Faculty Athletics Committee Annual Report to the Faculty Council

October 5, 2007

Overview of Committee's Structure and Purpose

Members 2006-07: Lissa Broome (2008) (Chair), Jack Evans (ACC faculty athletics representative -*ex officio*), Kathleen Harris (2008), Garland Hershey (2009), Lloyd Kramer (2007), George Lensing (2008), Mary Lynn (2007), Steven Reznick (2009), Desmond Runyan (2008), Barbara Wildemuth (2008), and Rachel Willis (2009).

Members 2007-08: Lissa Broome (2008) (Chair), Glynis Cowell (2010), Jack Evans (ACC faculty athletics representative - *ex officio*), Noelle Granger (2010), Kathleen Harris (2008), Garland Hershey (2009), George Lensing (2008), Steven Reznick (2009), Desmond Runyan (2008), Helen Tauchen (2010), Barbara Wildemuth (2008), and Rachel Willis (2009).

The committee was formerly made up of ten elected members of the faculty, serving staggered five-year terms. The Faculty Code was amended in the spring of 2004, to reduce the number of elected positions to nine, with members serving staggered three-year terms. This change made the term length for members of the Faculty Athletics Committee consistent with those of other elected faculty committees. Because this transition in term-length is ongoing, the committee is currently at eleven elected members, transitioning to nine elected members, and the terms of five committee members expire at the end of this academic year.

The faculty athletics representative to the ACC and the NCAA, Jack Evans, if not already an elective member, is an *ex officio* member of the committee. Chancellor Moeser attends meetings as his schedule permits. Director of Athletics Dick Baddour, Senior Associate Athletic Director Larry Gallo, and Senior Associate Athletic Director for Student-Athlete Services John Blanchard also regularly attend the committee's meetings and report each month to the committee for advice or information.

Annual Report: The annual report was prepared by Lissa Broome and reviewed and approved by the committee. It reports on the committee's activities during the 2006-07 academic year.

Meetings: The committee held monthly meetings during the 2006-07 academic year (excluding April, but including May).

Committee Charge: "The Faculty Athletics Committee is concerned with informing the faculty and advising the chancellor on any aspect of athletics, including, but not limited to, the academic experience for varsity athletes, athletic opportunities for members of the University committee, and the general conduct and operation of the University's athletic program" (Faculty Code § 4-7[b]).

Response to Matters Referred to the Committee

Faculty Council referred no matters to the Committee. As explained in more detail below, the Committee acted on behalf of the Faculty Council in making various recommendations and casting various votes at the Coalition on Intercollegiate Athletics (COIA).

The committee corresponded with other committees on matters of mutual interest as specified further below.

Report of Activities

NCAA Legislation Affecting Academics: Jack Evans served on the NCAA Committee on Academic Performance, which implements the NCAA's Academic Progress Rate (APR) and developed the Graduation Success Rate (GSR). The committee, through Jack Evans, monitored these and other developments and provided advice with respect to the institution's position. Jack Evans also served on the NCAA's Management Council, which is the group just below the NCAA's Board of Directors.

Athletic Reform Issues: Chancellor Moeser informed the committee about developments from other groups, including the Group of Six, which is composed of designated presidents from the athletic conferences represented in the football Bowl Championship Series (BCS), and the NCAA Presidential Task Force on the Future of Division I Athletics, on which he served. The charge of the Task Force was to explore the alignment of intercollegiate athletics with the mission, values and goals of higher education. That Task Force was divided into four subcommittees which represented the scope of its work: Implications of Academic Values and Standards, Fiscal Responsibility, Presidential Leadership of Internal and External Constituencies, and Student-Athlete Well-Being. Chancellor Moeser was a member of the Fiscal Responsibility Subcommittee, and helped to prepare a portion of the Task Force Report which was released in October 2006. Chancellor Moeser sought input on this report from members of the committee. The committee discussed the report in detail at its January meeting. On the few occasions where UNC-CH practices were at odds with the report's recommended practices, the committee discussed the reasons for the differences and did not recommend a change. In general, most recommendations made in the report are already in place on this campus. Chancellor Moeser reported that he has been appointed to a committee charged with monitoring implementation of the Presidential Task Force Report.

The Faculty Council became a member of the Coalition on Intercollegiate Athletics (COIA) in the spring of 2004. This organization is composed of fifty-five faculty senates from Division I-A schools around the country. Wake Forest, Duke, and Florida State are the other ACC schools that have joined COIA. Pursuant to agreement, the Faculty Committee on Athletics represented the Faculty Council in providing COIA with comments and questions on various COIA documents, including the COIA statement issued in support of the NCAA Presidential Task Force Report and the 2007 White Paper, Framing the Future: Reforming Intercollegiate Athletics. Lissa Broome serves on COIA's Steering Committee. COIA materials are available at http://www.neuro.uoregon.edu/~tublitz/COIA/index.html.

The Knight Commission on Intercollegiate Athletics is hosting the Faculty Summit on Intercollegiate Athletics on Monday, October 15, 2007 in Washington, D.C. The Summit is accessible via webcast. Further information is available at http://www.knightcommission.org/welcome/. The COIA co-chairs are participating as panelists in the summit.

Title IX: Every year the committee invites Dr. Beth Miller, Senior Associate Athletic Director for Olympic Sports, to report on Title IX matters. Her report for 2006-07 was postponed until November 2007, so that she may present the most recent five-year review conducted by the Title IX

Committee which was finalized in the spring of 2007. Three members of the Faculty Athletics Committee -- Mary Lynn, Kathleen Harris, and Jack Evans -- served on the Title IX committee.

Academic Performance of Student-Athletes: The committee reviews the academic progress of student-athletes each year. This review includes the Academic Performance Rate (APR), as well as the GSR, and the federal graduation rate.

The federal graduation rate is the rate that is reported as the IPEDs or Integrated Postsecondary Education Data System rate. This rate is a six-year rate that includes students who received athletic scholarship aid in their first semester of enrollment. The federal rate includes in the number of total student-athletes those who left the University in good standing prior to graduation.

The Graduation Success Rate (GSR) differs from the federal rate in that a school will not be penalized when a student-athlete leaves in good academic standing to transfer to another institution, pursue a professional career, or for any other reason. The GSR adds to the group of first-time freshman who received athletic aid any students who transferred into the institution, and excludes from the group those students who leave in good academic standing before exhausting athletic eligibility. Under the current federally calculated graduation rate, such departures are counted as failures to graduate from the institution of original enrollment, even if the student later graduates from another institution.

1996-99 Cohorts: Graduation Rates

Men's Sports	UNC-CH	UNC-CH	Women's Sports	UNC-CH	UNC-CH
Sport	GSR*	Fed Rate*	Sport	GSR*	Fed Rate*
Baseball	61	30	-		
Basketball	70	64	Basketball	56	50
CC/Track	79	67	CC/Track	76	59
Fencing**	50	-	Fencing**	-	-
Football	70	61	-		
Golf	100	91	Golf	100	75
Lacrosse	81	71	Lacrosse	96	92
Soccer	70	67	Soccer	88	80
Swimming	94	83	Swimming	95	90
Tennis	75	50	Tennis	100	100
Wrestling	59	45	-		
-			Crew	100	-
-			Field Hockey	100	92
-			Gymnastics	100	100
-			Softball	94	89
-			Volleyball	100	91

^{*} Both GSR and Fed Rate are reported as percentages.

The Academic Performance Rate (APR) is computed based on points awarded each semester per student-athlete for eligibility/graduation and retention. Each team member may earn two points per

^{**} For sports for which grants-in-aid are not awarded, the school is requested to report graduation information for recruited student-athletes. At UNC-CH, no grants-in-aid are awarded for fencing and few students are recruited for this sport.

semester -- one point for maintaining eligibility or for graduation, and a second point for being retained. On a team with ten members, for instance, 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.

An APR of 925 is equivalent to an expected 50% graduation rate. If a team falls below a 925 APR, it could be subject to a penalty. Penalties such as scholarship reductions, postseason competition bans, and membership restrictions will be imposed on squads that are below a 925 beginning in the fall of 2007, when a four-year cycle of data collection (2003-2007) has been completed. For small teams, such as the 10-person team used in the example in the preceding paragraph, the NCAA will apply a squad size adjustment and may not subject such a team to a penalty based on that adjustment even though the APR is below 925.

The APR data for UNC-CH were computed for 2003-04, 2004-05, and 2005-06 academic years and the final report was made in April 2007. These data represent all student-athletes receiving some athletics scholarship aid (over 500 students). No team was below the 925 level (men's golf was at 917 after two academic years of data, but improved with the addition of the third year of data).

APR for 2003-04, 2004-05, 2005-06

Men's Sports	UNC-CH	Women's Sports	UNC-CH
Baseball	988	-	
Basketball	993	Basketball	989
Cross Country	947	Cross Country	990
Football	948	-	
Fencing	1000	Fencing	1000
Golf	950	Golf	1000
Lacrosse	988	Lacrosse	997
Soccer	977	Soccer	965
Swimming	988	Swimming	997
Tennis	992	Tennis	979
Track-Indoor	944	Track-Indoor	974
Track-Outdoor	944	Track-Outdoor	975
Wrestling	935	-	
-		Field Hockey	988
-		Gymnastics	992
-		Rowing	989
-		Softball	977
-		Volleyball	993

Jack Evans has prepared a comparison of the APR, GSR, and federal graduation rates for the institutions in the ACC for three sports: Baseball, Men's Basketball, and Football. See Appendix 1 to this report. For the APR data, yellow cells (between 900 and 925) qualify for the contemporaneous penalty of inability to award the grant-in-aid of a student-athlete who leaves while ineligible to continue

(subject to some mitigating circumstances). Red cells (below 900) are subject to a historical penalty (absent some mitigating circumstances) that are progressive beginning with a warning letter and culminating in the loss of access to post-season competition. For the GSR data, values below 50% are painted yellow; and below 40% are painted red. UNC-Chapel Hill has no red or yellow cells. The ACC as a conference has fewer yellow or red cells than the other major conferences.

It is also important to note the strong academic performance of many student-athletes. Of our approximately 770 student-athletes, 275 students -- the third highest in the ACC -- were on the ACC Honor Roll (requires a 3.0 GPA or better during the academic year) (compared with 294 in 2004-05 and 244 for 2003-04). For Spring 2006, 309 student-athletes earned a 3.0 or higher, and 153 were on the Dean's List for Spring 2006. The 2005-06 academic year marked the third consecutive year that the American Football Coaches Association recognized the football team for graduating its student-athletes at a level of 70% or above. Several student-athletes received ACC post-graduate awards, NCAA academic awards, or were awarded prestigious internships. Heather O'Reilly and Laura Gerraughty were honored in the NCAA Top VIII recognition, possibly the first time two honorees have come from the same institution. Moreover, student-athletes contributed over 25,000 hours of community service during the 2005-06 academic year.

Academic Support Program for Student-Athletes: The Academic Support Program reports to Fred Clark, an Associate Dean in the College of Arts and Sciences, who oversees other student academic support services. Several members of the Faculty Athletics Committee serve also on an advisory committee to the Academic Support Program. Robert Mercer, the director of the program, is invited to address the committee on occasion and attended in January 2007 to participate in the discussion of majors of student-athletes. Mr. Mercer will provide a full review of the program's operations to the committee in October 2007. He attended a committee meeting in the 2005-06 academic year to provide a similar comprehensive review of the academic support program.

The Educational Policy Committee and the Faculty Council reaffirmed several years ago a policy that provides that: "Students who are members of regularly organized and authorized University activities and who may be out of town taking part in some scheduled event are to be excused during the approved period of absence. Notification of such an absence must be sent by the responsible University official to the instructor before the date(s) of the scheduled absence." Notification of the absence will be by a "travel letter" that will now be signed by Fred Clark, Associate Dean of Academic Services in the College of Arts and Sciences, in addition to Mr. Mercer for the Academic Support Center. The committee urges faculty to interpret this policy so that a student-athlete who is absent from class for an approved absence is not counted as absent for the purpose of any class absence policy.

Carolina Leadership Academy: The Carolina Leadership Academy for leadership development for student-athletes, athletic administrators, and members of the coaching staff began during the Spring of 2004 for some student-athletes, and all student-athletes began participation in the program during the Fall 2004 semester. Donors have funded the program for a five-year period. Jeff Janssen is the primary service provider for the Carolina Leadership Academy, working with Cricket Lane from the Department of Athletics. The first level of the Academy, called the CREED¹ program, is required of all freshmen

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 $^{^{1}}$ C – I will know and embrace the tradition and CULTURE of this great University and its athletics department; R – I will RESPECT myself and others;

student-athletes, meets monthly, and is coordinated by Dr. Lane; the second level for "Rising Stars" is voluntary (with some input from coaches) and is taught by Mr. Janssen; and the third level for "Veteran Leaders" is for juniors and seniors, is also taught by Mr. Janssen, and contains students primarily selected by coaches, often including team captains. The Veteran Leaders program incorporates 360 degree feedback and contains customized leadership development plans. The leadership program also includes programs for coaches and athletics administrators. The program's comprehensive nature sets it apart from leadership development efforts for athletics at other institutions. The Leadership Academy has been well-received by all participants. The committee receives reports about this program on occasion from John Blanchard, Senior Associate Athletics Director for Student-Athlete Services.

Exit interviews and surveys of senior student-athletes: Each year the committee and the Athletics Department ask all graduating student-athletes to fill out a detailed questionnaire prepared by the committee covering many aspects of the student-athletes' experience at UNC-CH. In addition, committee members participate, along with personnel from the Athletics Department, in exit interviews with groups of graduating student-athletes. By examining this information, the committee is learning how student-athletes perceive their experience at UNC-CH.

One hundred sixty-eight students answered the survey in 2005-06. We have surveyed students for thirteen years, and this was the fifth year with the updated survey instrument. Kathleen Harris coordinated the compilation and reporting of the survey results. Members of the committee examined and discussed the survey results. Student-athletes reported good academic experiences, which are reinforced and supported by the coaching staff and the department's advising and counseling services. Student-athletes reported few problems meeting the demands of their course work or getting access to instructors. They believe that Carolina has prepared them well for their future life and careers. We will consider whether to move the questions relating to the Academic Support Center and advising, and survey students on those questions at the end of their freshman and/or sophomore years, when those services are more heavily used by students. That way, suggestions for improvement could be made in a more timely fashion and feedback received would be about recent experience, not practices that may have been changed or improved in the last several years.

Forty-four students participated in the exit interviews, which were held February 27, February 28, and March 1, 2006. Most members of the committee participated in the interviews and each year the committee compiles its impressions based on the anecdotal evidence gained from the interviews. Based on a consolidated report compiled by Barbara Wildemuth of the committee's impressions from the exit interviews, the committee highlights the following:

- UNC has a strong academic reputation that is emphasized throughout the recruiting process and during the student's college life.
- Student-athletes feel well-prepared to pursue their career plans, while acknowledging that their demanding athletic schedules limited their opportunities somewhat.

E – I will pursue **EXCELLENCE** in my academic work by striving to reach my academic potential while preparing for a career of significance;

 $[\]mathbf{E}-\mathbf{I}$ will \mathbf{EXCEL} athletically by committing myself to performance excellence, team success and continual improvement; and

D – I will **DEVELOP** the capacity to effectively lead myself and others.

- Student-athletes are generally treated fairly in academic settings. Class attendance policies and assignment deadlines are sometimes problematic in relation to team travel.
- Assisted registration would improve student-athletes' access to needed courses, particularly in their majors.
- Communication among student-athletes and between student-athletes and coaches across differences in race, gender, or sexual orientation is respectful and positive.
- The Carolina Leadership Academy is viewed as a strong positive, with some suggestions to fine-tune the freshman year segment of the program and to clarify the selection process for participation in the second and third levels of the program.

The exit interview process provides the committee an opportunity to hear comments from student-athletes and to receive reports on follow-up activities undertaken by the Department of Athletics. In the few instances where criticism is offered or opportunities to improve are identified, the Department's personnel investigate and report back to the committee on the follow-up that has taken place. The committee will continue to discuss the areas and ways in which it may be of assistance in improving the academic experience and general welfare of student-athletes.

Exit surveys were administered in the Fall of 2006 and the Spring of 2007 to senior student-athletes. A smaller group of seniors participated in the exit interviews held on February 26, 27, and 28, 2007. The committee will discuss the reports reporting the exit survey and exit interview results at its November 2007 meeting.

Majors: The committee reviewed data on the majors of student-athletes who have junior status or higher and thus have declared majors and compared the data to our review of majors in 2004-05. The four most popular majors for junior/senior student-athletes in Fall 2006 were Exercise and Sports Science (22%), Communications (16.6%), Management (8.8%), and Business (6.6%). The percentage of junior/senior students in these majors in Fall 2004 were Exercise and Sports Science (4.77%), Communications (5.14%), Management (1.78%), and Business (7.7%). The committee considered these differences and thought the differences could be explained by the interests of our student-athletes. In Fall 2003, the most popular majors for student-athletes were Communications (18.35%), Journalism and Mass Communications (9.74%), Psychology (7.87%), and Biology and Exercise and Sports Science (tied at 7.49%).

The committee was told that many of the Exercise and Sports Science majors were female student-athletes. The addition of a concentration in Sports Administration might help to explain the increase in the number of student-athletes majoring in this area.

The committee determined that it should review the majors of junior and senior student-athletes every year.

Courses: The committee discussed online courses, independent study courses, and possible concentration of student-athletes in certain courses. With respect to on-line courses, the committee reviewed the Athletic Department's policy regarding online courses. Ten students were registered for such courses in December 2006. The committee also learned that a University committee was reviewing the institution's policies regarding online education. Robert Mercer in the academic support center tracks registration in independent studies by student-athletes. At present, the committee found no

questionable uses or patterns in this registration. The committee also agreed that it would be a good idea to ask student-athletes in the exit interviews whether student-athletes tended to congregate in any particular courses.

Priority Registration: Lissa Broome appointed Steve Reznick from the committee to chair a Task Force on Priority Registration. Other members of the committee on the Task Force are Jack Evans, Lissa Broome, and George Lensing. The committee also includes John Blanchard from the Department of Athletics, Robert Mercer from the Academic Support Center for Student-Athletes, Jane Smith and Anne Bryan from Education, Bev Foster from Nursing and the Educational Policy Committee, and Harold Woodard Associate Dean of Student Academic Counseling. The Task Force met throughout the year and prepared a policy for priority registration for student-athletes and other potential student populations, including students who need to schedule time off campus for practicum experiences and student teaching. The Faculty Athletics Committee unanimously voted to recommend the policy to the University Registrar. Chancellor Moeser voiced his support for the concept and the specific proposal. The Registrar has referred the policy to the Educational Policy Committee for discussion and review this fall. The policy was also discussed with the Faculty Executive Committee. If the policy emerges from the Educational Policy Committee with a favorable recommendation, it is anticipated that it would then be considered by Faculty Council.

Admissions: Jack Evans and Steve Reznick sit on the subcommittee of the Admissions Committee that reviews special admissions decisions. In 2008, the committee will discuss the admissions process as it relates to student-athletes with the relevant parties.

Substance Abuse Policy: Dick Baddour reported that the revised Substance Abuse Policy, effective November 1, 2005, would be reviewed by a committee that contained two members of the Faculty Athletics Committee (Lissa Broome and Jack Evans) to consider clarification of the appeal process following a second positive test. The committee learned about the number of tests administered and the small number of positive tests received. The revised policy provides for extensive counseling following a positive test.

Tickets: Faculty-staff ticket distribution is now held for tickets to provide free, reserved seating for faculty for the most popular women's basketball games. The committee invited Clint Gwaltney, Associate Director of Athletics and head of the ticket office for the Department of Athletics, to describe and review the faculty/staff ticket priority formula, adopted in 1994, used for seating in the Smith Center for men's basketball. Under the formula a faculty or staff member receives 1 point per year for their tenure at UNC-CH, plus 6 points per year for each year they ordered men's basketball tickets. For 2005-06, a total of 210 points was required to qualify for lower-level seating (e.g., 30 years at UNC with tickets ordered each of those 30 years). Point totals do not continue to accrue following retirement.

Dick Baddour also described to the committee the new online system for distributing basketball tickets and some football game tickets to students. Although there has been some opposition to the new system from students who feel that loyalty to the team demonstrated by waiting in line for tickets should be rewarded, the committee was in favor of a system that minimized the demands on student time and provided equal access to tickets even to students not able to appear at the designated time to wait in line for tickets.

Football Coaching Transition: The committee discussed the transition in the football coaching staff with Mr. Baddour in closed session. Mr. Baddour also commented on the financial implications of the coaching change at later meetings. The Department retained contractual responsibility for the continued salary of some of the football staff until they retained new employment. The new staff in many cases commanded higher salaries, and the Department also had to absorb moving expenses and temporary housing costs.

Coach Davis attended the February committee meeting for brief remarks and a question-andanswer period. He began his remarks by noting that the academic reputation of UNC was one of the strong attractions for him when he was considering this position.

Facilities: Mr. Baddour reported on a \$5 million project to convert the former Women's Gym into a training room for the University. The facility will provide opportunities for practical experience for graduate students in Exercise and Sports Science. Contributions to the cost of the facility will come from the Athletics Department, Student Health Service, the College of Arts and Sciences, and private fundraising.

Renovation of Boshamer baseball stadium will begin in October 2007. The proposed Kenan Stadium project to enclose the open-end and improve the academic support facilities located in Kenan Field House has been added to the University's master plan for construction.

Finances: In May, Martina Ballen, the Athletic Department's chief financial officer, and Dick Baddour reviewed the department's finances with the committee. Ms. Ballen provided background on principles, the budget process, budget categories, and the department's participation in the Chancellor's intra-university budget review process. The committee reviewed the departmental budget for 2006-07. This discussion included consideration of the level of debt service (felt to be at an acceptable and sustainable level). The committee learned about the principles that guide distribution of funds by the ACC to its member schools. This discussion covered TV contracts, basketball post-season play, and conference tie-ins to football bowls. Mr. Baddour reported on efforts to secure a second sponsorship for Smith Center signage (Wachovia is the only sponsor that has hard signage in the Smith Center now) and capital improvement projects that are beginning now or are in line for future consideration.

Mr. Baddour noted that as a result of the extra expenses associated with the coaching transition in football, the department would run a deficit for 2006-07 for the first time in eight years. Fortunately, the department had accumulated sufficient reserve funds during that eight-year period to fully fund that deficit.

Faculty/Staff Wellness: An often overlooked portion of the charge to the Faculty Athletics Committee is that it advises the Chancellor on "athletic opportunities for members of the University committee." Desmond Runyan and Garland Hershey from the committee were appointed to a University Steering Committee for Worker Health, Safety and Wellness. The Steering Committee will help identify existing resources on campus and recommend how best to develop a coordinated, comprehensive approach to worksite wellness. A staff position was created in 2006-07 to support faculty/staff wellness. The Steering Committee has also established a website and conducted focus groups with faculty and staff representatives.

Competitive Success: Dick Baddour reported that UNC-CH finished third in the Director's Cup (former Sears Cup) for national rankings in athletic programs in 2006-07 (fourth in 2005-06), highlighted by the baseball team's finish as national runner-up in the College World Series for the second consecutive year, and the women's basketball team's Final Four appearance also for the second consecutive year. Moreover, *Sports Illustrated* released its own ranking of collegiate sports programs in the spring of 2007, listing UNC as the top program nationally.

Conclusion

The committee enjoys a good working relationship with the Chancellor and the Department of Athletics. The committee believes that the Athletics Department joins with it to thoughtfully examine issues related to the quality of life for student-athletes at Carolina. The committee is dedicated to addressing the many issues related to the intersection of intercollegiate athletics and the academic enterprise on our campus and on the national scene, and endeavors to provide thoughtful leadership on these issues locally and nationally.

Baseball, Men's Basketball, and Football Academic Progress and Graduation Data

Conference:

ACC

Source: www.ncaa.org