

Faculty Athletics Committee Retreat
June 16-17, 2020

Day 1 – June 16

Present: **Committee Members:** Rita Balaban, Lissa Broome, Melissa Geil, David Hartzell, Daryhl Johnson, Robert Martinez, Aimee McHale, Jay Smith, Tania String, Abbie Smith-Ryan

Advisors: Michelle Brown (ASPSA), Debbi Clarke (Office of the Provost), Bubba Cunningham (Athletics), Vince Ille (Athletics)

Guests: Emily Blackburn (Office of the Chancellor), Robbi Pickeral Evans (Athletics), Dwight Hollier (Athletics)

I. New Member Onboarding

Welcome and Introductions

Committee Chair Daryhl Johnson welcomed all attendees to the meeting. Committee members and guests introduced themselves. Biographical information for all four new members is below.

Stacey Daughters, Psychology and Neuroscience, <https://clinicalpsych.unc.edu/faculty/#core>

Amanda Holliday, School of Public Health, https://sph.unc.edu/adv_profile/amanda-holliday-ms/

Robert Martinez, School of Education, <https://ed.unc.edu/people/robert-r-martinez-jr/>

Jay Smith, College of Arts and Sciences, <https://history.unc.edu/faculty-members/jay-m-smith/>

New Member Onboarding

Faculty Athletics Representative (FAR) Lissa Broome began the session by presenting and reviewing the FAR portion of the FAC Onboarding Document. As a Chancellor's appointee, she serves at the pleasure of the Chancellor. The general duties of the FAR are to be an advisor to both the Chancellor and the Athletics Director especially regarding the academic success of student athletics, compliance, and the student-athlete experience at the university.

Johnson continued the discussion with an overview of the FAC charge. He also reviewed the leadership structure noting that Melissa Geil serves as Vice Chair. Johnson briefly reviewed the Academic Process for Student Athletes, committee topic groups, and the team liaison assignment process, and the experiences of current committee members as liaisons.

Michelle Brown, Assistant Provost and Director of the Academic Support Program for Student-Athletes (ASPSA) then discussed the academic support ASPSA provides student-athletes. Broome and Brown work together on the Academic Scorecard, which will be updated in Fall 2020, which compiles the public information about the academic performance of student-athletes. The ASPSA website has a link to a document prepared by Athletics Compliance on NCAA Rules Education for Faculty and Staff, <https://aspsa.unc.edu/for-faculty-who-have->

[student-athletes-in-class/](#), which members should review. The committee had a training session in FERPA in June 2018, which will be repeated this fall.

Athletic Director Bubba Cunningham provided a presentation on the state of athletics at UNC-Chapel Hill, reviewing a number of topics, including the NCAA membership and reporting structure, ACC membership and reporting structure, new coaching hires, finances of the department, Title IX, and compliance. Cunningham noted the challenges of sponsoring 28 sports, which is more than most schools. UNC has the largest number of student-athletes in the ACC. Student-athletes receive \$17 million in scholarship support from the Ram's Club each year. The impact of COVID-19 on the Athletic Department budget could be significant. Cunningham noted that some schools have already reduced the number of sports they sponsor.

The meeting was adjourned at 10:27 a.m.

Day 2 – June 17

Present: **Committee Members:** Rita Balaban, Lissa Broome, Melissa Geil, David Hartzell, Daryhl Johnson, Robert Martinez, Aimee McHale, Ed Shields, Jay Smith, Tania String, Abbie Smith-Ryan

Advisors: Michelle Brown (ASPSA), Debbi Clarke (Office of the Provost), Bubba Cunningham (Athletics), Vince Ille (Athletics),

Guests: Emily Blackburn (Office of the Chancellor), Robbi Pickeral Evans (Athletics), Dwight Hollier (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 May meeting will be voted upon at the September meeting.

II. 2019-20 Review

Educational Equity

Erika Wilson (rotating off the committee) and Rita Balaban reviewed educational equity issues during the 2019-20 academic year, focusing on the performance of students of color, including student-athletes. At the May FAC meeting, Lissa Broome presented a draft document that followed up on the recommendations previously presented by Wilson, which included:

1. Seek to increase the diversity within the athletics department, including hiring a mental health specialist of color. Similarly, a more diverse set of tutors and counselors might be helpful.
 - a. UPDATE: Dr. Jeni Shannon, Director for Mental Health and Performance Psychology, told FAC at our February 6 meeting that her unit and Counseling and

Psychological Services (CAPS) are hoping to share another position and are looking for more diversity for the staff.

2. Provide an avenue for student-athletes of color to express themselves regarding salient social issues without fear of ostracization or retribution.
 - a. UPDATE: UNCUT, <https://www.uncutchapelhill.com/>, a platform for student-athletes to share what's important to them, tell their stories, and be themselves, provides a powerful platform for student-athletes.
3. Disaggregating more data regarding academic performance and providing FAC with access to that data to identify and monitor academic outcome gaps for subgroups.
 - a. UPDATE: The Office of Institutional Research is looking at quantitative and qualitative data to help inform understanding academic outcome gaps among various subgroups of students.

Athletic Director Bubba Cunningham then shared with the Committee the department's newly announced initiative geared towards promoting diversity, inclusion, and respect for others. The initiative is centered around the "5 V's": Vow, Voices, Venues, Vote, and Volunteer and is attached.

Aimee McHale expressed gratitude for this initiative, but she also emphasized the need for a systemic approach to address the more structural and institutionalized racism that our student-athletes face. Cunningham agreed with the importance of this approach and stated that the key to combatting systemic racism should be with education, including racial equity training among coaches, faculty, and staff across all departments. Cunningham said the Athletics Department is arranging for diversity training for coaches, staff, and student-athletes. McHale and Smith-Ryan will present option for potential diversity training for FAC members. Student-athletes are free to speak on UNCUT and social media platforms and participate in protests, without retribution.

Faculty Engagement

III. Process Review

Overview of the Process

Emily Blackburn displayed and shared the Excel spreadsheet which indicates items of discussion over the past years' meetings. This tracker is used to determine when the last time a process was discussed (organized by topic group), a guest was invited, or an external report was received. The tracker links directly to minutes from previous meetings and is located in the reference materials folder on Sakai.

Johnson reviewed the committee's charge and emphasized the difference between advising the Chancellor and overseeing athletics. FAC's job is to represent the faculty and inform the Chancellor, not to oversee the functions of the Athletics Department.

Virtual Meetings

The committee's 2020-21 meetings will be virtual.

Topic Groups and Team Liaisons

Topic Group and Team Liaison assignments will be posted on Sakai. Robbi Pickeral Evans and Vince Ille can help connect FAC members with their team's coach.

IV. COVID-19 Return to Campus

Cunningham said the Athletics Return to Action Roadmap (on GoHeels.com) mirrors the University Roadmap, while emphasizing the dynamic needs and issues facing the Athletics Department.

Student-athletes are returning to campus in phases and are tested upon their return. They are self-quarantined for the weekend while they await their test results. A student with a positive test would isolate for 10 days. Contact tracing is done and close contacts of someone with a positive test must quarantine for 14 days. All positive tests are reported to the Orange County Health Department. Teams will be tested prior to traveling to an away competition. Ken Pittman, the head of Campus Health, and Dr. Mario Ciocca, the head of Sports Medicine will advise the Athletics Department if team activities need to be suspended for health reasons. If a student-athlete elects not to participate in athletics this year, the student's athletics aid will be protected.

The committee engaged in a discussion about the University's plans to bring students, faculty and staff back to campus safely. The committee also discussed the various off ramps and protocols that should be adhered to if an outbreak should occur among student-athletes.

V. Name, Image, and Likeness Discussion

California, Colorado, and Florida have adopted Name, Image, and Likeness (NIL) legislation that would supersede current NCAA rules. There is a delayed effective date in each state, but the Florida legislation becomes effective July 1, 2021. Similar legislation has been introduced in many other states. The NCAA and the Power 5 Conferences have approached Congress seeking federal legislation that would preempt these state laws and give the NCAA a safe harbor from antitrust challenge for any limits or guardrails it might impose as it modernizes its approach to NIL. The NCAA is simultaneously proposing a rewrite of its NIL rules. Cunningham is concerned about how recruiting will be affected once student-athletes may commercialize their NIL. He wants a path to a professional sports opportunity for all student-athletes who are not interested in academics and wish to immediately profit from their athletic talent. This area is continuing to develop.

The meeting was adjourned at 10:48 a.m.

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

Attachments:

- FAC Onboarding Document
- 2020 Facts and Figures Update Presentation
- Educational Equity Discussion Handout
- Athletics 5 V's Handout
- Athletics Return to Action Presentation

FACULTY ATHLETICS COMMITTEE
ONBOARDING DOCUMENT

Academics & Athletics at UNC-Chapel Hill

Updated June 2020

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The Faculty Athletics Representative (FAR)

Lissa Broome was appointed as the FAR by Chancellor Holden Thorp effective July 1, 2010. Professor Broome is the Burton Craige Distinguished Professor in the School of Law. She also directs the law school's Center for Banking and Finance.

The FAR is appointed by the Chancellor from among the voting faculty for an indefinite term, subject to formal review at least every five years. A review committee appointed by the Chancellor reviewed Professor Broome's performance as FAR in 2015.

The general duties of the FAR are to serve as an advisor to the Chancellor and the Director of Athletics and as a liaison to the faculty. Areas of focus include the academic success and academic integrity of student-athletes, compliance with ACC and NCAA rules, and a positive student-athlete experience at the university. The FAR makes an annual report to the Faculty Council and makes special reports to the Council from time to time as may be requested by the Agenda Committee. The FAR's annual reports are available at <https://facultygov.unc.edu/committees/elected-committees/athletics-committee/>.

Within the Atlantic Coast Conference (ACC), four individuals from each member institution have the primary governance and operating responsibility. They are the chancellor/president, the director of athletics, the senior woman administrator, and the faculty athletics representative. The FAR is the university's voting delegate to the ACC and the university's faculty representative to the NCAA. Professor Broome finished her one-year term as the President of the ACC on June 30, 2017. She serves on several ACC committees, including the Finance Committee and the Autonomy Committee, and on the NCAA's Postgraduate Scholarship Committee.

Since mid-2017, the Chancellor has provided Professor Broome with a \$20,000 per year stipend and some part-time administrative support. The Chancellor reviewed the release time, compensation, and administrative support provided at other ACC schools to the FAR. Administrative support was initially provided by Emily Godwin Summers and transitioned in May 2020 to Executive Assistant in the Office of the Chancellor, Emily Blackburn.

The FAR is an ex officio member of a number of campus committees including the:

- Faculty Athletics Committee (voting)
- Special Talent Subcommittee of the Undergraduate Admissions Committee (voting)
- Educational Foundation Executive Board (non-voting)
- Faculty Advisory Committee to ASPSA
- Executive Committee on Student-Athlete Academics

The FAR meets each month separately with the Chancellor, the Athletics Director, the Associate Athletics Director for Compliance, and the Director of ASPSA. The FAR reports to the FAC at each of its meetings on proposed NCAA legislation (Division I and for the Autonomy Conferences), activities of the ACC, and other efforts on campus related to student-athletes.

The Faculty Athletics Committee (FAC)

The committee's charge is stated in the Faculty Code. The committee: "informs and represents the faculty and advises the chancellor on any aspect of athletics, including, but not limited to, the academic and broader university experience for varsity student athletes and the general conduct and operation of the University's athletic program." Faculty Code § 4-7(b).

The committee is composed of twelve elected members from the voting faculty who serve staggered three-year terms. No person may serve more than two consecutive full terms. The FAR is an ex officio, voting member of the committee, if not otherwise an elected member of the committee.

The committee meets monthly during the academic year with the Chancellor, the Director of Athletics, the Senior Associate Director of Athletics, the Director of ASPSA, and two student-athlete representatives.

Faculty Athletic Committee's roster for 2020-2021:

Kevin Guskiewicz, Chancellor, ex officio

Voting members:

Rita Balaban, Economics, 2022

Lissa Broome, School of Law, FAR, ex officio

Stacey Daughters, Psychology and Neuroscience, 2023

Melissa Geil, Kenan-Flagler Business School, 2022 (Vice Chair)

David Hartzell, Kenan-Flagler Business School, 2021

Amanda Holliday, Gillings School of Public Health, 2023

Darhyl Johnson, Surgery, 2021 (Chair)

Robert Martinez, School of Education, 2023

Aimee McHale, Gillings School of Public Health, 2022

Ed Shields, Exercise and Sports Science, 2021

Jay Smith, History, 2023

Abbie Smith-Ryan, Exercise and Sports Science, 2022

Tania String, Art and Art History, 2021

Non-voting consultants:

Michelle Brown, ASPSA

Bubba Cunningham, Athletics

Vince Ille, Athletics

Dwight Hollier, Athletics

Debbi Clarke, Office of the Provost

One or two student-athlete liaisons from the Student-Athlete Advisory Council (for 2019-20, the liaison was Patrick Lyons)

The committee's roster, minutes, and Annual Reports are available on the Faculty Governance website.

<http://facultygov.unc.edu/committees/elected-committees/athletics-committee/>.

The committee also has a Sakai site which contains materials for each meeting, going back to the 2012-13 academic year. Any member of the committee may post material to the site. An email may be sent to all committee members at facultyathletics@sakai.unc.edu.

Leadership Structure

The Chair of the committee for 2020-21 is Daryhl Johnson. Melissa Geil serves as Vice Chair.

Academic Processes for Student-Athletes

In Fall 2013, Provost James W. Dean, Jr. and Director of Athletics Bubba Cunningham brought together a 10-person team of campus leaders to comprehensively document and assess all academic processes that affect student-athletes from the time that they are recruited until after they graduate. With Chancellor Carol L. Folt's support, Dean and Cunningham led the Student-Athlete Academic Initiative Working Group in this effort. The Working Group was charged to look holistically at academic processes for student-athletes and improve student-athletes' experience at Carolina.

The Working Group met at least once per month between November 2013 and March 2015. By summer 2015, the Working Group had documented, assessed and in some cases changed, a comprehensive set of 21 academic processes for student-athletes, from the time they are recruited until after they graduate. The Group considered and responded to more than 70 recommendations from nine reports about athletics and academics at UNC-Chapel Hill published during the previous four years.

With leadership and coordination provided from the Provost's Office by Dr. Debbi Clarke, the Working Group compiled and posted its documentation of these processes at <http://apsa.unc.edu> (academic processes for student-athletes). The Working Group was then transitioned into the Process Review Group (PRG), with many of the same members, whose goal was to review each process over the course of a two-year period. The PRG met two or more times each semester to review and improve each of the processes through Spring 2018.

In the summer of 2018, the PRG was sunset and the function of reviewing the academic processes on a regular basis was transferred to the FAC, with any recommended policy changes referred to the Executive Committee on Student-Athlete Academics. Its members are:

Provost Bob Blouin

Athletic Director Bubba Cunningham

Faculty Athletics Representative Lissa Broome

ASPSA Director Michelle Brown

Senior Associate Athletics Director Vince Ille

Senior Associate Athletics Director Dwight Hollier (Student-Athlete Health, Well-Being & Program Outreach)

Associate Athletic Director for Compliance Marielle vanGelder

Associate Provost for Strategy and Special Projects Dr. Debbi Clarke

The topic groups listed below will lead the review in FAC of the processes identified for each group. There will be periodic reports to, discussion items, and policy recommendations referred to the Executive Committee by FAC.

Topic Groups

Each FAC member is assigned to one of six topic areas:

- (1) Admissions
- (2) Advising and Enrollment
- (3) Academic Performance
- (4) Student-Athlete Welfare and Equity
- (5) Athletics Administration, and
- (6) Governance and Administration.

Two FAC members populate each group and one of the committee's liaisons assists the group. Topic group members are expected to lead the review of the academic processes assigned to their group, with the assistance of the university resource people in this area. Lissa Broome and Debbi Clarke will help each group identify the relevant topic experts for each process. Topic group members will plan and arrange one or more presentations to FAC during the academic year on issues within their topic area and are expected to become familiar with the resources related to those areas on the website, <https://apsa.unc.edu>.

FAC members will benefit from a compilation of the FAC minutes beginning in Fall 2014 (prepared by Anna Rose Medley, updated by Emily Summers and now updated by Emily Blackburn), with an index of topics discussed by the committee. This resource contains a direct link to the relevant minutes and is also a starting point for FAC members for past FAC discussion of issues related to their topic groups. This spreadsheet is posted on the FAC Sakai site.

- **Admissions**

Serve as a liaison with the Undergraduate Admissions Office and advisory committees. This group's portfolio includes recruitment of student-athletes and orientation.

Lead the review of the APSA processes:

- 1.0 - Recruitment
- 2.0 - Admissions
- 3.0 - Financial Aid

➤ 4.0 - Orientation and Summer Programs

FAC Members: Ed Shields, Amanda Holliday

Liaison: Vince Ille

External Discussions to coordinate:

- Plan a joint meeting with the Advisory Committee on Undergraduate Admissions and the Special Talent Subcommittee

- **Advising and Enrollment**

Participate in ASPSA Advisory Committee and serve as a liaison with the Academic Advising Program in the College of Arts & Sciences. Provide the two representatives to the Course Review Group that reviews course enrollments and grades. Prepare an annual report on majors of student-athletes. This group's portfolio includes majors, clustering, and advising.

Lead the review of APSA processes

- 5.0 - Enrollment and Advising
- 6.0 - Registration
- 7.0 - Academic Support for Student-Athletes
- 8.4 - Review of Student-Athlete Enrollment in Courses

FAC members: Abbie Smith-Ryan, Robert Martinez

Liaison: Michelle Brown

Potential Discussion Topics:

- Priority registration, course and major selection

- **Academic Performance**

This group will review with FAC (with the assistance of Michelle Brown and Lissa Broome) the academic performance of student-athletes, including the FGR/GSR and APR reports and assist with the production of the annual Academic Scorecard.

Lead the review of APSA processes:

- 9.0 Class Attendance and Travel
- 10.0 Resources for SAs with Disabilities
- 11.0 Eligibility and Compliance
- 12.0 Academic Performance Monitoring
- 17.0 Honor Court

FAC members: Rita Balaban, Tania String

Liaison: Michelle Brown

Potential Discussion Topics:

- Student-Athlete Academic Performance Monitoring and Reporting
- University Approved Absence Policy
- Post-baccalaureate Student-Athlete Eligibility

- **Student-Athlete Welfare and Equity**

This group will organize Student-Athlete Advisory Council (SAAC) Focus Group event and follow-up by collecting reports from each table and compiling recommendations based on themes from the discussion. The group will also review relevant portions of the annual student-athlete survey responses. The group helped coordinate the visit of the NCAA's Chief Medical Officer Brian Hainline on October 18, 2018, and has worked with Dr. Jeni Shannon, sports psychologist in developing events for student-athletes focused on mental health issues.

Lead the review of APSA processes:

- 18.0 - Student-Athlete Development
- 19.0 - Supporting Non-Participant Student-Athletes
- 20.0 - Student-Athlete Feedback and Alumni Tracking

FAC members: Aimee McHale, Jay Smith

Liaison: Dwight Hollier

Potential Discussion Topics:

- Student-athlete mental health and wellness

- **Athletics Administration**

This group's portfolio includes items outside of academics, such as Athletic Department resources, the ACC Network, NCAA legislation, and ACC activities.

Lead the review of APSA processes:

- 13.0 - Communications and Recognition
- 14.0 - Budgeting
- 15.0 - Facilities for Student-Athlete Academic Support
- 16.0 - Housing

FAC members: David Hartzell, Stacey Daughters

Liaison: Bubba Cunningham

External Discussions to coordinate:

- Annual budget presentation by the Athletics Department

- **Governance and Administration**

This group is composed of the Chair and Vice Chair. It plans each meeting's agenda,

coordinates external events, and coordinates communication from the committee. The Chair presents the committee's annual report to Faculty Council and the Chair or the Vice Chair represent the committee on the annual Drug Policy Review Process in the Athletics Department and at the annual meeting of the Athletics Council.

Lead the review of APSA processes:

- 8.0 (other than 8.4) - Faculty Relations and Governance
- 21.0 - Ongoing Review and Improvement of Processes

FAC members: Chair Daryhl Johnson, Vice Chair Melissa Geil

Liaison: Lissa Broome

External Discussions to coordinate:

- FAC listening sessions with faculty (or educational sessions with faculty)
- FAC meeting with head coaches

Potential Discussion Topics:

- Faculty engagement

Team Liaisons

Team liaisons are asked to try to meet with students, coaches, and the academic counselor(s) for their teams, perhaps by attending a practice, a team meeting, or scheduling a meeting with each group. The idea is that the liaison will be an additional point of faculty contact for the team and will be a resource for FAC about how actions may impact particular teams. There is a range of involvement and each FAC member is encouraged to find the level of interaction that fits best with their own schedule and the needs of the team. Robbie Pickeral Evans from Athletics can assist FAC members with outreach to their teams.

Committee on the Future of Sport

This Committee was created by Faculty Council Resolution in Fall 2015 and its members were appointed in the spring of 2016. The committee included some FAC members as well as faculty participants outside of FAC. The Committee organized a forum on September 14, 2016, on time demands for student-athletes and a forum on October 18, 2018, on mental health and student-athletes that featured the NCAA's Chief Medical Officer, Brian Hainline. At the conclusion of the Fall 2018 program, the committee's charter ended.

Recurring Events or Reports

FAC Listening Sessions or Open Forums (ideally each semester)

For several years prior to the creation of the Committee on the Future of Sport, the FAC arranged open forums for the University community for faculty and others to discuss issues related to intercollegiate athletics. The last forums were held on November 18, 2015 (2 participants) and March

2, 2016 (7 participants). These forums were discontinued during the period the Committee on the Future of Intercollegiate Sport was planning and hosting meetings. FAC will discuss whether and how to continue these sessions to maximize faculty engagement.

Budget Report (annually in spring)

The chief financial officer of the Department of Athletics, Martina Ballen, is invited to a FAC meeting each spring to review the Department's budget with FAC. This report is organized by the Athletics Administration Group.

Meet with Coaches

FAC has had an annual meeting with head coaches since 2016. In 2017, the meeting also included assistant coaches. FAC last met with head coaches on March 31, 2020.

FAC Agenda Items and Posting of Materials – New Issues

A number of events come up during the year and are added to the agenda and addressed as they arise. The Governance group sets the Agenda for FAC. Members who wish to add items to the agenda should communicate those items to the Chair or Vice Chair at least a week in advance of the meeting date, if possible.

During the spring of 2018, the committee suggested that the following language be added to the FAC Onboarding document:

Materials relating to a FAC meeting should be posted at least 24 hours (and ideally 72 hours) in advance of the meeting. Advance posting is particularly important with respect to items on which action is expected to be taken at the meeting. The committee recognizes that sometimes it will need to be nimble and react to information that is posted within the 24-hour period prior to a meeting, in which case the poster should ensure that an email notice of the posting is circulated to the committee

Attend Events

FAC members are usually invited to attend the following events should their schedules permit.

- **Ram's Club Scholarship Donor Banquet**

The Ram's Club has included FAC members in one of their two banquets each year that include scholarship student-athletes and the donors for those scholarships.

- **RAMMY's**

The RAMMY's is an end-of-year athletics award program similar to the ESPY's.

- **Academic Luncheon**

The Academic Support Program for Student-Athletes hosts an annual Academic Luncheon in the spring to honor student-athletes who have achieved at the highest academic level.

Special Considerations

FERPA

Assistant Provost and University Registrar Lauren DiGrazia and Assistant University Counsel

Kristen Lewis gave a presentation to FAC at its June 2018 retreat on the Family Educational Rights and Privacy Act (FERPA). The PowerPoint is included in the materials on Sakai for that meeting. FAC members cannot share or release information from a student's educational record unless they have the student's consent. Information from educational records may be shared with University officials who have a "legitimate educational interest" in the information. Some of the information FAC reviews is in this category. FAC members need to be sure not to pass this information on to others (even within the University) who are not members of FAC and may not have the "legitimate educational interest" in the information. Ms. DiGrazia and Ms. Lewis urged FAC members to contact them with any questions before releasing even aggregated educational information.

Open Meetings

FAC meetings are open meetings and the date and location of the meetings must be publicly posted in advance of the meetings. Often members of the press, including the Daily Tar Heel, attend the meeting. It is only possible to go into a closed session for specific statutory reasons, which include to "prevent the disclosure of information that is privileged or confidential." A motion to go into closed session must cite the statute, Article 33C, Section 143-318.11(a)(1) "to prevent the disclosure of information that is privileged or confidential," and be made and adopted in open session. Only protected information can be discussed in the closed session. The committee may invite non-members to stay in the closed session if their presence is necessary for the discussion. At the conclusion of the discussion, the committee must return to open session.

Faculty Council

Faculty Council meets monthly during the academic year. The voting faculty elect delegates by division. The FAR and the FAC make an annual report to the Faculty Council, usually in the fall. An archive of the annual reports is on the faculty governance website at <http://facultygov.unc.edu/committees/elected-committees/athletics-committee/>. The FAR attends Faculty Council when her schedule permits so she may serve as a resource to the Council.

Admissions for Student-Athletes

Admissions Policies Relating to Student-Athletes

The Board of Trustees' policy on admissions establishes a framework of competitive admissions and mandates that candidates be selected largely on the basis of the University's "special responsibility to residents of North Carolina" and its "judgment of the applicant's relative qualifications for satisfactory performance" in the program to which the applicant seeks admission. At the same time, this policy explicitly states that these two broad selection criteria:

shall not prevent the admission of selected applicants (a) who give evidence of

possessing special talents for University programs requiring such special talents, (b) whose admission is designed to help achieve variety within the total number of students admitted and enrolled, or (c) who seek educational programs not readily available at other institutions.

The Statement on the Evaluation of Candidates for Admission, approved by the Advisory Committee on Undergraduate Admissions in September 2007, commits the University to “comprehensive and individual evaluations” of all candidates for undergraduate admission. These evaluations, in the words of the Statement, “aim to draw together students who will enrich each other’s education, strengthen the campus community, contribute to the betterment of society, and help the University achieve its broader mission.”

In keeping with this commitment, the Advisory Committee charges the Subcommittee on Special Talent with advising the Office of Undergraduate Admissions on the admission of students who, in accordance with trustee policy, “give evidence of possessing special talents for University programs requiring such special talents.”

Subcommittee on Special Talent Membership

The subcommittee consists of at least six voting members, the majority of whom are tenured or tenure-track faculty members in the College of Arts and Sciences. With the exception of the Faculty Athletics Representative to the NCAA and the Associate Dean for Academic Advising, who serve as voting members of the subcommittee *ex officio*, voting members are appointed by the chair of the Advisory Committee on Undergraduate Admissions and serve an initial term of three years. Members appointed by the chair may be reappointed for one additional term but may not serve more than six consecutive years.

The subcommittee chair is appointed by the chair of the Advisory Committee and serves a term of one year. The subcommittee chair may be reappointed but may not serve more than three consecutive years.

Student-Athlete Admission Decisions

The Department of Athletics may make up to 160 recommendations to Admissions each year for student-athletes. Senior Associate Director of Athletics Vince Ille works with the coaches to determine the students who will be proposed for admission. Vice Provost Steve Farmer and his staff process these recommendations and determine which of these students need to be presented to the Subcommittee for its review and recommendation.

The Subcommittee will review applicants who have special talent and who

- (a) have a predicted first-year GPA (PGPA) lower than 2.3;
 - (b) require review for possible breaches of community standards for academic or personal behavior;
- or

(c) may only be admitted as exceptions to UNC-system policies because they do not meet minimum course or admissions requirements established by the UNC Board of Governors.

The PGPA is derived from an analysis of multiple years of data of student-athletes and is based on the NCAA core course high school GPA, the SAT/ACT score, and the program which the student is expected to join. Applicants with a PGPA below 2.3 are referred to as Group 1 and must be reviewed by the subcommittee. Group 2 is defined as those applicants with a PGPA of 2.3-2.6, and Group 3 includes applicants with a PGPA greater than 2.6. The subcommittee is attentive to the distribution of students in all groups, particularly those in Group 2, and to the distribution by team. The Subcommittee discusses each Group 1 candidate with the coaches, the Director of the Academic Support Program for Student-Athletes (ASPSA), and sometimes the ASPSA counselor to the team to understand the support structure that would be present for the student. In addition, the committee reviews the past performance of the students on the team which the student will be joining.

The UNC Board of Governors has established minimum course requirements (MCR) and minimum admissions requirements (MAR) for all students matriculating in the UNC system. The MCR is four years of high school math, including one year of math higher than Algebra 2, and two years of the same foreign language. The MAR, for admission in Fall 2013, is a minimum weighted high school GPA of 2.5 and an ACT of 17 or SAT (critical reading and math) of 800. BOG policy requires that applicants who are MCR or MAR deficient be reviewed by a faculty committee and reported to the Chancellor as “exceptions” to the BOG policy.

The review of student-athletes based on PGPA and classifying them in Group 1, 2, or 3 began in 2012-13. The PGPA replaced a set of criteria based on test scores and high school GPA which previously determined which students were reviewed by the Subcommittee. The consideration of the number of student-athletes recommended for admissions in the Group 2 and 3 categories has the goal to over time improve the academic profile of student-athletes by reducing the number of Group 1 and Group 2 students.

Since 2013, the Annual Report of the Advisory Committee on Undergraduate Admissions to the Faculty Council has included specific information about admissions of student-athletes.

- February 14, 2020 Faculty Council Meeting, <https://facultygov.unc.edu/files/2020/02/Advisory-Committee-on-Undergraduate-Admissions-for-Feb2020-FC.pdf>
- February 8, 2019 Faculty Council Meeting, <https://facultygov.unc.edu/files/2019/02/2017-2018-Advisory-Committee-on-Undergraduate-Admissions-Report-FC-02.08.19.pdf>
- February 9, 2018 Faculty Council Meeting, <https://facultygov.unc.edu/files/2018/02/UAD2017.pdf> (class entering 2017)
- February 24, 2017 Faculty Council Meeting, <https://facultygov.unc.edu/files/2017/02/UAD2016.pdf> (class entering 2016).
- February 19, 2016 Faculty Council Meeting, <http://faccoun.unc.edu/files/2010/10/UAD2014-15.pdf> (class entering 2015).

- April 24, 2015 Faculty Council Meeting, http://faccoun.unc.edu/files/2010/10/UAD2013-2014_CORRECTED.pdf (class entering 2014).
- April 25, 2014 Faculty Council Meeting, <http://faccoun.unc.edu/files/2010/10/UAD2012-2013.pdf> (class entering 2013).

Advisory Committee on Undergraduate Admissions and Committee on Special Talent

The Board of Trustees has charged the Office of Undergraduate Admissions with applying policies and procedures approved by the Advisory Committee on Undergraduate Admissions, a faculty committee appointed by the Chancellor. The Faculty Code charges this committee with “address[ing] the design and application of admissions policy, recommend[ing] guidelines for special talent and exceptional admissions, and monitor[ing] and respond[ing] to the national college admissions environment.” The Advisory Committee is chaired by the dean of the College of Arts and Sciences or his or her designee; members include at least two other deans, faculty members from various departments within the College, and administrators from Academic Advising, Student Affairs, Institutional Research and Assessment, and other offices on campus. The group typically meets four to six times per year and reports annually to Faculty Council.

Trustee policy provides for the admission of students “who give evidence of possessing special talents for University programs requiring such special talents.” As currently interpreted by the Advisory Committee, this clause applies to students recommended to the admissions office by the athletics department and by the faculty in music and dramatic art.

The Advisory Committee has established a Committee on Special Talent and has charged that committee with designing, assessing, and revising the guidelines and procedures that govern the admission of all special-talent students, including those recommended by athletics. As described above, the group meets regularly during the academic year to consider a small number of special-talent candidates—those who do not meet the minimum course or admissions requirements of the North Carolina public university system, and those whose predicted first-year grade-point average is lower than 2.3.

The Advisory Committee’s roster for 2019-20:

Voting members:

Glynis Cowell, Romance Studies, 2021
Paul Cuadros, Media & Journalism, 2020
Jon Engel, Physics & Astronomy, 2021
Dan Gitterman, Public Policy, 2022
Susan King, Media & Journalism, 2022
Michael Kris, Music, 2022
Lee May, Academic Advising, EO
Abigail Panter, College of A&S, EO

Charlene Regester, African, African-American, & Diaspora Studies, 2021
Sherry Salyer, Exercise & Sport Science, 2020
Doug Shackelford, Business, 2020

Non-voting consultants:

Michelle Brown, Academic Support Program for Student Athletes
Marcus Collins, Center for Student Success and Academic Counseling
Lauren DiGrazia, University Registrar
Steve Farmer, Undergraduate Admissions
Bettina Shuford, Student Affairs
Dan Thornton, Scholarships and Student Aid
Lynn Williford, Institutional Research and Assessment

Committee on Special Talent's roster for 2019-20

Voting members:

Lissa Broome, Faculty Athletics Representative, ex officio
Daniel Gitterman, Public Policy, 2020
Lee May, Academic Advising, ex officio
Joy Renner, Allied Health, 2020
Isaac Unah, Political Science, 2020
Erianne Weight, Exercise & Sport Science, 2021

Non-voting consultants:

Michelle Brown, Academic Support Program for Student Athletes
Steve Farmer and others, Undergraduate Admissions
Vince Ille, Athletics

Academic Support Program for Student-Athletes

Role of the ASPSA

The role of the Academic Support Program for Student-Athletes (ASPSA) is to provide support for student-athletes to achieve academic success and graduate. This commitment to student learning supports the university's mission to "teach a diverse community of undergraduates."

Director and Reporting Structure

Dr. Michelle Brown took on the role of Director of the ASPSA in May 2013. Dr. Brown came to UNC-Chapel Hill from Florida Atlantic University where she served as the Associate Athletic Director for Academic Support and Student Life and Director of the Student-Athlete Center for Academic Excellence. Her work experience includes being an instructor at the university level, serving as an academic advisor for freshmen students, and serving as an athletic academic counselor for football. Her varied background contributed to her selection for the multidimensional role of Director of the ASPSA.

Coincident with Dr. Brown's hiring, the ASPSA moved from the College of Arts and Sciences, where it was a unit within The Center for Student Success and Academic counseling (CSSAC), which reported to the Senior Associate Dean for Undergraduate Education in the College of Arts & Sciences, to the Provost's office. The Director of the ASPSA reports to the Provost, is an Assistant Provost, and the ASPSA staff are under the Office of the Provost. The ASPSA is not only housed under academics, it is part of academics as a unit intertwined with the colleges, faculty, and advising units.

Other Communications Lines

ASPSA Advisory Committee. This committee is described in more detail in this document and provides advice to the Director about ASPSA programming.

Faculty Athletics Committee. This committee is described in more detail in this document. The Director is an adviser to this committee and attends its monthly meetings.

Subcommittee on Special Talent. This committee is described in more detail in this document. The Director is an adviser to this committee and attends its meetings.

Funding

The ASPSA is an academic unit, but its financial support is provided by the Department of Athletics and the necessary funding is transferred each year from Athletics to the Provost's Office to fund the activities of ASPSA.

Academic Advising

The ASPSA and the Academic Advising Program within the College of Arts & Sciences work collaboratively with student-athletes. Pursuant to a recommendation from a report issued in the summer of 2012 by a subcommittee of the Faculty Executive Committee and endorsed by the Chancellor, every student-athlete must see an academic advisor every semester. Two positions were created within Academic Advising in the College of Arts & Sciences at the Assistant Dean level and two individuals were hired for these positions. The College and its Academic Advising unit later decided that a team approach would be implemented by Academic Advising and that five advisors (including the two Assistant Deans as the lead) were identified as a core group that would work with student-athletes for a total of 2 FTE. The advisors also spend time in the Loudermilk Center (where ASPSA is located) so that they may work closely with the ASPSA counselors and so that they may be available to the student-athletes. At the May 2019 FAC meeting, Dean Lee May and ASPSA Director Brown presented the Student-Athlete Academic Advisement Plan that requires one-on-one meetings at critical points, but also permits other developmental activities as noted on the plan to fulfill the meeting requirement in other semesters.

Location & Staffing

The ASPSA is housed in the Loudermilk Center for Excellence, a 150,000-square-foot facility that opened in the fall of 2011 in the east endzone of the football stadium (under the Blue Zone). Within

Loudermilk, the John W. Pope Student-Athlete Academic Support Center provides classrooms for teaching and tutoring, advanced computer technology, a writing lab, reading rooms and office space.

Dr. Michelle Brown	<i>Assistant Provost & Director, Academic Support Program for Student Athletes</i>	
Alicia Brandon	<i>Associate Director</i>	
Mike Greene	<i>Associate Director</i>	<i>Men's Lacrosse, Women's Tennis</i>
Les Myers	<i>Associate Director</i>	<i>Football</i>
Jenn Townsend	<i>Associate Director</i>	<i>Men's Basketball, Men's Soccer</i>
Emily Adney	<i>Academic Counselor</i>	<i>Women's Golf, Women's Lacrosse, Women's Soccer, Wrestling</i>
Greg Beatty	<i>Academic Counselor</i>	<i>Football</i>
Dr. Leslie Brown	<i>Learning Specialist</i>	
Jenn Bryant	<i>Academic Counselor</i>	<i>Women's Basketball, Men's and Women's Swimming & Diving</i>
Dr. Kathleen Crosby	<i>Learning Specialist</i>	
Carly Dressler	<i>Tutor Coordinator</i>	<i>Gymnastics</i>
Stephanie Gifford	<i>Academic Counselor</i>	<i>Football</i>
Jordan Long	<i>Academic Counselor</i>	<i>Field Hockey, Men's Golf, Softball, Volleyball</i>
Kym Orr	<i>Academic Counselor</i>	<i>Men's and Women's Fencing, Men's and Women's Cross Country, Men's and Women's Track & Field, Rowing</i>
Ben Sheu	<i>Academic Counselor</i>	<i>Men's Tennis, Baseball</i>
Kathy Zambrana	<i>Academic Counselor</i>	<i>Football</i>
Marcus Donie	<i>Office Manager</i>	
Albert Acheampong	<i>Assistant Academic Counselor</i>	
Meagan Martucci	<i>Assistant Academic Counselor</i>	
Ann McCann	<i>Assistant Academic Counselor</i>	
Isabel Rose	<i>Assistant Academic Counselor</i>	

<https://aspsa.unc.edu/about-us/staff/>

ASPSA Advisory Committee

This advisory committee consists of tenure-track and fixed-term faculty, as well as some appropriate full-time professional staff (EPA non-faculty) members. The committee has been in place since the mid-1980s and its level of activity has varied over the years. A report was issued by a strategic planning group dated September 1, 2011, which recommended that this committee be revitalized with a systematic and on-going program evaluation and assessment, serving as a sounding board for programming and providing advice on day-to-day issues as well as long-term planning. The Advisory Committee meets twice each semester. The 2019-20 Committee was appointed for staggered terms.

ASPSA Advisory Committee Roster

Spencer Barnes, Media & Journalism

Jaye Cable, Marine Sciences,

Bev Foster (Chair), Nursing

Joel Hudley, Geology

Susan Maloy, Academic Advising

Barbara Osborne, Exercise & Sport Science

Ladd Harrison, Student-Athlete Representative

Glynis Cowell, Romance Languages

Deb Eaker-Rich, Education

Todd Taylor, English and Comparative Literature

Ex Officio

Lissa Broome, Faculty Athletics Representative to the ACC/NCAA

Michelle Brown, Director of ASPSA

Debbi Clarke, Associate Provost for Strategy and Special Projects

Marcus Collins, Associate Dean Center for Student Success and Academic Counseling

Stephen Farmer, Vice Provost of Enrollment and Undergraduate Admissions

David Guilkey and/or Abbie Smith-Ryan, FAC Representatives (Advising and Enrollment Topic Group)

Vince Ille, Department of Athletics

James Thompson *for* Abigail Panter, Senior Associate Dean of Undergraduate Education

Academic Data & Other Recognitions

From the Student-Athlete Academic Scorecard presented annually to Faculty Council (DRAFT SUMMER 2020)



*For a complete list of academic honors and recognitions: <http://aspsa.unc.edu/student-athlete-recognition/>

APR/GSR/FGR FOR STUDENT-ATHLETES BY SPORT

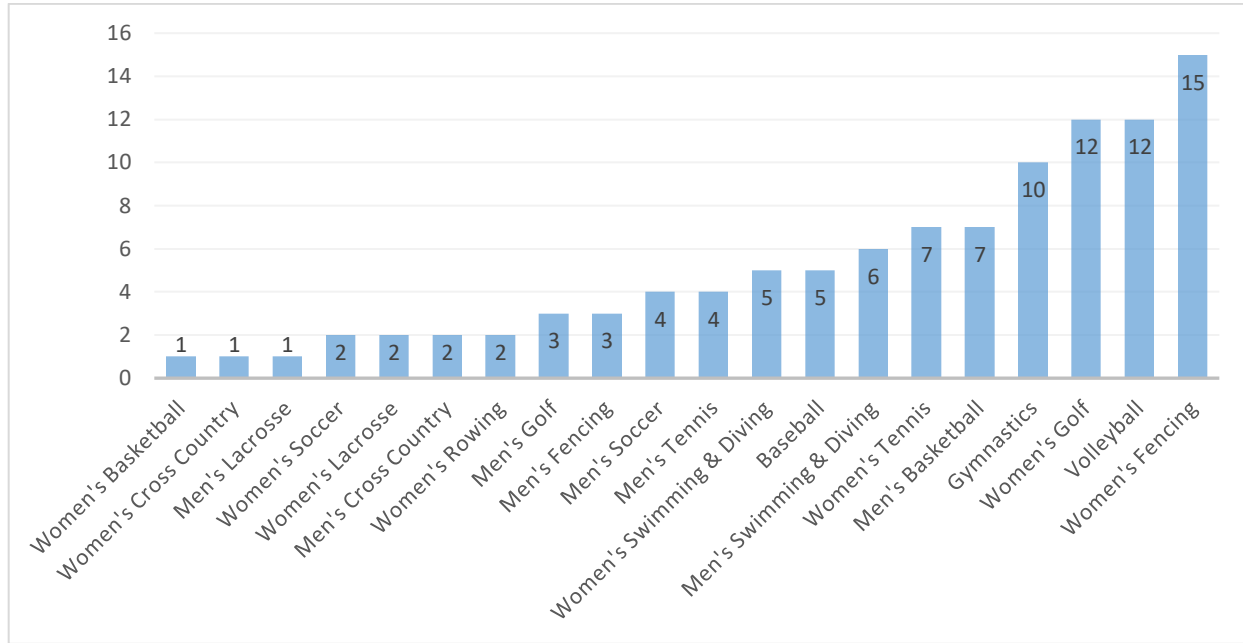
See definitions

<i>Sport</i>	<u>Single-Year APR (2018-2019)</u>	<u>Multi-Year APR</u>	<u>Multi-Year GSR (2009-2012)</u>	<u>Multi-Year FGR (2009-12)</u>
<i>Men's Baseball</i>	975	979	71	27
<i>Men's Basketball</i>	920	971	73	44
<i>Men's Cross Country</i>	952	975	<i>combined with men's track</i>	<i>combined with men's track</i>
<i>Men's Fencing</i>	982	994	67	67
<i>Men's Football</i>	940	959	70	59
<i>Men's Golf</i>	1000	1000*	90	70
<i>Men's Lacrosse</i>	1000	984	91	79
<i>Men's Soccer</i>	1000	1000*	85	57
<i>Men's Swimming & Diving</i>	986	994	93	84
<i>Men's Tennis</i>	929	977	100	71
<i>Men's Track & Field</i>	965	979	83	83
<i>Men's Wrestling</i>	1000	989	45	36
<i>Sport</i>	<u>Single-Year APR (2018-2019)</u>	<u>Multi-Year APR</u>	<u>Multi-Year GSR (2009-2012)</u>	<u>Multi-Year FGR (2009-12)</u>
<i>Women's Basketball</i>	964	974	92	69
<i>Women's Cross Country</i>	1000	972	<i>combined with women's track</i>	<i>combined with women's track</i>
<i>Women's Fencing</i>	1000	1000*	100	100
<i>Women's Field Hockey</i>	1000	986	93	71
<i>Women's Golf</i>	1000	991	100	86
<i>Women's Gymnastics</i>	983	996	100	100
<i>Women's Lacrosse</i>	1000	1000*	100	91
<i>Women's Rowing</i>	994	997	94	94
<i>Women's Soccer</i>	1000	1000*	68	65
<i>Women's Softball</i>	1000	993	94	89
<i>Women's Swimming & Diving</i>	991	1000*	100	88
<i>Women's Tennis</i>	1000	1000*	100	100
<i>Women's Track & Field</i>	978	983	89	64
<i>Women's Volleyball</i>	1000	995	100	100

* Top 10% NCAA Public Recognition for APR (of all squads in each sport).

TOP 10% NCAA PUBLIC RECOGNITION FOR APR

UNC-CH teams recognized over the 15 years of APR's existence



UNC FGR/GSR – STUDENT BODY & STUDENT-ATHLETES

UNC Students	Single Year FGR (2012-13)	Multi Year FGR (2009-12)	Multi Year GSR (2009-12)
Student Body	89	90	-
Student-Athletes	78	69	86

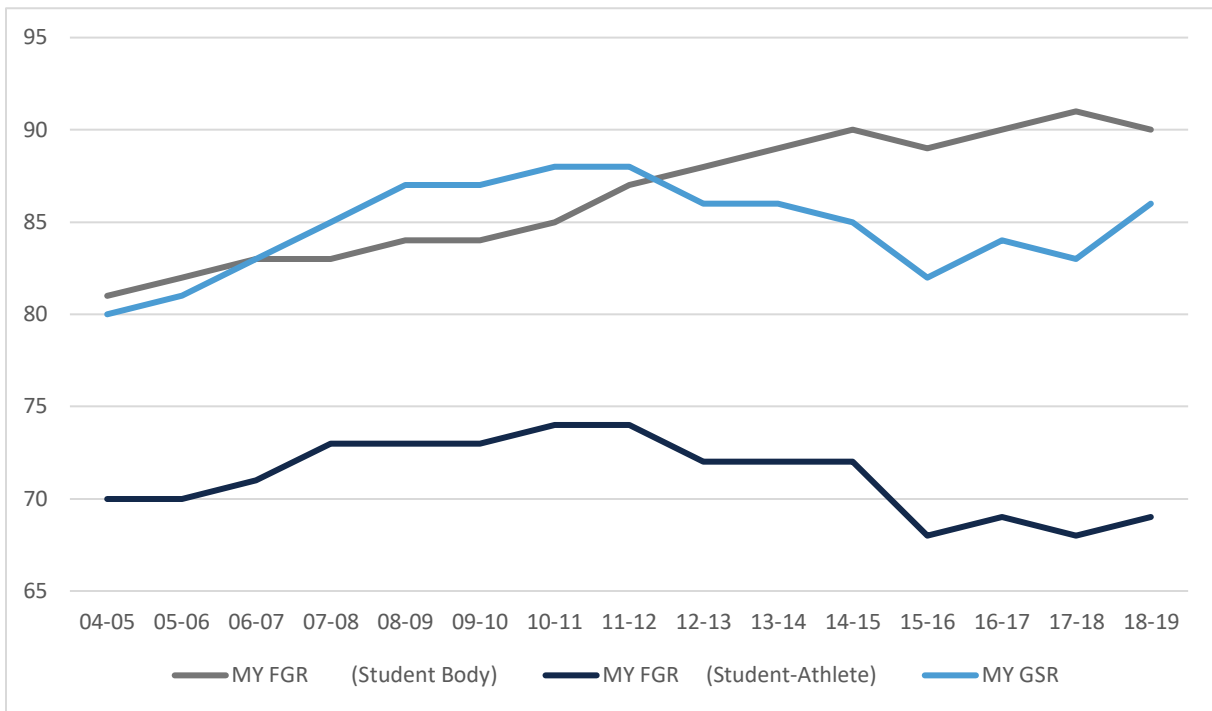
TOP 5 MAJORS AMONG ENROLLED UNDERGRADUATE STUDENTS:

WHO HAVE ACHIEVED AT LEAST JUNIOR STATUS

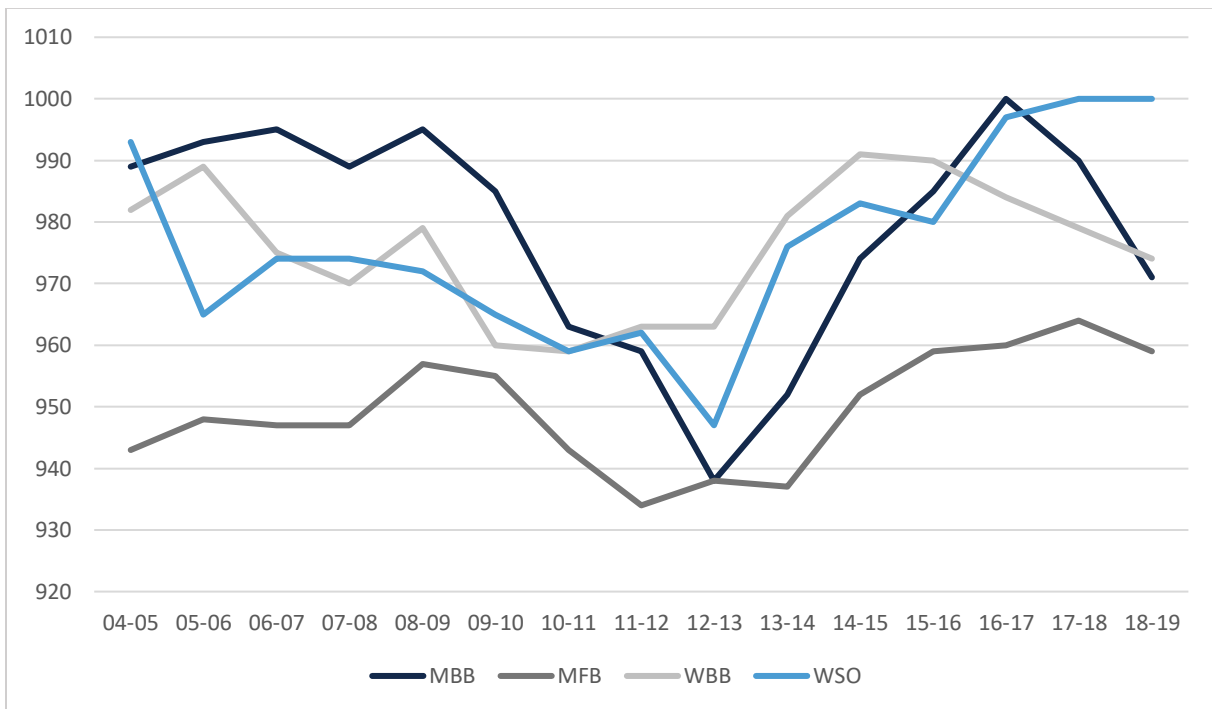
As of Fall 2019: Includes undergraduate student-athletes (all participants) who have achieved at least junior status by the fall semester. Students with double majors are counted once in each of their majors.

UNC Student Body (N=10,047)	%	UNC Student-Athletes (N=323)	%
1. Biology	9.9	1. Exercise & Sports Science	21.7
2. Psychology	7.5	2. Communication Studies	13.7
3. Computer Science	6.8	3. Business Administration	10.6
4. Economics	6.1	4. Economics	6.4
5. Media & Journalism	6.0	5. Psychology	5.7

MULTI-YEAR GSR & FGR: OVER TIME



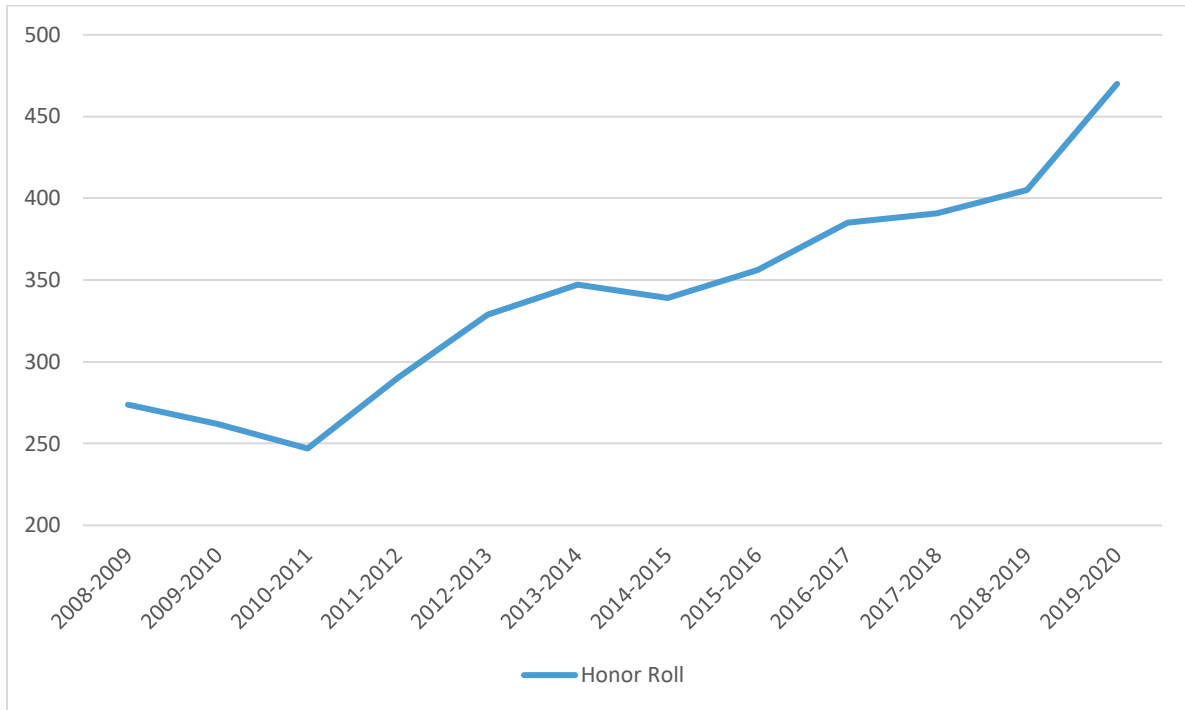
MULTI-YEAR APR (Men's BBall, Men's Football, Women's BBall, Women's Soccer): OVER TIME



*1000 – Maximum Score

ACC HONOR ROLL FOR UNC-CHAPEL HILL (2008-2020)

The Atlantic Coast Conference (ACC) Honor Roll is comprised of student-athletes who participated in a varsity sport and achieved a 3.0 GPA or higher in that academic year.



Year	Number of UNC-CH Students
2008-2009	274
2009-2010	262
2010-2011	247
2011-2012	290
2012-2013	329
2013-2014	347
2014-2015	339
2015-2016	356
2016-2017	385
2017-2018	391
2018-2019	405
2019-2020	470

Definitions of APR, FGR, and GSR

APR – Academic Progress Rate. The APR standard for a team to be eligible for postseason play is a four-year APR of at least 930 (maximum rate is 1000). This is an NCAA metric based on the academic eligibility, retention, and graduation of **student-athletes receiving athletically related financial aid**. Points are awarded each semester per student-athletes on the basis of eligibility/graduation and retention. Each team member may earn two points per semester: one point for maintaining eligibility or for graduation, and a second point for being retained. Points may also be earned in specific cases when a student transfers or returns to the institution after time away and subsequently graduates. On a team with ten members, there would be a maximum of 40 possible points in an academic year. If two student-athletes on the team were not eligible in the spring semester and were not retained, then the hypothetical team would only earn 36 points (losing 2 points for each student during that spring semester). The APR in this hypothetical example is calculated by first dividing 36 by 40 (equals .9), and then multiplying by 1000 to get an APR of 900.

FGR – Federal Graduation Rate. This graduation rate is reported by the Department of Education’s National Center for Education Statistics as part of the Integrated Postsecondary Education Data System (IPEDS). This metric is a six-year rate that includes **students who matriculate in the fall semester and received athletic scholarship aid in their first semester of enrollment**. The federal graduation rate counts student-athletes who left the University in good standing prior to graduation as nongraduates. This data is available for student-athletes at an institution and for the student body, so it is a way of comparing the performance of student-athletes with the student body.

GSR – Graduation Success Rate. The GSR is an NCAA metric and is calculated **for student athletes who received athletics aid during their initial semester of enrollment**. The GSR adds students who transferred into the institution and they are included in their original matriculation year cohort. The GSR also differs from the FGR in that schools are not penalized when a student-athlete with athletics eligibility remaining leaves in good academic standing to transfer to another institution, pursue a professional career, or for any other reason. Under the FGR, such departures are counted as failures to graduate from the institution of original enrollment, even if the student later graduates from another institution.

To search full reports for UNC-CH and our peer institutions:

APR - <https://web3.ncaa.org/aprsearch/aprsearch>

FGR - <https://web3.ncaa.org/aprsearch/gsrsearch>

GSR - <https://web3.ncaa.org/aprsearch/gsrsearch>

Report prepared by:

Lissa Broome, J.D., *Faculty Athletics Representative, Burton Craige Distinguished Professor, School of Law*

Michelle Brown, Ed. D., *Assistant Provost, Director of the Academic Support Program for Student-Athletes*

Emily Summers, *Assistant for Special Projects, Office of the Chancellor*

Emily Blackburn, *Executive Assistant, Office of the Chancellor*



Carolina Athletics

Facts and Figures



We Educate and Inspire Through Athletics

NCAA Membership

- **NCAA Members – 1121 Institutions**
 - Division I – 353 members
 - Division II – 318 members
 - Division III – 450 members
- **Division I**
 - FBS – 130 Institutions
 - Power Five Conferences – 65 Institutions
 - FCS – 125 Institutions
 - Non-Football – 98 Institutions



When governing itself on issues outside the areas of autonomy, though, Division I operates much like the other two divisions: Representatives serve on NCAA committees that determine the division's direction and develop legislation. Members of the Division I Council vote on these proposals. Both processes often work together to reach a positive outcome for college athletes.

An individual conference can introduce an idea as legislation. These proposals are reviewed by Division I committees, but regardless of their feedback, the Division I Council votes on all conference-sponsored legislation.

KEY ■ Legislative path ■ Rhetorical opponent of legislative path ■ Communication path

● = President's character	● = Financial and administrative	● = Senior women administrators	● = Rhetoric against self-interest and economic achievement
● = Deliberative Council member	● = Antitrust director	● = President	● = Rhetoric against self-interest and economic achievement
● = National Alliance Antitrust Council member	● = Family attitudes re capitalism	● = Consumerist administrator	● = Rhetoric against self-interest and economic achievement

Despite the fact that a regulated utility, the NRC, often wants to preserve public trust and protect its credibility, it may be perceived by its constituents, many of whom already are a vocal element in the regulatory process, as a lobbyist for its interests.

Committees debate the ideas and recommend whether the Council should introduce them as pieces of legislation.

- Approves an annual budget.
- Adopts legislation when significant values are at stake or an issue requires fast action that does not allow use of the regular legislative process.
- Collaborates with NCAA staff on how the national office can best serve Division I members.

Infractions Appeals Committee
Hears and acts on appeals of decisions by the Committee on Infractions.

Council Coordination Committee
Made up of Council members who manage issues that arise between quarterly meetings.

- Recommends nonacademic policies to the Board of Directors.
- Coordinates strategic planning activities.
- Identifies and examines trends and issues in college sports.
- Takes final action on matters delegated to it by the Board of Directors.

- ◆ Supervises qualifications and selection procedures for Division championships and national collegiate championships.
- ◆ Reviews recommendations from sports committees regarding the administration of championships
- ◆ Oversees Division I membership standards.

2 F0Ws 4 coprimatizations (one F0S subcopy, one F0S rearrangement, one F0S and one IS nonfunctional) 2 stacked alleles



The Power Five

- **Power Five Conferences – 65 Institutions**
 - Atlantic Coast Conference – 15 Members
 - Big Ten Conference – 14 Members
 - Big 12 Conference – 10 Members
 - Pacific 12 Conference – 12 Members
 - Southeastern Conference – 14 Members



The Atlantic Coast Conference



Coastal Division



Duke



Georgia Tech



Miami



Pittsburgh



Virginia



Virginia Tech



North Carolina

Atlantic Division



Boston College



Clemson



Florida State



Louisville



NC State



Syracuse



Wake Forest



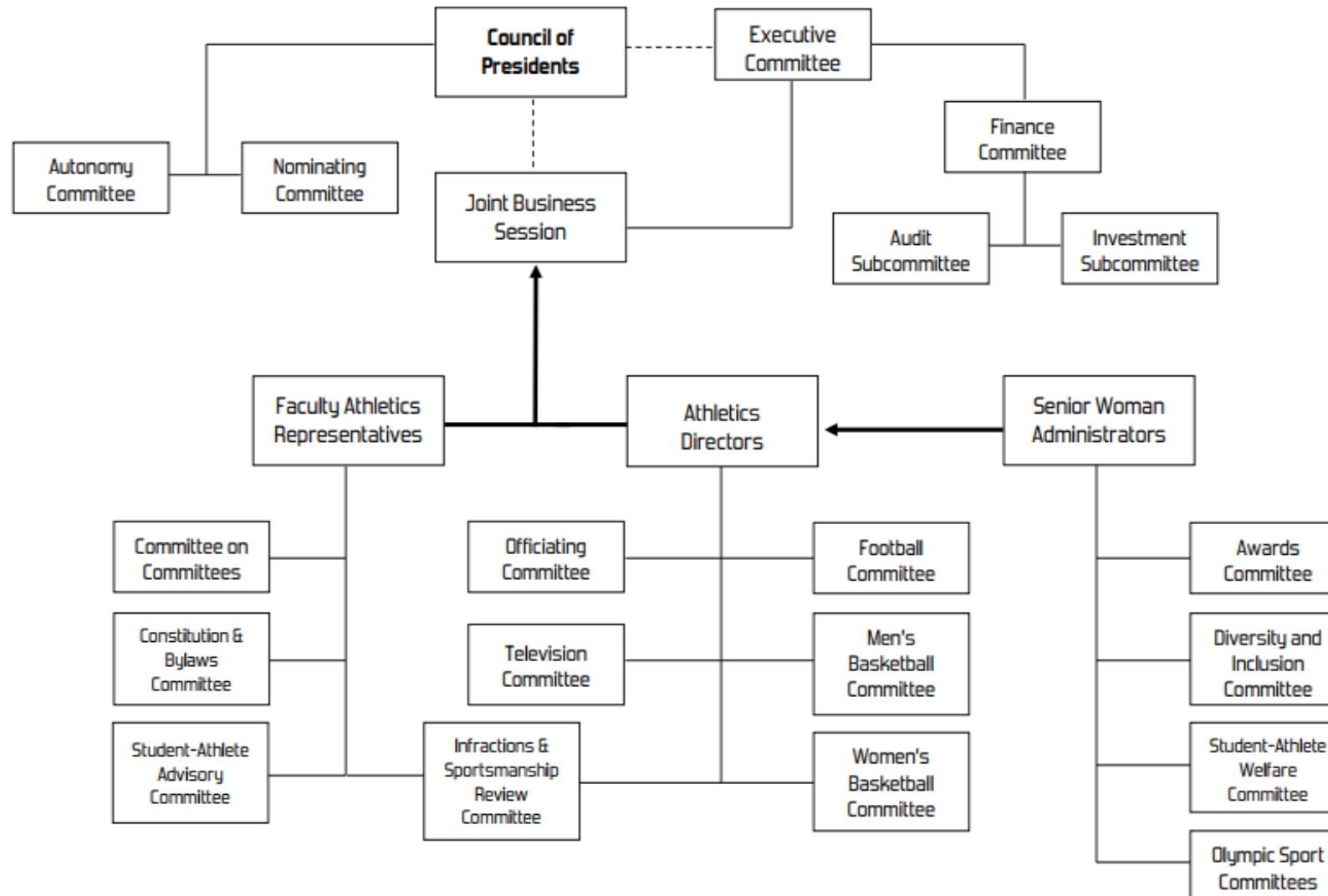
Notre Dame*

**Not a member of the ACC in Football*

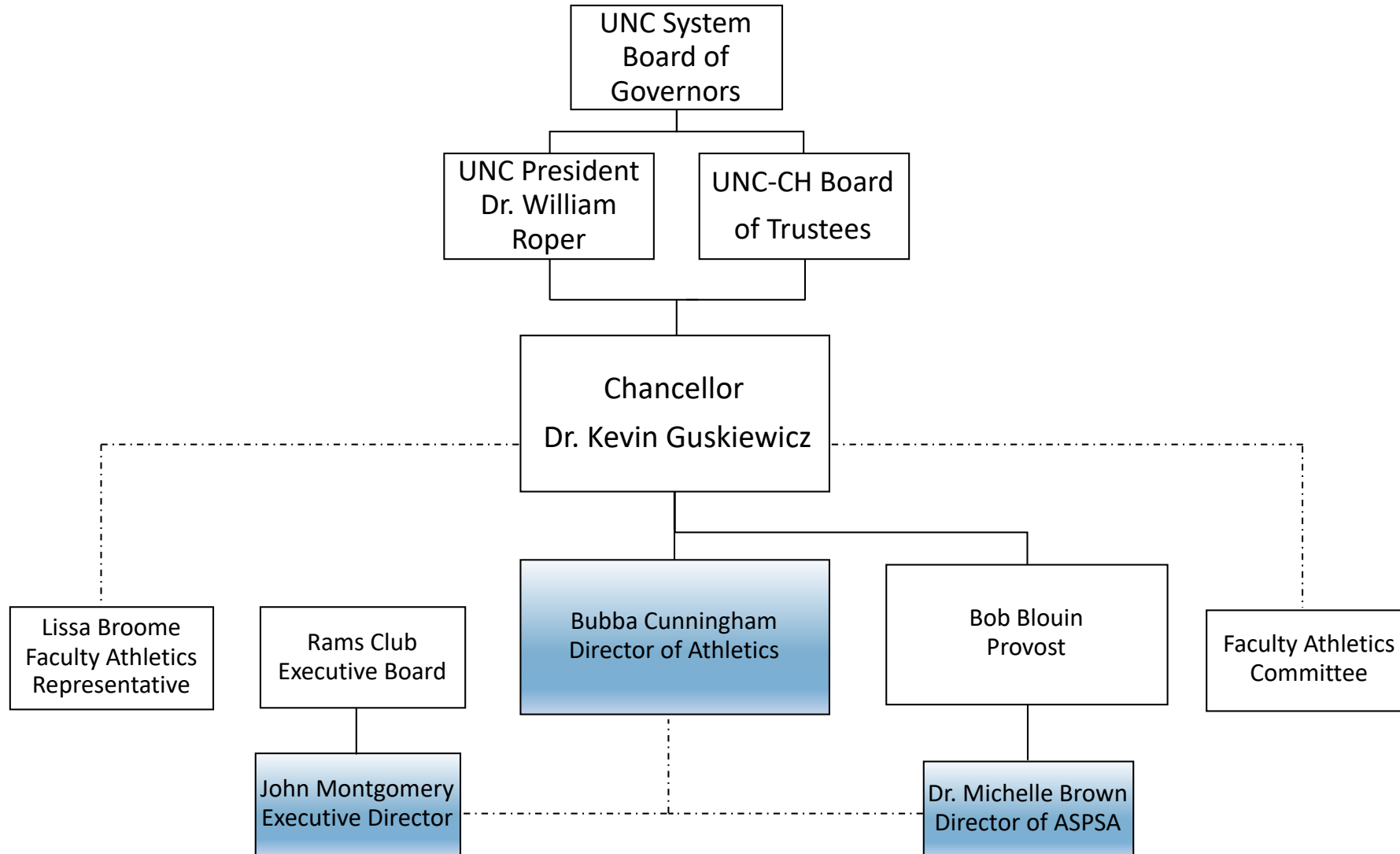


We Educate and Inspire Through Athletics

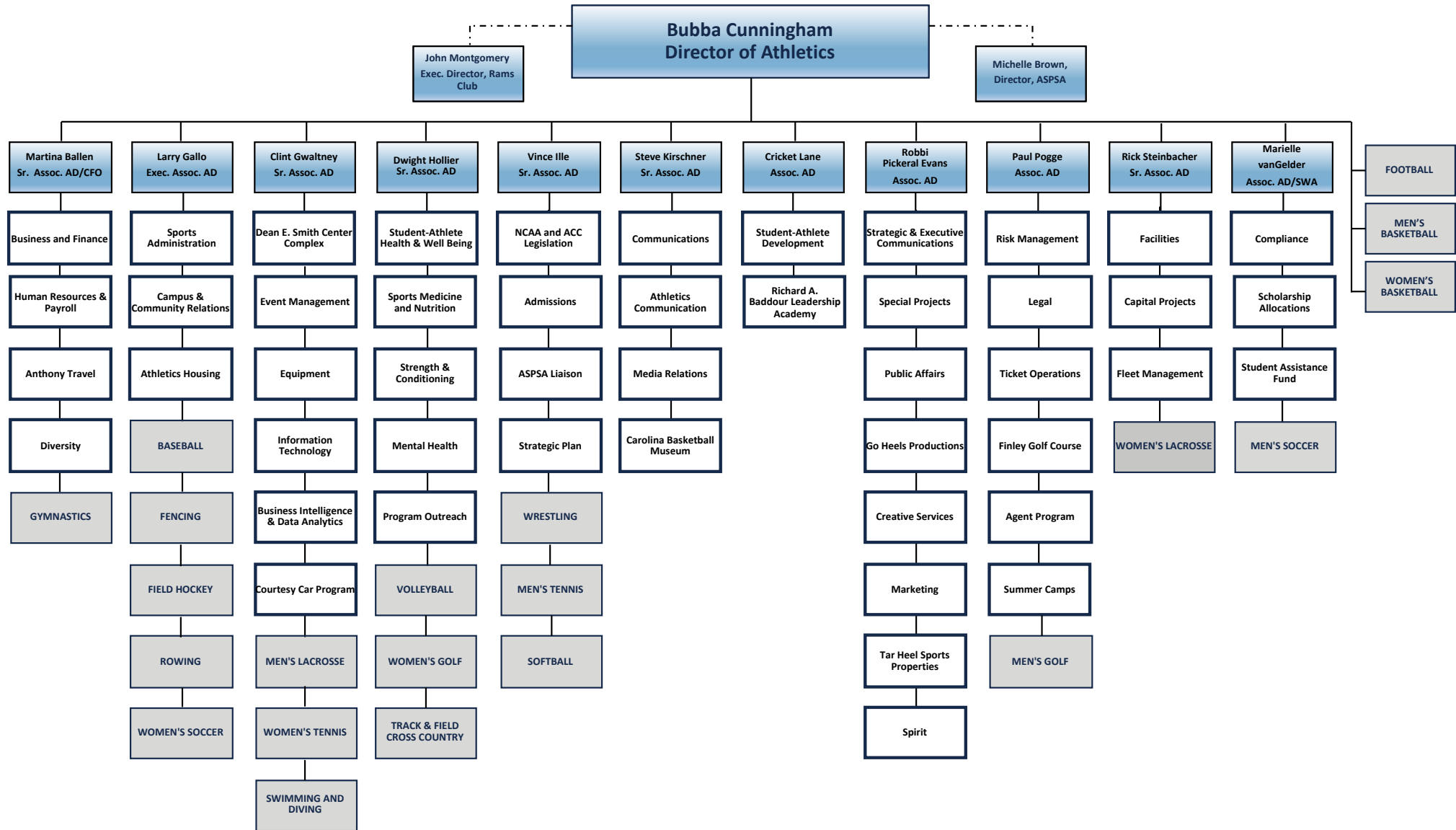
ACC Governance Structure



UNC Governance Structure



Athletics Executive Staff



Sport Administrators

Sport	Primary	Secondary
Combined Fencing	Larry Gallo	Shelley Johnson
Combined Swimming & Diving	Clint Gwaltney	Brett Botta, Emilee McCollum
Combined Track & Field, Cross-Country	Dwight Hollier	Cricket Lane, Jaci Field
Baseball	Larry Gallo	Michael Beale, Casey Carrick
Basketball – Men	Bubba Cunningham	Clint Gwaltney, Steve Kirschner
Football	Bubba Cunningham	Rick Steinbacher, Vince Ille, Dwight Hollier
Golf - Men	Paul Pogge	Aaron York
Lacrosse - Men	Clint Gwaltney	John Brunner
Soccer - Men	Marielle vanGelder	Nathan Wood
Tennis - Men	Vince Ille	Stephen Boyd
Wrestling	Vince Ille	Gerry Lajoie
Basketball – Women	Bubba Cunningham	Robbi Pickeral Evans, Martina Ballen, Larry Gallo
Field Hockey	Larry Gallo	Dana Gelin
Golf - Women	Dwight Hollier	Josh Borfitz
Gymnastics	Martina Ballen	Tom Livers
Lacrosse - Women	Rick Steinbacher	Richie Grimsley
Rowing	Larry Gallo	Cricket Lane
Softball	Vince Ille	Mike Perkins
Soccer - Women	Larry Gallo	Korie Sawyer Rich
Tennis - Women	Clint Gwaltney	Stephen Iannotta
Volleyball	Dwight Hollier	Michael Beale



Meet Carolina's Football Coaches



Mack Brown



Meet Carolina's Men's Basketball Coaches



Roy Williams



Steve Robinson



Hubert Davis



Brad Frederick



Meet Carolina's Women's Basketball Coaches



Courtney Banghart



Carrie Moore



Joanne Aluka-White



Adrian Walters



Meet Carolina's Olympic Sport Head Coaches



We Educate and Inspire Through Athletics

Department Overview 2018-2019

- **28 Teams**
 - 13 Men's Teams
 - 15 Women's Teams
- **871 Student-Athletes**
 - Based on 2017-2018 EADA Report
- **21 Head Coaches**
- **280 Full-Time Employees**
- **420 Students and Temps**

	Sports Programs	Student-Athletes
Men	13	469
Women	15	402
Total	28	871



Student-Athletes in the ACC

Institution	Total
North Carolina	871
Notre Dame	851
Virginia	831
Boston College	829
Duke	776
Florida State	710
Syracuse	681
Virginia Tech	676
Louisville	673
NC State	647
Pittsburgh	605
Clemson	600
Georgia Tech	553
Miami	478
Wake Forest	475
ACC Average	684



Student-Athletes at Carolina

871

Student-Athletes

#1 in ACC

Top 4%
in Division I

562 average
in FBS



Carolina: Investing in Student-Athletes

	Out of State 2019-2020	In State 2019-2020
Full Scholarship	\$53,719	\$25,959
Room	\$6,810	\$6,810
Board	\$4,716	\$4,716
COA	\$5,393	\$4,615
Pell	\$6,195	\$6,195

**Does not include meals,
summer school, medical
expenses, etc.*



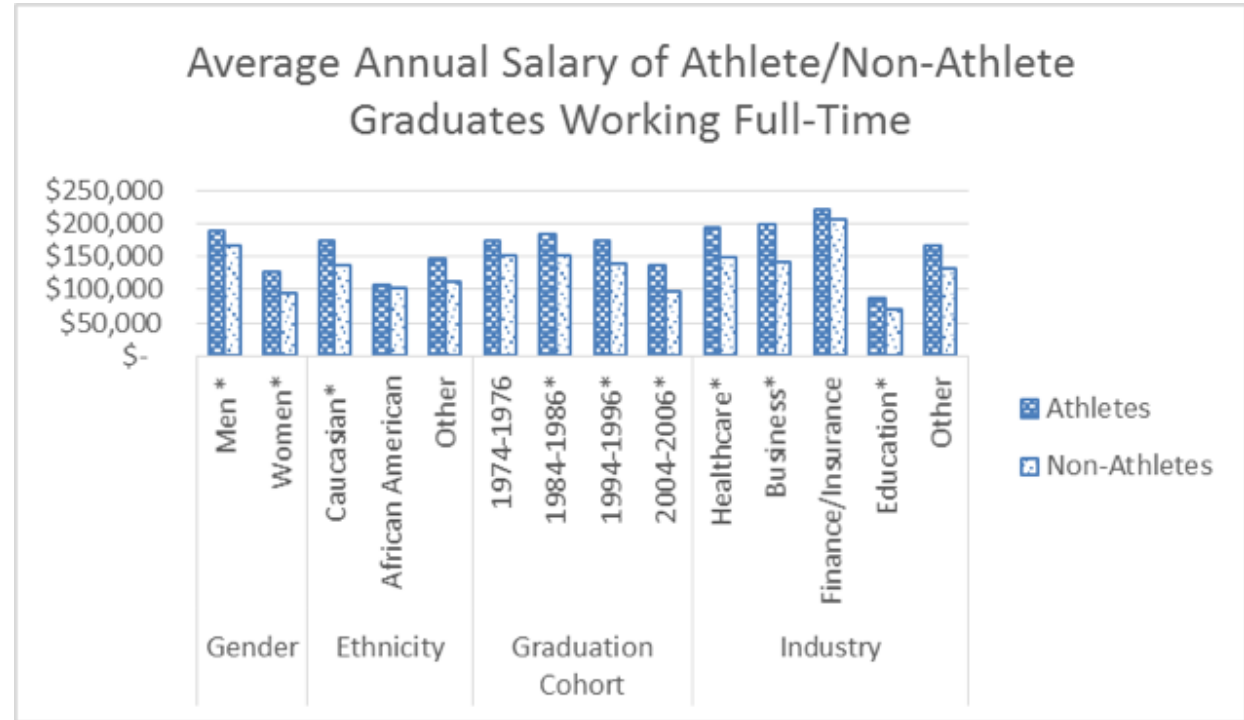
Impact on Student Athletes

- Student-athletes received \$16.7 million in grants-in-aid in 2019-20.
- Athletics provides direct experience for undergraduate and graduate students in a number of disciplines: athletic training, physical therapy, strength and conditioning, communications, GoHeels Productions, social media, photography, marketing, game operations and other administrative units.



Value of Postgraduate Experience

- Student-athletes are more likely to make a higher salary than non-athletes post-graduation
- Student-athletes will have a higher job/life satisfaction
- Student-athletes will be more engaged in their job



Highlights of the Student-Athlete Experience

- College Experience
- Convocation
- First Game
- Visitors
- Travel
- Franklin Street
- Games
- Celebrations
- Leadership Academy
- Pancake Breakfast
- World-Class Speakers
- De-Stress Fest
- The RAMMYs
- Letter Jacket
- The Alumni Network
- Commencement
- Chapel Hill Restaurants
 - Merritt's
 - Al's (The #1 Burger in the Country!)



2019-2020 Highlights—So Far

- Field Hockey went undefeated for the second straight season, winning its 8th NCAA National Championship
- Women's Tennis' Sara Daavettila, a junior, won the Oracle ITA Individual National Championship.
- Women's Soccer went to its 29th Final Four after its 22nd ACC Tournament Championship.
- Mack Brown posted a phenomenal first season back in Chapel Hill, becoming the winningest football coach in Carolina history — and capping off an exciting season with a 55-13 victory over Temple in the Military Bowl in Annapolis, Maryland.
- Hall-of-Fame Basketball Coach Roy Williams earned his 880th all-time win in January passing legendary Tar Heel coach Dean Smith in that category
- Volleyball coach Joe Sagula not only earned his 600th victory at UNC, but also was inducted into the NC Volleyball Hall of Fame.



2019-2020 Highlights—So Far

- Two student-athletes won the NCAA Elite 90 Award: Women's Soccer's Natalie Chandler and Field Hockey's Abby Pitcairn. The Elite 90 is presented to the student-athlete with the highest cumulative grade-point average participating at the finals site for each of the NCAA's championships.
- Five student-athletes were inducted into Phi Beta Kappa honorary society for their academic achievement at Carolina.
- Dedicated both the new Media and Communications Center and Dorrance Field.
- Broadcasted over 80 events from campus, including 19 on the linear ACC Network.



52

National Championships

45 NCAA Championships

5 ITA Championships

1 AIAW Championship

1 Helms Foundation Championship



University of National Champions

52 National Championships

- 45 NCAA Championships
- 21 Women's Soccer NCAA National Championships, 1 AIAW National Championship
- 8 NCAA Field Hockey National Championships
- 6 NCAA Men's Basketball National Championships, 1 Helms Foundation National Championship
- 5 NCAA Men's Lacrosse National Championships
- 4 Women's Tennis ITA National Championships
- 2 NCAA Women's Lacrosse National Championships
- 2 NCAA Men's Soccer National Championships
- 1 NCAA Women's Basketball National Championship
- 1 Men's Tennis ITA National Championship



Impact on the Community

- It is estimated that the economic impact on Chapel Hill and Orange County from the 2018-19 football and men's basketball season was approximately \$40.3 million.
- Host approximately 200 events per year that on average bring approximately 800,000 visitors to campus.
- Three studies conducted over the last 15 years show the economic impact on Chapel Hill and Orange County on a home football game ranging from \$5 to 6.7 million.
- The average football fan spends \$112 per game in the community.

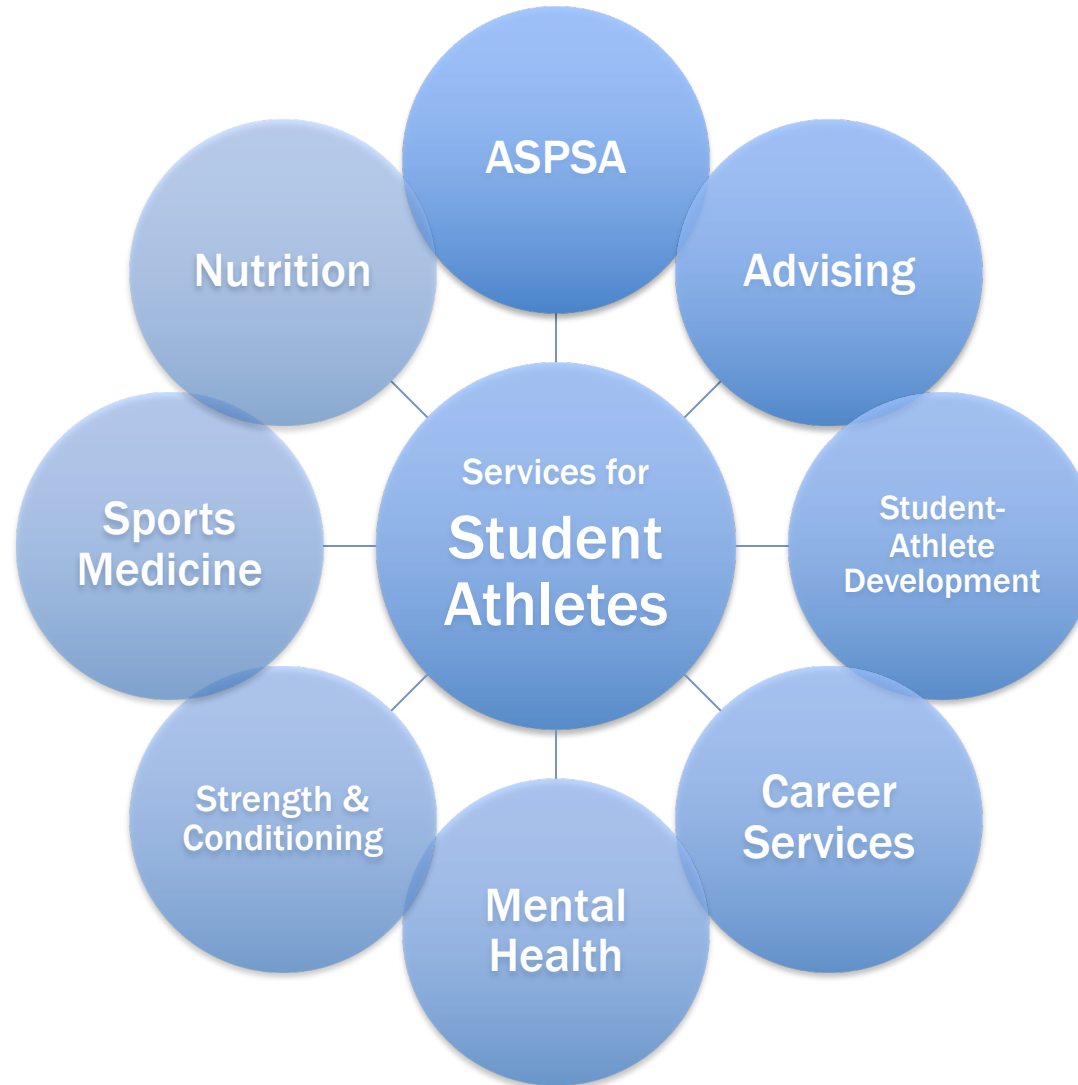


Impact on the Community

- The Dean E. Smith Center hosts approximately 25 non-athletic events per year, ranging from career/job fairs, Red Cross blood drives and the Valor Games to UNC December commencement and high school graduation ceremonies.
- The Carolina Basketball Museum is one of the Orange County Visitors Bureau's top destinations with nearly 45,000 people on site each year.



Services for Student-Athletes

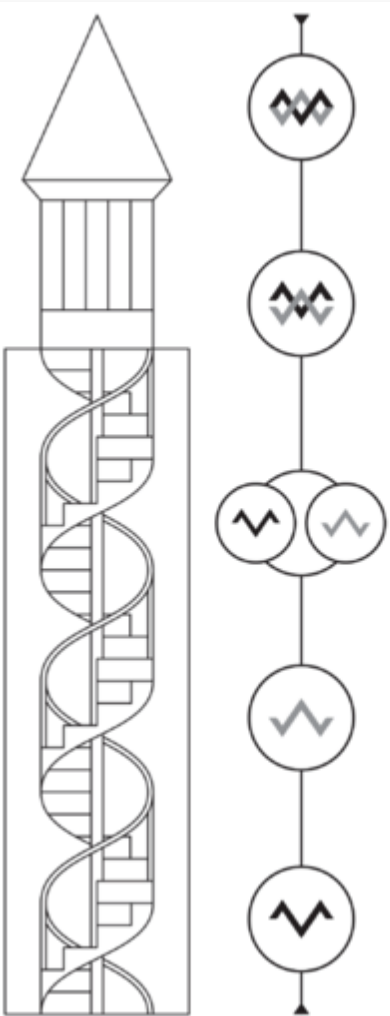


Student-Athlete Development

- Career Services
- Community Outreach
 - Over 5000 hours of service completed during the 2018-19 school year!
- Leadership Development
- Richard A. Baddour Leadership Academy
 - Over 84,000 leadership development hours amassed in 15 years of programming
 - 7500 of these hours from 2018-2019
- Personal Development
- Student-Athlete Advisory Council (SAAC)



Richard A. Baddour Leadership Academy



CAROLINA ACTIVATE

LVL 4 SR YEAR

Activating the resources to co-lead the team with fellow leaders and coaches. Designed to support student-athletes in their team leadership efforts.

CAROLINA INCUBATE

LVL 3 JR YEAR

Incubating the leadership experience in a safe, controlled environment by experimenting with realistic leadership scenarios in a laboratory setting.

CAROLINA ACCELERATE

LVL 2 SO YEAR

Accelerating the leadership development process and leadership efforts – from leading self (ME) to leading with others (WE).

CAROLINA CULTIVATE

MENTORSHIP SOPH+

Cultivating the first-year experience for participants in Carolina NAVIGATE by modeling core values, teaching the curriculum, and facilitating understanding.

CAROLINA NAVIGATE

LVL 1 FIRST YEAR

Navigating the core values of being UNC student-athlete: Culture, Respect, Excellence Academically, Excellence Athletics, Developing Leadership.



Service in the Community

- Engagement with local elementary schools as guest readers, mentors/buddies, physical education field days, Pen Pal program, Duke Energy reading days
- Student-athletes and coaches participate in programming at Habitat for Humanity, the Charles House Eldercare Center, the Ronald McDonald House and the SECU House
- Student-athletes and coaches buy and deliver food and gifts for underprivileged children and families through the Share Your Holiday program



2019-2020 Service Initiatives

- **Over 3,500 community services hours in 2019-2020, prior to the COVID-19 pandemic**
- **Student-athletes make regular visits to UNC Hospitals**
 - Visiting Children's Oncology, Pediatric Play Atrium, Tar Heel Treasure Cart, room visits, participating in the Carolina Dreams Gameday Experience, hosting the HEELOWeen party
- **2019 will mark the 30th year of the football team making hospital visits every Friday of home games**
 - Coach Brown began this program in 1990



2019-2020 Service Initiatives

- Coordinated the acceptance and delivery of supplies in Hurricane Florence through the Carolina Football equipment trucks (Men's Basketball and Coach Williams contributed more than \$23,000 to Hurricane Relief at Late Night with Roy!)
- Men's Basketball has contributed more than \$1.4 million over the last 16 years to local charities through the sale of autographed basketballs; the annual Fastbreak vs. Cancer breakfast has raised more than \$2.5 million for the Lineberger Cancer Center



2019-2020 Service Initiatives

- Men's Lacrosse surpassed the \$100,000 mark in fundraising for the Lineberger Center
- Baseball has partnered with Lineberger for several years on fundraising projects
- Rowing annually hosts an Erg-a-Thon to raise money for breast cancer research
- Wrestling selects an honorary captain from the Children's Hospital for every home meet
- Several teams assist with the Adult Bone Marrow Unit, walking with patients, playing Zumba and cornhole, playing mini-golf in the hallway with patients
- Student-athletes watch/play with children while their parents meet in Lineberger's Widowed Parent program
- Student-athletes are paired with youth patients through TEAM Impact



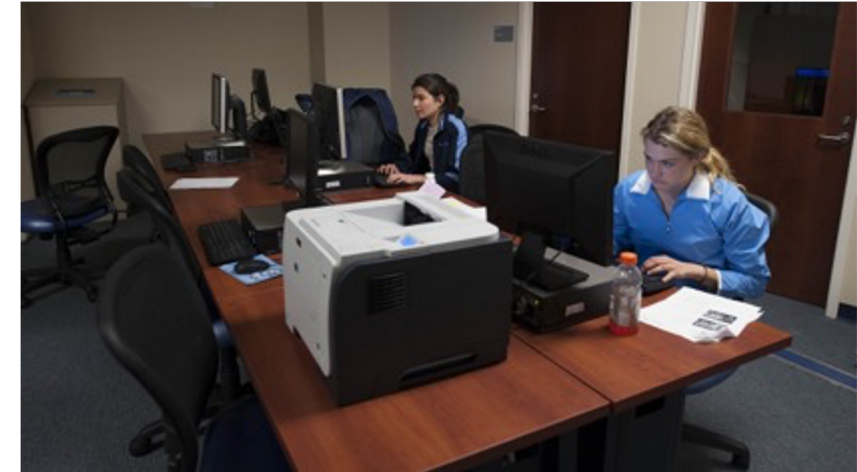
Career Services

- Resume/Cover Letter Drop-in
- LinkedIn Workshops
- Majors & Minors Fair
- Career Fair for Student-Athletes
- Networking Events
- Professional Sport Agent & Advisor Program



Academic Support Program

- Academic Support Program for Student-Athletes (ASPSA)
- Located in the Loudermilk Center for Excellence
 - Largest academic support center in the ACC
 - 9 classroom areas, 22 tutor rooms, 2 large study areas, a writing lab and a computer lab
- 21 staff members
- Two Learning Specialists
- More than 75 tutors



ASPSA STRATEGIC INITIATIVES

STRATEGIC INITIATIVE 1

Academic Support Initiatives. Identify, develop, and assess innovative academic support initiatives for the student-athlete population.

STRATEGIC INITIATIVE 2

Value and Awareness. Advance and promote the value of the student-athlete experience as a high impact practice, both internally and externally.

STRATEGIC INITIATIVE 3

Relationships. Build partnerships, collaborations and strategic alliances to enhance outcomes in the following areas: success of minority males, student-athlete retention, success of first generation students, academic support/tutoring, and faculty/TA relations.

STRATEGIC INITIATIVE 4

Staffing and Personnel Development. Assess, analyze, and implement a staffing and personnel development strategy that meets the needs of the ASPSA.

STRATEGIC INITIATIVE 5

Infrastructure. Adopt the best digital and technological infrastructure to support daily operations, improve access to information for key stakeholders, and provide academic support for students.







COLLABORATIVE DEPARTMENTS

In addition to the suggested opportunities, departments across campus have developed a purposeful partnership in helping student-athletes develop and implement major and career exploration plans.

- Guide student-athletes as they consider their academic and career interests and abilities
- Provide support through academic and career advising
- Create partnerships with student-athletes to create educational plans
- Provide guidance in personal development, leadership skills, and preparing for a career
- Help students to interpret and reach their personal and professional goals

If you have any questions or would like to know more about opportunities, please feel free to reach out:

University Career Services 	Academic Advising Program in the College of Arts & Sciences 	Student-Athlete Development 	Academic Support Program for Student-Athletes 
Jonathan Adams Assistant Director Jonathan_adams@unc.edu Loudermilk 2304	Spencer Welborn, Assistant Dean swelborn@email.unc.edu (919) 843-8917 Steele Building, CB #3110/Loudermilk 2409 Lynn Tucci Assistant Dean ltoocci@email.unc.edu (919) 843-8917 Steele Building, CB #3110/Loudermilk 2409	Dana Gelin, Career Coordinator dgelin@unc.edu / Loudermilk 2126 Cricket Lane, Assistant AD cricket@unc.edu / Loudermilk 2105 Shelley Johnson, Leadership Academy Shellyjo@unc.edu / Loudermilk 2016 Korie Rich, Carolina Outreach kcsawyer@unc.edu / Loudermilk 2108	Athletic Academic Counselors (see your respective sport counselor) aspsa@unc.edu Loudermilk, 2nd Floor
How can we help you? <ul style="list-style-type: none"> • Self Assessment Inventory (Focus 2, Myers-Briggs, Strong Interest) • Career Planning • Resume Assistance • Mock Interviews • Explore Internships • Handshake • Graduate School Information Fair • LinkedIn Lab 	How can we help you? <ul style="list-style-type: none"> • Major Exploration • Declare a Major • Course Exploration • Major Workshops • Undecided Student Workshops • Graduation Planning • Focus 2 	How can we help you? <ul style="list-style-type: none"> • Student-Athlete Career Fair • Career Planning • Resume Assistance • Explore Internships • Mock Interviews • Majors & Minors Fair • Carolina Incubate • Carolina Outreach • Carolina Navigate • Carolina Accelerate 	How can we help you? <ul style="list-style-type: none"> • Academic & Career Counseling • Course/Major Exploration • Graduation Planning • Focus 2



A Partnership in Supporting Student-Athletes

	Functions	Role of Advisors Academic Advising Program (AAP)*	Role of Counselors Academic Support Program (ASPSA)*
Sharing Knowledge	Cross-Training of AAP/ASPSA Staff	Primary	Primary
	Academic Policies & Procedures	Primary	Support
	University Eligibility Requirements	Primary	Support
	Knowledge of Undergraduate Curriculum	Primary	Support
	NCAA Eligibility Standards	Support	Primary
Guiding Students	Academic Planning	Primary	Support
	Degree Progress (Senior reviews, Tar Heel Tracker oversight)	Primary	Support
	Major/Minor Exploration	Primary	Support
	Academic Transactional Services (Change of Major, Drop/Add, Exam Excuses, etc.)	Primary	Support
	New Student Orientation**	Support	Support
Supporting Students	Campus Resources and Referrals	Primary	Primary
	Academic Feedback from Faculty	Primary (early warnings)	Primary (progress reports)
	ASPSA Support Services (Tutoring, Learning Specialist, etc.)	Support	Primary
	My Academic Plan (MAP)	Support	Primary
	Academic Awards/Scholarships	Support	Primary
	Career Planning***	Support	Support

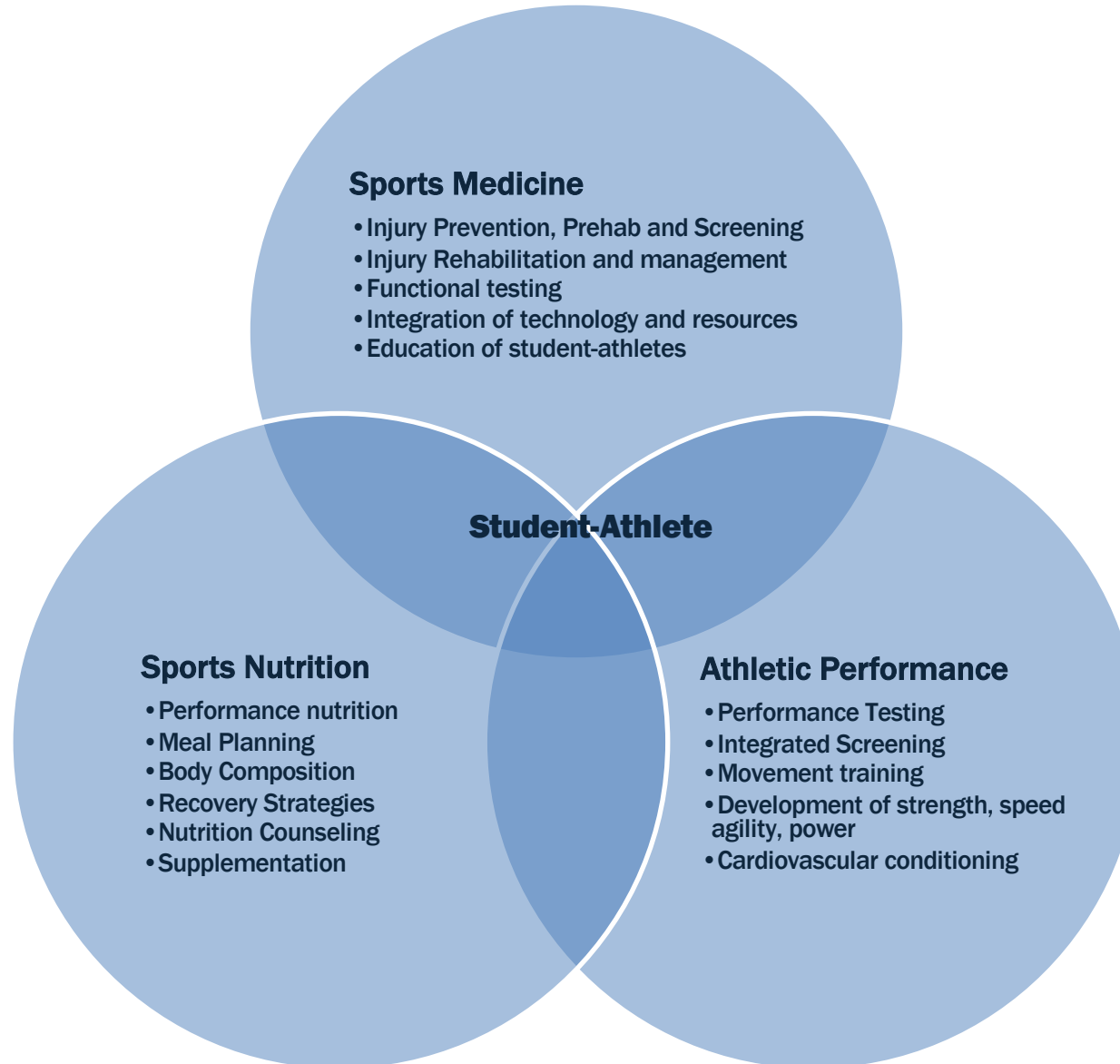
*Primary Role holds accountability in assuring that the function is accomplished; Support Role reinforces the function and refers to the primary role

**New Student Orientation is organized by New Student and Carolina Parent Programs; AAP and ASPSA serve primary roles when working with student-athletes during summer and winter orientation - nscpp.unc.edu

***The primary Career Planning function role is University Career Services (UCS) - careers.unc.edu



UNC Health and Performance Team



Sports Medicine

- Injury evaluation, treatment, management and rehabilitation services
- More than 21 Full-time staff members:
 - Athletic Trainers
 - Primary Care Sports Medicine Physicians
 - Orthopedic Surgeons



Mental Health

- Carolina Athletics Mental Health and Performance Psychology Program
- Two full-time clinical sport psychologists
- Education for mental health and well-being
- "More Than a Tar Heel" Campaign
- Mental Health Advisory Group
- Dwight Hollier, Senior Assoc. AD for Student Athlete Health, Well-Being and Program Development is also a licensed counselor



Nutrition

- Two full-time registered dietitians
- Fueling station and recovery bars
- One-on-one nutrition counseling, meal planning
- Group/team education
- Hydration
- Body composition testing



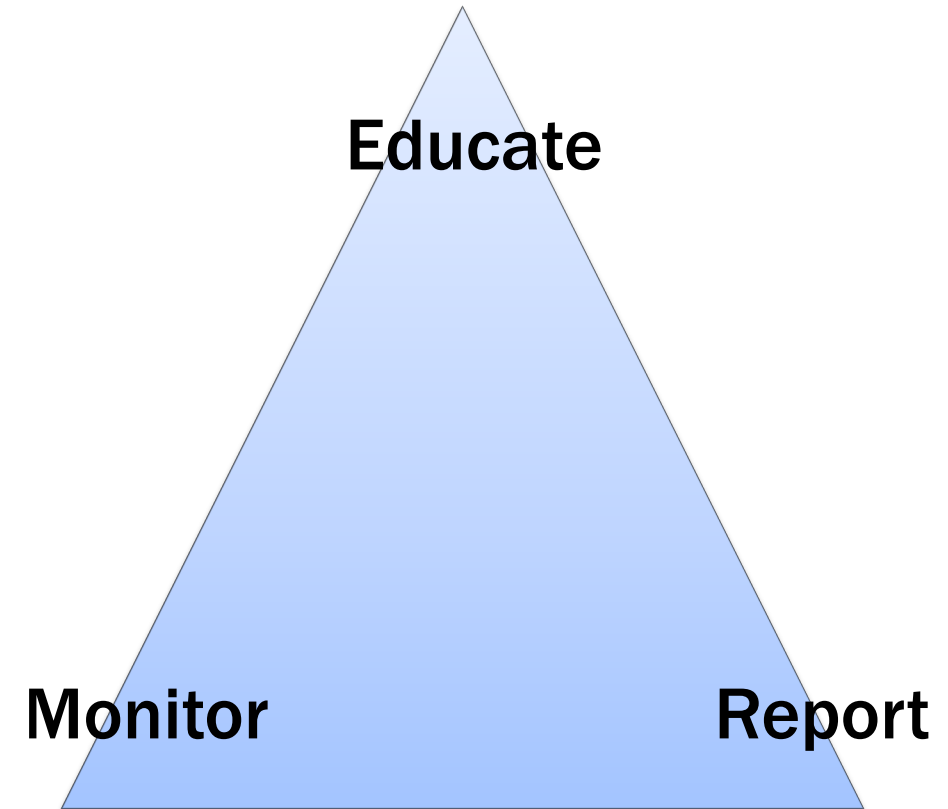
Strength & Conditioning

- **5 main training rooms:**
 - Kenan Football Center, Loudermilk Olympic Sport Performance Center, Smith Center Basketball Weight Room, Boshamer Stadium, Carmichael Arena
- **11 full-time certified strength & conditioning coaches**
 - Assigned to each varsity sport

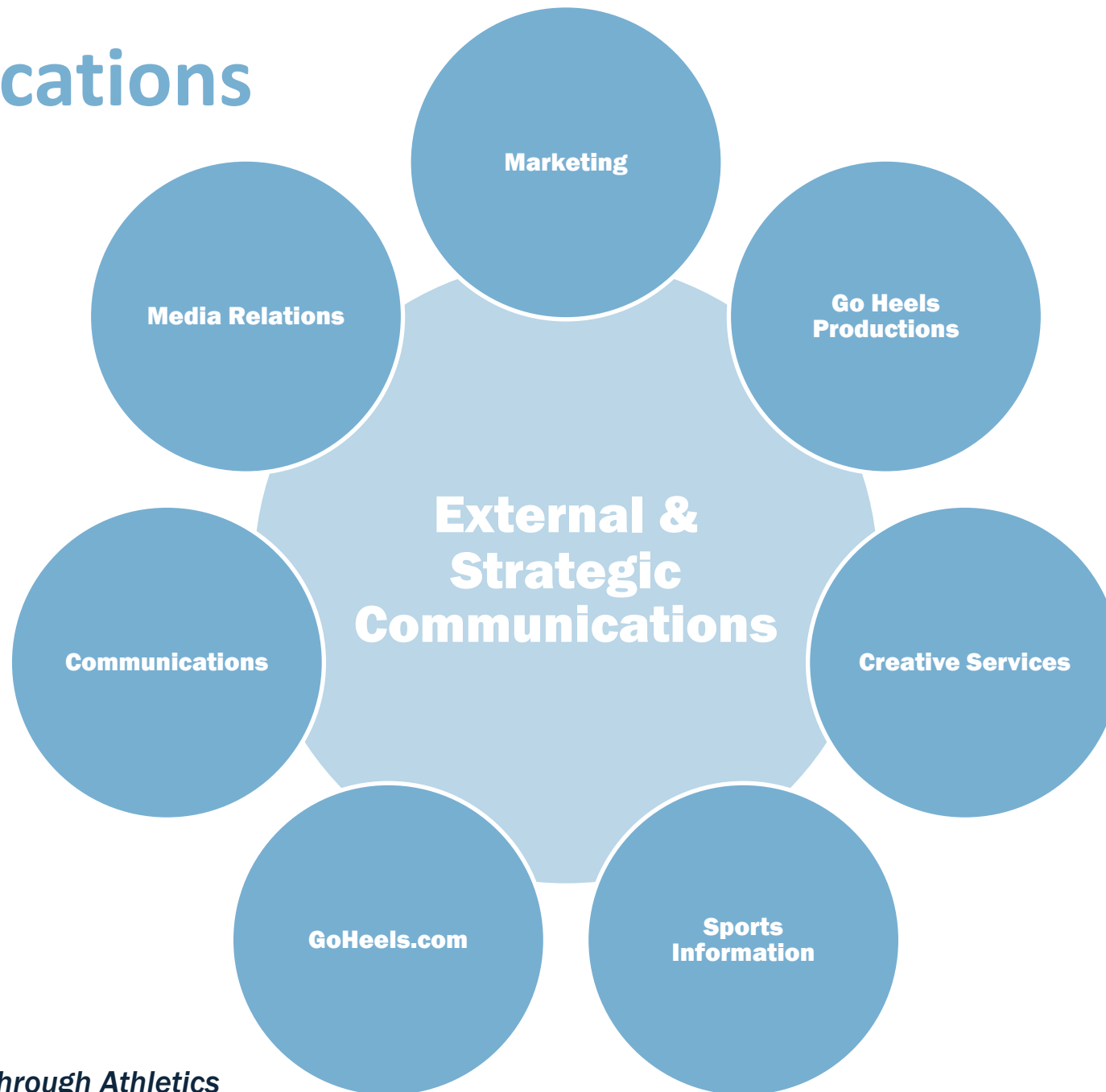


Compliance and Risk Management

- 5 full time compliance staff members serve as a resource for coaches, staff, student-athletes, campus entities and outside parties (local businesses, etc.) on NCAA rules & interpretation
- Risk Management:
 - Up and Out
 - Title IX
 - Title VII
 - Policies and Procedures



Communications



The Rams Club

- **Fundraising arm of Carolina Athletics**
- **Provides funding for all UNC athletic scholarships and assists with multiple facility projects**
- **FORevHER Tar Heels**
 - Initiative to support female student-athletes
- **The Annual Fund currently has more than 15,500 active members**
 - Goal of 22,000 by 2022



Campaign for Carolina Athletics

- The Rams Club has a goal of \$500M for the Campaign for Carolina Athletics by 2022
- As of December 2019, the Rams Club has raised \$323.5 towards this goal
- \$46.2M was raised in fiscal year 2019, including 5 seven-figure gifts to support scholarships
- So far in fiscal year 2020, \$40.1M has been raised
- \$100M goal for the FORevHER Tar Heels Campaign



CAMPAIGN FOR CAROLINA ATHLETICS

Information accurate as of December 31, 2019



\$323.5M
TOTAL CAMPAIGN ACTIVITY

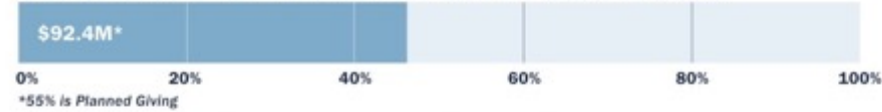


TOTAL CAMPAIGN GIVING BY NUMBER OF DONORS



CAMPAIGN FUNDRAISING PROGRESS BY PRIORITY

SCHOLARSHIP ENDOWMENT – 46% OF \$200M GOAL



CAPITAL PROJECTS – 93% OF \$115M GOAL



TEAM SUPPORT – 69% OF \$65M GOAL



ANNUAL FUND – 66% OF \$120M GOAL



FY2020 TOTALS

	FY2020 GOAL	FY2020 RAISED TO DATE	PROGRESS TO GOAL
SCHOLARSHIP	\$21,000,000	\$4,600,000	22%
CAPITAL PROJECTS	\$24,500,000	\$24,000,000	98%
TEAM SUPPORT	\$2,500,000	\$4,722,000	189%
ANNUAL FUND	\$15,000,000	\$7,675,000	51%
TOTAL	\$63,000,000	\$40,997,000	65%

YEAR-TO-DATE COMPARISON



*Gifts in the amount of \$9M were grandfathered into this campaign period.



We Educate and Inspire Through Athletics

Forever TAR HEELS

championing Carolina's women student-athletes

- Support for the teams that have won 36 of our 51 national championships
- Launched in October of 2019
- \$47M of the \$100M goal—already!



UNC Athletics Facilities

- **Dean E. Smith Center**
 - Men's Basketball
- **Carmichael Arena**
 - Women's Basketball, Wrestling, Gymnastics, Volleyball, Fencing
- **Kenan Stadium**
 - Football
- **Boshamer Stadium**
 - Baseball
- **Finley Golf Course/Chapman Golf Center**
 - Men's Golf, Women's Golf
- **Cone-Kenfield Tennis Center**
 - Men's Tennis, Women's Tennis
- **Koury Natatorium**
 - Swimming & Diving
- **Anderson Stadium**
 - Softball
- **UNC Boathouse**
 - Rowing
- **Eddie Smith Field House**
 - Men's Track & Field, Women's Track & Field
- **Loudermilk Center for Excellence**
 - Academics, Olympic Sports Strength & Conditioning



Newly Completed Facilities

- **Dorrance Field**
Completed March 2019
 - Men's Soccer, Women's Soccer
 - Men's Lacrosse, Women's Lacrosse
- **Karen Shelton Stadium**
Completed September 2018
 - Field Hockey
- **Track & Field Complex**
Completed August 2018
 - Men's & Women's Track & Field
 - Men's & Women's Cross Country
- **Football Practice Complex**
Completed November 2018
- **Media and Communications Center**
Completed August 2019



New Media and Communications Center



Current Fiscal Year Budget

REVENUES	FY 19-20 BUDGET
Multimedia	\$28,928,041
Ticket Sales	\$24,510,471
Scholarships	\$19,735,086
NCAA/Conference Distributions	\$11,066,358
Athletic Fees	\$7,526,272
Facilities	\$3,879,737
Other	\$3,486,643
Game Guarantees	\$2,975,000
Contracts	\$2,640,000
Concessions	\$1,710,500
Fund Balance	\$1,511,193
TOTAL REVENUES	\$107,969,301

EXPENSES	FY 19-20 BUDGET
Team Expenses	\$60,320,909
Dept. Salaries	\$15,780,934
Facilities	\$12,005,541
Intra-University Transf.	\$5,826,164
ACC Budget / Other	\$5,553,189
Administrative Expenses	\$5,002,060
Debt Service	\$3,480,504
TOTAL EXPENSES	\$107,969,301



2018-2019 Revenue/Expense Comparison

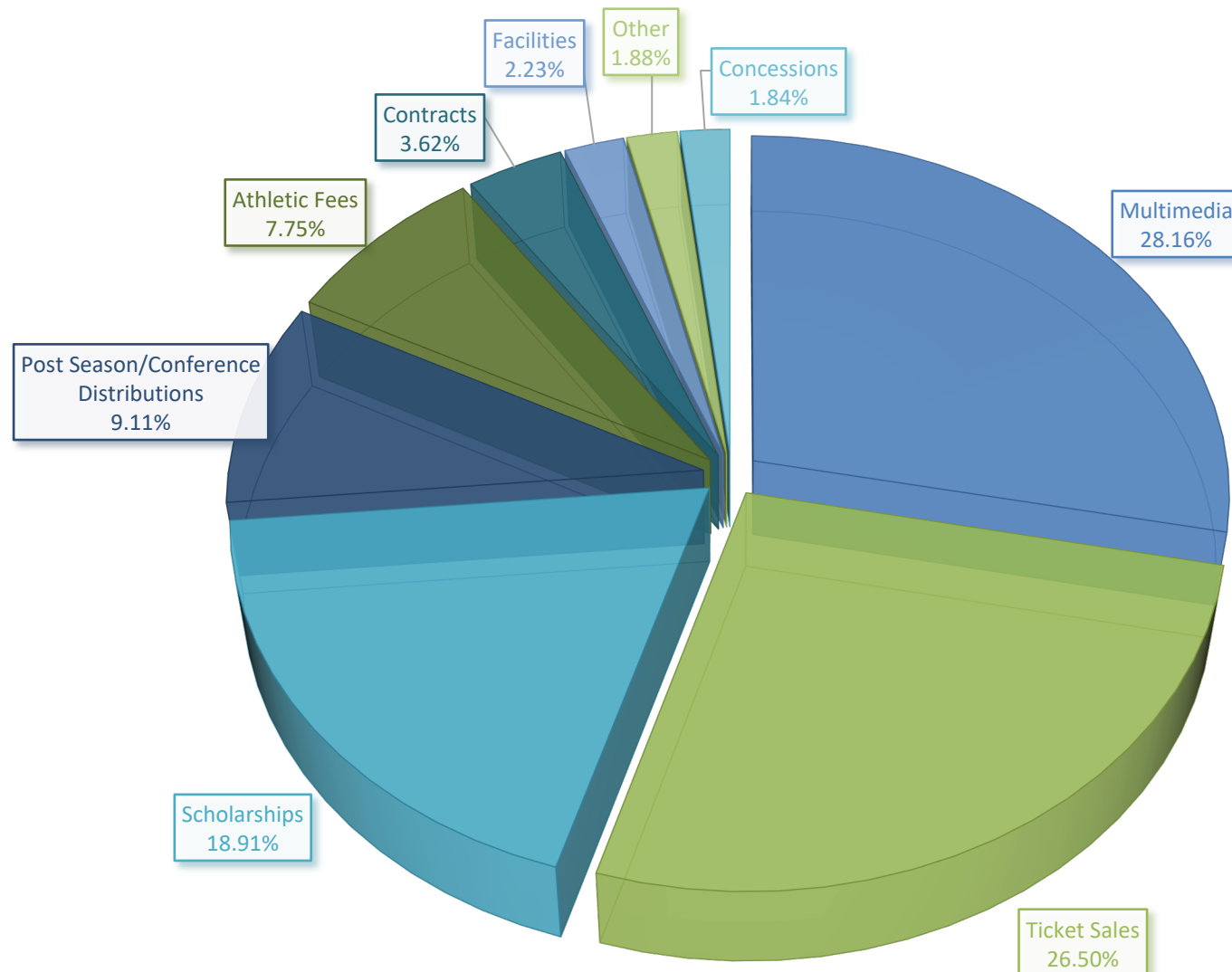
Men's Sports			
Sport	Revenue	Expense	Net
Football	39,053,834	16,536,812	22,517,022
Basketball	24,435,667	9,019,845	15,415,823
Baseball	543,419	2,311,799	(1,768,379)
Lacrosse	229,630	700,232	(470,602)
Golf	120,875	423,820	(302,945)
Soccer	65,979	627,373	(561,393)
Tennis	55,389	579,010	(523,621)
Wrestling	41,506	561,596	(520,090)

Combined			
Sport	Revenue	Expense	Net
Swimming & Diving	204,183	938,493	(734,311)
Track & Field / XC	41,380	1,190,090	(1,148,710)
Fencing	1,017	429,272	(428,255)

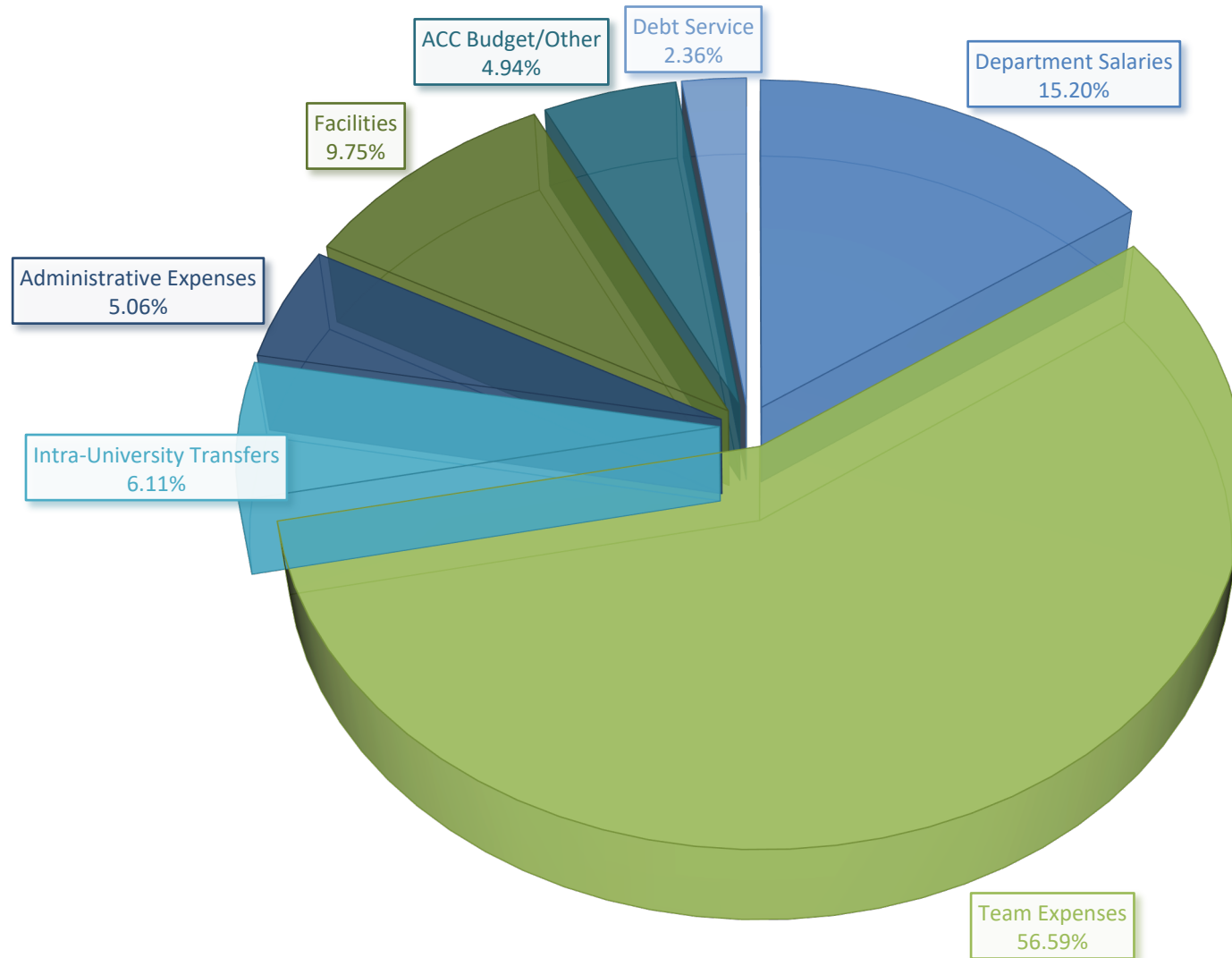
Women's Sports			
Sport	Revenue	Expense	Net
Volleyball	126,420	728,298	(601,878)
Basketball	113,457	2,979,535	(2,866,078)
Golf	97,610	357,322	(259,712)
Softball	58,877	615,414	(556,536)
Soccer	56,470	858,501	(802,031)
Lacrosse	49,750	806,827	(757,077)
Field Hockey	41,822	757,731	(715,909)
Tennis	40,365	671,571	(631,206)
Rowing	35,272	683,099	(647,826)
Gymnastics	14,948	363,465	(348,517)



Revenue Breakdown 2018-19

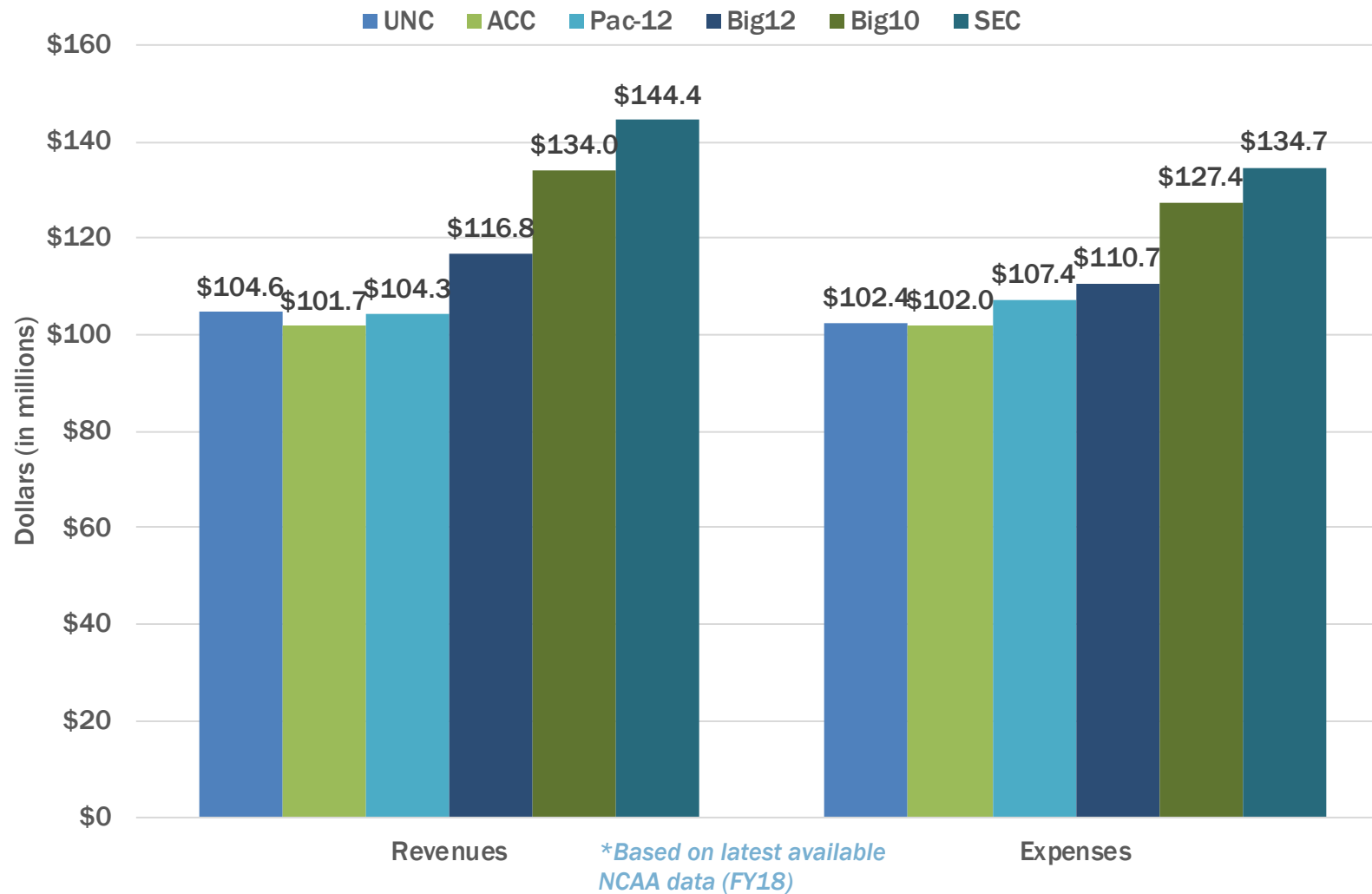


Expenses Breakdown 2018-19

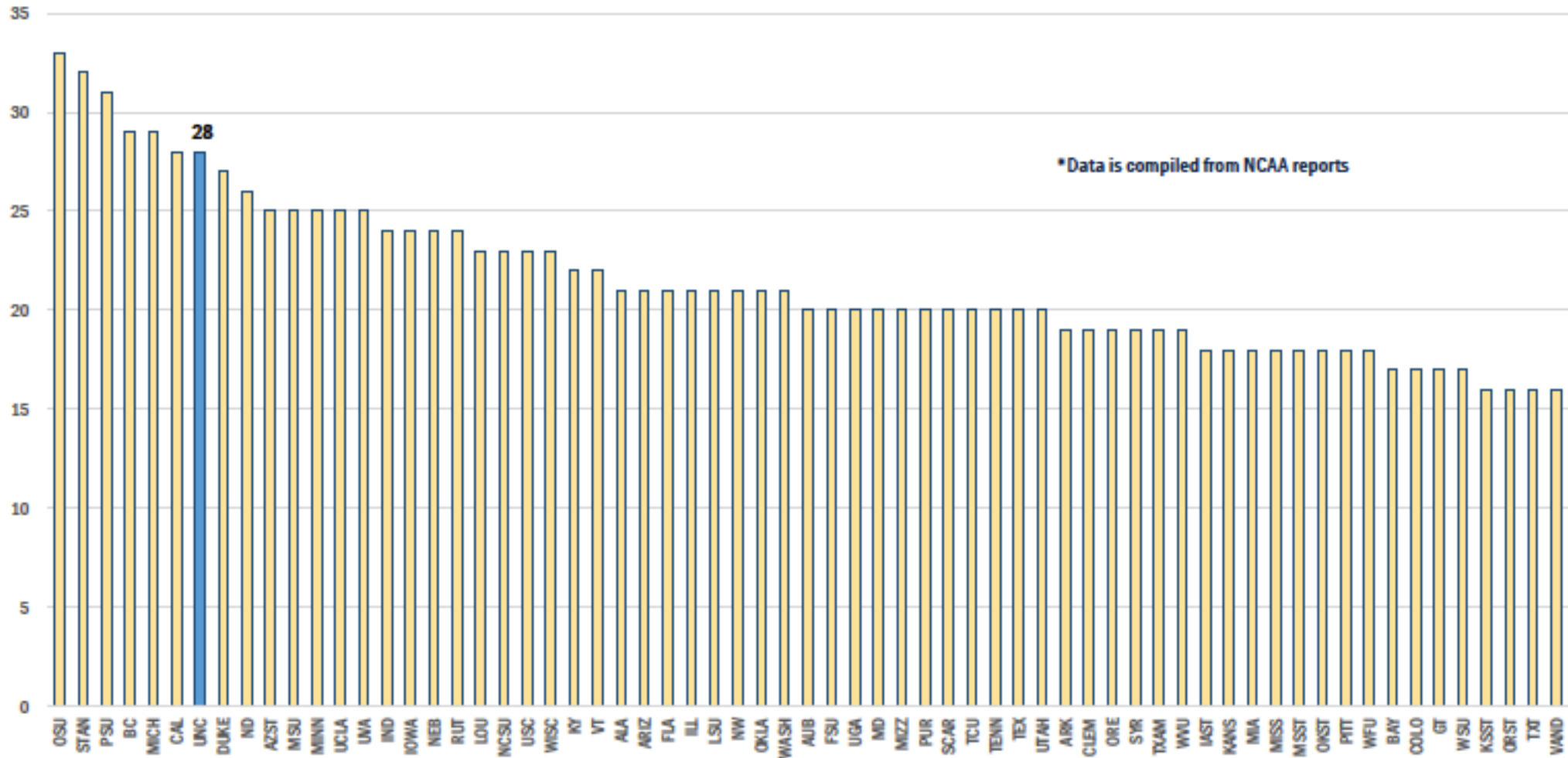


Revenue vs. Expense Comparisons

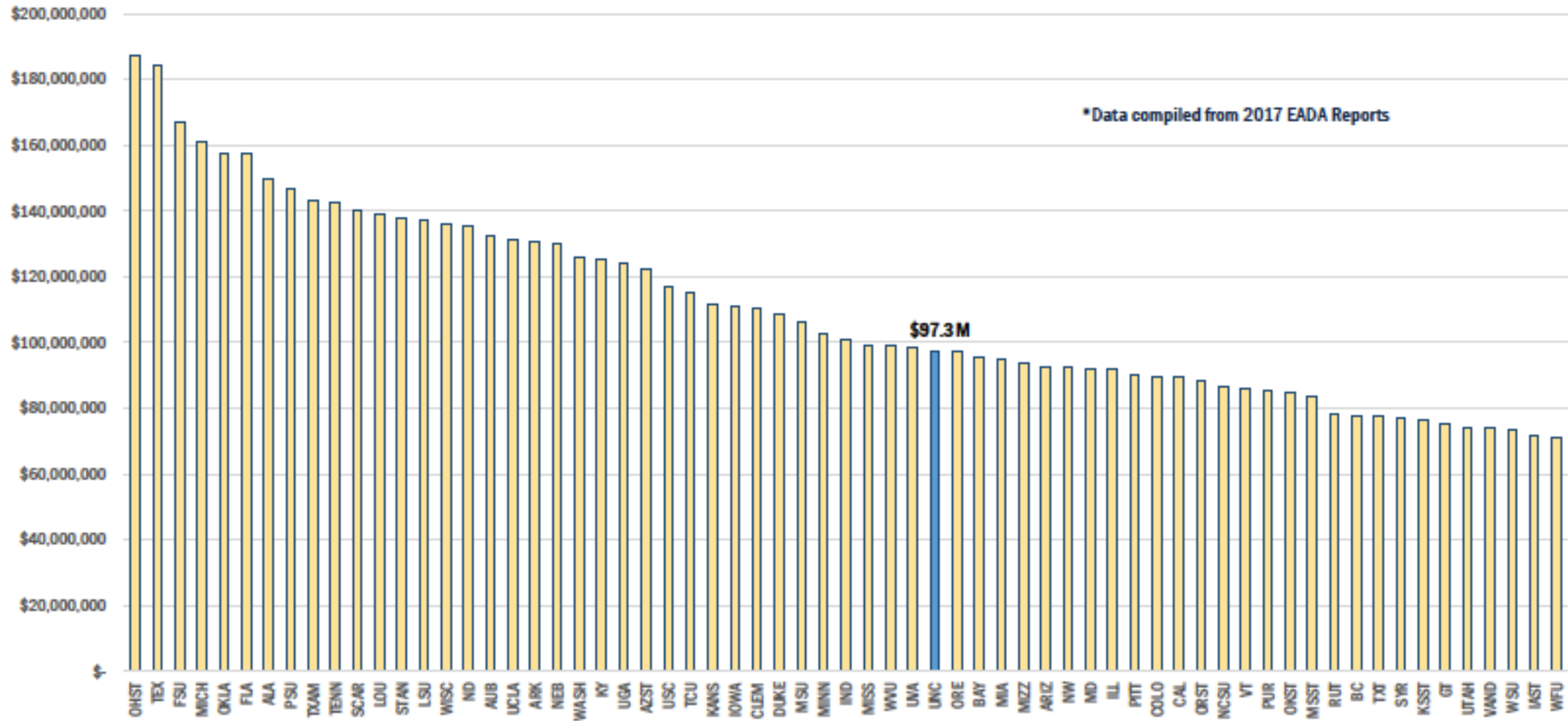
UNC vs. Power Five Conference Averages



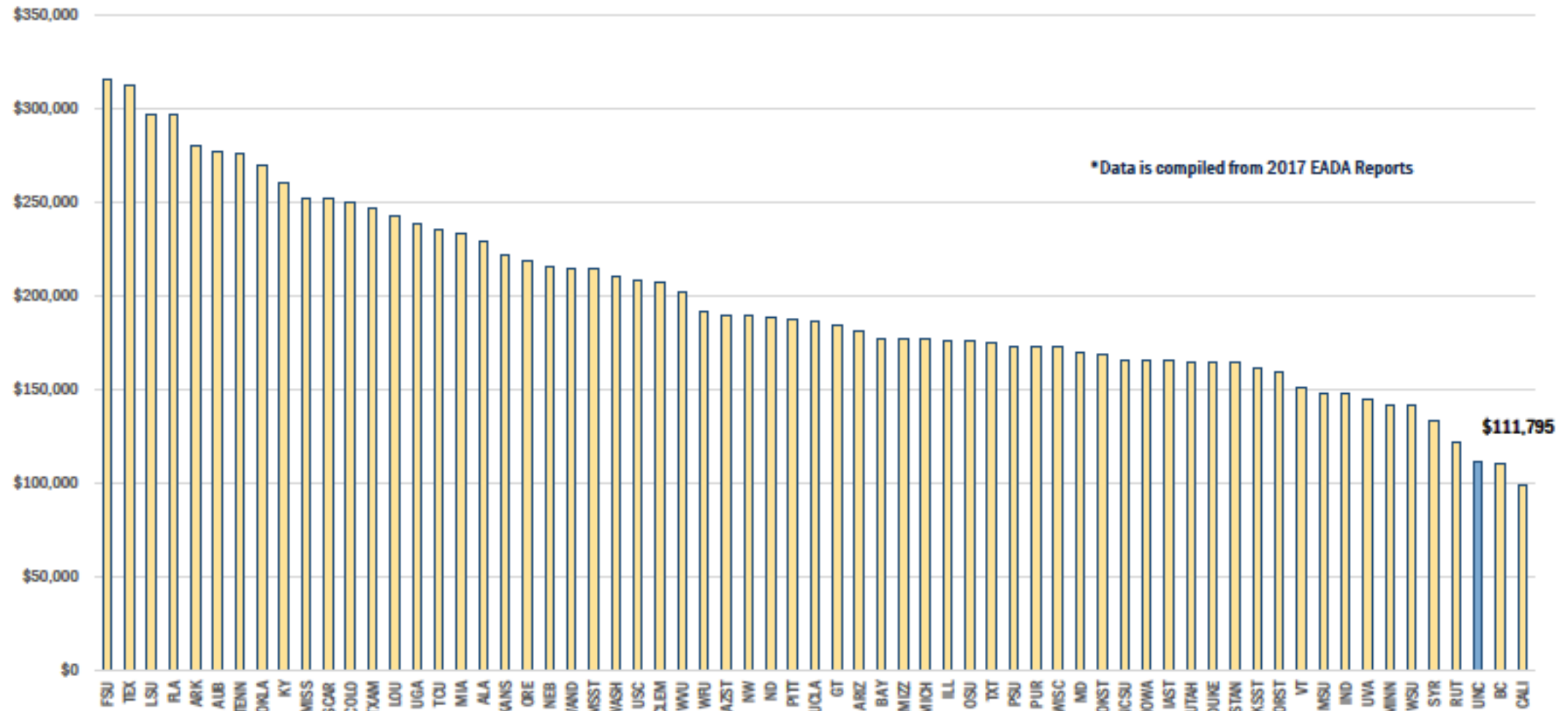
Sports Sponsored – Power 5 Conferences



Athletic Expenditures– Power 5 Conferences

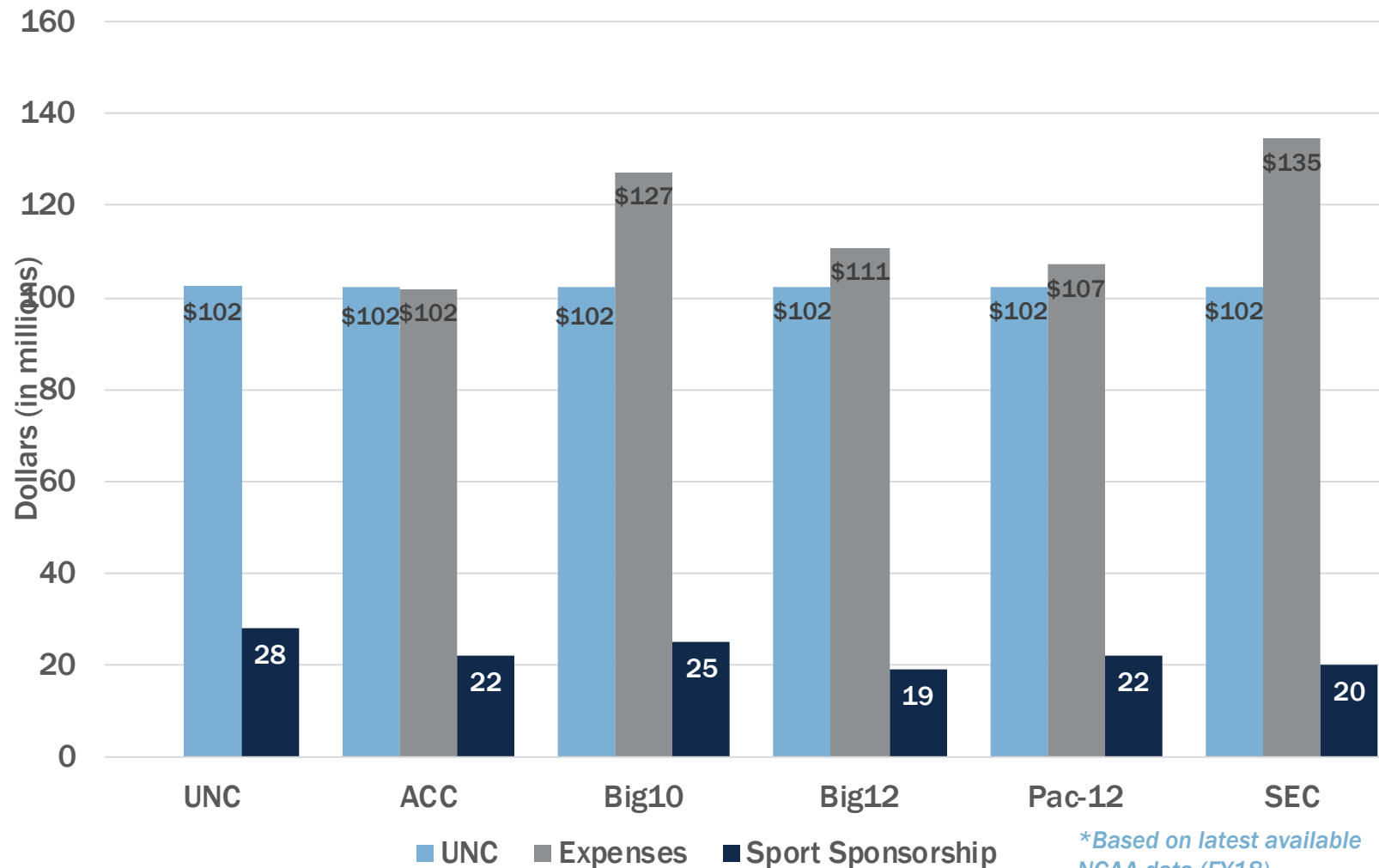


Average Spent Per Student Athlete



Comparisons

Expenses and Sports Sponsorship Comparison: UNC vs. Power Five Conference Averages FY 2018

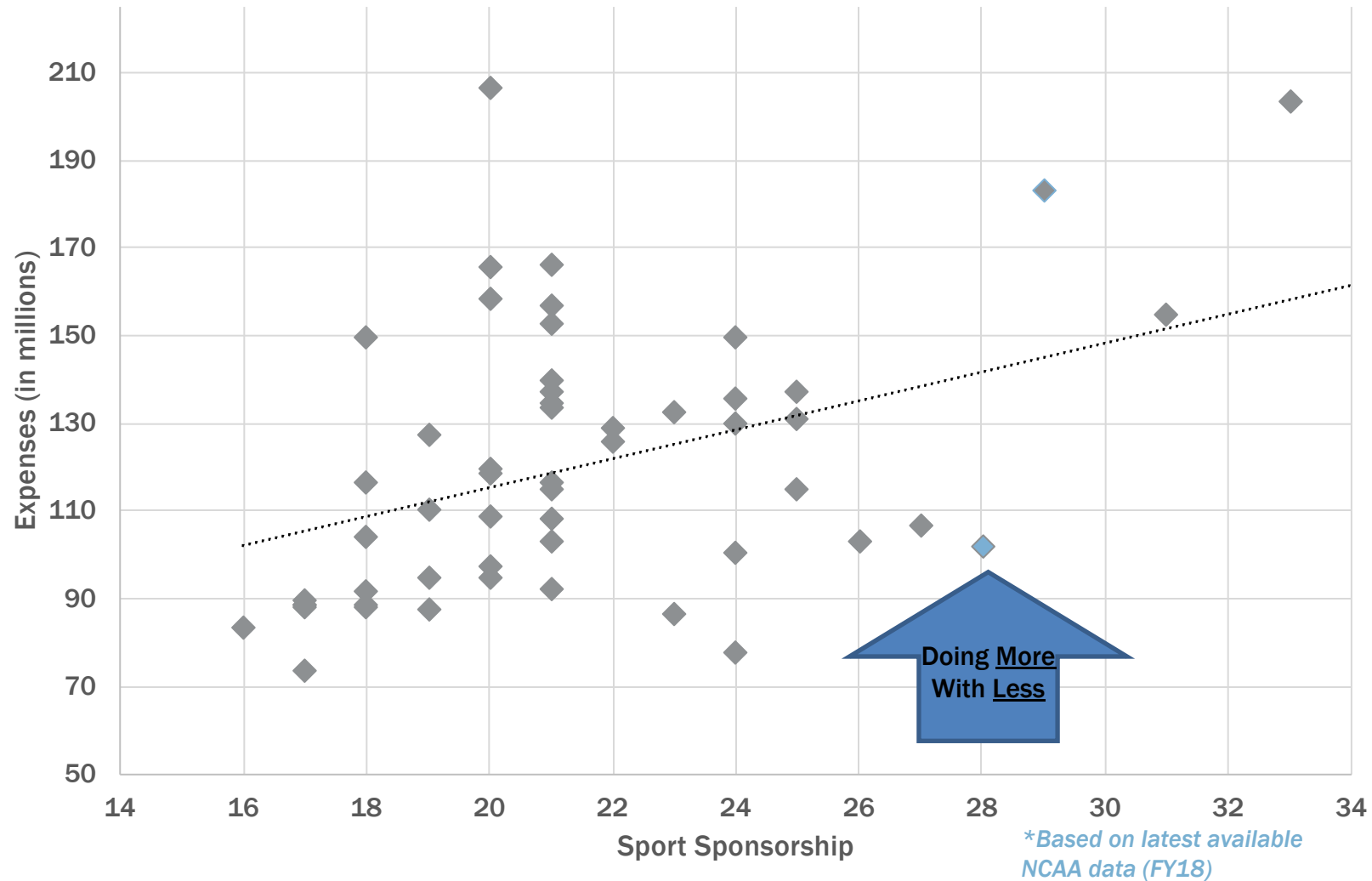


**Based on latest available
NCAA data (FY18)*

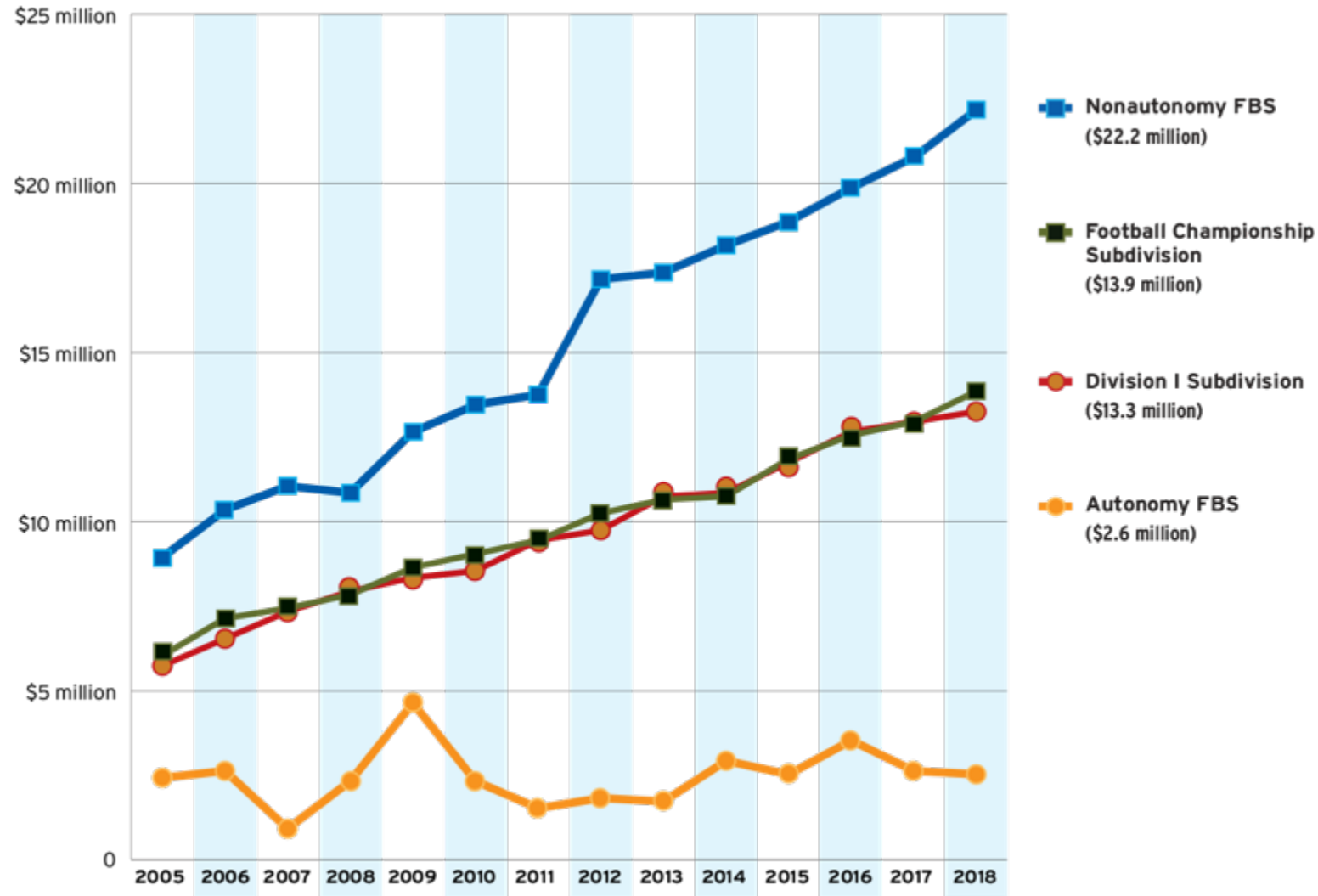


Comparisons

Expenses and Sport Sponsorship Comparison FY 2018*



Subsidies Among Conferences in Division I



SOURCE: NCAA RESEARCH



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Strategic Plan 2012-2016



A STRATEGIC PLAN FOR CAROLINA ATHLETICS
2012-2016



We Educate and Inspire Through Athletics

Strategic Plan 2017-2022



A STRATEGIC PLAN FOR CAROLINA ATHLETICS
2017-2022



We Educate and Inspire Through Athletics



CAROLINATM

ATHLETICS



We Educate and Inspire Through Athletics

Educational Equity (Draft as of May 7, 2020)

Based on concerns related to educational equity (based on race, but also based on SA status), the FAC group on Academic Performance (Erika Wilson and Rita Balaban) brought attention to this issue over the past two years. Erika Wilson prepared a memo dated June 14, 2019 in which she outlined three areas of focus to address the academic outcome gaps (between white SAs and SAs of color). Her suggestions are set forth below, along with discussion of some initial responses to those suggestions.

Resources Recommendations

1. Draw on University's existing resources to assist SAs. Conduct an inventory of academic support services that are available across the University, assess how those services are being utilized by SAs. Include those University services available to support students of color and consider if there are ways to bring these services to Loudermilk to encourage SAs to utilize them.
2. Consider employing a social worker to provide wrap-around services to SAs, particularly in assisting with non-UNC/family issues that may be impacting their academic performance.

Responses

1. University support services for students (list still in progress)
 - a. Overview of Campus Resources, <https://studentsuccess.unc.edu/campus-resources/>
 - b. Academic
 - i. Center for Student Success and Academic Counseling, <http://cssac.unc.edu/>:
 1. Peer mentoring
 2. The Learning Center
 3. The Writing Center
 4. Summer Bridge
 5. Men of Color Engagement
 - ii. Math Help Center, <https://math.unc.edu/undergraduate/math-help-center/>
 - iii. Biology Peer Mentoring Program, <https://bio.unc.edu/course-info/tutoring/>
 - iv. The Academic Advising Program, <https://advising.unc.edu/> (hours at Loudermilk)
 - v. Road to Resilience, <https://studentsuccess.unc.edu/road-to-resilience/>

- c. Specific to students of color
 - i. Men of Color Engagement, <https://menofcolor.unc.edu/>
 - ii. Start Strong Summer Transition, <https://menofcolor.unc.edu/>
- 2. The University has established a student care hub to provide students access to additional resources related to the COVID-19 pandemic, <https://keeplearning.unc.edu/>. A similar hub was establish in the aftermath of Hurricane Florence, <https://www.unc.edu/posts/2018/09/28/chancellor-announces-2-million-fund-new-hub-to-help-students-affected-by-hurricane/>. These resources are, of course, available to student-athletes and could also be models of other support hubs for students and student-athletes.
 - a. The Educational Foundation just announced the creation of a Helping Heels Fund for student-athletes suffering adverse financial consequences in the wake of the COVID-19 pandemic, <https://goheels.com/news/2020/5/6/general-helping-heels-fund-will-aid-student-athletes.aspx>

Curriculum/College Readiness

1. First-year Seminar (FYS) courses. Enrollment in these smaller classes 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 FYS requires an approved petition from the Associate Dean of First Year Curricula. Suggests exploring this further and consider advocating for a change in this policy.
2. Policy on Course Forgiveness. If a student repeats a class they failed, the grade received each time counts in the student's GPA. This might discourage students from remaining in a course a full semester if they feel they are not going to pass or will receive a poor grade. A policy change of allowing a non-passing grade to be dropped from the GPA and replaced by a higher, passing grade might provide better incentives for students.
3. Adding more sections of entry level classes like English 100 and Math 110.

Responses

1. In the course clustering review, we learned that some students (including student-athletes) were taking more FYS than permitted by the policy. At the time, there was no way for the registrar's office to preclude students from exceeding the limit. Senior Associate Dean Abigail Panter instituted a more direct way to monitor and enforce the policy, given the costs of offering these small enrollment courses. Based on this, it is unlikely that these enrollment caps will be lifted. The new undergraduate curriculum may offer more opportunities for small course experiences and student-athletes should be encouraged to take advantage of those opportunities.
2. Katie Cartmell (Academic Advising, chair of the group that's looking at barrier policies) presented a grade forgiveness proposal to the Educational Policy Committee (EPC) in late

April/early May for information and it was very well received. It will be on the EPC agenda for approval in August.

3. The English Department has been very good in working to provide enough sections of English 100 to support the students, including student-athletes, who need it. English 100 will not, however, be offered this summer since all instruction is remote.

Racial Atmosphere

The overall atmosphere regarding race at UNC could negatively impact the performance of students of color, including SAs. Although there this could be addressed on many fronts, Erika suggested the following actions:

1. Seek to increase the diversity within the athletics department, including hiring a mental health specialist of color. Similarly, a more diverse set of tutors and counselors might be helpful.
2. Provide an avenue for SAs of color to express themselves regarding salient social issues without fear of ostracization or retribution.
3. Disaggregating more data regarding academic performance and providing FAC with access to that data to identify and monitor academic outcome gaps for subgroups

Responses

1. Dr. Jeni Shannon, Director for Mental Health and Performance Psychology, told FAC at or February 6 meeting that her unit and Counseling and Psychological Services (CAPS) are hoping to share another position and are looking for more diversity for the staff.
2. UNCUT, <https://www.uncutchapelhill.com/>, a platform for SAs to share what's important to them, tell their stories, and be themselves provides a powerful platform for SAs.
3. The Office of Institutional Research is looking at quantitative and qualitative data to help inform understanding academic outcome gaps among various subgroups of students.

EDUCATE. ENGAGE. EMPOWER.

WE EDUCATE AND INSPIRE THROUGH ATHLETICS

VOW

Pledge to do what we say we are going to do, and work every day to lead progress. Together.

VOICES

Share your experiences, feelings and thoughts with others

- ◆ Be Thoughtful
- ◆ Be Authentic
- ◆ Be Aware
- ◆ Listen, Hear and Understand
- ◆ Learn
- ◆ Educate

VENUES

Embrace purposeful platforms

- ◆ Department, Unit and Team Meetings
- ◆ Social Media
- ◆ Campus Groups
- ◆ Family and Friends
- ◆ Interviews
- ◆ Events

VOTE!

Engage in civic responsibility at local and national levels

- ◆ Register
- ◆ Help Others Register
- ◆ Research
- ◆ Apply to Vote by Mail, if Needed
- ◆ Do It!

VOLUNTEER

Participate in causes to make a difference

- ◆ Personal Passions
- ◆ Department, Unit and Team Projects
- ◆ Department Initiatives
- ◆ Civic Engagement



Carolina Athletics believes in promoting diversity, inclusion and respect for others. We must create a welcoming environment for everyone and work to ensure that these values never waver or change. Recent events across our country have shown that we must be more intentional — as a department, and with each other.

#TOGETHERWEWIN



CAROLINA ATHLETICS

TOGETHER WE WIN

Athletics
Return to Action
Road Map



WE EDUCATE AND INSPIRE THROUGH ATHLETICS

Athletics Return to Action Road Map – University Alignment

Major Sections:

University: Research

University: The Plan for Instructional Strategy, Academic Calendar, Classroom Utilization

Athletics: The Plan for Conditioning Coaching & Practice, Program Calendar, Facility Utilization

University: The Plan for Housing and Dining

Athletics: The Plan for Housing and Dining

University: The Plan for Testing/Contact Tracing & Campus Health/CAPS

Athletics: The Plan for Testing/Contact Tracing, Quarantine/Isolation/PODs, Mental Health

University: The Plan for our “Community Standards” for Health & Safety

Athletics: The Plan for our “Community Standards” for Health & Safety

University: The Plan for Student Support, Campus Life/Student Experience

Athletics: The Plan for GameDay in Kenan Stadium, Dorrance Field, Carmichael Arena, Shelton Stadium (Fall Sports)



Carolina Athletics - Return to On Campus Action Operations

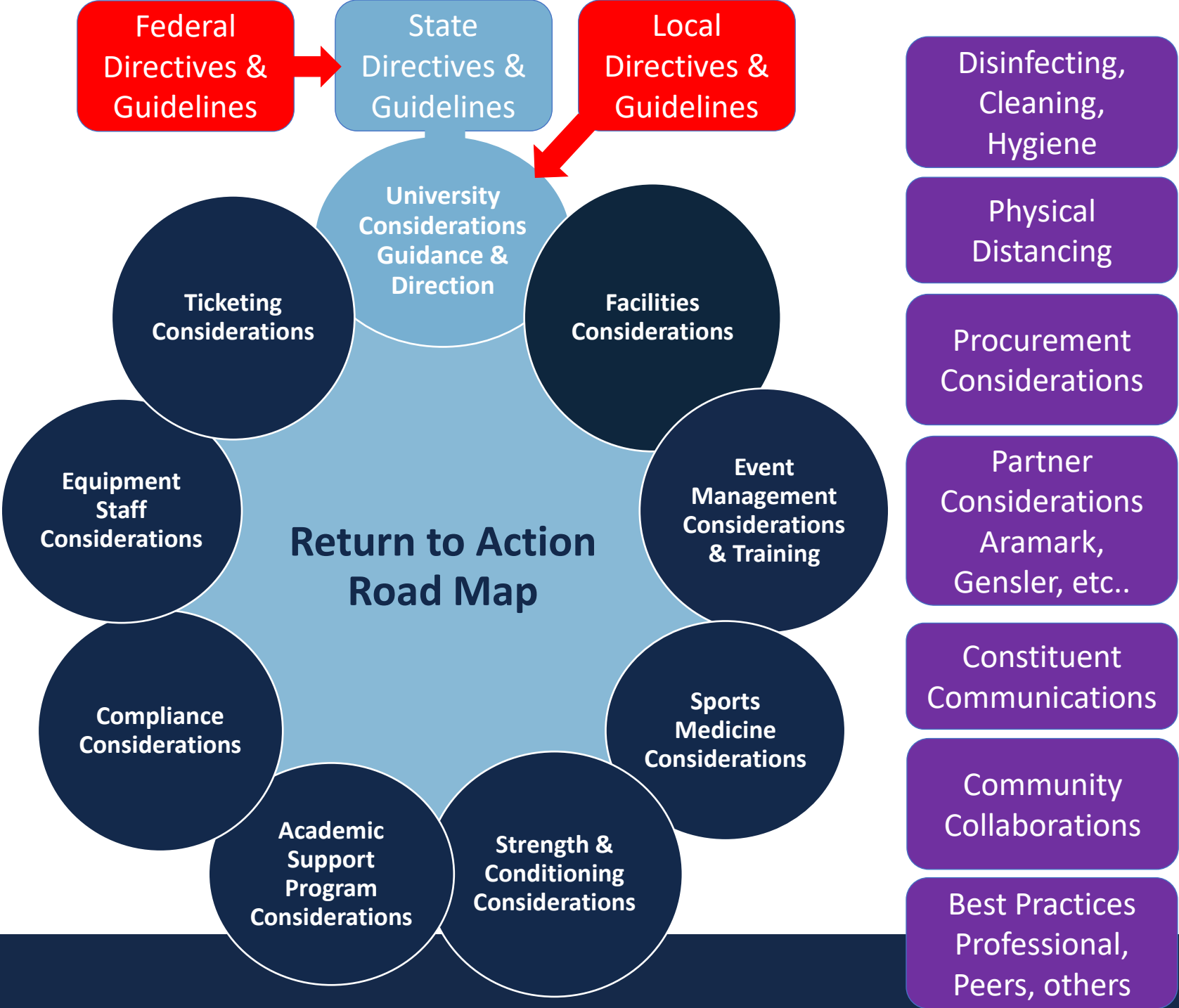
<u>Sport</u>	<u># of Staff</u>	<u># of Student Athletes</u>	<u>Staff Return</u>	<u>Students Return</u>	<u>Facility</u>	<u>Open Date</u>	<u>Administrative Unit</u>	<u>Return to Campus Date</u>	<u># of Staff</u>	
Football	65	120	6/15/2020	6/29/2020	220 Finley	June 1, 2020	Facilities	June 1, 2020	29	
Women's Basketball	8	18	6/15/2020	7/6/2020	216 Finley	June 1, 2020	Sports Medicine	June 8, 2020	37	
Men's Basketball	14	17	6/15/2020	7/6/2020	Stalling-Evans Sports Medicine Center	June 8, 2020	AD Office	June 15, 2020	14	
	87	155	19.5%		Kenan Football Center	June 15, 2020	Strength & Conditioning	June 15, 2020	13	
Field Hockey	5	26	6/22/2020	7/13/2020	Kenan Stadium	June 15, 2020	Equipment	June 15, 2020	6	
Volleyball	5	18	6/22/2020	7/13/2020	Koman Practice Complex (CRSUA)	June 15, 2020			99	37.2%
Women's Soccer	6	37	6/22/2020	7/13/2020	Carmichael Arena	June 15, 2020	ASPSA	week of August 3, 2020	20	
Men's Soccer	5	35	6/22/2020	7/13/2020	Dean E. Smith Center	June 15, 2020	Athletic Communications	week of August 3, 2020	11	
Cross Country	9	36	6/22/2020	7/13/2020	Ernie Williamson Athletics Center	June 15, 2020	Business Office	week of August 3, 2020	9	
	30	152	19.2%		Loudermilk Center for Excellence (Blue Zone)	June 15, 2020	Compliance	week of August 3, 2020	6	
Baseball	18	40	week of August 3, 2020		Media & Communications Center	June 15, 2020	Event Management	week of August 3, 2020	8	
Fencing	5	46	week of August 3, 2020		Karen Shelton Stadium (CRSUA)	June 22, 2020	Finley Golf Course	week of August 3, 2020	11	
Gymnastics	3	20	week of August 3, 2020		Carmichael Arena	June 22, 2020	GoHeels Productions	week of August 3, 2020	17	
Men's Golf	3	10	week of August 3, 2020		Dorrance Field / SL Team Building	June 22, 2020	Human Recourses	week of August 3, 2020	3	
Men's Lacrosse	7	48	week of August 3, 2020		Finley Practice Fields (CRSUA)	June 22, 2020	IT Services	week of August 3, 2020	6	
Men's Tennis	3	11	week of August 3, 2020		Finley North Track (CRSUA)	June 22, 2020	Marketing & Promotions	week of August 3, 2020	9	
Rowing	4	64	week of August 3, 2020		Anderson Softball Stadium	August 3, 2020	Student Athlete Development	week of August 3, 2020	5	
Softball	7	27	week of August 3, 2020		Boshamer Baseball Stadium	August 3, 2020	Tar Heel Sports Properties	week of August 3, 2020	9	
Swimming & Diving	9	43	week of August 3, 2020		Cone-Kenfield Tennis Center	August 3, 2020	The Rams Club	week of August 3, 2020	41	
Track & Field	9	86	week of August 3, 2020		Eddie Smith Field House (CRSUA)	August 3, 2020	Ticket Operations / Ticket Sales	week of August 3, 2020	12	
Women's Golf	2	10	week of August 3, 2020		Fetzer Gym (CRSUA)	August 3, 2020			167	62.8%
Women's Lacrosse	6	35	week of August 3, 2020		Finley Golf Course / Chapman	August 3, 2020			266	
Women's Tennis	3	11	week of August 3, 2020		Finley North Track (CRSUA)	August 3, 2020				
Wrestling	5	35	week of August 3, 2020		Hooker Fields (CRSUA)	August 3, 2020				
	84	486	61.3%		Koury Natatorium	August 3, 2020				
	201	793			UNC Boathouse	August 3, 2020				
					Woollen Gymnasium (CRSUA)	August 3, 2020				



Carolina Athletics
Return to Action
Road Map

NCAA
Decisions &
Guidelines

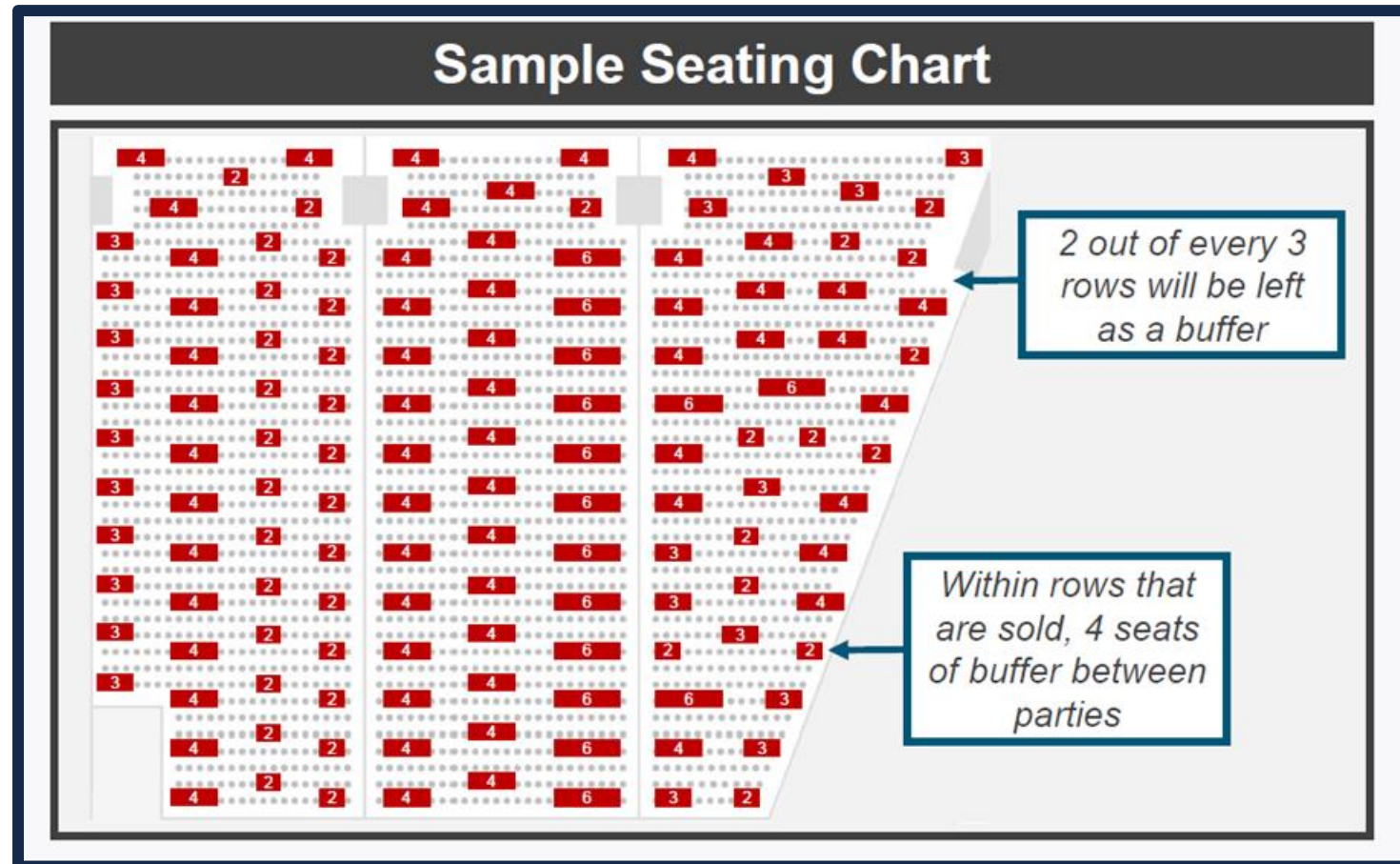
ACC
Decisions &
Guidelines



Return to Action Road Map

GameDay

Stadium Seating | Potential Layout





CAROLINA ATHLETICS

TOGETHER WE WIN

Athletics
Return to Action
Road Map

WE EDUCATE AND INSPIRE THROUGH ATHLETICS

