

Faculty Athletics Committee
September 3, 2020
Location: Zoom

Present: **Committee Members:** Rita Balaban, Lissa Broome, Melissa Geil, Kevin Guskiewicz, Dave Hartzell, Amanda Holliday, Aimee McHale, Robert Martinez, Ed Shields, Jay Smith, Abbie Smith-Ryan, Tania String

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

Guests: Emily Blackburn (Chancellor’s Office), Debbi Clarke (Provost’s Office), Malak Dridi (Daily Tar Heel), Robbi Pickeral Evans (Athletics), Dwight Hollier (Athletics), Leslie Minton (Communications)

I. Welcome and Introductions

Welcome and Introductions

Committee Vice Chair Melissa Geil welcomed everyone to the meeting. All committee members and guests introduced themselves.

The minutes from the August meeting were approved.

II. Chancellor’s Remarks

Chancellor Kevin Guskiewicz reported that there will be no fans in the stands at home athletic contests at least through of the end of September. Earlier in the week, the ACC Board of Directors reaffirmed that the safety of our student-athletes remains our top priority. Student-athletes have a choice about whether to participate in their sport this year. Those opting out will retain their scholarship for this year and will have an additional year of athletic eligibility should they choose to use it. The Chancellor is grateful that student-athletes have their communities intact as they continue to practice together. He is proud of our athletes, coaches, athletic trainers, and staff for their support of one another in difficult times. The Chancellor acknowledged and thanked Athletic Director Bubba Cunningham for his leadership in the Athletics Department during a challenging period which included the recent announcement of some staff furloughs and salary reductions through June 30, 2021.

UNC has its largest first year class in history, with 95 more students enrolled than in last year’s first year class. The University is developing new curricular and pedagogical approaches, including Carolina Away, which has approximately 700 students. The University’s research enterprise received over \$1 billion in funding last year.

Melissa Geil asked about the status of mental health resources for student-athletes during these times of high stress due to the pandemic and race relations in our country. Dwight Hollier

responded that mental health continues to be a priority within the Athletics Department, particularly with with student-athletes of color who are disproportionately affected by the present circumstances. Counseling and Psychological Services (CAPS) has added Black and Latinx counselors. Chancellor Guskiewicz added that it is important that our teaching assistants are equipped with the tools needed to pick up on signals that a student may be experiencing a mental health crisis, even when interactions with students are virtual.

Robert Martinez asked about Athletics' work with students of color and how we can capture successful strategies. Dwight Hollier shared that the ground level community support provided by trainers, coaches, and staff helps make these relationships work.

Chancellor Guskiewicz has been impressed with the conversations about racial injustice that are occurring around the country within Athletics Departments. Many coaches have stepped up and talked about their own experiences to help student-athletes overcome similar circumstances today that are compounded with the pressures of the COVID-19 pandemic.

Athletic Director Bubba Cunningham noted that these conversations first took place at UNC after George Floyd's death, and have continued as more tragedies related to race have occurred. Cunningham said UNC coaches have done a good job of responding to the issues in real time. This immediate communication with student-athletes has been critical. Student-athletes participated in a march the prior weekend and the messages shared were very powerful. Cunningham and department leaders participated in a Zoom call with all black student-athletes to ask how the Athletics Department can best support them and the challenges they face. Cunningham emphasized that Athletics is seeking to address issues as they arise and to communicate with student-athletes about those issues.

III. Campus Roadmap Update

Associate Provost for Strategy and Special Projects Debbi Clarke shared that the Roadmap Implementation Team (RIT) continues to meet regularly and is currently working to ensure that the Office of the Dean of Students (ODOS) is receiving the support it needs to assist our students. There is a great deal of online programming on Heel Life available to students, but the ODOS is also working through the Student Care Hub to identify students that have specific needs. Additionally, the Office of Scholarships and Student Aid has adjusted the budgets for many students to be reactive to their needs. RIT is striving to find ways to involve faculty, staff, and students in the roadmap process for the spring; there are no specific details yet, but RIT wants to engage everyone to plan thoroughly and effectively for the spring term.

Melissa Geil asked if there is anything that FAC can do that would be helpful for students. Clarke stressed that preserving and supporting a network of care is critical and she thanked Athletics for working with teams to provide a consistent and continuous presence of care.

IV. ASPSA Update

Michelle Brown reported that the Pass/Fail grading option, which includes Pass/Low Pass/Fail, may be selected up to the last day of classes this semester. A Low Pass may not help students as

it may not be a sufficient grade for a course that is a prerequisite. Further, a Low Pass grade will be identified on a transcript.

Some students are quarantined or otherwise isolated and are struggling to establish a routine. This can be a special challenge for incoming students. Some students can schedule visits to the Loudermilk facility if they need the structure of working in a room there. Tutoring is still all virtual with about 1100 appointments per week.

A diversity statement has been added to the ASPSA website. There is also a facilities video that prospective student-athletes may view.

V. Faculty Athletics Representative Remarks

Faculty Athletics Representative Lissa Broome reported that all NCAA Division I Fall Sports Championships have moved to spring, with the final recommendations on format and size of field expected on September 16. Fall sports student-athletes have an additional season of eligibility and seniors may extend their five-year clock to six years. Students who opt out of competition altogether this year will still receive their athletics aid this year, but their athletics aid next year is contingent on participation and not guaranteed.

Broome noted that all fall sports activity must follow the return-to-sport guidelines from the NCAA Sport Science Institute for all athletic activity. As the guidelines change based on the status of the pandemic, schools must follow any future modifications, as well as federal, state, and local guidelines related to COVID-19. Additionally, the NCAA office announced furloughs added to existing budget cuts and offers of severance/early retirement packages.

In regard to NIL activity, Broome noted that NCAA legislation is being drafted following collection of feedback from conferences. This legislation assumes that a federal statute has been enacted to preempt the state statutes that will become effective as early as July 1, 2021 relating to NIL.

The ACC Medical Advisory Group's Guidelines require COVID-19 testing three times per week for sports in season with one of those tests within three calendar days of a competition. ACC Event Management Guidelines were announced and mandate the fewest number of people on the field as possible, no postgame handshake, and that any crowd noise piped in be at a prescribed level. Some ACC teams have elected not to compete due to depleted rosters from opt outs or international students unable to return to campus.

VI. Athletic Director Remarks

Bubba Cunningham said that Dwight Hollier is coordinating with student-athletes who have elected to opt out of competition for this year. UNC will begin fall sports competition in one week. Thursday, September 10 is the opening ACC football game with the University of Miami, which expects 12,000 to 13,000 fans in the Dolphins stadium. The ACC Medical Advisory Group has empowered the ACC to move forward with practice and competition, with the understanding that we may need to change direction depending on conditions.

The Name, Image and Likeness (NIL) discussion is continuing and the NCAA is drafting language to be considered in January. The Department of Athletics is doing everything it can to support student-athletes should that legislation be passed. Athletics is also working with social media companies to help our student-athletes build their brand and followers. Cunningham's main areas of concern with potential legislation are: 1) agents and representation companies will be reaching out to students and it will be important to distinguish between permissible NIL activity and entering into professional contracts (which would make a student-athlete ineligible), and 2) how NIL will affect recruiting and the choice of school that the student wants to attend.

Without fans in the stands this September, and possibly beyond, the Athletics budget hit could range from \$20 to \$50 million. It is too early to tell what the deficit will be. The Department of Athletics announced today that individuals in the in the department that have salaries above \$200,000 will receive a 20% salary cut, those between \$100,000 and \$200,000 will receive a 10% cut, and those earning under \$100,000 will be furloughed for a total of 15 days. Furloughed employees will retain their position and benefits and may apply for unemployment. Cunningham expects these measures to save \$3 million dollars. Jay Smith suggested that a more progressive salary reduction model could have been used. Cunningham said the current structure is consistent with that used by other athletic departments.

Robert Martinez asked how student-athletes are navigating discussions with people who have issues with their expressions of support for social justice, including participating in the recent march. Cunningham noted that there has been some negative feedback and that student-athletes are encouraged not to engage with those questioning their actions on social media. Like anyone, student-athletes want people to agree with them and any conflict is disappointing, particularly when people they may respect have different views and are critical of the opinions they hold. Dwight Hollier added that former student-athletes have provided helpful guidance to our current students on how to handle negative feedback.

Dave Hartzell inquired about the travel protocol for the fall as well as fall sport competition schedules. Cunningham noted that the fall schedule is constantly in flux as conference requirements and preferences change and schedules change at other institutions. The challenge for traveling is aligning the testing while on the road when teams are competing multiple times in a week. Football is easier. On Friday before a Saturday game both teams are tested at the venue with test results guaranteed by 9:00 a.m. on Saturday. Anyone who is positive cannot participate. Cunningham emphasized his appreciation for Dr. Ciocca for his part in coordinating student-athlete testing.

Jay Smith asked if we know whether our opponents have the same testing regimen as UNC. Cunningham clarified that the ACC Medical Advisory Group has issued protocols that all ACC schools agreed to and that any nonconference schools must follow as well. An attestation form must also be signed by the Athletics Director and head of Sports Medicine that acknowledges compliance with these protocols before each game. Additionally, the third and final test of the week prior to competition is conducted by a third-party provider under contract with the ACC, rather than by the schools. Smith also asked whether the current rate of positive COVID-19 cases was concerning. Cunningham responded that when student-athletes first returned to campus,

there was a higher rate of cases, but since then the number of positive tests have not triggered a cluster.

Dr. Mario Ciocca, head of Sports Medicine, joined the Zoom call to discuss how student-athletes who test positive are further screened before they may return to practice or competition. This screening includes a troponin test, an EKG, and an echocardiogram. If there are any abnormalities in these screenings, the student-athlete is referred for additional tests, such as an MRI.

Melissa Geil reported that her students recently discussed the importance of athletics to student life on campus. Geil wondered if Athletics could consider how to engage students in athletics even when they could not attend events in person. Cunningham and Robbi Pickeral Evans agreed this connection was important. Evans suggested possibly utilizing the resources of the ACC studio to reach out to fans and create a connection virtually. Athletics is also exploring virtual fan resources and ways to be engaged from a safe distance.

VII. Topic Group Breakout Sessions

Members of each Topic Group met independently (via Zoom Breakout Room) to discuss topics to review in FAC this academic year. A representative from each group was asked to email their group's proposed agenda to Daryhl Johnson and Melissa Geil prior to the October FAC meeting.

Admissions: Ed Shields, Amanda Holliday, Vince Ille

Advising and Enrollment: Abbie Smith-Ryan, Robert Martinez, Michelle Brown

Academic Performance: Rita Balaban, Tania String, and Michelle Brown

SA Welfare and Equity: Aimee McHale, Jay Smith, Dwight Hollier

Athletics Administration: Dave Hartzell, Stacey Daughters, Bubba Cunningham

Governance and Administration: Daryhl Johnson, Melissa Geil, Lissa Broome

Attachments:

FAR Update

Process Review, AY 2020-2021

**Faculty Athletics Representative Update
September 3, 2020**

NCAA

1. NCAA Division I Fall Sports Championships moved to spring
 - a. Final recommendations on format and size of field expected on September 16
2. Fall sports athletes have an additional season of eligibility and seniors can get their five-year clock extended to six years
 - a. These students *may* receive athletics aid next year and will be exempt from the financial aid limits for each sport
 - b. Students who opt out of competition altogether this year, will still receive their athletics aid this year, but their athletics aid next year is contingent on participation
3. All fall sports activity (preseason, regular season and postseason) must follow the [return-to-sport guidelines](#) from the NCAA Sport Science Institute for all athletic activity. As the guidelines change based on the ever-changing pandemic, schools must follow any future modifications, as well as federal, state and local guidelines related to COVID-19.
4. NIL activity
 - a. Proposed federal legislation
 - i. NCAA introduced broad principles for “The Intercollegiate Amateur Sports Act of 2020”
 - ii. Autonomy/Power 5 schools introduced broad principles for “The Student-Athlete Equity Act of 2020”
 - b. NCAA legislation is being drafted following collection of feedback from conferences. Legislation assumes that a federal statute has been enacted to preempt the state statutes that will become effective as early as July 1, 2021 relating to NIL
 - i. Timeline - January 31, 2021 – Have enacted NIL legislation with effective dates not later than the start of the 2021-22 academic year
5. NCAA office announced furloughs added to existing budget cuts and offers of severance/early retirement packages

ACC

1. ACC medical guidelines from the Medical Advisory Group.
 - a. Testing 3 times per week with one of those tests within 3 calendar days of competition
2. ACC Event Management Guidelines
 - a. Fewest number of people on the field as possible
 - b. No postgame handshake
 - c. Crowd noise may be piped in at a prescribed level
3. Some ACC teams have elected not to compete (because of depleted rosters from opt outs or international students unable to return to campus)

UNC

1. Update on return to campus and COVID-19 testing
2. Student-athlete expression on social issues
 - a. March on
3. SA reps to FAC
4. Budget implications

Academic Years 18-19, 19-20, 20-21

Process		Date(s) Reviewed			
1.0	Recruitment	11.7.19			
2.0	Admissions	12.5.18	12.10.19		
3.0	Financial Aid	11.7.19			
4.0	Orientation and Summer Programs	9.4.18	3.5.20		
5.0	Enrollment and Advising	11.7.18	2.5.19	5.7.19	
6.0	Registration	5.7.19			
7.0	Academic Support for Student-Athletes	11.7.18	2.5.19		
8.0	Faculty Relations and Governance	2.5.19	4.2.19		
9.0	Class Attendance and Travel	10.10.19	5.7.20		
10.0	Resources for Student-Athletes with Disabilities	1.9.20			
11.0	Eligibility and Compliance	1.8.19	3.6.19	3.5.20	
12.0	Academic Performance Monitoring	9.4.18	3.6.19	10.10.19	
13.0	Communications and Recognition	3.6.19			
14.0	Budgeting	3.6.19	4.2.20		
15.0	Facility Use and Programming	3.6.19	4.2.20		
16.0	Carolina Housing	1.9.20			
17.0	Honor System	9.5.19	10.10.19		
18.0	Student Athlete Development	10.2.18	11.7.18	2.5.19	2.6.20
18.2	Student-Athlete Well-being and Mental Health Resources	2.6.20			
19.0	Supporting Non-Participant Student-Athletes	1.8.19	2.5.19		
20.0	Focus Groups and Surveys	4.2.19			
21.0	Ongoing Review and Improvement of Processes				

Topic Groups – 2020-21 AY

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