

Faculty Athletics Committee
March 5, 2020

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

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

Guests: Robbi Pickeral Evans (Athletics), Jenn Mallen (New Student and Family Programs), Anna Neil (Daily Tar Heel), Emily Summers (Office of the Chancellor), Jenn Townsend (Athletics), Marielle vanGelder (Athletics)

I. Welcome and Introductions

Welcome and Introductions.

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

Minutes. The minutes from the February meeting were approved.

II. Chancellor's Remarks

COVID-19 Pandemic

Chancellor Guskiewicz reported that next week will be spring break for all undergraduate students. He addressed the Coronavirus (COVID-19) pandemic and discussed the affects on Study Abroad. Students who are returning from Italy and South Korea will need to go to online instruction. There was a question raised about self-quarantining and Chancellor Guskiewicz referenced the email notice regarding travel restrictions for Level 2 and 3 countries and regions in the US that had declared a state of emergency. The situation is constantly evolving, but the University has several teams in place to monitor and respond as appropriate, including the Global Response Group, Communications, and the campus Emergency Operations Team. In addition, Guskiewicz has established the COVID-19 Executive Operations Team chaired by George Battle, which will be working on a long-range plan if the University must suspend operations. The University is looking into online platforms in case instruction will have to be moved to virtual teaching.

Athletic Director Bubba Cunningham said Athletics is gathering information on where student-athletes plan to be over spring break. He was concerned about the potential effect on upcoming championships. The Athletics Department will need to consider if it will host events at all and/or

whether it will host teams coming to UNC from states where there are confirmed COVID-19 cases.

Guskiewicz referred the group to <https://www.unc.edu/coronavirus/> for the latest information. The University is coordinating with higher education consultants and other universities worldwide. There is a campus health hotline set up to take calls from those with mental health or well-being issues during this stressful time.

Other Topics

Chancellor Guskiewicz reported that he spent part of the day yesterday, March 4, in Greensboro at the ACC Presidents' Meeting. He said they discussed a revised governance structure that will likely go into place in July. He will report on it in more detail once it is in place. Other topics discussed included student-athlete transfers and name, image and likeness.

Thirty-one faculty and graduate teaching assistants were honored for various teaching awards at half-time of the last home Men's Basketball game. Guskiewicz attended the last home game for Women's Basketball and enjoyed the post-game celebration for the senior class and appreciated the opportunity to meet their parents. He even received a call from Coach Courtney Banghart thanking him for his attendance.

III. FAC/SAAC Focus Group Report

Jeff Spang reported that the FAC/SAAC Focus Group Report was posted on Sakai for committee members to view. He presented key findings from the focus groups including the challenges of studying abroad and noted that student-athletes are interested in 2-week study abroad opportunities. A repeated issue is missing an exam due to competition and the policy of some professors that the student-athlete use that exam as their dropped exam grade (in classes where students may drop one exam). Michelle Brown discussed how her office responds to this concern. This should be an area for additional focus to develop more instructor accountability to provide a make-up opportunity for students who miss assessments because of a University approved absence.

Other concerns raised by some student-athletes included: pressure to work sports camps, multiple platforms to communicate schedules and schedule changes (rather than exclusive use of Teamworks), notice of blocks of workout/practice times but not the exact window for the student-athlete until during a week, some delays because of demand to see the sports psychologists, lack of racial diversity in the sports psychology staff, paying for parking to work out at Loudermilk, more food at the Fueling Station, and a newly installed speed bump in the tunnel at Loudermilk that is too high for scooters.

There were a number of positive comments about the overall student-athlete experience, including student-athlete development and the focus on the entire person. In conclusion, Spang said the overall climate was very good and that the focus groups are meant to highlight opportunities for improvement.

IV. ASPSA Update

Michelle Brown, Director the Academic Support Program for Student-Athletes, reported that the new registration model for undergraduate registration will be rolled out during the fall registration period for spring 2021 classes. This is a joint project of the University Registrar and Operational Excellence. Spring registration for fall 2020 courses will be under the current system and will begin on April 6. Priority registration for student-athletes and other groups will begin at 8:00 p.m. the night before the individual's given registration appointment time.

On March 2, Women's Cross Country and Men's Fencing were honored for the highest team GPAs at a dinner at the Carolina Inn. The donor who has funded this event for the last two years was able to attend. Brown will present a workshop for the Equity in Teaching Institute on equitable teaching practices for instructors with student-athletes in their class. The workshop will begin with a day in the life of a student-athlete. Brown met with committee members Aimee McHale and Abbie Smith-Ryan to gather ideas for the workshop.

V. Academic Process for Student Athletes: Review

Process 11.0 – Eligibility and Compliance

Marielle vanGelder, Associate Director of Athletics for Compliance said the work of her office ultimately falls into three categories: education, monitoring, and enforcement. Year-to-date, her office has conducted over 300 educational sessions. They also provide real-time rules interpretive assistance for coaches. With respect to monitoring, her office is the gatekeeper for all the data that must be reviewed and monitored. This includes about 11,000 forms annually. For rules enforcement, her office helps to identify and self-report any rules violations. Finding and reporting violations (usually relatively minor issues) is good because it shows that the compliance function is finding issues when they arise.

VanGelder reminded FAC that all institutional policies must be applied to student-athletes, including our published academic misconduct policies. If faculty try to handle an academic misconduct issue on their own that could present a problem from an NCAA perspective if a student-athlete is involved. She urged FAC members to encourage their colleagues to always report suspected academic misconduct to the Office of Student Conduct.

It is also important to remember that under NCAA rules faculty and staff may not provide any benefit of value to a 9th-12th grade student or current student-athlete that is not provided to all students. There is a pre-approval process that a faculty or staff member can use by filing a for with Athletics Compliance to provide an occasional meal to a student-athlete. Prospective student-athletes cannot have face-to-face conversations with a faculty or staff member off-campus. There are other restrictions that relate to contact between faculty as institutional representatives and prospective student-athletes regarding email, calls, and social media. VanGelder advised the committee to ask questions and seek guidance from Athletics Compliance and to share this message with as many as they can.

VanGelder also pointed to the [NCAA Rules Education – Faculty and Staff](#) resource on the ASPSA website outlining applicable NCAA legislation rules for faculty and staff. This information is provided to UNC Human Resources for inclusion in the University’s onboarding process. There was a question about teaching and graduate assistants being informed about the honor court and this resource. VanGelder asked for feedback from the committee on how more faculty members and graduate student instructors can access this information. Suggestions included developing a webinar, including information in the Academic Processes for Student-Athletes website, attending department meetings or meetings with department chairs (particularly those that have a number of student-athlete majors), and distributing the one page guidance to each department to share among all instructors.

Process 4.0 – Orientation and Summer Bridge

Jenn Mallen, Director of New Student and Family Programs, reported on orientation for student-athletes. The office is preparing a new website that will be coming in May. About half of her staff works on family programming and the other half works on all of the transition programs, including summer orientation for those entering in the fall term and January orientation for those entering in January. Mallen’s office serves about 5,000 undergraduate and graduate students per year, including 4,200-5,000 family members. The Week of Welcome events at the beginning of the fall term include about 150 programs. There are many other transition programs held over the course of the fall semester. Summer orientation has 14 sessions for first-year students and 3 for transfer students. Many student-athletes will attend June 17-18 orientation to be able to take Summer Session II courses. During orientation, she explained students learn how to navigate ConnectCarolina and what classes may be best to take based on major preferences. For January 2021, Mallen’s office will pilot a one-day orientation program with a parallel family day program that will be more extensive than the current January orientation.

Jenn Townsend, Associate Director for Academic Support Program, discussed summer transition programming. She said about 50% of incoming student-athlete participate in Summer Session II courses. She discussed the three desired outcomes of summer programming: successful transitions, awareness of campus resources, and building connections with other students. There is a focus on career planning and major exploration. Football will not be partnered this summer with the Start Strong initiative. Townsend provided an overview of summer transition programming to the committee and discussed evaluation metrics.

VI. Faculty Engagement Discussion

Daryhl Johnson provided an overview of current FAC initiatives, including priority registration, educational equity, time management plans, mental health, and majors and extracurriculars. He thanked Abbie Smith-Ryan and Aimee McHale for their enthusiasm on faculty engagement. Johnson asked FAC members to send their ideas about a framework and strategy around faculty engagement and reaching faculty members to Emily Summers who will create a Google document with these ideas.

VII. FAR Update

Faculty Athletics Representative Lissa Broome discussed name, image and likeness and said the NCAA planned to have draft legislation ready to distribute in April for adoption in January 2021. She discussed potential federal legislation that would preempt state legislative efforts, such as that in California. Broome said the Transfer Working Group is seeking feedback from each conference about a one-time transfer waiver in all sports and what happens when a student-athlete does not meet the guidelines for one-time transfer waiver. She suggested that this discussion needs to consider the current policy that penalizes an institution's APR if a student-athlete transfers and has a GPA under a 2.6, even though the student is academically eligible at the first institution.

There are a number of other legislative proposals that will be considered by the Division I Council in April. At the ACC Winter Governance meeting, the Conference supported in principle the one-time transfer opportunity for all student-athletes, but did not specifically decide whether to retain the interconference transfer rule that requires a student-athlete transferring within the conference to sit for a year before competing at the new school. The ACC Council of Presidents met on March 4 by itself and with FARs, ADs, and SWAs. Broome also attended the ACC Finance Committee meeting the morning of the FAC meeting.

VIII. Athletic Director Update

Athletic Director Bubba Cunningham reported that he was a part of an UNCUT video with Courtney Banghart, Mack Brown, and Anson Dorrance. He discussed name, image and likeness issues. He also noted that Lacrosse was hosting professor night to encourage faculty engagement the night of the FAC meeting. Cunningham said the NCAA, Conference, and school are trying to make the best decisions possible about post-season competition with COVID-19 threat

Lissa Broome congratulated Cunningham on being named to receive the Under Armor Athletic Director of the Year Award.

The meeting adjourned at 5:26 p.m.

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

Attachments:

FAC/SAAC Focus Group Report
FAR Update

Summary SAAC-FAC meeting February 2020- JTS report

FAC Members: David Guilkey, Lissa Broome, Abbie Smith-Ryan, Rita Balaban, Aimee McHale, Jeffrey Spang

Teams Represented: Rowing, Golf, Men's Lacrosse, Women's Lacrosse, Swimming Men's and Women's, Diving Women, Wrestling, Gymnastics, Softball, Field Hockey, Men's Soccer, Women's Fencing, Men's and Women's Track and Field

I. Academic experience at UNC

1. How does your involvement in athletics support or conflict with your academic activities? (Possible prompt: study abroad, internships, choice of majors)

Study abroad- very difficult- students had heard of a 2 week study abroad experience worth 3 credits- very interested in this point.

Internships- Very difficult to fit in – areas of concern include coaches not happy with missing off season training, fitness level on return if long time off.

Softball flips practices - mornings one semester and afternoons the next semester- this seems to allow more scheduling flexibility especially for lab courses. Problems? Facilities? Coaches willing to be more flexible in off season for other sports?

Potential ideas- one final semester or program for study abroad/internships once last season of playing/eligibility exhausted.

General- overall reporting positive about coaches at least acknowledging importance of academics

2. Describe your relationship with faculty. Have you experienced any particularly positive or negative interactions with faculty?

Almost every group reported some negative experiences with Faculty members at UNC. Multiple athletes reported not wearing athletic gear in order to blend in

and not give other students/Faculty members reason to identify them as athletes first. Particular problem examples include:

- i. Potential option to adjust/ make LFIT not required would be helpful.
- ii. Inflexibility of changing exam schedules- Unwillingness to change time/location of exam during national championship weekend
- iii. Unfairness in class – inability to qualify for extra credit activities due to time commitments for practice/games. Travel and missed classes due to competition – continue to hear of “dropped exam” problem (other students take exams and get to drop lowest one- athletes who miss class lose that option). Some Faculty abrasive when athletes missed class for medical issues (surgery/ concussion).

Summary point- Not new issues- brought to light in every recent SAAC-FAC review. FAC role - ? Potential push for more exam flexibility? ?Potential push for absolute class grading fairness/opportunities if absences are excused (medical/travel)?

3. Do your coaches support your academic pursuits?

General consensus was yes. Individual teams have reported new coaches from other conferences not attuned to academic demands/importance at UNC.

4. What have been your experience with the Academic Support Program? With Academic Advising?

Need to continue to emphasize difference between the two, particularly with transfers and first-year students.

Sometimes feel the Academic Advisors are not giving good advice for majors/not enough knowledge of majors.

Hard to get good advice on how to deal with negative Faculty interactions/problems.

Sometimes required tutor time interferes with actual work in major areas.

Some teams report specific advisor problems- to be followed with Dr. Michelle Brown.

Summary- similar complaints to past years, difficult to get major advice, athletes don't have single academic advisor throughout time here. In general, relatively no new complaints, some quite specific to individual teams. ASPSA did receive good comments including some academic advisors using group messaging effectively to help team stay connected and on top of issues. This also helped team feel connected with academic advisor.

5. Have you observed or experienced academic dishonesty?

Yes- mainly with homework assignments. Some athletes more wary of this because of potential consequences.

6. Do you student athletes feel they are treated fairly through university disciplinary processes, such as the Honor Court?

No experiences reported

II. Athletic Experience at UNC

1. What recommendations would you make for improving your time commitments in your sport? How may we assist you in that?

Travel can be time consuming. Even with flying/driving sometimes scheduling can seem arbitrary and inefficient.

Athletes for at least one team are expected to work sport camps- lots of pressure to do so- limits any outside sport/ summer planning.

Summary- this seems like an area that a simple and clearly stated policy directive from the Athletic Director/Administration could potentially be very helpful.

Optional practices- too many and clearly not optional.

TEAMWORKS- This is a current and past sore point. Team practice changes come through messaging, emails, captains and are not reflected in TEAMWORKS.

TEAMWORKS is not accurate- one team posts blocks in Teamworks (4 hour blocks) then sends messages the night before to define time (1.5 or 2 hours of the block). This causes athletes to hold open time and not know their schedule until the night before.

TEAMWORKS accuracy continues to be a common and repeated athlete complaint. Coaches are “working the system” to increase flexibility-

continuing to violate the spirit of the 24 hour rule if not the actual details.

Athlete told me “I just want to know how my week is going to be laid out so I can plan” – the inability to accurately predict hourly schedule at the beginning of the week is a problem.

Rumors about “off days” - One team reportedly scheduled all “off days” for the semester within the first few weeks of the semester during the off season

semester. **Summary- Rules for scheduling off days during non-competition section? Can coaches actually cram off days into blocks?**

2. Do you receive the necessary supports for your physical and mental health and well-being?

Sports Psych/counseling:

Continue to feel limited due to delay in individual appointments.

Would like more racial diversity in the office.

Individual team/doctor complaints- hard to summarize based off single examples.

One team had a public recent investigation but felt “the mental health of the team was not cared for during and after . . . the investigation”.

Individual team – “One SA reported that decisions to seek treatment for injuries that will take them out of play for any period of time are ‘frowned upon’ “.

Summary- Potential to reach out to individual athlete and also teams noted during SAAC-FAC reporting. Despite welcome new additions to the Mental Health care team multiple reports of long wait times for individual appointments.

- 3. Do you receive the necessary support to be a successful athlete? (Possible prompt: Sports Medicine, athletic trainers, nutritionists, strength and conditioning staff, sports psychologists; facilities)**

Fencing- need locker room- climate control improvements in training facilities

Fencing- female coaching support- Part time coach does not travel.

Rowing – facilities, erg facilities, boathouse

Golf- facilities?

Fueling station- not enough- food access

Parking- especially for required weight training times

- 4. How is the climate on your team? (Possible prompt: with regard to such things as diversity, solidarity, mutual respect, or problems such as gambling, alcohol and other drugs, hazing).**

Many good team responses

Fencing – Sometimes friction between men and women on the team. See above re female coach.

- 5. How confident are you that if something troubling took place on your team (that might harm the team or the University) that team members would have a willingness to speak up? That it would be resolved effectively?**

Generally positive

- 6. Who would student athletes go to with concerns, questions, suggestions related to the athletic experience? Issues balancing studies and athletics? General wellbeing?**

Generally – athletic trainers, assistant coaches. Athletes reported feeling comfortable with reporting.

III. General

- 1. Does your status as a student-athlete affect your comfort in speaking out about campus issues that are of concern to you (for example, HB2, Black Lives Matter)?**

SA's generally feel positive about the environment. Some athletes feel coaches don't directly forbid them from speaking on controversial issues but project an attitude – don't engage.

- 2. What are the most positive aspects of your overall experience at UNC?**

Winning a national championship

Having a great group of teammates

Being in athletics makes the transition to college much easier because of built in support group

Athletic Department interested in development of the entire person, not just the athlete

Summary- Good comments.

- 3. What are the most negative aspects of your overall experience at UNC?**

Coaching transitions

LFIT – They know it is changing, but would like the change to be retroactive to them. They get enough exercise and would rather take gen ed than it. It takes a lot of time for a one credit course

- 4. What could we improve?**

Better and more social media. Women's soccer noted as a team that does it well. "Dana is stretched too thin"

Teams that train at Finley- how can they get there? Rely on athletes with cars.

Better communication and SA participation in coaching transitions

New speed bump in tunnel between Loudermilk and Ridge road- scooters

bottom out and it is dangerous. **Unique and specific comment about university structure.**

5. **Are you satisfied with your decision to come to UNC and participate in your sports program?**

Yes

Reporting summary:

Issues that have been repeated on multiple surveys:

1. **Teamworks/scheduling/24 hour rule – consistency in rules and oversight for coaches.**
2. **Parking on campus- especially for mandatory workouts.**
3. **Fueling station/ food requirements.**

Issues raised in this survey that warrant immediate FAC response:

1. **Team with recent investigation/culture/ mental health support.**
2. **Culture issue of reporting injuries-team specific.**

Overall the climate of the reporting was very good. Although this survey system is designed to obtain information about areas of improvement many positive comments about academics, culture, team environments and health/mental support. It is my opinion that the level and number of positive comments has been increasing across the last few years of surveys.

**Update to FAC from the Faculty Athletics Representative
March 5, 2020**

NCAA

1. NIL discussion continues
 - a. NCAA, <http://www.ncaa.org/about/taking-action>
 - i. Recommended legislation to be distributed in April for adoption in January 2021
 - b. State legislation
 - i. California statute effective in 2023
 - ii. 19 states have introduced legislation (with some with effective dates this year)
 - iii. 16 or more states are considering
 - c. Potential federal legislation to preempt state efforts
2. Transfer Working Group
 - a. Seeking feedback from each conference on
 - i. One-time transfer waiver in all sports (so football, men's and women's basketball, baseball, and ice hockey players would not have to spend a year in residence at new school before they compete)
 1. Retains guidelines regarding academic eligibility and provides that school has not objection to the student being granted a waiver of the transfer-residence requirement
 - ii. When SA does not meet guidelines for one time transfer waiver, to provide relief from year in residence only if "unique, extenuating and extraordinary circumstances outside the student-athlete's control that directly impacts the health, and safety of the student-athlete (e.g., physical or sexual assault, discrimination or harassment that threatens a student-athlete's health and safety)."
 - iii. Whether the transfer waiver process should more heavily weight the SA's academic record.
 - iv. Other issues not specifically addressed in NCAA survey include tampering and impact on APR.
3. Division I Council Legislation - Council will vote in April. UNC submits its positions to the ACC by March 20, discusses further on an ACC Webinar on March 25, with an opportunity to revise positions following March 25. Our ACC Council representative will then vote for the Conference at the April Council meeting.
 - a. Series of proposals that would permit
 - i. Individual workouts with coaches of team sports (other than FB and basketball) during vacation and summer if initiated by SA (2019-78)
 - ii. Same, but limited to the fall sports of soccer and women's volleyball (2019-79)
 - iii. For soccer and women's volleyball to permit SA enrolled in summer school to engage in required weights, conditioning, and skill-related instruction for up

to 4 consecutive weeks before preseason practice begins with i of 3 days per week and 8 hours per week with no more than 4 of the 8 hours spent on skill-related instruction (2019-81)

- b. 2019-85 – would permit FB student to participate in an in-person institutional orientation session open to all student at any time before or during the five-day acclimatization period.
- c. 2019-90 – Academic year playing and practice season model for Men’s Soccer.
- d. 2019-116 – Post-grad transfer could be enrolled in a second baccalaureate or equivalent degree, or enrolled as a full-time student while taking course work that would lead to the equivalent of a major or degree and be eligible to participate in athletics.
- e. 2019-117 – A grad transfer may be enrolled in general graduate course work and be eligible to participate in athletics.
- f. 2019-118 – To reorganize and clarify the application of the academic misconduct legislation.
- g. 2018-119 – Exempt from team limits on financial aid (1) an institutional need-based grant based solely on demonstrated financial need, and (2) a nondiscretionary institution merit-based award with no relationship to athletic ability.

ACC

- 1. Winter ACC governance meetings, February 12-14
 - a. The Conference issued a statement concluding that its members “as a matter of principle . . . support a one-time transfer opportunity for all student-athletes, regardless of sport.”
- 2. Council of Presidents meeting, March 4
 - a. More discussion of Name, Image and Likeness
- 3. ACC Finance Committee meeting, March 5