

**Faculty Athletics Committee
December 12, 2019**

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

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

Guests: Debbi Clarke (Provost's Office), Jeni Cook (Media Relations), Robbi Pickeral Evans (Athletics), Dwight Hollier (Athletics), Emily Summers (Office of the Chancellor)

I. Welcome and Introductions

Welcome and Introductions.

Committee Chair Daryhl Johnson welcomed all attendees to the meeting. All committee members and guests introduced themselves.

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

Preliminary matters:

- *UNCut Video:* Committee Chair Daryhl Johnson and Rita Balaban mentioned they participated in an UNCut video that will be released soon. Johnson thought this was great for faculty engagement and for students and faculty to learn more about the life of one another. Balaban said it was a positive experience. Johnson hopes to screen the video for FAC at an upcoming meeting.
- *Professor Days:* Volleyball and Women's Basketball recently had a professor day at one of their games.
- *FAC Process Review Timeline:* Johnson reported that FAC has almost completed the cycle in reviewing academic processes related to student-athletes. FAC plans to finish the last two processes in January. The committee will start reviewing processes again in the spring semester, beginning with the most pressing topics. Johnson mentioned that Tania String will be abroad in the spring and thanked her for her work for the committee.

II. Chancellor's Remarks

Interim Chancellor Kevin Guskiewicz thanked Daryhl Johnson and the committee for their hard work. He thanked Athletic Director Bubba Cunningham and Lissa Broome for their updates on Athletics and the governance structures of the NCAA and ACC. He mentioned there is much discussion around name, image, and likeness and that there was discussion at the Association of American Universities (AAU) meeting around this topic as well. He said there are challenges around governance at different levels – federal, conference, and school.

Guskiewicz also reported on the National Championship competitions this past fall. He congratulated Field Hockey on its National Championship and Sara Daavettila and Women's Tennis for Sara's ITA Fall National Championship Singles Title. He said Women's Soccer had a tough loss in the National Championship final, but that overall it was a great semester for our teams.

Guskiewicz then discussed the settlement related to the Confederate Monument. He said he is continuing to gather information from faculty, students, and staff regarding the settlement. He sent a letter to the UNC System Office yesterday outlining his and the campus communities' sentiments. He thanked Provost Bob Blouin and all the Deans for their work on this matter. He explained he is not happy with statements regarding how the settlement funds may be used and has emphasized this to our Trustees. Guskiewicz wants to move the UNC campus and community forward. The first initiative on the campus strategic plan is "Build our Community Together." The initiative outlines goals of diversity and inclusion by identifying opportunities and objectives. He said there will be significant funding to help achieve these objectives. The Office of Diversity and Inclusion will be restructured to elevate the role of the Chief Diversity Officer.

The committee discussed the impact of this controversy on recruiting. Bubba Cunningham responded that the discussion around race and the safety of the campus is discussed more than a specific decision relating to the monument. Dwight Hollier, Senior Associate Athletic Director for Student-Athlete Health, Well-Being and Program Outreach, said that sometimes other Universities use a controversy to dissuade a recruit from a specific school. Guskiewicz explained that Carolina is proudly defending the admissions case and that from 2014 – 2018 our Graduate School graduated more African American doctoral students than any peer public school other than Florida.

Aimee McHale said the Tar Heel Bus Tour was a great experience and continues to inform what she does now. She noted that the monument settlement states that the monument may only be displayed in a county that does not have a UNC System school. This includes counties that experience racism, contradicting to the mission of the Tar Heel Bus Tour that Carolina is a part of the state. Guskiewicz noted the importance of safety on campus and making all feel welcome.

III. ASPSA Update

ASPSA Director Michelle Brown reported that student-athletes are finishing up with finals. ASPSA has extended its hours to help students. She said she and her team will work next week to determine eligibility with the Office of the Registrar. For bowl game certification, student-athletes must pass a minimum of six credit hours in the fall semester. ASPSA hired a new Associate Director Learning Specialist and discussed her background and strengths in working with students to help them identify strategies to optimize learning.

ASPSA is preparing for twenty-four incoming student-athletes for the spring semester, twelve of whom are football players. ASPSA hopes the NCAA will approve a waiver to allow student-athletes to come to campus one day early to allow for an Athletics/ASPSA orientation the day before the Orientation for all incoming students. It was suggested that we may want to look at the graduation rates of student-athletes who enroll mid-year.

Rita Balaban said she found the pull-down menu on the academic progress reports hard to use. For classes with a large number of student-athletes, uploading an Excel spreadsheet is easier for the instructor. Brown said ASPSA is looking into a new software platform.

IV. Joint FAC/ACUA Meeting Debrief

Lissa Broome reported that earlier in the week FAC members met jointly with the Advisory Committee on Undergraduate Admissions. Steve Farmer, Vice Provost for Enrollment and Undergraduate Admissions, discussed reducing barriers for students specifically regarding transfer credits and reenrollment (a new term Admissions is using instead of readmission). All students, including student-athletes, will benefit from these initiatives. Erika Wilson discussed educational equity concerns and presented the suggestions she had put forward at an earlier FAC meeting. Farmer reviewed the Committee on Special Talent and the report to Faculty Council regarding student-athlete admissions. Abigail Panter, Chair of the Advisory Committee on Undergraduate Admissions, was pleased with the meeting. All who attended the meeting felt that it was helpful and created a collaborative environment.

V. SAAC/FAC Focus Group Report

Tania String reported on the fall SAAC/FAC Focus Groups. Student-athletes feel like there are not many opportunities for study abroad and summer internships. Debbi Clarke mentioned that there is an offering of study abroad opportunities in May. Vince Ille, Senior Associate Athletic Director, discussed study abroad opportunities including team tours, such as Wrestling to Japan and Softball to Mexico. Michelle Brown mentioned the Fall 2019 Academic Scorecard and how over ninety-five student-athletes participated in a global experience between fall 2018 and summer 2019. She also discussed how there is an advisor for study abroad spending time in Loudermilk to discuss opportunities with student-athletes. William Sturkey commended ASPSA and Athletics for their efforts to help student-athletes study abroad.

Some student-athletes reported that certain majors are difficult to manage due to practice schedules. Some students noted that their travel schedules might change after they had presented faculty with their travel letter. A continuing concern is that student-athletes sometimes do not have the ability to drop quizzes or exams as other students might (because a quiz/exam occurred when the student-athlete had an excused absence) increasing the value of other tests/coursework. Debbi Clarke mentioned that Carolina has hired an attendance officer and that the Educational Policy Committee is updating the class attendance policy. Clarke is also working with others to develop a course forgiveness policy. Additionally, String reported students sometimes felt that the tutors and advisors strove for eligibility instead of excellence.

Some students were concerned that coaches were making schedule changes with less than 24-hours notice. Some wondered whether coaches avoided communicating through Teamworks where all changes are monitored. Some student-athletes wished to be treated by senior athletic trainers rather than student trainers and some noted that scheduling treatment could be chaotic because of the number of student-athletes seeking treatment. Student-athletes appreciated the addition of a second sports psychologist.

Three issues of immediate concern for student-athletes were (1) parking (some pay to park in the Ramshead Deck for required training in Loudermilk), (2) the fueling station (although it is not meant to be a meal replacement, many students treat it as such, and find the amount of food inadequate), and (3) Heel Camp – the semester beginning orientation (repetitive for returning student-athletes). David Guilkey wondered whether a two-hour parking pass could be available for student-athletes to use when they need to go to Loudermilk for weights. He also asked whether there could be a satellite fueling station at Koury Natatorium for the Swimming and Diving Team. Aimee McHale added that parking is an issue for Baseball as well.

String noted that that Bubba Cunningham, Dwight Hollier, and Marielle vanGelder are responsive to immediate concerns that are brought forward from these interviews by Lissa Broome and other FAC members.

McHale expressed concern that although all teams are represented on SAAC, not all socio-economic groups may be adequately represented. Broome suggested sending questions to SAAC members more in advance of the focus groups to allow SAAC representatives time to discuss the issues with their teammates. Abbie Smith-Ryan added that maybe we should consider an invited focus group. McHale suggested getting to know student-athletes on designated teams, particularly related to receiving inclusive feedback. Johnson asked how we report back to students on this focus group process. Lissa Broome and Bubba Cunningham agreed to report back to SAAC – here’s what we heard and here’s what we have done to address.

VI. FAR Update

Lissa Broome, Faculty Athletics Representative, reported that the Autonomy Conferences will not have an in-person meeting at the NCAA Annual Convention in January. She explained there will be electronic voting on January 15 on elite student-athletes’ flexibility for increased training with coaches and receiving additional funds from the US Olympic and Paralympic Committee to cover training expenses. On January 23 at the NCAA Annual Convention there will be a D1 focused Board of Governors Federal and State Legislation Working Group feedback session and a D1 Issues forum. She also reported the NCAA D1 Council will have legislation for January vote.

On December 7, Broome attended the ACC FAR Best Practices Meeting. Grade replacement/forgiveness, time management plans, mental health resources, academic integrity violations, and academic support were topics discussed.

VII. Athletic Director’s Remarks/Update

Athletic Director Bubba Cunningham reported that Field Hockey won the NCAA National Championship, Women’s Soccer played in the NCAA National Championship Game, the Football team qualified for a bowl game and just completed its early signing period, and women’s basketball was 8-0. The Rowing coach has resigned and the job will be posted in the spring. Two assistant coaches are operating as interim co-head coaches. Tania String was the faculty liaison to the rowing program but will be in England during the spring semester. Abbie Ryan-Smith and Melissa Geil both volunteered to serve as liaisons to the team in String’s

absence. Geil also suggested that one of our sports psychologists be sure to reach out to the Rowing team given the recent coaching transition.

In response to a question about what he does with player feedback regarding coaching staffs, Cunningham said that the student-athlete experience is one of the areas in which he evaluates each coach and this feedback informs that evaluation.

William Sturkey asked about the experience with beer and wine sales this football season at Kenan Stadium. Cunningham reported that things seem to have gone well with no additional public safety reports. There was a positive revenue impact, but the net revenue by agreement with the Chancellor funds priorities outside of athletics, including need-based financial aid.

The Athletics Department all-staff meeting will be at 8:00 a.m. on January 8 in the Blue Zone. FAC members are invited to attend.

The meeting adjourned at 5:30 p.m.

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

Attachments:

Fall 2019 SAAC/FAC Focus Groups Report
FAR Update

Student Athlete Advisory Council Discussions with FAC Fall 2019

Immediate issues

Parking

Problem: many SA pay to park in the Ram's Deck for required training in Loudermilk, etc. Student Athletes having to pay something like \$60/week in parking expenses, which they have begun to split.

Fueling Station

Not providing enough food. Continues to be used as meal replacement
Can Student Athletes get food credits at other campus locations?

Heel Camp

Very repetitive-
Explore Year to Year changes- progression -

Academic Experience at UNC

- Many of the same comments as in previous years: not opportunities for study abroad, summer internships (which of course lead to employment after university)
- Difficulty managing some majors or taking some classes because of practice. Chem labs, for example, are very long and coaches don't appreciate that these are required for certain majors and can be inflexible with practice times.
- Concern that students in ENGL 105 could fail because of absences even with a travel letter
- Concern that pre-semester travel letters are inflexible and travel schedules might change
- Concern that Student Athletes don't have the ability to drop quizzes or exams as other students might. This increases the value of other tests/coursework, they are at a distinct disadvantage, and is different to the way other students are treated.
A repeated issue--- Procedures to force instructors to apply "dropping lower grades" for all students in a class?
- Perception that Tutors/Academic Advisors are doing the bare minimum: keeping Student Athletes eligible rather than working to see them excel.

Athletic Experience at UNC

- Many complaints about coaches breaking the 24-hour change rule
- Coaches avoiding Teamworks—Implication to SA coaches are avoiding scrutiny for practice hours
- Meetings being called at the last minute: 10-minute meeting for the next morning at 9am, where the student had to miss a class due to having to park across campus, walk to the meeting and back

Medical

- Concern that if senior Athletic Trainers are unavailable, Student Athletes are passed down to student trainers. Schedules are chaotic because of the number of people seeking treatment. Sometimes they don't get treatment at all and are just told to get on a bike for 15 minutes, or go stretch. If the senior/good trainers are busy, the athletes are pushed to a less experienced (undergrad) trainer. Undergrads are good at taping and simple stuff, but not at treatment- larger teams?
- Having a second sports psychologist is a great help

Department of Athletics

Bubba Cunningham, Dwight Hollier, Marielle Vangelder responsive to immediate team concerns. FAC members (Lissa Broome + others) able to bring specific athlete concerns gleaned from SAAC interviews to leadership in a timely fashion.

**Update to FAC from the Faculty Athletics Representative
December 12, 2019**

NCAA

1. Autonomy Conference
 - a. No in-person meeting at the NCAA Convention
 - b. Electronic voting on January 15
 - i. Elite SAs flexibility for increased training with coaches and to receive additional expenses from the USOPC/NGB to cover training expenses
2. NCAA Annual Convention – January 23
 - a. D1 Focused Board of Governors Federal and State Legislation Working Group Feedback Session
 - b. D1 Issues Forum
 - c. NCAA Plenary Session: The State of College Sports
3. NCAA D1 Council – Legislation for January vote
 - a. ACC Legislative Webinar on December 11

ACC

1. December 7 FAR Best Practices Meeting
 - a. Grade replacement/forgiveness,
 - b. Time Management Plan and communication with President/Chancellor
 - c. Mental health resources for SAs, including Masters of Social Work students
 - d. Academic integrity violations and sharing information with athletics
 - e. Academic support access to course management systems on a read-only basis

UNC

1. Joint meeting with the Advisory Committee on Undergraduate Admissions
 - a. Reducing barriers
 - i. Evaluating transfer credits
 - ii. Reenrollment
 - b. FAC discussion regarding educational equity
 - i. University resources
 - ii. Curriculum, including grade replacement
 - iii. Atmosphere
 - c. Special Talent Admissions information