

The University of North Carolina at Chapel Hill
Faculty Athletics Committee
Minutes of Meeting: January 14, 2014

Present: **Committee Members:** Lissa Broome, Carol Folt, Beverly Foster, Layna Mosley, Barbara Osborne, Andy Perrin, Joy Renner, John Stephens, Deborah Stroman, Kimberly Strom-Gottfried

Athletic Department Personnel: Bubba Cunningham

Other Advisers: Michelle Brown

Guests: Amanda Bright (DTH), Willis Brooks (History, retired), Debbie Clarke (consultant to Provost's Working Group), Jim Dean (Provost), Karen Moon (University News), Kevin Westerlund, Anne Whisnant (Faculty Governance)

I. Introductions and Preliminary Matters

After introductions of those in attendance, the minutes from the December meeting were approved with the correction that Vince Ille was not in attendance at the December meeting. Lissa Broome will endeavor to track down the names of two additional press members in attendance.

II. Update from the Faculty Athletics Representative

Professor Lissa Broome discussed some revisions to the Statement of Policy Concerning Substance Abuse Education, Testing, and Counseling Program for Intercollegiate Athletics. The revised policy was posted on Sakai and is also available on the Department of Athletics' website. The revised policy was approved by the Chancellor and Director of Athletics and effective as of August 20, 2013. The revisions were made after consultation with the Substance Abuse Policy Review Committee, which included Professor Broome, Professor Joy Renner, Dr. Mario Ciocco (Director of Sports Medicine), Joanna Carey Cleveland (Office of University Counsel), and from Athletics Vince Ille, Larry Gallo, and Bubba Cunningham.

A number of revisions were made to clarify provisions of the policy. The FAC and the Substance Abuse Policy Review Committee had discussed a potential change several years ago to provide for a lesser number of games' suspension for a second positive test if the test occurred more than one year after the student's first positive test. That change, however, was not adopted. The Review Committee thought different consequences for the second strike depending on the time between the first and second strike was confusing. The Review Committee collected information from several other schools regarding their practices to ensure that our consequences are consistent with those provided by other schools. The Review Committee recommended that the second strike entail a suspension from 20% of the season's contests as well as additional counseling. Professor Broome reviewed the instances in which a student could be dismissed from the team based on a positive drug test (pages 4-7 of the policy). These include dismissal

after three positive tests, and dismissal after one positive test for an anabolic steroid, or at the Athletic Director's discretion, or if the head coach has adopted a policy that is stricter than the Department's policy.

III. Athletics Director Remarks

Bubba Cunningham reviewed the history of multi-year athletic grants-in-aid. Multi-year scholarships could be awarded to student-athletes until about thirty years ago when the NCAA provided that scholarships would be renewed on a yearly basis. Several years ago, the NCAA again permitted multi-year grant offers. At UNC, about twenty students have multi-year scholarships. Most coaches, especially those in equivalency sports (that can divide scholarships among students rather than head count sports where full scholarships are offered), prefer the flexibility permitted by year-to-year grants. Any student whose scholarship is not renewed or is reduced has a right to appeal to the Chancellor's Committee on Scholarships and Student Aid. There are generally very few appeals.

IV. Chancellor Folt's Remarks

Chancellor Folt addressed the integrity of all the programs at our University. She believes that the institution is committed to ensuring that integrity. She noted that there are a number of faculty committees with broad representation working to ensure integrity in everything the University does. Athletics is discussed monthly at Faculty Council and there is always an opportunity to ask the Chancellor, the Provost, or the chair of the Faculty Athletics Committee questions. The Provost's Working Group was formed within three weeks of when the Chancellor and Provost Dean began their service and is looking at all the academic processes related to student-athletes from recruitment through graduation. The Chancellor cautioned that we need to allow the process we have set up time to go forward and not be pushed by external forces to respond prematurely. Further, she noted that no group of students receives more public scrutiny than student-athletes. The University will continue to shed light on issues and be open to questions. Chancellor Folt is focused on making improvements to our current processes.

Nevertheless, Chancellor Folt is aware that many people are still focused on the past. Because a former faculty member has been indicted, UNC must let the criminal process play out. If new information is uncovered in that process, the University will respond and investigate. Chancellor Folt said we should be proud of everything that has been done to try to ensure this sort of misconduct does not occur again. She pointed to the SACS materials, spot checks of classes, as well as a host of other changes to academic processes at the University..

With respect to the dataset discussed by Mary Willingham in the media, Chancellor Folt said the question presented is whether we have some student-athletes who are not prepared for college level work, and if so whether in those few cases we have appropriate programs in place to help these students succeed. She noted that the internal data presented by Steve Farmer does not support the assertions made by Ms. Willingham from her dataset. The dataset includes 180 student-athletes over a nine-year period. This is a small subset of the over 1400 student-athletes on campus during the same time period. Student-athletes are under real pressure and feel victimized by the assertions that have been drawn from this dataset.

Provost Jim Dean said that he met Ms. Willingham and Professor Jay Smith yesterday and was given some of the data, but that it did not appear to match up with what he had read in the news. When he asked for additional data, Ms. Willingham sent him numbers that correlated more closely with the news reports. He spent time with Dr. Michelle Brown and Dr. Debbie Clarke to try to compare the University's internal information with the data presented. He was concerned that the dataset was from a test that was intended as a vocabulary test and not a reading comprehension test. The University wants to understand the data and whether the assertions made in the press can be supported. Provost Dean stated that the University would ask a third party with expertise in educational testing to help it understand the data.

Committee members noted that some have expressed various concerns:

- the lack of peer review of Ms. Willingham's research;
- the collateral damage to African-American student-athletes;
- if there are students who are unable to perform academically, then that fact may have created the pressure for the paper classes that previously existed

Provost Dean believes that following important changes in the admissions process and other changes in academic processes that have been made, that the paper classes or similar academic misconduct could not occur now or in the future. He said the University is being criticized in part for problems that have already been solved. Professor Renner noted that we understand that there is no guarantee that any student will be successful at UNC, but that for students that we have identified as at risk, we need to ensure that we are providing appropriate support to give them the best chance possible to succeed.

Chancellor Folt said that the University was committed to transparency and a rapid response. She said that our new communications director has been in place for three weeks and will be assisting in posting information related to these issues on one spot on the University's website.

In response to a question from Professor Kimberly Strom-Gottfried about whether coaches felt that their hands were tied in recruiting, Bubba Cunningham reported that he has heard no complaints from the coaches. He said our coaches are committed to high academic standards and are focused on finding students who will be successful academically and members of the team for four years. Mr. Cunningham noted though that constant criticism of past actions at the University might make our institution less appealing for some students.

Professor Paul Friga said that the University should over-communicate the positive changes that have taken place, but that most media members would probably not have much interest in writing about things that are good.

Professor Joy Renner concluded by noting that she had exchanged emails with Ms. Willingham inviting her to this meeting to share her data with the committee. At the December meeting Ms. Willingham declined to share her data or the assertions she drew from the data with the committee, but subsequently shared this information with the media. Ms. Willingham declined Professor Renner's request to meet again with the committee.

V. Closed Session

Pursuant to a motion (seconded and passed) the committee went into closed session to prevent the disclosure of “information that is privileged or confidential.” N.C. Gen. Stat. § 143-318.11. Following discussion in closed session, a motion was made, seconded, and passed to return to open session.

VI. Majors and Course Enrollment Information

Professors Layna Mosely and Deborah Stroman have compiled a report on the majors of student-athletes compared to all students over the last several years. Information about majors is a public record. They will share their report at a future committee meeting.

In December, Professors Mosely and Stroman met with Senior Associate Dean for Undergraduate Education Bobbi Owen, Registrar Chris Derickson, and Faculty Athletics Representative Lissa Broome to review the process that they began in 2012 to look at course enrollments and grades. Owen, Derickson, and Broome are finalizing a document describing the process that they use for this review. Professors Mosely and Stroman believe the procedures they outlined are sound, but understand that they are continually being refined. For classes identified during this review, Dean Owen contacts the department head and asks that person to verify that the course has a syllabus, is meeting as scheduled, and has an appropriate assessment method in place.

Grades of student-athletes versus the non-student-athletes are also reviewed. There was discussion about whether this aspect of the review could be improved by focusing on standard deviations in grades rather than an absolute difference in GPAs.

Dr. Michelle Brown relayed some recent reports from student-athletes about some instructors actively trying to discourage student-athletes from taking their courses. It was noted that this may be an unintended consequence of having the department chair inquire about classes where there is some concentration of student-athletes. Some professors have refused to sign student-athletes' travel letters. Members of the committee encouraged Dr. Brown to work with the Provost regarding an appropriate response to these faculty members and to bring specific concerns to the committee in closed session. Dr. Brown asked members of the committee to let her know about these instances and that she hoped the committee could help be a bridge with faculty to help them better understand working with student-athletes.

The meeting adjourned at 5:30 p.m.

The next meeting is February 4, 2014.

Minutes respectfully submitted by Lissa Broome