

**The University of North Carolina at Chapel Hill**  
**Faculty Athletics Committee**  
**Minutes of Meeting: May 17, 2013**

**Present:**       **Committee Members:** Lissa Broome, Glynis Cowell, Beverly Foster, Layna Mosley, Barbara Osborne, Andy Perrin, Joy Renner, John Stephens, Kim Strom-Gottfried (as of 7/1/13)

**Athletic Department Personnel:** Bubba Cunningham

**Other Advisors:** Michelle Brown (ASPSA)

**Guests:** Courtney Beck (ASPSA Geology Tutor), Jan Boxill (Chair of the Faculty), Mario Ciocca (Sports Medicine), Cristin Montalbano (ASPSA Graduate Learning Assistant), Jonathan Weiler (Global Studies)

I. Preliminary Matters and Continuing Business

Following lunch (graciously provided by Joy Renner) committee members and guests introduced themselves. An email election for the 2013-14 chair occurred prior to the meeting. Professor Renner was reelected to serve as chair. The minutes from the April meeting were approved.

John Stephens and Lissa Broome agreed to help Joy Renner with planning a video to be shown at Faculty Council and archived on the Faculty Governance website for faculty to review. Kim Strom-Gottfried volunteered to provide feedback on the video. It was also suggested that a written summary of the information presented in the video be prepared for those who prefer to access information that way. Barbara Osborne can provide a chapter that she has written on NCAA governance as an additional written resource. The scope of the video was discussed and it was agreed that the focus should be on the information that faculty need to know when they teach student-athletes. Suggested topics included:

- Introduction to key personnel and their roles (AD, ASPSA Director, FAR, Vince Ille, Marielle vanGelder (new director of Compliance))
- Introduction to key committees (FAC, Advisory Committee to ASPSA, possibly faculty subcommittee on special talent admissions)
- Travel letters and attendance policy
  - Policies regarding excused absences – examples of ways to handle
  - Sample language for syllabus
- Progress reports
- Services provided by ASPSA
- Seasons of competition
- Bringing concerns to elected FAC members or to the FAR
- Other possible topics – sports medicine, revenues provided by football and men's basketball support 26 other sports, strategic plan re alignment and academic success.

Joy Renner discussed the need to prepare a list of faculty knowledgeable about each major on campus who would be willing to serve as a point of contact for academic counselors working with ASPSA for student-athletes who wish to learn more about a particular major and for coaches who are trying to connect recruits with faculty in a particular area.

## II. Logistics for 2013-14

The committee agreed to meet for two hours instead of ninety minutes. Professor Renner will circulate prior to the beginning of the fall semester a meeting calendar for the year. It is possible that we will deviate some from the second Tuesday of the month meeting day, but most meetings should be on a Tuesday or Wednesday, with a likely time from 3:30 – 5:30 p.m. The meeting location of 105 South Building is convenient for the committee and the Chancellor. The Sakai site worked well and the committee members recommended that we continue to use it.

The committee agreed that content experts and team liaisons were both valuable. A suggestion for content experts was to be proactive as well as reactive and for team liaisons to be assigned so that a committee member does not have more than one team in season at the same time.

The committee liked this year's meeting format, but in the interests of preserving time for discussion agreed that some of the updates could be made in writing on the Sakai site. For the coming year, the committee would like to move away from merely receiving information and education on particular topics to providing more policy direction. A possible entry point is the Rawlings Report and consideration of how the committee can be helpful to the Chancellor and our colleagues in processing that report and any of its recommendations.

## III. Sports Medicine

Joy Renner introduced Dr. Mario Ciocca, Director of Sports Medicine at UNC. Dr. Ciocca was invited to address the committee in part as a result of a recent article in Sports Illustrated questioning the medical care being provided to football players at Penn State. Dr. Ciocca explained that the athletic trainers report to him and that he reports through Student Health Services, which reports to the Vice Chancellor for Student Affairs. This reporting relationship is outside of the Department of Athletics, although Athletics does provide a large component of the Sports Medicine budget. In addition, to twelve trainers (some of whom have other responsibilities), there are eighteen graduate students who assist with training activities for 20 hours per week. There are also two nutritionists and one sports psychologist on the Sports Medicine staff.

Whether a student coming back from an injury is cleared for practice or competition is up to the Sports Medicine staff and not a decision that can be made by the student or the coach. Dr. Ciocca reported that the coaches have faith in the medical staff and trainers in the Sports Medicine unit.

Dr. Ciocca explained that students have mandatory health insurance coverage and that the Athletics Department can pay any deductible on behalf of the student (through the NCAA's Student Assistance Fund). Sports Medicine does not discourage students from seeking second

opinions. State law may be changed to allow trainers to bill directly for their services. If this occurs, any bills issued by Sports Medicine that would be covered by health insurance would help offset the costs of providing some of the specific training services.

#### IV. ASPSA Tutoring Services

Cristin Montalbano is in a doctoral program at UNC and served this past semester as a Graduate Learning Assistant (GLA), working with Bradley Bethel as part of the Learning Engagement and Enhancement Program (LEEP). She worked with six members of the football team. She presented the overview on the attachment describing the work of the GLAs, including the pre-service training and ongoing training and support provided to them. She also reviewed the reading, writing, and learning strategies the GLAs use with the students. Ms. Montalbano described the structure of the sessions and the positive observed outcomes.

Courtney Beck has served as a Teaching Assistant in the introductory Geology class and is now an ASPSA tutor in the content area of Geology. She works with some of the same LEEP students and usually meets with 1-3 at a time. She has 8-10 students that she regularly works with. She also offers drop-in hours for other student-athletes outside the LEEP program. There are often special review times set up during final exams. Ms. Beck described some of the training that the tutors receive in compliance and in educational psychology. If tutors have any problems with students, they report these to the student's ASPSA advisor. Tutors also fill out daily feedback forms. One committee member wondered whether the availability of tutors in particular subjects might affect student-athlete enrollment patterns.

#### V. Roles and Responsibilities of the FAC at UNC

The committee's two main roles are advising the Chancellor and informing the faculty. This, however, does not imply merely a passive role; the committee can and has advocated for changes in policies and processes. The committee can play a special role in helping to ensure communication among various units on campus that affect or are affected by student-athletes. We have increased transparency this year with Professor Renner's monthly updates at Faculty Council meetings. Faculty can air their concerns to their elected committee representatives. The role of the committee, however, should be defined in a way that is sustainable over time.

Faculty Chair, Jan Boxill, spoke about a series of programs that the Parr Center for Ethics might sponsor next year called "Beyond Compliance." Each program would have a specific focus like sexual assault or the impact of athletics on the University. "Beyond Compliance" might be a good forum to continue some of the discussion started at the Rawlings Panel kick-off. It was also suggested that committee members might be able to take ten minutes at various department meetings to address issues (truths or misperceptions) related to athletics or student-athletes. This strategy has been used effectively by the Committee on Student Conduct (COSC) in communicating with faculty about recent changes in the Honor Code. A survey of faculty about what they think they know about athletics might help to inform the shape of the program focused on athletics. Barbara Osborne reported on survey results from a graduate student's research in this area which received a response rate of less than seven percent.

Professor Renner has talked about a “bond” between academics and athletics so that if one moves, the other moves too. She prefers this metaphor to the committee serving as a bridge between academics and athletics. Athletic Director Bubba Cunningham reminded the committee that one of the four priorities in the Athletic Department’s strategic plan is Alignment – aligning the operations of the Athletic Department to fulfill the mission of the University. The three objectives under that priority are (1) define and respect the importance of athletics within public research universities, (2) build stronger relationships within the university community, and (3) actively shape the future of college athletics. The committee can play a role in helping the department achieve these objectives.

To effectively advise the Chancellor, the committee suggested that it try to interact with the new Chancellor prior to the September meeting. The committee should also consider ways to get the input of student-athletes and other students when appropriate to the committee’s work.

## VI. Review of Progress Made in 2012-13

**Student-Athlete Experience.** The committee agreed on a number of changes to its survey and exit interview process this year. The exit surveys are being redesigned with the help of the Odum Institute and will be piloted this summer. The revised surveys will be used for student-athletes exhausting their sports eligibility this fall and next spring. The surveys will be completed on-line and the data will be accessible to the Athletics Department, FAC, and the Chancellor. Instead of a group exit interview with those student-athletes choosing to participate (done jointly by Athletics and FAC), the sports administrator for each team will conduct an exit interview with each student-athlete whose eligibility has expired. This year FAC met one time with the Student-Athlete Advisory Council (SAAC) to discuss a series of topics. The students on SAAC are sophomores through seniors and each team is represented by one or more SAAC members. The students participating this year saw the topic areas in advance and most came prepared to present feedback from their teams and not just their own personal views.

**Advising.** New academic advisors have recently been hired to work with student-athletes on course and major selection, and will work collaboratively with the ASPSA counselors. Given that this arrangement is new, the committee is interested in following up on and evaluating this change.

**Academics.** We received reports on majors selected by student-athletes and courses in which they are enrolled. We need to continue to follow these reports and be sure that course enrollments are also examined for the summer sessions, understanding that student-athlete enrollments are likely to make up a larger percentage of summer school students than of the student body during the fall or spring semester. The committee also discussed the summer school faculty compensation model and the incentives it creates for faculty to attract a sufficient number of students to their class. The committee should consider how ASPSA should respond if contacted by a faculty member wishing his or her summer course to be advertised to student-athletes. The committee commented on the need to ensure that tutors and counselors continue to be trained on the proper scope of their assistance.

Professor Glynis Cowell presented data on the number of classes missed each semester for travel and competition by each team. The school's policy in constructing the competition schedule is to ensure that no more than seven days a semester are missed due to travel and competition, although this limit does not include absences for post-season competition. The chart includes half days that may be missed and is attached to these minutes. One question raised was whether Track and Cross Country (each missing four days) could involve the same student who, if he or she attended all the meets involved, would exceed the seven day limit.

The committee was also interested in how student-athletes learn about career path development.

**Admissions.** Professor Layna Mosley was appointed to the Undergraduate Admissions Advisory Committee and the Subcommittee on Student-Athlete Admissions (renamed this year, the Subcommittee on Special Talent Admissions) several years ago. She was subsequently elected to FAC. This year she also serves as chair of the Special Talent Subcommittee. Professor Mosely explained the new use of a predicted first-year grade point average formula (PGPA) developed by the Admissions Office based on a number of years of data. The Admissions Office allocates 160 admissions recommendations each year to the Athletics Department. Additional student-athletes may be admitted without the Department's recommendation based on the regular competitive admissions process. The Subcommittee reviews students whose PGPA is below 2.3. The Subcommittee, the Department of Athletics, and the Admissions Office are trying to reduce the number of students in this category and the trend since 2005 is in the right direction. This year, additional attention began to be focused on the number of applicants in the PGPA range of 2.3 to 2.6. The Admissions Office, the Subcommittee, and the Department want to encourage a reduction in students in this category as well and increase the number of students with PGPA's higher than 2.6.

Professor Mosley reported that the Subcommittee had recently met to review the performance of the students who began this academic year who would have been in the PGPA category for which the Subcommittee conducts its review. The Subcommittee discussed whether to revise the formula and/or the subcommittee review cutoff point, being mindful of the information already communicated to the coaches about these categories of students and how to compute a prospective student's PGPA. Professor Mosley and Professor Broome (who is an ex officio member of the subcommittee) noted that the subcommittee's recommendations are made to the Admissions Office and the Admissions Office almost always acts in accordance with those recommendations. It is their view, and they believe the view of the Admissions Office, that no student is admitted unless the subcommittee and the Admissions Office believe that the student can be successful at UNC. All involved understand that there is a risk in these admissions decisions and that some students will not be successful. The question is how much risk we should assume in student-athlete admission decisions, understanding that there is also risk assumed for other students admitted to UNC. For instance, we heard from Steve Farmer at an earlier meeting about two different students – one is doing well at UNC and one is struggling, even though based on the admissions profiles they looked nearly identical. The question then is if one student will not be successful with that admission profile should we deny admission to all other students with that same profile, some of whom may succeed?

Admissions decisions also impact the support services that are needed for student-athletes and in turn the resources needed for that support. The new organizational structure with the ASPSA director reporting to the Provost's Office and the creation of the Provost's Roundtable with relevant representatives to discuss the related issues of admissions, academic support, academic advising, and funding of academic support will be a good venue to discuss this interplay.

Professor Broome explained a recent change in proposed initial eligibility standards by the NCAA Board of Directors that would increase the initial eligibility standards above their current level by making the minimum NCAA core course high school GPA a 2.3 (instead of 2.0), but abandoning the increase in the sliding scale that would move up the SAT score required for each core GPA which was to become effective in 2016.

**Operations.** At the beginning of the year Athletic Director Bubba Cunningham explained to the committee some ways in which he had reorganized his staff, including having more senior department administrators involved as sport administrators. At the April meeting, Martina Ballen went over the Department's budget, including the major sources of revenue.

**Policies and Procedures.** This area was not discussed this year although in the coming year the committee may wish to review the University's excused absence policy reported in the Undergraduate Bulletin.

## VII. Opportunities and Direction for 2013-14 and Beyond

### **For FAC.**

- Prepare a video for faculty on what they need to know if they have student-athletes in their class. Prepare a written summary of this same information. Make other resources available that may be helpful.
- Prepare a list of all majors and identify a faculty member from each major willing to interface with Academic Advisors for student-athletes and prospective student-athletes wishing to learn more about the major.
- Advise the Chancellor and inform the faculty in response to any recommendations from the Rawlings Panel, perhaps in a "Beyond Compliance" Forum.
- Consider preparing a presentation for departmental meetings regarding truths or myths about student-athletes. This might also be an opportunity to show or refer to the video described above.
- Work with the Department of Athletics on its strategic plan priority of aligning the operations of the Department to fulfill the mission of the University and the related goals identified in the strategic plan.
- Arrange an opportunity to meet with the Chancellor prior to the September FAC meeting.
- Review the revised Exit Survey before its first administration and review the results of the fall and spring administrations of the survey.
- Arrange for SAAC focus group discussions and consider other opportunities for feedback from student-athletes.
- Learn about the new academic advising being provided for student-athletes and develop feedback for improvement.

- Continue to monitor majors and course enrollments, including both summer sessions.
- Refer to the ASPSA Faculty Advisory Committee for consideration and report back on guidance for how ASPSA should respond to faculty members' use of ASPSA to recruit students for summer school courses.
- Continue to monitor sports schedules regarding missed class time and understand impact of fall track and cross-country missed class time for students participating in both sports.
- Learn more about career path guidance for student-athletes.
- Provide input for discussion at the Provost's Roundtable regarding interplay of admissions, academic support, and resources necessary for academic support.
- Continue to receive reports on Athletics Department revenues and expenses and understand the comparative data on support provided to ASPSA.
- Consider proposing clarification to the University's excused absence policy reported in the Undergraduate Bulletin. Professor Broome explained that the policy recognizes three categories of excused absences: (1) representing the University; (2) religious observance; and (3) other excuses accepted by the faculty member (e.g., illness or death in the family). The policy has been amended over the years and needs to be rewritten to make it clearer. There are repeated issues with faculty members saying to student-athletes and other students with excused absences that must miss a test that the faculty member will count the other tests for more and will not offer an opportunity to make up a missed test. There is a tension between the faculty member having the right to set rules for the class and the University policy which some believe should be interpreted so that an excused absence does not hurt the student. The committee offered several suggestions, including that the student should be offered a choice such as a make-up exam or having the other exams count more. The excused absence policy of the instructor regarding make-up work should be clearly stated in the syllabus distributed on the first day of class.
- Committee members suggested that team liaisons be invited to attend the team's meeting at the beginning of the year to be introduced to the students and the coaches. Bubba Cunningham suggested that FAC members might also want to attend the larger compliance meeting (students are split into two groups for this meeting) to get the overview that the students are also receiving. It was agreed that minimum expectations for team liaisons might be to attend the team meeting at the beginning of the year and to make contact with the team's coaches. Some liaisons may choose to be more engaged with their teams, but the committee felt it best to leave to each FAC member the determination of their level of engagement with their teams.

#### **For UNC.**

- Orient the new Chancellor and new Provost.
- Establish the Provost's Roundtable.
- Provide leadership in reviewing admissions standards at UNC and nationally.

#### **For Athletics Department**

- Implement the strategic plan and consider the budget implications of the goal of top three in the conference and top ten nationally in each sport. Mr. Cunningham explained a recent public comment that our athletic budget would need to be increased by 40%. In part, this was a recognition of what other top programs are spending and of the fact that we do not have the full complement of coaches in all sports, provide no scholarships in

fencing and only limited scholarships in rowing. He suggested that there are multiple sources of additional revenue that could each provide some budget increase such as ticket prices, higher giving levels in the Ram's Club, an increase in the third party rights fees received by the Department, an increase in student fees, increases in the ACC TV contract that will come on line in future years, and additional advertising revenue.

- Get football and men's basketball players more involved in the Baddour Carolina Leadership Academy.
- Make academic information more accessible on goheels.com
  - Provide links to the ASPSA website
  - Highlight items such as those included in "News from Loudermilk" sent out each week by Dana Gelin
  - Make Leadership Academy information easier to find
- Enhance the student-athlete graduation reception.
- Consider establishing an academic awards and recognition luncheon where each student honored could invite a faculty member.
- Establish an Awards Committee (for student-athlete awards based on criteria other than just athletic accomplishment) with representation from ASPSA, the department's Student Services Staff, the FAR, someone from athletic marketing and/or sports information. This is needed to replace this function which was formerly provided by Spencer Welborn (who no longer works for ASPSA) and to provide a broader base of people to consider deserving student-athletes. This committee could also help identify students early in their careers who might be candidates for prestigious scholarships like the Rhodes Scholarship and help guide them and prepare them for this path.

#### VIII. Resolution of Appreciation for Chancellor Holden Thorp

Chancellor Thorp was unable to join the committee for its retreat. The committee signed a resolution of appreciation (attached) for Chancellor Thorp.

The meeting adjourned at 4:00 p.m.

Minutes respectfully submitted by Lissa Broome

Attachments: [to be supplied]

LEEP Overview

Team Travel

Resolution of Appreciation for Chancellor Thorp

## GRADUATE LEARNING ASSISTANT OVERVIEW

Cristin Montalbano

## AGENDA

- Overview of Position
- Pre-Service Training
- Ongoing Training and Support
- Reading Strategies
- Writing Strategies
- Learning Strategies
- Structure of Sessions
- Noticings
- Questions

## OVERVIEW OF POSITION

- Part of the Learning Engagement and Enhancement Program
- Support academically underprepared and underperforming student-athletes in becoming goal-directed, strategic, and self-regulated learners
- Teach research-based reading, writing, and learning strategies
- Monitor and evaluate students' learning progress
- Maintain detailed reports and communicate clearly and consistently with learning specialists and academic counselors regarding students' learning progress
- Establish and maintain high expectations for students while also providing the encouragement and constructive feedback students need to feel supported
- Link students to resources (i.e. accessibility services, library services, Learning Center, Writing Center)
- Approximately six students per learning assistant

## PRE-SERVICE TRAINING

- Facilitated by Bradley Bethel
- 4 days
- Included:
  - Examination of research on student-athletes
  - Analysis of research-based strategies for assisting student-athletes
  - Presentations on:
    - Self-Regulated Learning by Dr. Jeff Greene
    - Motivation and Learning by Dr. Judith Meece
    - Literacy Development by Dr. Leigh Hall
  - Research on and discussion of:
    - Learning disabilities
    - ADHD
    - Reading and Writing Strategies
    - Learning Strategies
    - Organization Strategies

## ONGOING TRAINING AND SUPPORT

- Weekly team meetings consisting of:
  - Strategy sharing
  - Problem-solving
  - Discussions of resources
  - Analysis of research
  - Turning research into practice
- Observations with written feedback
- Constant availability for consultation and support

## READING STRATEGIES

- Summarizing
- Questioning
- Identifying the Main Idea
- Drawing Inferences
- Creating Visual Images
- Building Vocabulary
- Making Connections

**WRITING STRATEGIES**

- Understanding the Assignment
- Brainstorming
- Outlining
- Drafting
- Revising
- Editing
- Publishing

**LEARNING STRATEGIES**

- PLAN
- Note-Taking
- Self-Evaluation
- Organizing and Transforming
- Goal-Setting and Planning
- Seeking Information
- Keeping Records and Monitoring Progress
- Environmental Structuring
- Self-Consequences
- Rehearsing and Memorization
- Seeking Assistance
- Reviewing Tests
- Reviewing Notes
- Reviewing Texts
- Time Management

**STRUCTURE OF SESSIONS**

- 50 - 60 Minutes
- 2-3 Sessions each week
- Check-in
- Establish goals for the session
- Review notes and previous assignments or readings
- Engage class materials and teach strategies to help students with current assignments or readings
- Determine tasks for students to complete independently and record in PASS book or Google calendar
- Identify goals and questions for student's next class

**OBSERVED OUTCOMES**

- Overall growth in student-athletes
- More self-regulation
- Higher Self-efficacy
- More motivation
- Better problem-solving skills
- Stronger reading and writing skills

**QUESTIONS**



## STUDENT-ATHLETE COMPETITION

SPORT	DAYS MISSED MWF	DAYS MISSED TR
BASEBALL	2.5	0
M BASKETBALL	2 +1	3 +4
W BASKETBALL	0+1	0+2
CROSS COUNTRY	4	2
FENCING	3+4	0+0
FIELD HOCKEY	0	0
FOOTBALL	0	.5
M GOLF	2+3	3+2
W GOLF	4+2	3+3
GYMNASTICS	2.5	0
M LAX	0+5	0+0
W LAX	0+3	0+0
ROWING	1+3	0+0
M SOCCER	2	1
W SOCCER	2	2
SOFTBALL	4	1
M SWIMMING	3+0	0+0
W SWIMMING	3+0	2+0
M TENNIS	6+4	1+1
W TENNIS	3+4	0+1
TRACK	4+3	1+2
VOLLEYBALL	5+0	1+0
WRESTLING	2	0

### NOTES:

- 1) does not include post-season competition
- 2) sports with individual competition (qualifying)—additional absences possible but no SA misses more than 7 per semester

## **Resolution of Appreciation for H. Holden Thorp**

**WHEREAS**, Holden Thorp is stepping down after five years as the Chancellor to whom the Faculty Athletics Committee provides advice;

**WHEREAS**, Holden has:

Provided leadership during an NCAA major infractions case;

Hired a new Athletics Director;

Navigated multiple investigations of academic improprieties in an academic department;

Invited Hunter Rawlings and a panel of distinguished observers to our campus to begin a conversation about the role of intercollegiate athletics;

Provided a solid foundation for the University and the Department of Athletics to move forward to capitalize on the athletic achievements and academic success of our student-athletes;

Presided over seven national championships: Women's Soccer in 2008, 2009, and 2012; Men's Basketball in 2009; Field Hockey in 2009, Men's Soccer in 2011; Women's Tennis Indoor Championships in 2012; with the possibility of more yet to come this spring and summer; and

Sought the counsel and support of the Faculty Athletics Committee during these highs and lows.

**NOW, THEREFORE, BE IT RESOLVED THAT:** the Faculty Athletics Committee confers upon Holden its heartfelt appreciation for his service as Chancellor and for his honest and open interactions with this committee.

Ratified unanimously by the Faculty Athletics Committee this seventeenth day of May, 2013.