

**The University of North Carolina at Chapel Hill  
Faculty Athletics Committee  
Minutes of Meeting: April 26, 2016**

**Present:**       **Committee Members:** Lissa Broome, Carol Folt, Bev Foster, Daryhl Johnson, Josefa Lindquist, Layna Mosley, Joy Renner, John Stephens, Deborah Stroman, Kim Strom-Gottfried (by Skype)

**Liaisons from the Student-Athlete Advisory Council:** Ezra Baeli-Wang, Lexi Cappalli

**Advisors:** Michelle Brown (Director, ASPSA), Bubba Cunningham (Athletics)

**Guests:** Martina Ballen (Athletics), Mike Bunting (Athletics), Debbi Clarke (Consultant to Provost, Process Review Group), Chris Faison (CCSAC – Minority Male Mentoring and Engagement), Jim Gregory (Media Relations), Jamie Gwaltney (DTH), Quinton Smith (Graduate Student, working with Faison), Anne Whisnant (Office of Faculty Governance), Maria Prokopowicz (DTH)

I. Athletics Department Financial Update

Martina Ballen from the Department of Athletics presented the annual budget update to FAC. Her slides are attached. For 2015-16, the department's \$85.2 million budget did not budget for a surplus to go into reserves. Media rights (through the ACC conference TV package and the UNC Learfield package and ticket sales together account for half of the revenue received by the department. The Educational Foundation provides another 21% of the revenue through its contribution to offset the costs of athletic grants-in-aid. Other significant sources of revenue are athletic fees (8%), post-season/conference distributions (8%), and game guarantees (4%). On the expense side, the largest expense components include direct sport expenses (37%), salaries/benefits (33%), administrative expenses (6%), debt service (6%), facilities (5%), and intra-University transfers (5%).

II. Athletics Facilities Planning

John Bunting from the Athletics Department reviewed plans for new athletics facilities on campus. Phase I of the plan includes the development at Finley fields of 9 acres of fields for shared use by Athletics and Campus Recreation. Work on these fields begins this summer. There is a working group that is formalizing the shared used guidelines, which will likely allow academic use of the fields for LFIT classes in the morning, athletic use of the fields for practice in the afternoons, and Campus Recreation's use of the fields in the evening.

Another component of the plan is an indoor football practice facility (rough cost of \$25 million) which will also be available to academic and recreation groups when not being used by the football team. It is hoped that construction of this facility can be paired with construction of a

new soccer/lacrosse stadium (rough cost \$25 million) on the current outdoor track and soccer/lacrosse field.

FAC members discussed alternative space configurations and expressed some concerns with the current plan:

- The impact on track and field which would move all of its outdoor operations to Finley fields;
- Whether \$25 million could be spent in other ways that would have greater impact on our student-athletes than construction of this facility;
- How to transport students safely to and from Finley fields;
- Might be better to name the Indoor Football Practice Facility something else that expresses its use by multiple groups for multiple purposes.

### III. Black Male Student-Athletes at UNC

Chris Faison, Coordinator for Minority Male Mentoring and Engagement, and Deb Stroman lead a discussion of Shaun Harper's 2016 edition, *Black Male Student-Athletes and Racial Inequities in NCAA Division I College Sports*, [http://www.gse.upenn.edu/equity/sites/gse.upenn.edu/equity/files/publications/Harper\\_Sports\\_2016.pdf](http://www.gse.upenn.edu/equity/sites/gse.upenn.edu/equity/files/publications/Harper_Sports_2016.pdf). The report highlights differences in graduation rates between black male student-athletes and all black men, all athletes, and all students. At UNC, those numbers were reported as:

FGR Black SAs	45%
FGR all Black men	74%
FGR all athletes	72%
FGR all students	90%

Some disaggregated team data (baseball, men's basketball, men's cross country/track, football, men's other, women's basketball, women's cross country/track, women's other) is available on the FGR report, [https://web1.ncaa.org/app\\_data/inst2015/457.pdf](https://web1.ncaa.org/app_data/inst2015/457.pdf).

Chris Faison reported that the Black male graduation rate at UNC is 84%, contrary to the number reported here. One difference may be in how those who report 2 or more races are categorized. Chris described the work of Chloe Russell and others in helping to improve the black male graduation rate through involving black males in undergraduate research projects (Frank Baumgartner), mentor-coaching programs, and on-campus recruiting program. Chris reported that 20% of all black males on campus are student-athletes.

FAC agreed this should be a key agenda topic for 2016-17.

### IV. Continuing Business and Updates

Minutes. The minutes from the March meeting were approved.

Chair and Vice-Chair Elections. Kim Strom-Gottfried was elected Chair and John Stephens was elected Vice-Chair for the coming year.

May/June Meeting. Joy Renner will poll FAC to determine the best time for a May or June meeting to tie-up loose ends from 2015-16 and engage in planning for 2016-17. She will invite the newly elected committee members to attend this meeting too.

Subgroup for Campus Discussions. The sub-group is anticipating three discussions for the coming academic year: (1) time demands on student-athletes, (2) student-athletes well-being, and (3) not yet decided. The time demands discussion will be informed by work undertaken by a study group led by Nicki Moore from the Athletics Department and from continuing discussions at the ACC and NCAA (Autonomy Conferences and other Division I schools). Lissa Broome has populated a folder on the Sakai site with some of the NCAA and Conference survey information related to time demands.

Process Review Group. Debbi Clarke, Consultant to the Provost and the Process Review Group noted that the group had recently met and discussed Advising and Enrollment. Review of additional processes will continue next year.

#### V. Update from the FAR

Lissa Broome's FAR update is attached (NCAA legislation, Autonomy 5 discussions regarding time demand, APR Release, ACC Academic Consortium, and summary of time demands survey information). She is continuing to collect information from other ACC schools about how their FAC counterpart committees operate.

Seven teams received APR recognition awards for being in the top 10T of their sport. Women's Golf and Women's Fencing have achieved this mark for all eleven years the APR has been in existence. An APR below 930 bars a team from NCAA post-season competition. Using the mid-point between 930 and 1000 of 965, there were only 3 men's teams below 965 multi-year (Football, Fencing, and Wrestling) and no women's teams in that range. Each of those men's teams had a higher single-year APR for the most recent year.

#### VI. Recommendations from the Student-Athlete Experience topic members based on SAAC Focus Groups

Daryhl Johnson and Kim Strom-Gottfried presented their recommendations (attached) which included some process recommendations and content recommendations related to

- time commitments
  - identify and address sports/coaches giving mixed messages regarding the priority of academics and athletics
  - address concerns about what activities are included as "countable" athletically related activities
  - ensure there is wi-fi on all buses
- faculty relations
  - works with faculty who are perceived as biased against student-athletes with Dean Abigail Panter and department chairs

- clarify the excused absence policy and the requirement that make-up work be offered
- student-athlete well-being
  - Improve the quality, consistency, and number of tutors
  - Increase the number of personnel available to offer psychological services
  - Ensure that first year students get off to a good start with priority registration and access to prerequisite courses.

The meeting adjourned at 5:30.

Minutes respectfully submitted by Lissa Broome

#### Attachments

Financial Overview for FAC

FAR NCAA and ACC Update

Recommendations to FAC from Student-Athlete Experience Topic Group



**CAROLINA**<sup>TM</sup>

**ATHLETICS**





# **Financial Overview for Faculty Athletics Committee April 26, 2016**



Revenues	FY 12-13 Actuals	FY 13-14 Actuals	FY 14-15 Actuals
Ticket Sales	\$22,511,083	\$23,012,534	\$20,628,551
Athletic Fees	\$7,249,835	\$7,315,622	\$7,301,277
Guarantees	\$1,467,293	\$525,936	\$1,118,399
Scholarships	\$10,924,567	\$12,192,053	\$13,612,346
Radio/Television/Media Rights	\$17,162,577	\$19,048,546	\$20,174,230
NCAA & Conference Distributions	\$5,823,040	\$6,751,719	\$10,418,792
Concessions	\$1,926,873	\$2,021,574	\$2,112,150
Contributions	\$7,785,042	\$6,042,539	\$6,588,406
Other	<u>\$7,942,032</u>	<u>\$6,861,388</u>	<u>\$6,921,373</u>
Total Revenues	\$82,792,342	\$83,771,911	\$88,875,524
Expenses			
Salaries & Benefits	\$30,215,557	\$28,752,282	\$30,053,534
Scholarships	\$11,424,567	\$12,392,053	\$13,612,346
Recruiting	\$1,494,503	\$1,319,114	\$1,461,596
Team Travel & Game Expenses	\$8,443,113	\$9,232,291	\$8,610,676
Equipment & Supplies	\$3,117,068	\$3,049,106	\$3,193,928
ASPSA	\$1,736,264	\$1,968,409	\$2,196,997
Debt Service	\$4,987,274	\$4,808,828	\$5,190,674
Direct & Indirect Facilities	\$9,127,773	\$9,205,874	\$10,339,710
Other	<u>\$12,189,020</u>	<u>\$12,735,262</u>	<u>\$13,858,716</u>
Total Expenses	\$82,735,139	\$83,463,219	\$88,518,177
Net Operating Surplus	\$57,203	\$308,692	\$357,347





# Athletic Department Budget 15-16



## Revenue

Multimedia	\$21,218,655
Ticket Sales	\$21,014,421
Scholarships	\$17,723,592
Athletic Fees	\$7,222,194
Post Season/Conference Distributions	\$7,085,576
Game Guarantees	\$3,351,175
Concessions	\$1,736,000
Finley Golf Course	\$1,672,000
Contributions	\$1,631,577
Contracts	\$1,175,000
Smith Center/Koury	\$728,500
Other	\$678,790
<b>TOTAL REVENUES</b>	<b>\$85,237,480</b>

## Expenses

Direct Sport Expenses	\$31,181,954
Salaries/Benefits	\$27,890,303
Administrative Expenses	\$5,120,806
Debt Service	\$5,119,379
Facilities	\$4,344,837
Intra-University Transfers	\$3,913,653
Smith Center/Koury	\$2,924,571
Finley Golf Course	\$1,854,000
ACC Budget	\$1,799,662
Other	\$1,088,315
<b>TOTAL EXPENSES</b>	<b>\$85,237,480</b>

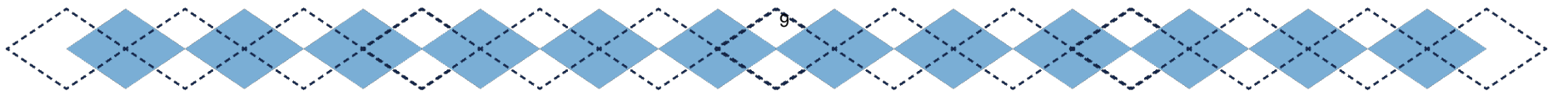
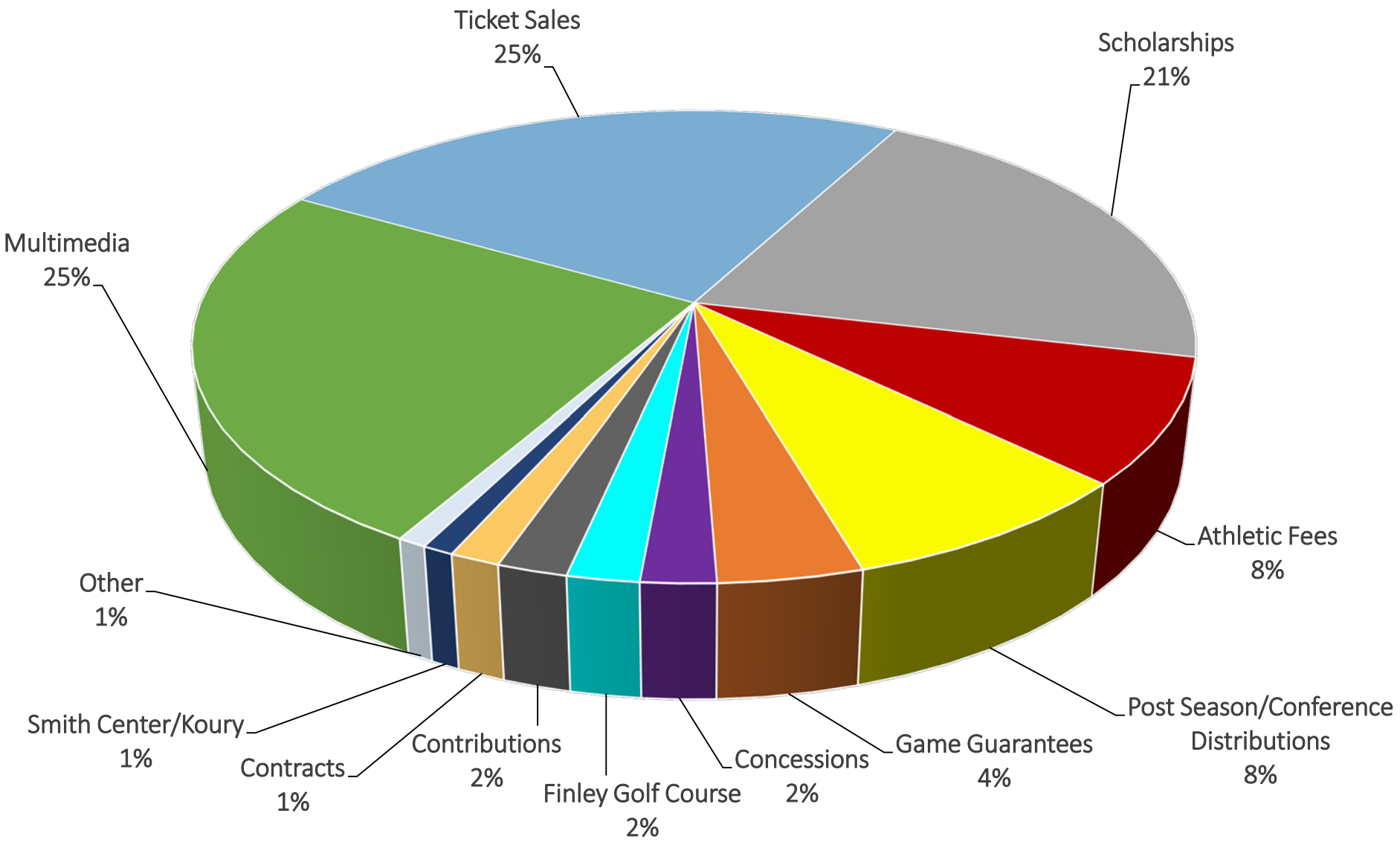
NET OPERATING SURPLUS (\$0)





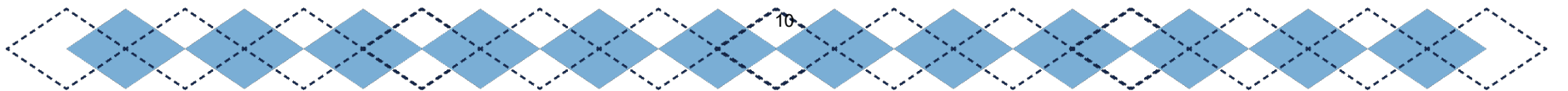
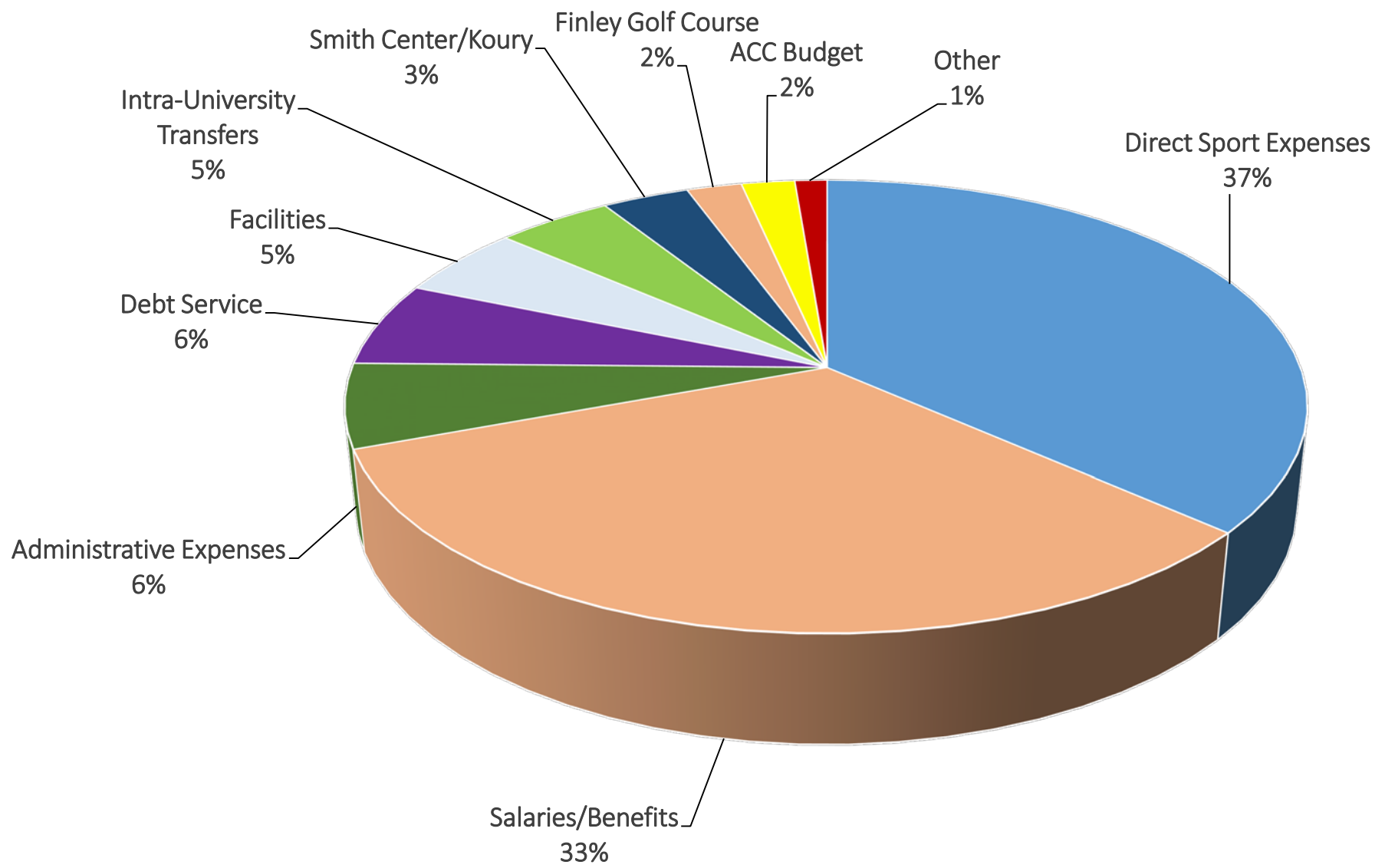


# Revenue Breakdown 15-16





# Expense Breakdown 15-16





# ASPSA 2015-2016 Budget



<b>Salary &amp; Benefits</b>	<b>\$1,164,332.00</b>
<b>Temporary Wages</b>	<b>\$363,662.00</b>
<b>Supplies</b>	<b>\$19,707.00</b>
<b>Communications</b>	<b>\$12,795.00</b>
<b>Freight</b>	<b>\$150.00</b>
<b>Advertising</b>	<b>\$200.00</b>
<b>Membership Dues</b>	<b>\$1,950.00</b>
<b>Other Contracts</b>	<b>\$39,300.00</b>
<b>Total (Including Salary &amp; Benefits)</b>	<b>\$1,602,096.00</b>
<b>Student Opportunity Funds</b>	<b>\$200,000.00</b>
<b>Grand Total</b>	<b>\$1,802,096.00</b>



# Challenges



## Legislative/Government Impacts –

- **NCAA Meals legislation and Cost of Attendance – Budget impact (The allocation of NCAA broad-based funding is distributed equally through the ACC.)**
- **Title IX Self Review – Current review of expansion of opportunities; meeting interest and abilities.**
- **FLSA Regulation Changes to address “white collar” exemptions. The number of employees entitled to overtime is likely to increase significantly. Current exemption from federal minimum wage and overtime is based upon a minimum salary of \$23,660 annually. The DOL has proposed moving that minimum salary to \$50,440.**

From a practical perspective, the university should conduct a thorough analysis of each affected position (including those that are close to the cutoff line). The options beyond that are relatively simple. Departments can do nothing and simply pay the federally mandated overtime; raise the annual pay to meet the new threshold; cap hours to avoid or mitigate overtime costs (or a combination of these).



# Challenges



## **Resource Allocation –**

- **Identifying new sources of revenue**
- **Allocating funds for critical/mission based initiatives**
- **Competitive Budgets – Funding a broad-based program of 28 sports**
- **Coaches Compensation – Competitive salaries for head and assistant coaches**
- **Athletic Accident Insurance – Increases in premium; direct costs for sports-related injuries**



# Challenges



## **Facilities Upgrades/Improvements –**

- **Soccer/Lacrosse Stadium**
- **Indoor Practice Facility**
- **Improvement of practice spaces at Finley Fields**
- **Relocation of outdoor track/ field hockey**
- **Men's basketball locker room**



# Potential Solutions/ Opportunities



- **Conference**
  - ❑ **Broadcast Rights**
  - ❑ **College Football Playoff**
  - ❑ **ACC TV Network**
- **Updating the Strategic Plan – Continued Focus on how do we get better**
- **Strong partners – Rams Club; Sponsorships, including Nike and Learfield**
- **Student-Athlete Opportunity Fund**
- **Continuing success of the Blue Zone**
- **Maximize utilization of existing personnel; leverage relationships on campus**
- **Winning**

**Update to FAC from the Faculty Athletics Representative  
April 26, 2016**

**NCAA**

1. NCAA Legislation

- a. Division I Council met earlier this month
  - i. Passed academic misconduct legislation
  - ii. Satellite football camps
  - iii. Ended requirement that summer school aid be proportional to school year athletic aid grant
- b. Division I Board of Directors meets April 28 could potentially change Council action
- c. A5 Conference Meeting in Dallas, April 25-26
  - i. Show ACC representation (Presidents/Chancellors: Bud Peterson, Randy Woodson)
    - 1. Time demands concepts (fulfilling resolution from 2016 convention to bring forward legislation addressing the time demands issues for vote in January 2017)
      - a. Schedule transparency and consistency concept –
        - i. Require distribution of anticipated sport-specific athletics activities to each SA on a regular basis (a minimum of one week at a time, but hopefully longer) and require distribution of such info to PSAs on an official visit
        - ii. Changes permissible to schedule when circumstances outside of coach's control (weather) and are documented
      - b. Mandatory time off
        - i. In sports other than FB to require 3 separate weeks of SA discretionary time (no required or recommended workouts) from the beginning of classes in the fall to the conclusion of the academic year in the spring with at least one week off during the championship segment for sports that conclude during the academic year
          - 1. Already required time off the week before final exams through the end of final exams shall NOT be included in satisfying this requirement
          - 2. Vacation periods between terms shall not be included in satisfying this requirement
          - 3. Vacation periods during a regular academic term may be used to meet this requirement

2. Governance issues



- a. Option A – timeline for A5 to work together on development of legislative proposals to ensure more coordination prior to September 1
  - i. End of June each conference communicates draft legislation being considered for September submission
  - ii. End of July each conference communicates final legislative proposals to other conferences
  - iii. In August conferences consider whether they want to co-sponsor legislation
  - iv. September 1 submit legislative proposals to the NCAA
- b. Option B – Autonomy Executive Committee & Legislative Committee (submitted by D-1 FAR Board)
  - i. Executive Committee – 2 from each conference and 2 SAs selected by 15 A5 SAs
  - ii. Legislative Committee – Could be 4 reps from each conference (one SA, one FAR, one athletics administrator, and one conference rep)

1. APR Release

- a. 7 Teams received Public Recognition Awards (top 10%)
  - i. Men’s Swimming and Diving (5<sup>th</sup> year)
  - ii. Men’s Tennis (2<sup>nd</sup> year)
  - iii. Women’s Fencing (11 years – every year metric has existed)
  - iv. Women’s Golf (11 years – every year metric has existed)
  - v. Women’s Gymnastics (7<sup>th</sup> year)
  - vi. Women’s Tennis (3<sup>rd</sup> year)
  - vii. Women’s Volleyball (10<sup>th</sup> year)
- b. All but 3 squads above 965

**ACC**

- 1. May meetings
- 2. ACC Academic Consortium
  - a. Ga Tech – Innovation (Stroman)
  - b. Syracuse – Undergraduate research
  - c. UNC – 2<sup>nd</sup> annual debate tournament
  - d. UNC – Senior administrator leadership development

**UNC**

- 1. Women’s Lacrosse – Most Valuable Professor

**Time Demands** (all posted in Time Demands folder on Sakai)

- 1. NCAA Third GOALS Survey (Growth, Opportunities, Aspirations and Learning of Students in College)
  - a. Summary released at January 2016 NCAA Convention

- b. Focuses on experiences and well-being of current SAs
  - c. Study conducted in 2006, 2010, and 2015
  - d. FARs at each NCAA college and university are asked to survey all members of one to three specific, pre-specified teams during spring 2015 (21,233 current SAs, 7,252 from Division I)
  - e. Academics
    - i. Division 1 weekly time in-season on Athletics
      - 1. 2010: 32 hours (D1 FBS FB 39 hours; D1 MBB 36 hours)
      - 2. 2015: 34 hours (D1 FBS BF 42 hours; D1 MBB 34 hours)
    - ii. Division 1 weekly time in-season on Academics
      - 1. 2010: 35.5 hours
      - 2. 2015: 38.5 hours
    - iii. Over 40% of D1 SAs said that athletics participation has prevented them from taking desired classes, but 31% of all SAs had not regrets about their class choices.
2. NCAA Division I SAAC
- a. 28,004 responses
  - b. Strong preference by SAs in most sports than off-day be free from team travel
3. NCAA D1 Time Demands Survey (Feb. 22 – Mar. 1, 2016)
- a. 44,058 responses from SAs (31%)
  - b. 192 ADs (55%), 218 SWAs (63%), 179 FARs (52%), 3,071 head coaches (52%), and 1,855 others (mainly compliance staff)
  - c. Where there was consensus between SAs, head coaches, and administrators
    - i. Strong majority support a minimum of 8 hours overnight between CARA periods
    - ii. SAs strongly support a mandatory no activity period at the end of the competition season. A majority of coaches support, however, within some sports there is not majority support (MFB-FCS, 31%; MSW 31%; MGY, 0%; WSW 24%)
    - iii. A majority are comfortable requiring two days off per week out-of-season
    - iv. A majority support allowing SAs to take a period of n-activity outside of the playing season to participate in an educational or career development opportunity, although coach support is lower in some sports
      - 1. A majority prefer that this opportunity be limited to 2-4 weeks.
    - v. A majority support limiting the number of contests during exam periods
    - vi. Strong support for requiring a minimum rest period from returning from travel and permitting practice or competition of at least 7 hours.

Recommendations to FAC from Student Athlete Experience Topic Members  
Kim Strom-Gottfried  
Daryhl Johnson

1. Process recommendations
  - 1a. Continue to coordinate with the Working Group on issues of mutual concern
  - 1b. Monitor NCAA time study findings
  - 1c. Examine findings of UNC student athlete exit survey for issues of mutual concern.
  
2. Content recommendations, re: Time commitment
  - 2a. Identify and address (through AD's office) sports/ coaches who are giving mixed messages (to us that they are teachers and value academics and to students that they will to move practices to morning to allow afternoon recitations, that they forbid certain majors, that SAs can't go to office hours, etc. (Evaluating coaches by GPAs may have unintended consequences of for coaches in how they support academic interests)
  - 2b. Address concerns about what hours "count" for various sports through NCAA rep and other avenues
  - 2c. Address the way excused absences are counted (see 3b)
  - 2d. Have wifi on all travel buses
  
3. Content recommendations, Faculty relations
  - 3a. Address identifiable faculty who are perceived as biased against or verbally demeaning toward students who are athletes working through Abigail Panter, Chairs, and other mechanisms
  - 3b Address the pattern of counting excused absences as regular absences, stacking missed exams or assignments into cumulative assignments.
  
4. Content recommendations, re: Student athlete wellbeing
  - 4a. Improve the quality, consistency and number of tutors
  - 4b. Increase available psychological and social support (number of personnel)
  - 4c. Pay special attention to first years' needs, knowledge, priority registration and access to prerequisite courses, etc.