

**Faculty Athletics Committee Retreat  
June 17, 2019**

**Present:**       **Committee Members:** Lissa Broome, Jaye Cable, Melissa Geil, David Guilkey, David Hartzell, Daryhl Johnson, Ed Shields, Tania String, Kim Strom-Gottfried,

**New Committee Members (as of July 1):** Aimee McHale, Abbie Smith-Ryan

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

**Guests:** Emily Summers (Office of the Chancellor)

I.       Welcome, Introductions, and Preliminary Matters

Welcome and Introductions.

Committee Chair Daryhl Johnson welcomed those in attendance. Committee members and incoming committee members introduced themselves. Biographical information for all three new members and Ed Shields (who filled a vacancy this spring) is below.

Rita Balaban, Economics, <https://econ.unc.edu/directory/balabanr/>

Aimee McHale, School of Public Health, [https://sph.unc.edu/adv\\_profile/aimee-m-mchale-jd-msph/](https://sph.unc.edu/adv_profile/aimee-m-mchale-jd-msph/)

Ed Shields, Exercise and Sports Science, <https://exss.unc.edu/faculty-staff/edgar-shields-jr/>

Abbie Smith-Ryan, Exercise and Sports Science, <https://exss.unc.edu/faculty-staff/abbie-smith/>

Preliminary Matters:

- *Minutes:* Minutes from the May meeting and this June retreat will be reviewed and approved at the committee's September meeting.
- *FAC Meeting Schedule for 2019-20:* Emily Summers is working with the Chancellor's assistant and Daryhl Johnson to determine the best days for next year's meetings.

II.       FAR Update

Faculty Athletics Representative Lissa Broome reported on ACC Governance meetings in May where gambling on college sports in states where it is legal and potential NCAA academic misconduct legislation were discussed. The NCAA also recently created a committee to look into allowing student-athletes to profit from their name, image, and likeness. Broome reported that she is now engaged with Athletic Director Bubba Cunningham and the head of Compliance Marielle vanGelder in meeting with each head coach to review their Time Management Plans for the past year. The ACC Mental Health Summit occurred in Durham May 21-22. In addition to Broome, Tania String (and her daughter who plays field hockey at Syracuse) attended. The event

was well-received. Much of the programming was driven by student-athletes. This event is scheduled to occur annually.

### III. Athletic Director's Remarks/Update

Athletic Director Bubba Cunningham said that this year he will have hired five new head coaches:

- Football - Mack Brown, <https://goheels.com/coaches.aspx?rc=3337&path=football>
- Women's Basketball - Courtney Banghart, <https://goheels.com/staff.aspx?staff=3126>
- Fencing - Matt Jednak, <https://goheels.com/staff.aspx?staff=3123>
- Swimming and Diving – Mark Gangloff, <https://goheels.com/staff.aspx?staff=3129>
- Track & Field – Chris Mittenberg (named June 27, after the meeting), <https://goheels.com/news/2019/6/27/track-field-miltenberg-to-direct-track-and-field-cross-country-programs.aspx>

There are also five new members of the Board of Trustees as of July 1.

Cunningham discussed the progress of the new ACC Network facility building that is being added on to the front of the Natatorium. The construction includes a large video board that will be able to display content to those standing outside of the building before or after games at the Smith Center. UNC will employ 20 to 25 full-time and part-time staff and students to assist with the network.

Sports gambling is being legalized in many states, including some within the ACC's footprint. Athletics will educate student-athletes about these developments to help them protect their eligibility to compete. Data is very important in sport's wagering. There is ongoing discussion about who owns the data regarding student-athletes and who has the right to sell this data.

The *Alston* case lead to the cost of attendance stipend and now there is discussion based on the case on whether student-athletes should receive additional educational expenses for use of their name, image, and likeness.

The NCAA is expected to begin issuing Notices of Allegations in July to schools affected by the FBI's investigation into athletic admissions.

Cunningham reported that the Athletic Department conducts sexual assault training annually and he certifies annually to the NCAA that this training has occurred. Beginning this fall, Cunningham and the Chancellor will have to certify to the NCAA that UNC has institutional control over athletics and that there is a culture of compliance with NCAA rules at the University.

Cunningham said that the North Carolina State Senate would be voting today on whether state schools can sell alcohol at collegiate sporting events. If passed, Cunningham said that at UNC the Chancellor, Chancellor's Cabinet, and Board of Trustees would need to approve the sale of beer and wine at UNC sporting events. If approved, the Athletic Department may propose starting with Football and Baseball selling beer and wine. Cunningham has met with other colleagues on campus to get their input on selling alcohol including Wesley Burks (Dean of the Medical School), Christi Hurt (Interim Vice Chancellor for Student Affairs), and Barbara Rimer

(Dean of the School of Public Health). He mentioned that some other ACC schools sell alcohol and that the ACC and the NCAA now sell alcohol at many championships.

Cunningham also provided an update on the Fair Treatment of Student-Athletes Commission and legislation it proposed that he believes will be tabled.

Jaye Cable asked Cunningham about graduate student fees and the effect on the Athletics budget if the athletic event fees are removed. Cunningham responded that the fee going towards facilities would not change, but the removal of ticket sale fees could affect the budget.

#### IV. FAC Committee Overview

Committee Chair Daryhl Johnson gave an overview of the committee and commended the group for the vast expertise held by committee members. Johnson acknowledged Michelle Brown, the Director of the Academic Support Program for Student-Athletes (ASPSA) and her contributions. He advised committee members to channel questions or concerns related to the academic performance of student-athletes to her. Johnson said the mission of Faculty Athletics Committee is to advise the Chancellor on all things Athletics. He said the Committee does this after receiving input from athletics professionals like Bubba Cunningham and Vince Ille. The committee works collaboratively to help maximize the success of student-athletes who choose to come to Carolina to pursue their degree. He also reminded the committee that the meetings are open to the public and media often attend. Emails related to the committee's work are public records. It is important to provide advance notice of items to be discussed at committee meetings so they can be included on the agenda.

There are three cohorts of FAC members – four members roll off each year unless they are eligible for and wish to stand for reelection. Johnson partnered new FAC members with a more seasoned member for assigned topic groups and team liaisons. He read the proposed assigned topic groups to the committee. Johnson is checking with each member about their team liaison assignments. He wants to preserve existing relationships that are working well.

The committee discussed potential meeting days/times for the coming year. Emily Summers will coordinate with the Chancellor's Office and Johnson to finalize the 2019-20 meeting schedule. Cunningham would like for Athletic Department staff to be more involved and helpful to the committee to foster more informed conversations at FAC meetings. He will ask Vince Ille to assign a liaison in Athletics to topic groups. Aimee McHale suggested committee members meet with their liaison from Athletics before the first FAC meeting in September. Johnson suggested that notice be provided as early as possible for any other events or meetings that FAC members are invited to attend, such as the meeting with head coaches and any programming associated with a football game this fall.

The committee discussed the role of the team liaisons as a bridge between each team and the committee. Building a relationship is important. The list of Student-Athlete Advisory Council (SAAC) members representing each team will also be circulated to FAC when that list is finalized this fall. The SAAC/FAC focus groups occur in December for fall sports teams and in the spring for winter and spring sports. FAC members are encouraged to participate and talk with small groups of students about a prescribed list of topics. The write-ups from this year's

discussions will be presented at the September FAC meeting. The Athletic Department and FAC use this exercise to find opportunities for improvement.

Michelle Brown reiterated that if committee members learn about a student-athlete with an academic issue, they should let her know so she can help solve that issue. Also, if a committee member has a student-athlete in class who is on a team they are a liaison for, they are reminded not to discuss the student's grades or class performance with the coach, but instead to steer the coach to Brown and her ASPSA staff.

Johnson described the history of the write-up of academic processes relating to student-athletes and the subsequent process review. He said the process review is scheduled to take about a year and a half and the current round should finish at the end of the fall semester. Policy changes or improvements that are suggested by the process review are forwarded to the Executive Committee on Student-Athlete Academics, which is headed by Provost Bob Blouin and Athletic Director Bubba Cunningham. In the spring, the process review will start over starting with the highest priority processes.

#### V. Process Review – Mental Health Recommendations

Johnson noted that the committee, through the Student-Athlete Welfare and Equity Topic Group, discussed mental health and student-athletes quite a bit. He referenced UNC's Mental Health Task Force report that was recently released and he proposed that FAC consider how it might add to the recommendations included in that report. Tania String and Jeff Spang prepared a report with some specific recommendations. String presented those recommendations and they were discussed in turn:

- More resources should be devoted to expanding access to mental health care for both crisis management and the development of long-term relationships and treatment plans.
  - Cunningham reported that he has added another full-time professional in the mental health area in next year's budget. The committee celebrated this development and encouraged Cunningham to post and fill the position as soon as possible.
- Educate UNC faculty about the travel letter process and encourage the University to complete its commitment to creating an office for all excused absences.
  - String noted that some students experience stress around the process of getting signatures on travel letters from their professors. Is there a software solution whereby faculty can track student-athlete competition schedules?
  - The University Excused Absence Office is a topic that the Executive Committee should have on a coming agenda meeting.
  - Brown welcomed any suggestions on how to improve the current travel letter process from the perspective of faculty.
  - UNC-Charlotte's Center for Teaching and Learning has an entry on Accommodating Student Athletes in the Classroom that may be helpful, <https://teaching.uncc.edu/services-programs/teaching-guides/working-students/accommodating-student-athletes-classroom>
- Explore a peer counseling program like those discussed at the ACC's Mental Health Summit.

- Consider hosting an annual event around student-athlete mental health to complement the October program featuring Dr. Brian Hainline.
  - Perhaps consider inviting Kate Fagan who wrote *What Made Maddy Run: The Secret Struggles and Tragic Death of an All-American Teen*.
  - Football player Jake Lawler has a blog which has a post about his experiences with depression, <https://jakelawler.blog/2019/06/06/a-new-life/>.

## VI. Faculty Engagement

Johnson discussed two aspects of faculty engagement with student-athletes.

### Professor Days.

Johnson noted that many teams have programs for inviting student-athletes' professors to practice or a game. Should FAC consider helping teams that do not have a program develop a standard template to get professors exposed to the athletic part of a student-athlete's life?

### Educating Professors About Interactions with Student-Athletes.

As discussed earlier in connection with travel letters, many instructors need education about how to interact appropriately with student-athletes. Johnson referenced a PowerPoint that was created several years ago about having a student-athlete in class. He suggested that the Center for Faculty Excellence might be able to use it or an updated version of it to assist instructors in their professional development. McHale asked if there is mental health and racial equity training for all coaches and mentioned resources for this that might be available at the Racial Equity Institute in Greensboro, <https://www.racialequityinstitute.com/>. Cunningham said that there is sexual harassment training, but not racial equity training. Vince Ille noted that Jeni Shannon has presented to coaches regarding mental health. Cunningham also mentioned that the Blue Ops monthly meeting for assistant coaches and staff could be another place this training could be included. Brown said that ASPSA has information for faculty posted on the ASPSA website, <https://aspsa.unc.edu/#> (click on Information for Faculty) and that she has tried to work with New Faculty Orientation and the Center for Faculty Excellence to make this information more widely available. It is important to make sure any education is also available to graduate assistants and teaching assistants. Brown encouraged FAC members to give her additional feedback regarding faculty engagement.

## VII. Performance Gaps

Johnson said that Broome has been working with Erika Wilson (Academic Performance Topic Group) looking into performance gaps regarding student-athletes. Broome said that Wilson had reviewed the Institutional Performance Plan (IPP) data showing that UNC's incoming African American student-athletes have entering academic credentials as high as those entering at a group of elite comparison schools. Graduation rates and GPA, however, are not as high as for these students as at the elite comparison schools, although this may change as our admissions profiles and APRs are increasing over time. Broome, Wilson, and Vince Ille also met with the Office of Retention and gathered information regarding interventions made by that office to

support struggling students. Wilson has prepared a memo summarizing her thoughts and will share it during the September meeting when she is able to be present.

#### VIII. Priority Registration

Johnson said that the committee is at the beginning of looking at whether improvements can be made to priority registration. This was identified as an important issue in FAC's fall 2018 meeting with the head coaches. He asked for committee members to get anecdotal evidence from student-athletes about issues they encounter in registering for classes potentially at the FAC/SAAC focus groups in the fall. The University Registrar's Office is considering a total overhaul of registration so this focus on priority registration may be timely.

#### IX. Parting Words

Johnson asked Kim Strom-Gottfried and Jaye Cable to provide any reflections on their FAC service since this was their last FAC meeting.

Strom-Gottfried said the committee's work was very important and that it also required a fair amount of work from each committee member. She encouraged each member to be alert, inquisitive, and supportive.

Cable observed that media coverage of committee meetings was a shock to her.

Johnson and the other committee members thanked Strom-Gottfried and Cable for their service.

The meeting was adjourned at 11:58 a.m.

Respectfully submitted by Lissa Broome (with assistance from Emily Summers)

Attachments:

Mental Health Recommendations

# 1. Process 18 Student-Athlete Development and Well-being – Tania String and Jeff Spang

- a. 18.1 – “Cricket Lane”/ Student Athlete Development (Professional?)
  - i. Ms. Lane visited and reviewed the many programs that she co-ordinates for student athletes. Broadly speaking, these programs have been in place and evolved over many years. There seems to be a good foundation of programs that can reach student athletes. Concerns about this Process include the multiple overlapping career/tutor roles in academic planning and the sheer number of meetings that may intrude on student athlete personal time.
- b. 18.2 - 18.2 Student Athlete Well-being and Mental Health Resources
  - i. NCAA/ Dr. Hainline visit- well received. Student athlete and Faculty/University community interaction a real plus for that kind of meeting. Consider making this yearly as an “outreach/community education” meeting with the dual purpose of focusing on the topic for the Department of Athletics while informing the University wide community about the unique mental health and educational issues associated with being a UNC student athlete
  - ii. “Travel letters” - a unique source of stress to student athletes. Problems were brought forward at NCAA/Hainline meeting but also consistent problems from student surveys (process 20). **Recommendation- the University has created a new method for excused absences for the University which includes student athletes, but that process has not yet been fully implemented. As part of the larger issue of excused**

**absences across the University for all types of students, a new mechanism is being developed that will ease the pressure on the need for travel letters. Implementation of the new excused absence policy is not complete and room exists for education of Faculty at UNC about how student athlete travel is covered under the new mechanism.**

- iii. Access to mental health resources/ full time specialists – Great information about the process students must go through to get an athlete specific mental health evaluation. **Recommendation- the Department of Athletics needs to commit to expanding access to mental health care for both crisis management and the development of long term relationships/treatment plans. Expanded programs have been embraced, but current demands for continuing care are not met.**
  
- iv. Dr. Mario Ciocca and Dr. Shannon addressed many specific sections for 18.2 including eating disorder treatment resources, injury/retirement support programs and the current drug testing policies and programs for support of athletes with substance abuse problems. These programs seem fully formed currently and should be supported at current levels.



## **2. Process 19 - Supporting Non-Participant Student-Athletes**

- a. This program seems well intentioned and has been successful for a few athletes.

Presentations by the Marianne Van Gelder, Associate AD, documented important road blocks for the FAC to consider.

- i. **Recommendation- Explore why distance learning courses are not more accessible**
- ii. **Recommendation- Explore why problems exist registering non-local students for Friday Center courses. The discussion somehow centered on the number and type of students that must be registered at the Friday Center. It seemed clear that the Department of Athletics has funds available to pay for more athletes to enter course. There is some administrative disconnect with The Friday Center about how to appropriately register and provide class opportunities to athletes are covered under the “Complete Carolina” Program.**

### 3. Student-Athlete Focus Groups and Surveys

- a. Current FAC led student athlete surveys are a useful tool. Expanding the surveys to include a late Fall semester time is a useful tool to allow more athletes to participate, especially those that may be leaving campus after winter break due to sports commitments or graduation.
- b. **Recommendation- Give FAC the ability to request, and receive, data and information from the athlete exit survey in a more streamlined manner. Require the Department of Athletics to make available a meaningful summary to the FAC each year.**
  - i. Current Policy - “Information from the survey will be shared at the end of each sport season with the Faculty Athletics Representative (FAR) and, as appropriate, with the FAC, coaches and Department of Athletics managers (e.g., Sports Medicine and Strength and Conditioning), as well as with other University departments (e.g., the Academic Advising Program).”