissa Broome - FAC/FAR	Student-Athlete Experience	Monitoring and maintenance	<a href="http://apsa.unc.edu/faculty-relations-governance/">Process 8.0 http://apsa.unc.edu/faculty-relations-governance/</a>	<a href="http://thrive.unc.edu/~a-campus-wide-culture-of-cultivating-and-supporting-student-success">Link FAC efforts to faculty engagement initiatives with Thrive@Carolina http://thrive.unc.edu/~a-campus-wide-culture-of-cultivating-and-supporting-student-success</a>	ongoing and deliberate FAC efforts