

Faculty Athletics Committee
October 10, 2019

Present: **Committee Members:** Rita Balaban, Lissa Broome, Melissa Geil, David Guilkey, David Hartzell, Daryhl Johnson, Aimee McHale, Ed Shields, Abbie Smith-Ryan, Jeff Spang, Tania String, William Sturkey, Erika Wilson

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

Guests: Debbi Clarke (Provost's Office), Robbi Pickeral Evans (Athletics), Dwight Hollier (Athletics), Hunter Haskett (Daily Tar Heel), Emily Summers (Office of the Chancellor)

I. Welcome, Introductions, and Preliminary Matters

Welcome and Introductions.

Committee Chair Daryhl Johnson welcomed all attendees to the meeting and mentioned the UNC School of Law Sports Law panel following the FAC meeting on the third floor of Loudermilk for those who are interested in attending. All committee members and guests introduced themselves.

Minutes. The minutes from September's meeting were approved.

Preliminary Matters:

- *UNC Head Coaches' Meeting:* The FAC meeting with UNC Head Coaches is scheduled for October 15 from 8:00 -10:30 a.m. This is a good opportunity for FAC members to meet the head coach of any team for which they are the liaison. Johnson asked the committee for feedback regarding topics to be discussed with the coaches. Improving priority registration for student-athletes is something the coaches expressed interest in at our last join meeting. Debbi Clarke reported that Registrar Lauren DiGrazia is conducting a comprehensive review of registration for all students and priority registration issues will be considered in the context of that review. Other potential topics mentioned were opportunities for internships, professor days, and voluntary versus mandatory practices.
- *SAAC-FAC Focus Group with Fall Sports:* This meeting is set for 6:00 p.m. on October 14. Emily Summers will post the outline of questions we use for Focus Group discussions on Sakai.
- *[Process 9.0](#) – Class Attendance and Travel – University Approved Absence:* Debbi Clarke provided an update on the University Approved Absence Office. The coordinator recently started, but student-athlete travel letters are for now still being issued by the Academic Support Program for Student-Athletes (ASPSA). FAC members discussed the benefits and challenges around travel letters. Once excused absence letters are issued from the University Approved Absence Office, a student

may choose if they wish their reason for missing class. Students will need to engage with their instructors about how to make-up work missed because of the absence.

II. ASPSA Update

Academic Support Program for Student Athletes Director Michelle Brown thanked the five FAC members and their three guests who came to the UNC Football Pregame Event on September 21. The Academic Progress Rate (APR) is due October 15. UNC Coaches are currently conducting final reviews of the data. The information will not be publicly released until May or June 2020. UNC's Graduation Success Rate (GSR) will be released Wednesday, October 16 and will include data from students who entered UNC in the 2009-2010 academic year through 2012-2013.

The Majors and Minors Fair will be held October 28 from 6:30 – 8:00 p.m. Last year, around 40 different majors and or/minors were represented at the Fair. FAC members are welcome to attend. Dana Gelin has started inviting junior and senior student-athletes and recent alumni to be present at tables to discuss specific majors and minors and provide exposure to different career paths. A Career Fair has already occurred. Erika Wilson asked if graduate study was included in the Career Fair. Brown was not sure if graduate schools were represented, but she will pass this advice along. Dana Gelin has been organizing a PATH program to Pre-Health professions including Medical School and is expanding this to include other professions for which graduate school may be required.

III. Process Discussions from Spring and September 2019

[Process 12.0](#) – Academic Performance Monitoring

Erika Wilson thanked Lissa Broome, Debbi Clarke, Vince Ille, and Michelle Brown for their help in understanding the academic performance data. The data shows an academic gap between white student-athletes and student-athletes of color at UNC (male and female) and that there is a broader problem worth addressing around the atmosphere on campus relating to all students of color. Wilson discussed a memo (attached) suggesting three areas that FAC might focus on to address this educational equity issue.

- Resources. Complete an inventory of existing University academic support services and resources to support students of color and assess how those services are being utilized by student-athletes. Consider ways these resources might become more available to student-athletes, perhaps by bringing the resources to Loudermilk
- Resources. Since there are likely complex stories that may impede student-athletes' in the classroom, Wilson suggested considering hiring a social worker to assist student-athletes with non-UNC/family issues that may be impacting their academic performance. Kim Strom-Gottfried had previously suggested that a second-year masters in social work student might benefit from a placement within athletics. Some committee members suggested that if athletics proceeds along this path, it might be preferable to have a licensed social worker involved instead of a student.
- Curriculum. Some student-athletes may perform better in smaller enrollment classes. Currently, enrollment in First Year Seminars (FYS) is limited to a maximum of two in any one semester and a maximum of two over the course of the first two semesters. Wilson thought some student-athletes might benefit from being able to take more than

two FYS and more than two FYS in any one semester. Lissa Broome reported that the course clustering review group discovered that some student-athletes were enrolled in more than two FYS and the registrar's office thereafter began monitoring for compliance with this policy. The new General Education curriculum has some new course offerings that might be attractive for some student athletes, including University 101 and the Triple-I courses (Ideas, Information, and Inquiry).

- Curriculum. The current Policy on Grade Forgiveness states that if a student repeats a class, the grade the student receives both the first and subsequent times they take the class will be counted in the term and cumulative GPA calculations. She mentioned that if a student-athlete feels like he or she will not do well in the class, they may drop the class to avoid obtaining a bad grade. A policy change of allowing the non-passing grade to be dropped altogether might provide better incentives for students.
- Curriculum. Finally, Wilson suggested that it might be desirable to add more sections of entry level courses such as English 100 & Math 110. Brown said that this past academic year, English 100 had been offered in each term and that in Spring 2019 the class had been kept even though it only had a few students in it.
- Racial Atmosphere. Wilson said that the academic performance of student-athletes of color may be impacted by the overall racial atmosphere at UNC. She presented a non-exclusive list of suggestions to try to improve that atmosphere, including increasing diversity within the Athletic Department. In particular, Wilson said a mental health specialist of color might be helpful in assisting student-athletes of color. More diversity in the department in ASPSA and among others who work with student-athletes to create a critical mass of diverse staff members would be helpful.
- Racial Atmosphere. Wilson recommended creating a space where student-athletes of color can speak and express themselves regarding salient issues that affect them without fear of being ostracized or retribution. Bubba Cunningham mentioned that there was a new platform called UNCut to allow student-athletes to speak about their stories. <https://www.uncutchapelhill.com/>
- FAC Monitoring. Wilson recommended being able to disaggregate the data regarding academic performance for subgroups so that FAC can identify and monitor academic outcome gaps for sub-groups.

In the committee's discussion, several other ideas were raised:

- Diversity or Implicit Bias Training for Coaches and Academic Counselors. Aimee McHale suggested this training which could also be extended to faculty. Several resources were mentioned, including the Racial equity Institute and Organizing Against Racism in Orange County.
- Support for Injured Student-Athletes. McHale expressed concern about the ability of low income parents to come to campus when their son or daughter suffers an injury. Dwight Hollier said that Athletics is able to cover some of the expenses out of the Student Assistance Fund and that in the case of football Coach Brown has made it a priority for the entire staff to provide support and services to the student-athlete.

Athletic Director Bubba Cunningham commended Wilson for her suggestions. He said many of these recommendations will cost money to change behavior, but that if we want a different outcome, we may need to do something different and balance the resources accordingly.

Process 17.0 – Honor System

Debbi Clarke provided an update regarding the honor system. She mentioned that education for faculty on expectations regarding the honor code is important. She explained how every department has a liaison that can advise on the honor system process. She welcomed more faculty to join advisory roles and mentioned that there will be a presentation to faculty chairs next week. She will share the slide deck on Sakai.

IV. Faculty Engagement

Johnson is encouraging student-athletes and coaches to be sure to organize some kind of professor day for a team practice or event. David Guilkey added that the new Head Swimming and Diving Coach is having an honoree starter at every meeting. He said it is a nice way to get more faculty involved.

It is also important to have resources available for instructors who have student-athletes as students regarding common questions. Michelle Brown and Debbi Clarke said that they have met with the Center for Faculty Excellence about potential workshops for faculty regarding equity in the classroom and that they also serve on the Center's advisory board. Aimee McHale suggested that a student-athlete training could be created for faculty and include a sign for outside of the instructor's office door to help student-athletes feel more comfortable with those faculty. Abbie Smith-Ryan asked for references for faculty to understand more about a student-athlete's schedule (when in-season and out-of-season) and to learn more about ticket prices for competitions. [All are free for University faculty and staff with a UNC One Card other than football, men's basketball, and post-season competition.] William Sturkey suggested having student-athletes role play with professors to learn about the faculty's perspective. Melissa Geil said some first-generation college students are scared to attend office hours. Tania String added that gatherings for student-athletes and faculty to learn about each other's perspectives, such as the Mental Health Forum, are effective in broadening understanding between groups. Sturkey added that introducing student-athletes to the black professors on campus might be helpful.

V. FAR Update

Faculty Athletics Representative Lissa Broome reported (attached) that the Autonomy Conferences will not have an in-person meeting at the NCAA Annual Convention but will have electronic voting on a few legislative proposals. One proposal is for elite student-athletes to be able to practice more hours and get reimbursements from the Olympic committee while training for the Olympics. She reported on the NCAA Board of Governors Federal and State Legislation Working Group (Name, Image, and Likeness). California legislation enacted effective 2023 will allow student-athletes to profit by selling their autograph and jersey. Other states are considering their own proposed legislation. The Working Group's initial report due at the end of October.

Broome reported on the NCAA D1 Council and that legislation will be published November 15 with comments due by March 1. The NCAA's new requirement that the President and Athletic Director attest regarding institutional control and rule compliance is due October 15. She mentioned that at recent ACC meetings, the ACC SAAC listed its priorities for the year. Michelle Brown and Broome attended the 3rd Annual Minnowbrook Summit for Faculty Athletics Representative and Academic Directors October 5-7 and participated in discussions around student-athlete mental health. She reported at many institutions there are social workers

as well as clinical psychologists working with student-athletes. Broome reviewed the allocations to and uses of the NCAA's Student Assistance Fund by UNC. Lastly, Broome will report to Faculty Council on January 17.

VI. Athletic Director's Remarks

Athletic Director Bubba Cunningham reiterated the importance of the current discussion around student-athletes using their name, image and likeness. This issue could fundamentally change college athletics. There could be group licenses or individual licenses. Individual licenses would likely affect recruiting. Cunningham noted that people often compare college athletics to pro sports (but forget that pro sports have a draft and salary caps) or the Olympic model (where there is no recruiting for athletes; they compete for their home country team). Ultimately, he is concerned that opportunities to compete may get reduced. Antitrust and Title IX issues also need to be carefully considered.

Cunningham reported that last week, UNC athletic teams were 9-0. Additionally, he mentioned the launch of the ForevHer Tar Heels Campaign – campaign to raise \$100 million for women's athletics. In addition to attending monthly SAAC meetings, Cunningham has started a monthly breakfast so he can get to know the SAAC representatives better. Finally, he mentioned the dedication of Dorrance Field – the soccer/lacrosse stadium.

The meeting adjourned at 4:57 p.m.

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

Attachments:

Proposed Actions re Athletic Gaps
FAR Update

To: FAC
From: Erika K. Wilson
Re: Student Athlete Academic Outcome Gaps
Date: June 14, 2019

Substantial academic outcome gaps exist between white student athletes and student athletes of color at UNC. The outline below lists three areas that FAC might focus on in order to address the academic outcome gaps.

Resources

- We might draw upon the universities existing resources to assist our student athletes. To do this we could start by taking an inventory of the academic support services that are already available across the university. We should assess how those services are being utilized by student athletes. We might do the same regarding university level services that are already available to support students of color. Finally, we might consider ways in which to bring these services to Loudermilk to encourage student athletes to utilize the services.
- We might consider employing a social worker to provide wrap around services to student athletes. Such a resource would be useful in assisting student athletes deal with non-UNC/family issues impacting their academic performance.

Curriculum/College Readiness

- We might consider advocating for curricular policy changes that could assist all students as well as student athletes. The following three curricular issues are worth exploring:
 - First year seminar (FYS) courses — Smaller classes like the FYS may be useful to members of our target population. Currently, enrollment in FYS is limited to a maximum of two FYS in any one semester, and a maximum of two FYS across the first two semesters. Enrollment in a third seminar can only occur with an approved petition from the Associate Dean of First Year Curricula, and will not be approved for a third seminar in a single semester. Can we ask for a policy change here? It seems that student athletes might benefit from being able to take: (a) more than two FYS and (b) more than two FYS in any one semester. Let's think about what might make sense and consider advocating for changes here.
 - Policy on Course Forgiveness – The current policy on course forgiveness says that if a student repeats a class, the grade they receive both the first and subsequent times they take the class will be counted in the term and cumulative GPA calculations. The policy may discourage students from remaining in a course for a full semester if they feel like they are not going to pass or get a bad grade that will still count against their GPA. They may drop out halfway through the semester to avoid obtaining a bad grade. A policy

change of allowing the non-passing grade to be dropped altogether might provide better incentives for students.

- Adding more sections of entry level classes like English 100 & Math 110

Racial Atmosphere and FAC Monitoring

The performance of student athletes of color may be impacted by the overall atmosphere at UNC. The following is a non-exhaustive list of actions we could take to help mitigate atmospheric issues:

- Seek to increase diversity within the athletic department. Having mental health specialist of color for example might be helpful to assist student athletes of color. Similarly having a more diverse set of tutors, counselors, ect.. could also provide a much- needed outlet & role models for student athletes of color. A critical mass of people of color working within the athletic department might be beneficial to the overall atmosphere experienced by student athletes of color & could in turn positively improve academic performance.
- Dialogue and create an action plan for student athletes of color to be able to express themselves regarding salient issues that affect them (e.g., Silent Sam, ect...) without fear of being ostracized or retribution. In conversations with student athletes during focus groups many made it clear that their status as a student athlete hindered them from expressing themselves about various issues. For student athletes of color, impediments to speaking out about salient issues of race happening on campus could negatively impact their academic performance.
- Data collection- disaggregating more data regarding academic performance for subgroups and providing FAC with access to data so that we can identify & monitor academic outcome gaps for sub-groups.

**Update to FAC from the Faculty Athletics Representative
October 10, 2019**

NCAA

1. Autonomy Conference
 - a. No in-person meeting at the NCAA Convention
 - b. Electronic voting on any proposals
 - i. Elite SAs flexibility for increased training with coaches and to receive additional expenses from the USOPC/NGB to cover training expenses
2. NCAA Board of Governors Federal and State Legislation Working Group (Name, Image, and Likeness)
 - a. California legislation enacted (effective 2023)
 - b. Proposals in other states – some with a earlier effective date
 - c. Working Group's initial report due at the end of October
3. NCAA D1 Council – Legislation will be published November 15 with comments until March 1 (with a few proposals considered in January)
4. Attestation by President and Athletic Director regarding institutional control and rule compliance due October 15

ACC

1. Fall Presidents' Meeting, September 10-11
2. Fall Governance Meeting (ADs, SWAs, FARs), October 1-2
 - a. ACC SAAC Priorities
 - i. Communication and connectivity
 1. Effective communication among ACC SAACs
 2. Connectivity between athletics and campus
 3. Communication with athletics administration
 - ii. Enhance SAAC voice and involvement on issues affecting collegiate athletics
 1. Diversity and inclusion
 2. Sports wagering
 3. Health and safety (including mental health)
 4. Career development
 - iii. Legislation engagement for entire campus SAAC

UNC

1. 3rd Annual Minnowbrook Summit for Faculty Athletics Representatives and Academic Directors, October 5-7
 - a. Topic: Student-Athlete Mental Health
2. Annual Report to Faculty Council (now January 17)
3. Student Assistance Fund (SAF)

- a. 18-19 allocation - \$618,914
- b. Prior year carryover - \$296,478
- c. Allocated for summer school, tutoring, international student fees and taxes, professional program testing, life skills/SAAC, other educational expenses, insurance premiums for SAs, medical not covered by other insurance, other health and safety expenses, clothing, travel.
- d. We receive more in SAF money than any other ACC school (based on number of SAs and the number who are Pell eligible). ACC schools received an aggregate of \$6,588,696 to spend in SAs in these approved areas.