

Faculty Athletics Committee
October 1, 2020
Location: Zoom

Present: **Committee Members:** Rita Balaban, Lissa Broome, Stacey Daughters, Melissa Geil, Kevin Guskiewicz, Dave Hartzell, Amanda Holliday, Daryhl Johnson, Aimee McHale, Robert Martinez, Ed Shields, Jay Smith, Abbie Smith-Ryan, Tania String

Student-Athlete Representative: Mady Clahane

Advisors: Michelle Brown (ASPSA), Bubba Cunningham (Athletics), Vince Ille (Athletics)

Guests: Emily Blackburn (Chancellor's Office), Debbi Clarke (Provost's Office), Robbi Pickeral Evans (Athletics), Dwight Hollier (Athletics), Shelley Johnson (Athletics) Cricket Lane (Athletics) Lauren McCarthy (Daily Tar Heel), Chief David Perry (UNC Police), Dr. Jeni Shannon (Sports Medicine)

I. Welcome and Introductions

Welcome and Introductions

Committee Chair Daryhl Johnson welcomed everyone to the meeting. All committee members and guests introduced themselves.

The minutes from the September meeting were approved.

Melissa Geil provided new members a brief explanation of the listening groups with FAC members and fall sport student-athletes on the Student-Athlete Advisory Council (SAAC). This session will take place on Monday, October 19 via Zoom. Fall student-athletes will receive the outline of issues in advance and are encouraged to contact their SAAC reps to provide feedback from the entire team and not just the personal feedback of the SAAC representatives.

II. Chancellor's Remarks

Chancellor Guskiewicz shared that University administrators, content experts, and community leaders are in the listening and planning stage of what spring semester will look like. The hope of these groups is that more students will be living and learning on campus next semester. Guskiewicz also announced the creation of the Campus and Community Advisory Committee (CCAC) which consists of 26 individuals across campus and the Chapel Hill area who are advising on the spring planning process. The Chancellor hopes to announce the spring calendar next Thursday. The Leadership and the Roadmap Implementation team continues to reflect on

fall semester outcomes at UNC compared to peer institutions and their approaches to the COVID-19 pandemic.

Students will appreciate a mental health day this semester, and an email will be sent out later today announcing that the campus will observe World Mental Health Day (Saturday, Oct 10) and recommend that faculty recognize this on Friday, October 9, by pausing instruction to create a three-day weekend.

Families and a limited number of fans (up to 3,500 fans at Kenan Stadium) may attend home contests in October with possibly expanded attendance in November. We are working to ensure the safety of our fans and student-athletes. Thanks to Bubba Cunningham, coaches, and the Athletics Department staff for all their work to make our venues safe.

Since our last FAC meeting, we have learned that the University is in the 20th year of being ranked among the top five public universities in the nation and is in the top three for public universities in a Wall St. Journal ranking. Additionally, Shanghai World has ranked UNC-Chapel Hill in the top 30 global list for universities.

Sunday is University Day which celebrates our 227th birthday as a university. It also marks the official installation of Chancellor Guskiewicz.

Melissa Geil thanked the Chancellor for his consideration of the Mental Health Day, stating that students need this. October 9 coincides with the last day to register to vote in NC, so it is also important to encourage students to vote. November 3rd is the date of the election. Geil also encouraged FAC members to be supportive of students during this time.

III. ASPSA Update

Michelle Brown reported that ASPSA has partnered with Athletics media to come up with a facilities tour to allow recruits to see and learn about the academic support resources available to them. This video is now on the ASPSA website under the facilities section, <https://aspsa.unc.edu/about-us/facility/>.

ASPSA is working with students to encourage them to meet with their academic advisors. Everyone is waiting to learn more about the Spring calendar. All teams, except football, will be competing in the spring so there will be more missed classes.

ASPSA is also working on submitting Academic Progress Rate (APR) data, which is now due to the NCAA on October 19. The coaches are reviewing the data. The final results will not be released to the public until next May. None of the programs will hit our internal thresholds for APR improvement plans. Brown and others have, however, met with all the new head coaches to discuss APR and strategize success.

The graduation success rate (GSR) from NCAA was due in June and will be released to the public in mid-October Faculty Athletics Representative Update

FAR Lissa Broome said the NCAA Division I Council met on September 16 and made a series of decisions about fall sports competing in the spring. The NCAA Division I Board of Directors

reviewed these decisions and let them all stand. Notable decisions resulting from these meetings include the requirement for a day off for civic engagement (Election Day), the prohibition of practice for fall sports during fall term exams as well as the week before exams unless the team has fall competition remaining, and the extension of the NCAA recruiting dead period through January 1, 2021. The NCAA's Transfer Working Group expects to finalize legislative recommendations to provide a one-time transfer exception and immediate eligibility to play in any sport. This will be voted on by the Division I Council in January 2021.

The NCAA has released a report related to basketball-related concerns with the spread of COVID-19. Name, Image, and Likeness (NIL) NCAA legislation will be released soon to be considered in January, while federal efforts to preempt state NIL laws remains ongoing.

The ACC Faculty Athletics Representatives met with the search firm consultants for the ACC Commissioner. Broome and Guskiewicz attended ACC Board of Directors Meeting on September 9 -- Broome as chair of the Faculty Athletics Representatives Advisory Committee. Attendees were briefed on the return to sports plan and the activities of the ACC Champions of Racial Equity (CORE team). Our University is very well represented with six representatives.

PATH-Med (Progressing as Tar Heels to the Medical Profession) was spearheaded by Daryhl Johnson to support student-athletes who are interested in taking on medicine as a career. He hopes to expand this initiative into several different fields and career paths. PATH-Law has been kickstarted with Lissa Broome's support, with a workshop the prior night on applying to law school. This model can be applied to any professional school in concept and has a great momentum for growing across other disciplines.

The FAC Annual Report will be delivered to Faculty Council on October 9. Broome requested that if there was time, a panel about student-athlete health and wellness in the COVID-19 world could be informative for Faculty Council members. The FAR's and FAC's written reports will be posted on Sakai for FAC members to review.

Broome closed her update by sharing information about the website, UNCUT, produced by UNC student-athletes that shares videos, written content, and a podcast, <https://www.uncutchapelhill.com/>.

IV. Athletic Director Update

Athletic Director Bubba Cunningham reported that seven teams are 100% registered to vote and that several other teams are very close to that level. He thanked Cricket Lane and Jenn Townsend for getting students registered. VOTE is one of the five V's in the Departments Three E's and Five V's effort. VOW is another V and staff have commitment to become more educated. The executive staff of the department had an education program with Kenan Flagler Business School folks. These meetings will be repeated for head and assistant coaches and then with an educational session for student-athletes.

The ACC has committed to a 20-game conference basketball schedule. The Maui invitational will now be held in Asheville, NC.

This year's Athletics Department budget is not ideal, but Athletics leadership is trying to minimize any losses by trying to project and develop a strategy to cover any deficit this year and moving forward.

Rita Balaban asked about a potential cap on coaches' salaries. Cunningham said there is discussion about seeking an antitrust exemption that could permit that, but he does not expect that to be forthcoming.

COVID-19 testing continues to take place three times a week for teams that are in season. Olympic sports that are playing on multiple days present a bit of a challenge to test three times, unlike football which only plays on Saturdays. Dr. Mario Ciocca is doing an excellent job in meeting the bar that the ACC Medical Advisory Board has given ACC schools.

V. Review of Academic Processes for Student-Athletes

Process 18: Student-Athlete Development

Cricket Lane, Associate Athletic Director/Student-Athlete Development, provided an overview of the four main areas of Student-Athlete Development programming: Wellbeing, Community Service, Career Development, and the Leadership Academy.

Wellbeing consists of social, individual, and small group work that revolves around self-awareness, value reflection, and mental health best practices. Alcohol education, financial education and literacy, working with affinity groups, including Black student-athletes, are all a part of this bucket.

Community Service activities include virtual visits to Lineberger Cancer Center and the UNC Children's Hospital, and taped messages to local schools.

Korie Sawyer Rich is assisting Lane with Career Development and they have put together a summer series of "Tar Heels at Work" that records former student-athletes in the work force and follows what they are doing now. Lane and Rich have also been working with Career Services and have focused on targeted information sessions in lieu of a standard career fair type event. Additionally, Career Development hosts workshops on the Business School and its application process and works with students in the PATH-Med and PATH-Law programs to connect student-athletes with graduate and professional school opportunities. Johnson noted that if we can generate these pathways through the representation on FAC, we can work towards expanding post graduate opportunities for student-athletes. Johnson noted that it is important to formalize these connections by making opportunities available for student-athletes who would not otherwise know about these career paths. Johnson suggested that Paths to the School of Public Health, Business School, and Graduate School could be developed with input from FAC committee members.

The Leadership Academy is led by Shelley Johnson. It is the first of its kind in the nation and was established in 2004. The curriculum is focused on teaching an Applied Leadership Framework, which was developed with the help of coaches, students, and staff. It is taught by the Descriptive Framework with different levels of programming, with the first year required for all

student-athletes. Last spring during the pivot to quarantine and online learning, the team developed a Summer Intensive to give students an opportunity to gain credits through the program to add to their resumes in the wake of cancelled internships for student-athletes. There is also a leadership program just for football student-athletes. Jay Smith suggested that Johnson track the demographics of the student-athletes who participate in the upper levels of the Leadership Academy.

Process 18.2: Student-Athlete Well-being and Mental Health Resources

Dr. Jeni Shannon is a sports psychologist within Sports Medicine. She gave an update on her department, noting that a second full-time sports psychologist was added last fall to work with both mental health and performance psychology. In addition, to the two full-time psychologists, there is a part-time psychologist (one day per week), and a Post-Doc (5 hours per week). Last year, the team served more than 25 percent of student-athletes and held sessions with 13 teams. There are various support groups, including an eating disorder support group, an injured athlete group, and a new “Coping with COVID” group. There was a noted increase in utilization of mental health services over the summer, whether it was pandemic or racial injustice related.

With the onset of COVID-19, the unit switched completely to tele-health in the span of one week. The transition was smooth, and students were eager to continue their services in that manner. The unit also helped facilitate racial injustice conversations on a team-by-team basis, and then met with every team to discuss mental preparations for returning to campus in the fall. When isolation and quarantine began, the unit developed resources and checked in on the affected student. They suggested that coaches and staff update their department if some students seemed to be struggling more than others. Shannon noted that faculty can serve in this role by touching base with students and becoming aware if some students are visibly struggling more than others with mental health, anxiety, and stress.

Mady Clahane noted that although it was good to be able to do classes online on long bus rides, it was also stressful to have to do schoolwork right up to a meet. It would be helpful if faculty would record class and post the recording link.

Daryhl Johnson concluded by thanking Hollier, Lane, Johnson, and Shannon for their commitment to student-athlete wellness during this time of stress.

Attachments:

FAR Update

Leadership Academy PowerPoint

Leadership Academy Flyer

**Faculty Athletics Representative Update
October 1, 2020**

NCAA

1. NCAA Division I Council/Board of Directors (September meeting)
 - a. M&W Basketball
 - i. September 21 – Transition period
 1. 12 hours of strength & conditioning, sports meetings, and skill instruction with not more than 8 hours of skill instruction
 2. 2 days off per week
 - ii. October 14 – First practice
 - iii. November 24 – First contest
 - iv. Maximum games reduced by 4; 27 if in multi-team event; otherwise, 25
 - v. Minimum games for tourney is 13
 - b. Required day off for civic engagement on first Tuesday after November 1st (election day)
 - i. No competition or practice
 - ii. Team travel or team service may occur
 - c. Fall sports may not practice during fall term final exams and week before unless the team has fall competition remaining (subject to school limits on practice and play during finals)
 - d. Football teams playing in the fall must complete all regular season football competition during the fall in order to engage in the regular spring practice period
 - e. Recruiting dead period (no official or unofficial visits by prospective student-athletes) extended through January 1, 2021
 - f. Mid-year enrollees (first years and transfers) in fall sports are not eligible for competition in the 2020-21 academic year
 - g. First dates of competition for fall sports in the spring; institution may determine first day of practice (but limits exist on number)
 - i. Volleyball – January 22
 - ii. Cross Country – January 30
 - iii. Soccer (M&W) – February 3
 - iv. Field Hockey – February 12
 - h. Fall Sports – NCAA Championship dates (bracket sizes reduced by 25%)
 - i. Cross Country – March 15
 - ii. Volleyball – April 25
 - iii. Field Hockey – May 7-9
 - iv. Soccer (M&W) – May 16
 - i. Transfer Working Group expects to finalize legislative recommendations by October 31
 - i. Proposal: One-time transfer exception and immediate eligibility to play in any sport

1. SA academically eligible at previous institution
2. Receiving institution must guarantee financial aid through graduation
3. SA and head coach at receiving institution would have to certify in writing that no impermissible recruiting contact occurred.
2. <http://www.ncaa.org/sport-science-institute/covid-19-coronavirus> resources including new document relating to basketball and links to NCAA's new weekly "Social Series"
3. NIL activity
 - a. Federal legislation has been introduced
 - b. NCAA legislation is being drafted for consideration in January
 - c. State

ACC

1. ACC medical guidelines from the Medical Advisory Group, [https://theacc.com/documents/2020/8/28//Report of ACC MAG 8 28 20.pdf?id=1175](https://theacc.com/documents/2020/8/28//Report_of_ACC_MAG_8_28_20.pdf?id=1175)
2. ACC FAR meeting, September 4 with ACC Commissioner search consultants (Turnkey Search and Ventura Partners)
3. ACC FAR meeting, September 4
 - a. Approved intraconference transfer waiver
 - b. Attendance policies for athletic contests
 - c. Academic plans for SAs utilizing additional year of eligibility
4. Attended ACC Board of Directors Meeting on September 9, 2020
 - a. Return to sports update
 - b. ACC Champions of Racial Equity (CORE)

UNC

1. PATH-Med
2. Workshop on law school applications
3. Coping with COVID group for SAs
4. SA reps to FAC
5. Budget implications
6. Annual report to Faculty Council October 9, hoping to moderate a panel about SA health and wellness (especially COVID-19 issues) and other aspects of the SA experience



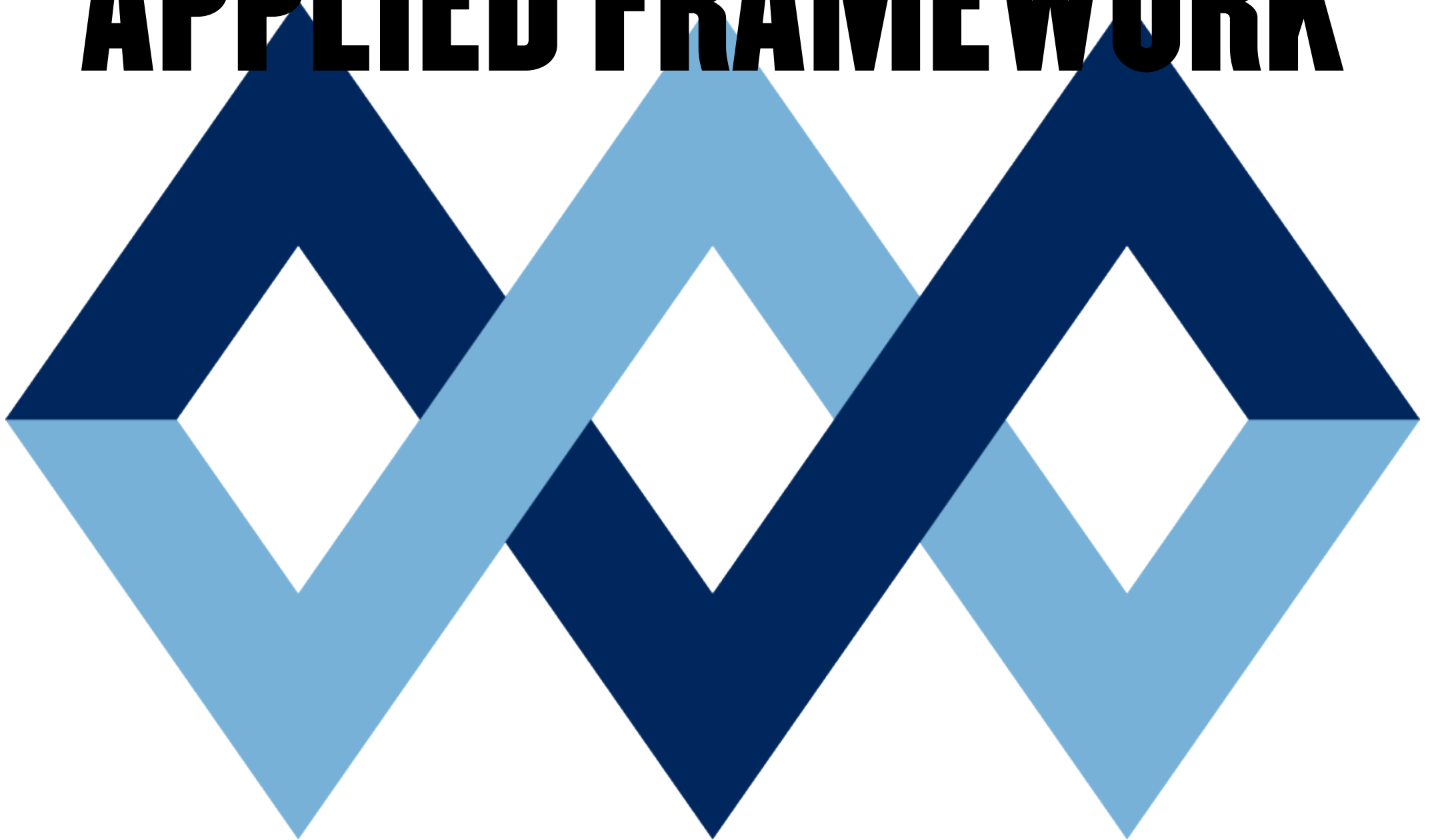
**BECAUSE
LEADERSHIP
MATTERS**

ESTABLISHED 2004

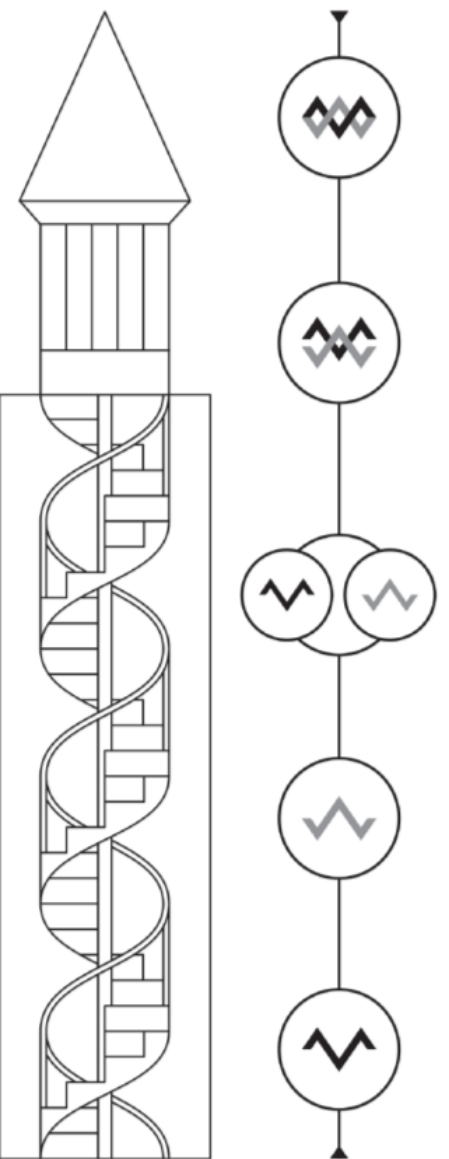


CHAPEL HILL NC

APPLIED FRAMEWORK



DESCRIPTIVE FRAMEWORK



CAROLINA ACTIVATE

LVL 4 / SR YEAR

Activating the resources to co-lead the team with fellow leaders and coaches. Designed to support student-athletes in their team leadership efforts.

CAROLINA INCUBATE

LVL 3 / JR YEAR

Incubating the leadership experience in a safe, controlled environment by experimenting with realistic leadership scenarios in a laboratory setting.

CAROLINA ACCELERATE

LVL 2 / SO YEAR

Accelerating the leadership development process and leadership efforts – from leading self (ME) to leading with others (WE).

CAROLINA CULTIVATE

MENTORSHIP / SOPH+

Cultivating the first-year experience for participants in Carolina NAVIGATE by modeling core values, teaching the curriculum, and facilitating understanding.

CAROLINA NAVIGATE

LVL 1 / FIRST YEAR

Navigating the core values of being UNC student-athlete: Culture, Respect, Excellence Academically, Excellence Athletics, Developing Leadership.

SCHEDULE OF WORKSHOPS

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	CAROLINA NAVIGATE	1ST	MONDAY OF MONTH			
	CAROLINA ACCELERATE	2ND	MONDAY			
	CAROLINA INCUBATE	3RD	MONDAY			
	CAROLINA ACTIVATE	4TH	CAROLINA CULTIVATE			

SUMMER INTENSIVE



READ BOOK ON
LEADERSHIP



PITCH-IN ON A
BCLA PROJECT



ONLINE
TRAINING



ENHANCE SELF
AWARENESS



LISTEN TO A
PODCAST



WATCH A
TEDTalk



TEAM
PROJECT



INTERVIEW A
LEADER



DELVE DEEPER
INTO DiSC



ODYSSEY
PLAN

MENTOR PROGRAM

Forever
TAR HEELS
championing Carolina's women student-athletes

OUTREACH

- Tar Heel Preview Day
- Week of Welcome
- LeaderShape Institute
- Project Uplift
- Uplift Plus
- Greg Gephart Foundation
- Carolina Sports Leadership Summit
- Chapel Hill Fire Department
- The People's Improv Theatre

BUCKLEY SCHOLARS

BUCKLEY
PUBLIC SERVICE
Scholars

PROGRAMMING PIVOT

Logistics

- Remote, Online Workshops
- 4 Roles of Zoom LC
- Concurrent Workshops
- Breakout Rooms
- Multiple Modalities
- Virtual Nametags
- Virtual Folders via TW
- Video Tutorials for MakeUp

Content

- Leadership Summer Intensive
- Meditation Segments
- INC(Lv3), ACT(Lv4) Curricula
- Facilitator: Participant Ratios
- Non-Local Alumni Involvement
- Self-Compassion Workshops
- DiSC Styles During Disruption and At a Distance



Richard A. Baddour

Carolina Leadership Academy

2019-20 YEAR IN REVIEW

PROGRAM NUMBERS

16th

year of being the premier
leadership development
program in collegiate athletics

226

Carolina NAVIGATE

83

Carolina ACCELERATE

33

Leadership Coaches

68

Carolina CULTIVATE

73

Carolina INCUBATE

59

Carolina ACTIVATE

19

student-athletes earned Tar Heel
Leader of Distinction status.

22

coaches served as
Leadership Liaisons

46

workshops and meetings
were conducted

3,266

hours invested in the leadership
development of UNC student-athletes



Richard A. Baddour

Carolina Leadership Academy

16-Year Cumulative Numbers

PROGRAM NUMBERS

16th

year of being the premier
leadership development
program in collegiate athletics

3,450

Carolina NAVIGATE

1,440

Carolina ACCELERATE

61

Leadership Coaches

949

Carolina CULTIVATE

328

Carolina INCUBATE

1,190

Carolina ACTIVATE

305

student-athletes earned Tar Heel
Leader of Distinction status.

220

coaches served as
Leadership Liaisons

912

workshops and meetings
were conducted

82,371

hours invested in the leadership
development of UNC student-athletes



SHELLEY JOHNSON, MAC, MA

EXECUTIVE DIRECTOR, LEADERSHIP ACADEMY

EMAIL: SHELLJO@UNC.EDU; PHONE: 919-491-1651

"Our coaches believe the single most important characteristic necessary to build a winning program is leadership among the student-athletes. We want to establish Carolina not only as a great school and successful athletics program, but as a national model for training and developing leadership skills."

**RICHARD A. BADDOUR,
UNC DIRECTOR OF ATHLETICS, EMERITUS**

"Being an effective leader is key to success. It takes a lot of maturity for one to be committed to leading themselves and others. This program has challenged me to grow and progress as an athlete, leader, and person."

**WOMEN'S TENNIS
STUDENT-ATHLETE**

"The lessons the Carolina Leadership Academy has taught me go far beyond the field. I've learned skills that will help me be an effective leader for a lifetime."

**FOOTBALL
STUDENT-ATHLETE**

"Participating in the Carolina Leadership Academy has been a highlight of my UNC experience. I feel I have the skills to be an effective leader on my team now and in the business world once I graduate."

**SOFTBALL
STUDENT-ATHLETE**

BE READY WHEN IT COUNTS

The *Richard A. Baddour* Carolina Leadership Academy is the premier leadership development program in collegiate athletics. It prepares student-athletes to be ready to lead whenever it counts — because leadership happens all of the time — from seemingly insignificant decisions to championship-capturing moments.

As the nation's first such program, the Leadership Academy trailblazed in the area of collegiate student-athlete leadership development. Since its founding in 2004, the Leadership Academy has continued to innovate and to set the standard in this space.

Carolina invests significant resources into its leadership development efforts because leadership matters. It matters to the student-athletes, teams, Athletics Department, campus, and community. It matters immediately and indefinitely. It matters at Carolina and life beyond Carolina.



PARTNERSHIP WITH CCL

The Leadership Academy operates in thought partnership with the Center for Creative Leadership (CCL.org). CCL is a top-ranked, global provider of leadership development and research.



Center for
Creative
Leadership

CAROLINA
ATHLETICS

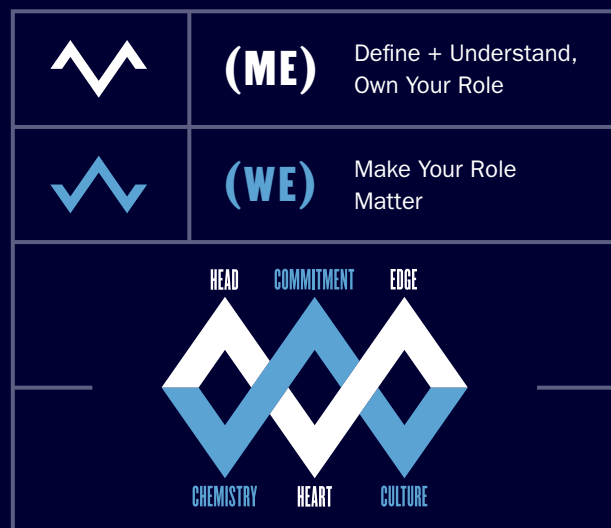
THE PREMIER LEADERSHIP DEVELOPMENT PROGRAM IN COLLEGIATE ATHLETICS



APPLIED FRAMEWORK

An applied framework conveys a language and architecture with which to speak of, think about, and engage with leadership. The UNC Applied Framework is based upon an interdependence between leading self (ME) and leading with others (WE). With interdependence, there is no one absolute right or wrong answer, but rather both are correct — although one of the aspects may manifest more strongly depending on the context.

The diamond-shaped ME-WE graphic is a nod to the argyle that decorates the uniforms Tar Heel student-athletes proudly wear in competition.



DESCRIPTIVE FRAMEWORK

The ascending staircase image is inspired by the University's iconic Bell Tower, where seniors famously climb the 128 steps and enjoy the expansive view from the top as a pre-graduation celebration. Similarly, student-athletes travel never-ending ascensions of growth during their leadership development journey.

This framework outlines the various levels of, progression through, and description of the leadership program. As they ascend, UNC student-athletes acquire knowledge and awareness that allows them to see the Applied Framework with new perspective.

