

The University of North Carolina at Chapel Hill
Faculty Athletics Committee
Minutes of 2014 Retreat, Session 2: May 16, 2014

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

Advisors: Michelle Brown

Guests: Debbie Clarke (Provost's Working Group), Marc Cohen (English and Comparative Literature, incoming FAC member), Leah Komada (DTH)

I. Working Group Update

Following introductions by Committee members and guests, Professor Andy Perrin gave an update on the Working Group. Later this month the group will be ready to circulate the work it has done to date (approximately half of the processes related to student-athletes and academics) for comment and review to FAC, the ASPSA Faculty Advisory Committee, the Student-Athlete Advisory Committee (SAAC), the Committee on Special Talent of the Undergraduate Admission Committee, and the Faculty Executive Committee (FEC). Professor Perrin outlined the areas whose processes have been documented. For each process, there is also a document which tracks the recommendations from the various reports that relate to that process area and discusses the response to those recommendations. Dr. Debbi Clarke will submit drafts to Professor Joy Renner later this month for her to post on Sakai. Dr. Clarke asked FAC members to send their comments on the Working Group documents to Professor Renner so she can communicate FAC's comments back to Dr. Clark. Dr. Clark would like to receive feedback on these processes this summer, but FAC can also discuss the drafts at its September meeting, when most of the remaining processes will also be available for review in draft form.

1.0 – Recruiting

This area is very diverse across the teams. The group recognizes that it is important to convey information to potential recruits about academic expectations at UNC. The admissions office is crafting a document at the Working Group's suggestion that will address this and that coaches can use when they visit recruits. A poster may also be designed to be displayed in high schools.

2.0 - Admissions

The new predicted grade point average (PGPA) formula used in the admissions process for student-athletes predicts only about 30% of the variance in performance during the first-year, so it is an important metric, but not the only thing the Committee on Special Talent or the Admissions Office relies on when making recommendations or decisions about the admission of student-athletes. In addition, the Working Group and the Special Talent Committee recognize that the PGPA groups (1, 2, and 3) provide bright lines that suggest distinctions in performance that might not really exist. For instance, a low Group 2 student might require as much academic support as a high Group 1 student. Process 2.7 deals with public reporting of certain admissions

data relating to student-athletes. The Admissions report presented to Faculty Council this spring contained a new method of reporting this data that was developed by another working group over last summer and the current academic year.

3.0 - Financial Aid

This section describes the financial aid process, including things as detailed as how the book scholarship process works. Professor Marc Cohen was concerned that a student-athlete he knew who did not have his scholarship renewed (by a former coach) was not fully aware of his rights. Dr. Clarke noted that there is an appeal process in place outside of athletics for such a situation and that the Working Group was reviewing this as part of its process document.

4.0 – Orientation and Summer Bridge

This area is still under development. Dr. Michelle Brown will start a program this summer, but it is still far from being finalized and this summer's efforts will be just a beginning as she and her team develop a more formal program in coming years.

5.0 - Enrollment and Advising

The Working Group discussed issues around permissibility of communication between faculty, ASPSA personnel, and coaches and decided that rather than prescribing who could talk to whom, the more important goal would be to outline guidelines for what these conversations should look like and to identify resources to consult if one of the participants in the conversation is concerned that the guidelines are not being followed.

6.0 – Course Registration

There are two potential changes being considered by the Registrar and the Priority Registration Advisory Committee (PRAC). First, that priority registration be available for incoming first-years. Second, that there be a standing request to PRAC by the groups that have been approved for priority registration in the past so that each group does not need to compile a request each year. This is also the first summer that incoming first-year students will be registering remotely via computer from home.

7.0 – ASPSA

Guidelines for appropriate contact with faculty members will also be discussed in this process. There will also be guidelines about the use of private tutors outside of ASPSA (this does not occur frequently). The Working Group is also discussing whether it would be helpful to faculty to receive notes from tutors about their students receiving tutoring services through ASPSA.

8.0 – Faculty Relations and Governance

This section relates to a topic for later in the FAC's discussion at this meeting – the Frequently Asked Questions about FAC or FAC FAQ's. The Working Group is also discussing and will want FAC input on whether oversight of the Working Group document and processes should be added to FAC's charge.

Later in the meeting Professor Joy Renner said she thought that FAC should not be the group responsible for revising the processes set forth by the Working Group once it concludes its work and disbands. In her view, this work should be done by a special committee with broader

representation than FAC. Alternatively, she suggested that the Working Group prepare a map of the groups that should monitor particular processes on an ongoing basis. A subset of the processes examined by the Working Group would be appropriate for FAC to monitor, while others belong with different groups or combinations of groups and people.

0.0 – Framework for the Working Group’s work

This section is still in draft, but it will set forth a framework for the goals of the Working Group.

Professor Paul Friga suggested we send the minutes from the first session of our May retreat to the Working Group. The minutes will first be corrected and circulated for approval via email.

II. FAQs for FAC

Thanks to Professor John Stephens for preparing a first draft of this document. Comments from the committee on each FAQ are set forth below.

1. Purpose of the FAC. The Committee is an advisory committee whose main purpose is to advise the Chancellor and inform the faculty. Professor Andrew Perrin volunteered to flesh out this FAQ.
2. Authority/Jurisdiction/Scope. Under primary roles, the committee reviews and gathers (in addition to receiving) input from faculty as well as others. In 2.b), the committee develops as well as recommends policies. In 2.e), the committee gathers input from athletic administrators as well as student-athletes and coaches. Move up to primary role, communicating with the Chancellor and other administrators. Change Advisory role label to Secondary role and then note that the committee advises on the selection of the Athletics Director and the ASPSA Director. Change Secondary role d) to operations of the Athletic Department that impact academics and the University community.
3. Composition. Another Advisory member is the Senior Associate Athletic Director.
4. Meetings. Note that the minutes are posted on the committee’s Faculty Governance webpage.
5. Activities/Responsibilities.
6. Key topics/items we monitor. Change 6.h) to gender and racial disparities.

Professor Joy Renner asked that additional suggestions be sent to her.

III. Sustainable Model for FAC

Professor Joy Renner prepared a draft of a Sustainable FAC Model for discussion by the committee. Once the document is finalized, it could be used for committee nominees to read before agreeing to have their names go forward as FAC candidates.

General Structure. Professor Renner will make topic expert assignments this summer. She suggests that each person rotate to a new topic each year to assist each member in gaining a broad (and deep) base of knowledge. She also suggested that each person remain with their assigned team and to continue to build a relationship with the players and coaches. An additional suggestion was for the team liaisons to meet with the academic counselors assigned to their teams.

FAC did not think it would be advisable to have faculty outside the committee engaged as team liaisons. However, encouraging teams to provide occasions for team members to invite their faculty to practices and games and interact with the student-athletes in connection with those events is a good idea. In addition, the FAC team liaison should feel free to involve other faculty members as appropriate. The revitalization of faculty-staff appreciation days might be one way to engage and interact with a broad segment of the University community.

The FAC should elect its chair for the following academic year in March to facilitate transition between chairs.

Student-athlete Participation. Professor Broome and Dr. Clarke described their recent meeting with SAAC representatives about student-athlete review of Working Group process documents and participation in the various committees that deal with issues that affect student-athletes (FAC, ASPSA Faculty Advisory Committee, the Working Group). SAAC members were informed through Athletic Department Intern, Korie Sawyer, about the dates of these open meetings and encouraged to attend. Michelle Ikoma, a recently graduated student-athlete and Co-President of SAAC, attended a recent Working Group meeting and provided valuable input.

A motion was made and seconded to invite SAAC to send a representative to FAC meetings. The motion was approved following discussion about concerns related to imposing further time commitments on student-athletes. Several ideas were mentioned to try to alleviate the burden on any particular person – the liaison from SAAC need not be one person, but could be several people who alternate attending, advance copies of the agenda topics might highlight when SAAC participation was especially important, an injured student-athlete who is not able to practice or compete might be able to attend, or a former student-athlete who is now in graduate school might be able to represent the student's viewpoint (a model used at Notre Dame). Professor Stroman noted that Allen Champagne, a former football student-athlete, had a role in the new Student Body President's administration.

Other Responsibilities. Professor Renner noted that she wanted to attend many of the meetings related to FAC's work to gain a better understanding of the issues related to athletics and academics but understood that this time commitment might not be sustainable. Therefore, she proposed that the FAC Chair or the Chair's designee participate in related meetings. The draft document lists the APSPA Faculty Advisory Committee and the Committee on Special Talent Admissions. Other committees that should be added to this list include the Drug Policy Review Committee, the Title IX Committee, and the Athletics Council.

Data Monitoring. Monitoring of the qualitative data from the SAAC focus groups should be added to this list. Dr. Michelle Brown is still developing a model for monitoring student-athletes

academic performance with metrics to report to FAC and the Chancellor. The APR/GSR/FGR monitoring that the committee engages in should be added to this area.

Communications Plan. Part of this plan should be communication about academic successes of student-athletes. Professor Renner has suggested to the Athletics Department that the video boards at football and basketball games could be used to play videos describing the academic study particular student-athletes were engaged in and perhaps featuring the department chair or a faculty member. This discussion could focus on research undergoing in the department or by the faculty member.

An additional opportunity for enhanced communications is around the role of the Educational Foundation in funding athletic grants in aid.

Professor Lissa Broome and Professor Renner will discuss with their counterparts at other Universities this summer issues around faculty attitudes towards student-athletes.

IV. Thanks to Barbara Osborne

FAC members thanked Barbara Osborne for her six years of service on the committee. Professor Renner presented her with a small gift and all enjoyed a monster cookie break courtesy of Professor Kimberly Strom-Gottfried.

V. Draft FAC Work Plan for 2014-15

The committee reviewed the draft Work Plan for the coming academic year prepared by Professor Renner.

Monthly meetings will be from 3:30-5:30 p.m. on Tuesdays. The following dates have been confirmed:

September 16
October 14
November 11
December 11 (a Thursday)
January 13
February 10
March 3
April 14
May 5

Professor Broome committed to attempt to post the draft minutes within a week of each meeting. She and Bubba Cunningham will also post written updates to the committee on Sakai. Meeting time will be used to ask questions or discuss issues rather than to listen to a report. The Chancellor will continue to provide an update and entertain questions at each meeting. The committee will also discuss the steps necessary to engage in future activities. Also each month there will be a list of activities that committee members should engage in – sometimes outside of

the committee meeting. Professor Renner envisions each meeting including a Review Topic and a Moving Forward Topic. The Review Topic will review areas that we have already comprehensively discussed. The Moving Forward Topic will be focused on areas that we think present opportunities for enhancement and will likely be considered at multiple meetings. The committee reviewed the draft Work Plan and tentatively identified the following topics for the monthly meetings.

Summer Work Plan

- Email Professor Renner with your summer availability
- Email Professor Renner with any additional suggestions for the FAQs on FAC
- Communicate 2014-15 dates and times for FAC meetings to Korie Sawyer for distribution to SAAC and invite SAAC to designate one or more liaisons to participate in FAC meetings
- Consider contacting the Center for Faculty Excellence to see how we might coordinate with its new faculty orientation regarding teaching student-athletes
- Complete voice over PowerPoint on teaching student-athletes after receiving additional input from the Working Group
- Professor Broome to work with Dr. Brown in compiling additional ways to view APR/GSR/FGR (yearly rates in addition to multi-year, graphically, etc.)
- Professors Renner and Broome to discuss faculty attitudes towards student-athletes with their counterparts at other schools
- Review and provide feedback to Professor Renner on the Working Group's draft processes when they are distributed to FAC via Sakai
- Professor Renner to complete coordination with the Ombuds office
- Review the opportunities for improvement identified in the minutes from the First Retreat session and consider which might fit within your topic area and be appropriate for further discussion or action over the coming year

September 16

Preparation:

- Campus open forum or October – set date, time, and location
- Plan for focus groups with coaches.

Activity:

- Meet in topic groups
- Make or reestablish connections with coaches and teams
- Prepare annual report to Faculty Council

Review:

- Working Group processes circulated over the summer
- Working Group processes completed by the Working Group during the summer months

Moving Forward:

- Faculty/student-athlete communication, understanding, and healthy culture development
- Finalize PowerPoint for faculty who have a student-athlete in class after receiving additional input from the Working Group.

October 14

Preparation:

- Forum assignments and process

Activity:

- Open forum(s)
- Topic experts on Advising meet with colleagues in advising
- Collect data on missed class time for competitions; standardize the way that partial days absent are counted; consider classes missed instead of days missed

Review:

- Advising of student-athletes
- Missed class time

Moving Forward:

- Faculty/student-athlete communication, understanding, and healthy culture development

November 11

Activity:

- Summary of open forum(s) discussion
- Admissions and Academics topic experts to meet with admissions colleagues and academic record colleagues

Review:

- Status of 2012, 2013, and 2014 admissions and academic progress information on classes matriculating in 2012 and 2013
- Voices of our campus community

Moving Forward:

- Faculty/student-athlete communication, understanding, and healthy culture development

December 11 (Thursday)

Activity:

- Academic topic experts meet with campus colleagues and review data on major and course distributions

Review:

- Majors and course distributions

Moving Forward:

- Student-athlete time distribution and commitment

January 13

Preparation:

- Focus groups with coaches/staff

Activity:

- Student-athlete experience topic experts meet with athletics staff

Review:

- Analysis and reporting on student-athlete experience surveys and interviews

Moving Forward:

- Student-athlete time distribution and commitment

February 10

Preparation:

- Set date, time, location for spring Open Forum(s)

Activity:

- Academics and Advising topic experts meet with ASPSA

Review:

- Status of ASPSA and outcomes with the MAP

Moving Forward:

- Student-athlete time distribution and commitment

March 3

Preparation:

- SAAC focus groups

Activity:

- SAAC focus groups
- Open forum
- Discussions with our black student-athletes
- Select chair for next academic year

Review:

- Voices of black student-athletes, first generation college students, and other groups that may be marginalized

Moving Forward:

- Student-athlete integration into campus life and in governance and leadership

April 14

Activity:

- Summary of SAAC focus groups
- Summary of Campus discussions

Review:

- Voices of our student-athletes and coaches and campus community

Moving Forward:

- Student-athlete integration into campus life and in governance and leadership

May 5

Review:

- Financial report, including resources allocated for student support

Summary:

- Status of UNC athletics from FAC perspective
- Activities during the year
- Decisions and recommendations
- Work plan for 2015-16

The committee adjourned after a half-day meeting and thanked Professor Renner for providing lunch.

VI. APR Results for 2012-13

Professor Broome also briefly reviewed the APR results recently released for the 2012-13 academic year. The NCAA public report includes single year rates as well as the multi-year rate. The latter rate is used to mete out penalties, but the single-year rate might be more instructive to the committee regarding trends. Professor Broome and Dr. Brown will consider additional ways of reporting this information for review by the committee and the Chancellor, which might include graphical representations .

Respectfully submitted by Lissa Broome

Attachments

- Draft FAQs on FAC
- Sustainable FAC Model Discussion
- 2014-15 Draft Work Plan