The Faculty Athletics Committee and Faculty Athletics Representative Annual Report - 2013 – 2014

September 19, 2014
A record 347 UNC student-athletes were on the ACC Honor Roll for 2013-14 (up from the 2012-13 previous high of 329)
For 2012-13, UNC-CH had six teams in the top 10% of their sport for APR:

- Women’s fencing (recognized every year – 9 times)
- Women’s golf (recognized every year – 9 times)
- Gymnastics (recognized 5 times)
- Rowing (recognized 2 times)
- Volleyball (recognized 8 times)
- Women’s tennis (first time recognized)
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<tr>
<th>12-13</th>
<th>UNC-CH</th>
<th>NC State</th>
<th>UVA</th>
<th>Duke</th>
<th>WFU</th>
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Opportunities for 2014-15 as investigations into academic irregularities involving student-athletes and other students come to a close -

- Acknowledge the mistakes of the past;
- Improve processes related to the academic experiences of student-athletes through the Provost’s Working Group and other initiatives; and
- Ensure that our student-athletes are fully accepted as important members of our University community
Building a Just Culture

- **Human Error** – Individual should have done other than what they did; inadvertently causes or could cause an undesirable outcome.

- **Negligent Conduct** - Subjectively more culpable than human error; failure to exercise the skill, care, and learning expected of a reasonably prudent person; Failure to recognize a risk that should have been recognized.

- **Reckless Conduct** - Conscious disregard of visible risk; Higher degree of culpability than negligence.

- **Knowing violations** - Knowingly violates a rule; Not necessarily related to risk taking; individual knew of or intended to violate a rule, procedure, or duty in the course of performing a task.

D. Marx. Patient Safety and the Just Culture, 2001
Managing in a Just Culture

• Human error/inadvertent behavior – Changes in process, procedure, training, and design

• At risk behavior/unintentional risk taking – Changes - Remove incentives for at-risk behaviors, create incentives for healthy behaviors, increase situational awareness

• Reckless/Intentional behavior - Remedial action and/or punitive action
FAIR AND JUST CULTURE

• What are the rules?
• Does everyone know them?
• How do we differentiate an individual with a problem vs a good person set-up to fail in an unclear system?
• Do we have one set of rules and avoid work-abouts?
In our role in advising the Chancellor and informing our academic community, we fulfill these roles by

1) monitoring existing systems and policies and organization related to academics,

2) reviewing present academic outcomes and trends,

3) seeking out Best Practice information to guide our refinement of the UNC connection of academics and athletics, and

4) discussing trends in college athletics on topics that could affect academics

5) providing input to new systems and policies to strengthen the student athlete’s UNC experience.
Last year.....

• See monthly minutes for details
• Perspective of the student
• Perspective of the faculty and staff
• Perspective of the athletics personnel
• Discussions – further clarification of role of FAC and a sustainable model for the Committee
Plan of Work for 2014 - 2015

• Each month – Preparation; Activity; Review; Moving Forward

• Review topics – Working Group processes analysis; advising of student athletes; admissions; community voices; major and course distributions; student athlete experience data; status of ASPSA and MAP; voices of students, especially groups who may be marginalized or misunderstood and underserviced; resources for the students
Plan of Work for 2014 - 2015

Moving Forward Topics:
- Faculty/student athlete communication, understanding and healthy culture development;
- Student-athlete time distribution and commitment
- Student athlete integration into campus life and in governance and leadership
As we move through our plan, it is important to work toward our University community regaining a pride in the successes of all of our students and to rebuild trust within our community related to our processes, policies, and philosophy.
Save the date(s)

• Open Forum Events
  – October 15  9 to 10:30  Toy Lounge
  – October 21  3 to 4:30  Bondurant G030