

The University of North Carolina at Chapel Hill
Faculty Athletics Committee
Minutes of Meeting: October 27, 2014

Present: **Committee Members:** Lissa Broome, Marc Cohen, Bev Foster, Paul Friga, Layna Mosley, Joy Renner, John Stephens, Deborah Stroman

Liaison from the Student-Athlete Advisory Council: Benton Moss

Advisers: Michelle Brown (Director for the Student-Athlete Academic Support Program), Bubba Cunningham (Director of Athletics)

Guests: Angelique Alvarez (WTVD), Debbi Clarke (Provost's Working Group), Jim Dean (Provost – for second half of the meeting), Chris Faison (CCSAC – Minority Male Mentoring & Engagement), Karen Moon (UNC News Service), Julia Simms (WRAL)

I. Introductory Matters

Committee members and guests introduced themselves. The minutes from the September meeting were approved. Professor Lissa Broome referred to the written report of her activities as FAR (posted on Sakai and attached to the minutes). She reported that the NCAA was expected to release the next day its most recent report on Graduation Success Rates. She will report on those results at a future meeting. Athletic Director Bubba Cunningham noted that it was most likely that the legislation that would be considered by the 5 Autonomy Conferences at the NCAA's annual meeting in January would focus on increasing a full grant-in-aid to include the institution's full cost of attendance, with partial scholarship recipients receiving an equivalent proportion of the full cost of attendance. Legislative language will not be ready until sometime in December. FAC should be able to address this at its January meeting which precedes the NCAA meeting.

II. Preparation

Open Forums. The committee decided to hold two additional open forums for faculty and other community members, in addition to the forum held on October 15. The forum scheduled for October 21 was cancelled in anticipation of the release of the Wainstein Report on October 22. The first forum will be November 5 from 11:30-1:00 and the second forum will be on November 11 from 12:30 – 2:00. Professor Joy Renner will schedule the rooms and use the Faculty Governance website and listervs to disseminate information about these events. In addition, the Forums will be videotaped and posted on the Faculty Governance website. There was also some discussion of whether to arrange an Open Forum with FAC and head and assistant coaches.

Advising. Professors Bev Foster and John Stephens are this year's liaisons on Advising issues. Professor Renner asked them to begin working on discussion items related to this topic for an upcoming FAC meeting. Professor Renner anticipates that they will meet with units involved in

advising student-athletes to review processes, procedures, and outcomes of initiatives from 2013-14. She expects that they will also identify any issues that need further discussion.

Student-athlete Time Commitment. Professor Renner also asked committee members to think about the data they wanted to review in relation to the committee's discussion of student-athlete time commitments. She hopes to have this discussion at the December or January meeting so information requests should be submitted as soon as possible so the information can be collected in advance of the discussion. Professor Renner noted that this was an issue that was discussed at the October 15 open forum. Some asked how UNC might influence a discussion of this issue among the Power 5 Conferences. Some noted the need for flexibility – by faculty in offering make-ups for tests missed because of travel, by coaches to excuse students from practice for academics, and by the institution in perhaps offering student-athletes additional time to complete their degrees.

Communications with Departments and Schools. After a long discussion the committee decided that when emails went out to all faculty about the Open Forums, the names and email addresses of FAC members should be included so that faculty would know how to contact FAC members. In addition, it is important to be sure faculty understand the role of FAC and that members are also in communication with each team.

III. Activity

Draft Process Document. A draft process document was distributed on Sakai (and is attached to the minutes). The process document was developed to guide the handling of issues brought to the attention of FAC. Professor Renner explained that an issue had been raised and run through this process. The issue will be reported out by the group (Marc Cohen, Bev Foster, and John Stephens) that handled the issue at a subsequent FAC meeting. This process may also fall into a larger process identified by the Chancellor in the press conference following the release of the Wainstein Report, which is to establish an Ethics and Integrity Working Group “to ensure there are clear, consolidated and confidential channels through which people can raise their hand and share concerns.”

Suggestions for refining the process included:

- Revising the title to more clearly indicate the purpose of the document.
- Consider whether the second box should be expanded to include more people or be made up of rotating subgroups of FAC.
- Consider combining the third and the fourth box.
- Consider how to report the issue or aspects of it to other parts of the University if the issue is not within FAC's purview.

IV. Discussion of the Wainstein Report

Provost Jim Dean joined the committee to discuss the Wainstein Report, which was released on October 22. He said he the report's finding were inconsistent with the values and beliefs of this University. The conduct, however, ended in 2011 and Mr. Wainstein did not find any similar conduct elsewhere. It is also important to remember that the University has not stood still since

2011. A number of important actions have been taken (ASPSA reporting to the Provost instead of the College of Arts and Sciences, appointment of the Student-Athlete Academic Initiative Working Group, revisions in the admissions process, clustering analysis, reviews of department heads, and reviews of all departments, to name a few). Also, many people who were named in the report are no longer at the University.

Provost Dean emphasized that both he and Chancellor Folt believed that the AAAD Department housed important and vital areas of study, that ASPSA was staffed by many committed employees, and that Athletics was being well-guided by a strong leader with a solid strategic plan. He noted that there were additional new initiatives announced by the Chancellor and said we would proceed to implement those with humility.

He emphasized that this conduct does not define us, that we will fix what needs to be fixed, and move forward. We have to own this conduct collectively (it is an institutional problem not solely an athletics problem or solely an academic problem) and collectively move forward.

In response to questions, Provost Dean noted that SACs had been informed of the investigation and had received a copy of the report. SACs previously reviewed many of these courses, although the Wainstein report revealed that the courses occurred for a longer period of time than was originally understood.

Provost Dean also commented that the Working Group was engaged in a very transparent process and had received feedback from multiple external groups. Its work product, though, will need to be continuously fine-tuned and improved as we move forward.

A discussion followed that touched upon a number of subjects, including the time commitments of student-athletes and the desire to allow student-athletes the full range of student experiences, including study abroad, participating in pre-professional programs, participating in the Greek system, and so on. Benton Moss remarked that sometimes it is difficult to find enough time for academic pursuits. Although the NCAA limits in-season sports to 20 hours a week of Countable Athletic Reportable Activity (CARA), the rules undercount, in many cases, the actual time spent by a student-athlete. For instance, Bubba Cunningham reported that a football game counts as 3 hours, no matter how long the game actually lasts, and how much time is spent prior to the game in warm-ups. Moreover, the athletic time commitments sometimes eliminate flexibility in student-athletes' schedules. There is also the issue of whether student-athletes will continue to spend their own time on athletics and conditioning even if external limits are placed on their time commitment to athletics.

Bubba Cunningham suggested three possible ways to better recognize the time that student-athletes devote to some activities. First, he suggested that the lifetime fitness course (LFIT) requirement (a one-hour course) be waived for student-athletes. Second, he wondered whether the students who participated in the Baddour Leadership Academy could receive academic credit for their study of leadership. Third, he wondered if some of the Carolina Outreach community service activities performed by student-athletes could qualify for service learning credit.

On the one hand coaches need to understand the academic obligations of their players; on the other hand, they should not interfere with faculty. Bubba Cunningham noted that academics is one of the six areas in which he evaluates all head coaches. The Committee on Special Talent Admissions wants coaches to think about the academic profile of the students they are recruiting.

The intersection of athletics and academics is at ASPSA. It is funded by Athletics. That funding model is also used with Sports Medicine, which is also independent from Athletics. ASPSA should be used as a bridge and not as a crutch by student-athletes. Student-athletes should attend class because they want to be there, not because their attendance may be checked. ASPSA was moved to report to the Provost in May 2013. Beginning in the summer of 2013, academic advisors from Steele Building spend more time dedicated to working with student-athletes. Additional personnel were hired for this purpose.

Provost Dean said the goal was to design systems where it would be easy for people to do the right thing and hard to do the wrong thing. He said we need to have a shared commitment to creating a culture that would be one where mistakes and errors would be caught earlier. He has never seen groups more committed to making things right and working together on that common goal. He included in his list FAC, the Working Group, the Committee on Special Talent Admissions, and Chancellor Folt's leadership team.

It will be important to have faculty involved in the discussion of eligibility. Discussions have begun about the best way to use faculty in this process to help ensure that student-athletes are getting a full academic experience. The aim is not to disrupt a process that is working (certification of eligibility) but to enhance the process.

There was also discussion about the AAAD Department. Provost Dean said he had recently met with the department and assured them that he wanted to help ensure that they had the resources they needed to move forward and to be as strong as they could be.

The meeting adjourned at 5:30.

The next meeting is November 11, 2014.

Minutes respectfully submitted by Lissa Broome

**Update from the Faculty Athletics Representative
October 14, 2014, revised as of October 26, 2014**

1. Joy Renner and I presented to Faculty Council on September 19.
2. The NCAA announced the subject areas for the 65 schools in the Power 5 Conferences to consider on their autonomy agenda.
 - a. The ACC and other conferences may submit proposed legislation on designated autonomy legislative areas by December 1 for consideration of the Autonomy Group at the NCAA Annual Convention in January. The areas proposed for potential legislation by the five conferences for possible consideration in January include:
 - i. Financial aid (cost of attendance, multi-year grants-in-aid, continuing educational support or aid for former student-athletes, scholarship protections for student-athletes)
 - ii. Insurance and career transition (career-related insurance options for student-athletes)
 - iii. Health and wellness (enhanced medical support or insurance, update policies or rules governing health and safety of student-athlete)
 - iv. Meals and nutrition (ensuring nutritional needs of student-athletes are met in a reasonable way)
 - v. General (resolution that creates and pathway and timeline for addressing a variety of student-athlete well-being related issues such as health and safety, time demands, comprehensive academic support and career advice).
 - b. The ACC is working on these issues through its 5-5-5 Committee. Bubba Cunningham represents UNC-CH on this committee.
 - c. On December 15 the legislation to be considered during the five-conference forum and business section on January 17-18, 2015, will be circulated.
3. The ACC Faculty Athletics Representatives, Athletics Directors, and Senior Women's Administrators met in Durham, NC, on October 8-9 for the fall ACC meetings.
 - a. Student-Athlete participating in ACC governance was discussed, but not finalized. More input will be sought from the ACC SAAC.
 - i. Discussed adding student-athlete representation from the ACC SAAC to ACC committees, including Sportsmanship, Awards, Equity, and Student-Athlete Welfare Committee.
 - ii. One ACC SAAC member to attend the October Joint Meeting to provide an update on ACC SAAC activities and discuss issues related to student-athlete welfare.
 - iii. Discussed how to incorporate student-athlete input into the December legislative meeting which takes place as many students are beginning final exams.
 - b. Discussed ACC Intra-Conference Transfer Rule and compared it to that of other conferences. A committee will be formed to consider potential changes.
 - c. NCAA governance changes and the autonomy agenda was discussed.

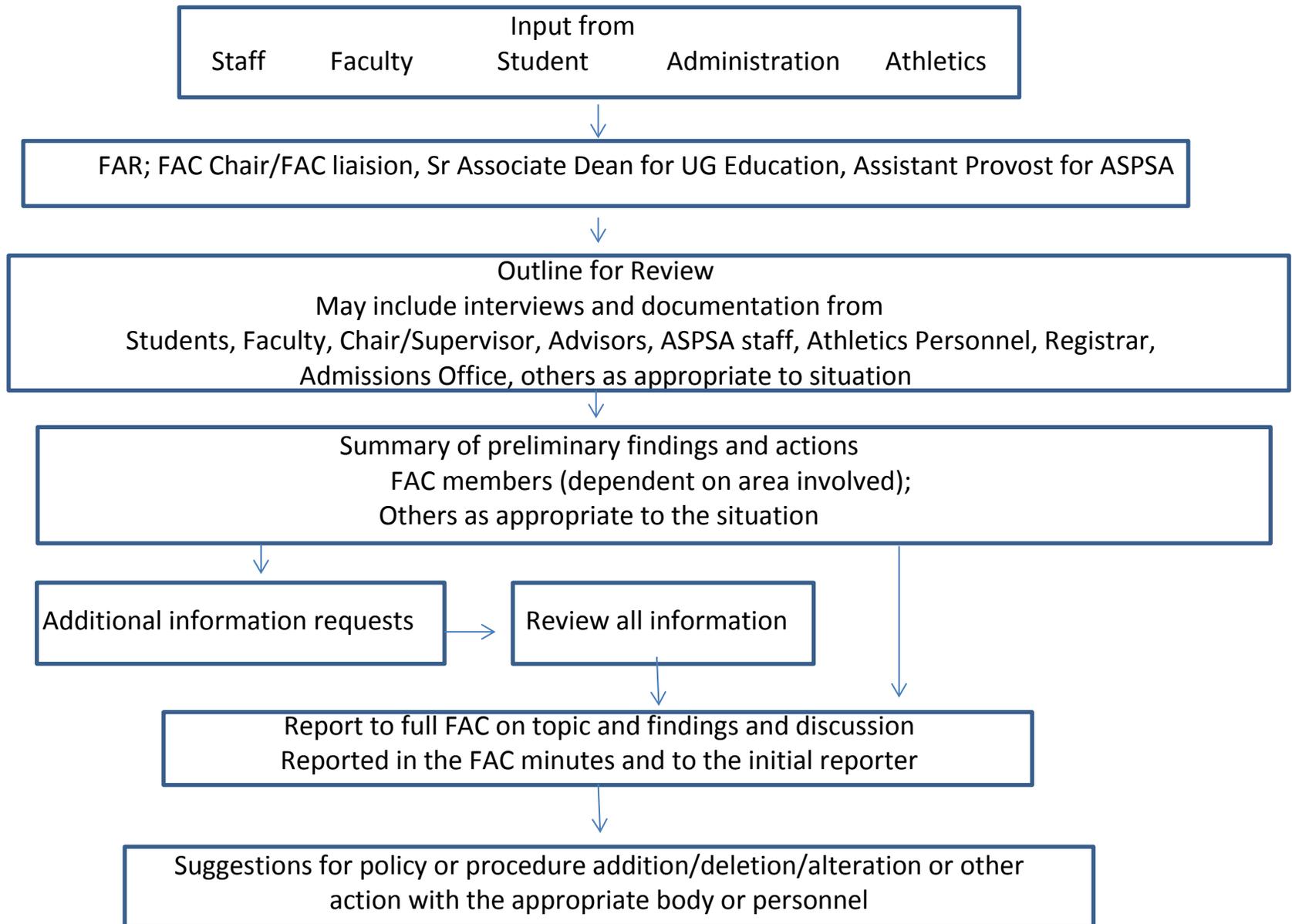
4. I attended the Division I-A FAR Conference in Dallas September 21-22. Program materials are available at http://www.oneafar.org/1AFAR_Annual_Meeting_2014/2014_Annual_1A_FAR_Meeting.html
 - a. Topics discussed included:
 - i. NCAA Governance Redesign
 - ii. Sleep and student-athletes
 - iii. Religion and intercollegiate sport
 - iv. Northwestern unionization effort
 - v. NCAA Sport Science Institute work
 - vi. NCAA Research – Myths and Realities about Intercollegiate Athletics
5. On September 26, 2014, the University of California-Berkeley released its Final Report and Recommendations from the Chancellor’s Task Force on Academics and Athletics. The report is available at <http://newscenter.berkeley.edu/2014/09/26/chancellors-task-force-athletics-academics/>.
6. The Wainstein Report was released on October 22, 2014. It is available at <http://carolinacommitment.unc.edu/reports-resources/>, along with redacted exhibits and redacted supplementary documents.
 - a. Actions and Initiatives (previous and future) related to the events described in the Wainstein Report are cataloged at <http://carolinacommitment.unc.edu/actions-and-initiatives/>.
 - i. Included under the heading of Institutional Leadership are some future actions which could involve FAC. See 2. and 4., and 3. may relate to a process the Professor Renner has developed regarding issues raised about academics and student-athletes.
 1. Launch a new public records website (<http://publicrecords.unc.edu>) to enhance accountability, responsiveness and efficiency around records requests.
 2. Add faculty to a group that reviews student-athlete eligibility and progress toward degree.
 3. Establish a working group to ensure there are clear, consolidated and confidential channels through which people can raise their hand and share concerns. The working group will also recommend how best to oversee the University’s commitment to integrity and compliance with all applicable laws, regulations and policies.
 4. Continue to align and advance existing advising and support programs for student-athletes, further integrating the delivery of

academic and career advising to include intensive and early attention to major exploration and post-college opportunities.

5. Conduct an institution-wide policy and procedure audit that will allow the University to identify any remaining redundancies and gaps, and create a mechanism for periodic re-evaluation.
6. Develop and implement an expanded process for the systematic, consistent evaluation and review of every unit and department. The Provost or appropriate director will be authorized to launch a special department review as needed.
7. Immediately implement a plan to stabilize the Department of African, African American and Diaspora Studies. Similarly, Director of Athletics Bubba Cunningham has been executing a plan to bolster integrity and accountability throughout the Athletics organization.
8. Take fact-based personnel actions, including terminating or commencing disciplinary action against nine University employees. Others implicated in the report include former University employees.

Lissa Broome

Procedure for FAC Input, Review, and Outcome



Process begins with an issue or question or concern raised by anyone in our University Community to anyone in the 2nd box or anyone on FAC.

2nd box - FAR, FAC Chair/Fac liasion, Senior Associate Dean for Undergraduate Education, Assistant Provost for ASPSA – review the input and may talk with the reporter to discern what information will be needed to address the issue such as involving some or all of those mentioned in the 3rd box.

Once the preliminary information is gathered FAC members appropriate to the topic review the information and determine if there are additional questions that need to be answered with additional information. If so, then they meet again to review the complete information package and prepare the full reporting on the issue to FAC for discussion.

Discussion and any proposed actions would be reported in the minutes and to the initial reporter.

Follow-up with appropriate body or personnel regarding any action suggested by FAC with documentation in the minutes.