

**Faculty Board on Athletics
Meeting of October 15, 2014
10:00 am-12:00 pm, 3108 Eck Hall of Law**

Members present: Patricia Bellia (Chair), Jim Brockmole, John Gaski, Jessica Hellmann, Patrick Holmes, Dan Kelly, Thomas Noble, Jaime Pensado, Joseph Powers, Robin Rhodes, Christopher Stewart, Ann Tenbrunsel, Brian Coughlin for Erin Hoffmann Harding

Member excused: Ann Firth, Jack Swarbrick

Athletics Liaisons: Jill Bodensteiner, Michael Harrity, Missy Conboy

Observers and Guests: Alan Turner—Head Coach, Track and Field and Cross Country; Ryan Willerton—Director, Office of Community Standards; Tracey Thomas (Recorder)

1. Call to order and opening prayer

Professor Patricia Bellia called the meeting to order and asked Professor Thomas Noble to give the opening prayer.

2. Minutes of September 10, 2014

The minutes of the September 10, 2014, meeting were unanimously approved.

3. Chair's Announcements

Professor Bellia announced schedule approvals for softball (fall), cheerleading (fall), men's fencing (fall/spring), women lacrosse (fall), men's lacrosse (fall), and baseball (spring). The spring baseball schedule includes five class misses in the Monday/Wednesday/Friday sequence. The five class misses are typical for baseball because of various factors, including the Friday-Saturday-Sunday format for most series and the fact that local weather conditions force the team to schedule games on the road in the early spring. Professor Bellia announced captaincy approvals for fencing, women's lacrosse, and men's and women's cross country.

In response to requests from committee members, Professor Bellia spoke briefly about five ongoing academic fraud cases involving student-athletes. She noted that the full academic process for each student includes hearings and potential appeals, and the academic phase is not complete. In addition, the Family Rights and Educational Privacy Act (FERPA) and University policy greatly constrain discussion of the details of the individual cases by anyone except the student.

Professor Bellia noted that of concern to the Board are two sets of issues that the University may face. 1. The investigation into the student-athletes' conduct began as an investigation of potential NCAA violations. What, if any, NCAA implications will the investigation have? 2. The Honor Code does not specifically address circumstances in which

evidence of a violation is discovered in the manner it was discovered here. Are there ways in which the University's Honor Code should be revised to more effectively respond to such situations?

Professor Bellia indicated that she would invite Marianne Corr, Vice President and General Counsel, and/or Hugh Page, Associate Provost, to address these issues at a future meeting. In addition, any revisions to the Honor Code would be undertaken by the University Committee on the Honor Code. Professor Bellia expects that body to seek input from broad segments of the University community, including the Board, as well as the Academic Code and Policy Committee, which Dr. Page chairs and on which she sits. Professor Bellia indicated her intention to participate as a representative of the Board in discussions; she will plan to consult fully with members.

Members noted that they frequently field questions from colleagues about incidents such as these cases. When Board members lack information, colleagues may feel that Board members are not being honest, or that the Board is not fully performing its duties. Mr. Stewart also noted that this set of cases has raised questions for him on the full and appropriate role to be played by the student representative to the Board, particularly concerning what assistance, if any, he should provide to the affected students. Professor Bellia confirmed that she would invite Ms. Corr and/or Dr. Page to visit with the Board as soon as practicable.

4. Introduction of Alan Turner, Head Coach, Track & Field and Cross Country

Professor Bellia welcomed Alan Turner, new head coach of men's and women's track and field and cross-country. She reported that in the wake of Joe Piane's retirement, the Department of Athletics conducted a national search for a new head coach. Professor Bellia was involved in the interview process, as was Torrian Jones, the team's academic counselor in the Office of Academic Services for Student-Athletes. There were many excellent candidates, and Mr. Turner was the most deserving of the candidates. She welcomed him to the meeting.

Before being named head coach, Mr. Turner had served as the coach for sprinters and hurdlers in the track and field program, so he has a strong relationship with the team. He spoke briefly about his strategy: to develop well-disciplined student-athletes who strive for excellence and integrity. He seeks to recruit and develop student-athletes who are committed to personal and team success at the conference and the national levels. One outcome of this commitment will be to create exciting, winning, and entertaining sports. Core values that Mr. Turner will emphasize include accountability, teamwork, integrity, and leadership. He stressed that he wants to win; his goal is to move all six sports (men's and women's cross country; men's and women's indoor track and field; and men's and women's outdoor track and field) to the top 20. He sees potential to achieve conference and national championships in all three sports; while Notre Dame has not yet achieved this, he believes it is a viable goal for the sports.

Professor Bellia asked Mr. Turner about the transition from coach for sprinters and hurdlers to interim head coach to the head coach position. Mr. Turner noted that the time crunch of hiring new assistant coaches and immediately beginning a new season for the multiple sports he manages made for an intense first several weeks. He has had to relinquish daily contact with

student-athletes, previously available to him as coach of only 22 athletes. However, since the various teams among the several sports included in his portfolio do not share a single practice time or protocol, it is typical for the coach to meet with athletes sometimes only one or two times a week. Mr. Turner works regularly with event leaders to stay in touch with athletes.

Mr. Turner commented that progress is being made to secure a donor for the proposed new outdoor track and field facility; a new facility would improve the team's ability to host competitions here, which might reduce some of the team's spring travel. He commented that Loftus Center, the indoor facility, has a track that is as large as any indoor track in the nation, which enables Notre Dame to host premier meets in the indoor season.

Mr. Turner discussed the challenge of achieving excellence in each of the different areas that make up a track and field program. Only ten to twelve programs can be strong in all the competition areas. Finding and recruiting well-rounded student-athletes is the challenge and path to long-term success. Notre Dame has already had success in ACC competitions; Mr. Turner anticipates a continuation and improvement in conference competition. Recruiting can be challenging because of the weather, although the Loftus is a strong counter to that problem. Perception of Notre Dame's program as concentrating on a strong distance running tradition is also a challenge for recruiting. Mr. Turner's success in producing strong short distance sprinters has been effective in recent recruitment cycles.

On the transition from the Big East to the ACC, Mr. Turner noted that the competitive level is higher in the ACC; during the first year in this conference, Notre Dame took second and third place, women's and men's respectively, which was a good start toward the goal of being a perennial top 3 team. The ACC has changed the scheduling of its outdoor conference championship meet from the middle of April to the middle of May, the traditional and typical date for conference schedules. This extends the season for conference-level athletes, which adds to the expense of fielding a team since student-athletes stay on campus longer. For some schools that will be a challenge.

Scholarships available, per NCAA rules, for track and field and cross country are 18 for women and 12.6 for men. Currently there are 106 student-athletes, and most are on no scholarship. In response to a question, Mr. Turner said that top athletes understand the advantages of the excellent education Notre Dame offers. Frequently these high achieving student-athletes choose Notre Dame for its academic options. Financial aid unrelated to athletics ability is also available for these students. These student-athletes take a typical mix of majors, including Engineering, Science Pre-professional, and Business.

Members thanked Mr. Turner for meeting with them today.

5. Academic Reports

Patrick Holmes, Director of Academic Services for Student-Athletes, gave the annual set of academic reports.

- Student-Athlete Profile

This report compiles data about student-athletes on an annual basis and juxtaposes this data with that for the general student population. The data includes all student-athletes; it does not include trainers, cheerleaders, or student managers.

There are 688 student-athletes in the 2013-2014 profile, representing 8% of the undergraduate student population. This number is consistent over years. Notre Dame sponsors 26 varsity sports.

Women represent 47% of the undergraduate population and 41% of the student-athlete population. Minorities represent 24% of the undergraduate population and 21% of the student-athlete population. African-American males represent 4% of the undergraduate population and 13% of the student-athlete population. One in three African-American males at Notre Dame is a student-athlete.

Grant-in-aid (GIA) is awarded to 61% of the student-athletes (421/688); women represent 41% of the student-athletes who receive GIA. A GIA can be a full scholarship or as little as funds to pay for textbooks. Eighty-three percent of undergraduates identify as Catholics, while 68% of student-athletes identify as Catholics.

Most student-athletes enroll in either the College of Arts and Letters (23%) or the College of Business (34%). Fourteen percent of student-athletes enroll in either the College of Engineering or the College of Science. The most popular majors for student-athletes include Finance; Marketing; Film, Television and Theater; Science/Pre-Professional; and Psychology.

Members discussed various other data points, including the average SAT, the average cumulative GPA, and the test score/GPA ratio. Members considered the research that the Office of Strategic Planning and Institutional Research had undertaken in the previous academic year to identify student-athletes who might be at higher academic risk. Mr. Holmes cautioned that test scores are not strongly correlated with academic success; however, test scores are widely available and easily compared. Better indicators for success are the quality of the high school experience and the level of performance attained by the student. Mr. Holmes stressed that student-athletes have been promised an excellent education; it is paramount that the University do all it can to ensure that these students, who represent the University in so many ways, have full access to that excellent education.

Professor Brockmole asked about the impact on student-athletes of the new “gate” on declared business majors for all students. Mr. Holmes observed that just as student-athletes have been able to get an “early read” on admission to Notre Dame, they will be able to get an early read on whether they will be permitted to enroll in the Mendoza College of Business. There will be no barrier for student-athlete enrollment in MCOB.

- Graduation Rates

The NCAA releases two sets of graduation rate data, the Graduation Success Rate (GSR) and the Federal Graduation Rate (Fed Rate). This data is released yearly in late October; today's report includes data from October 2013, and data released in October 2014 will be forthcoming. The 2013 data covers a cohort of GIA student-athletes who entered the University in 2006; the student-athletes have six years in which to graduate. Notre Dame consistently finishes first or second in GSR; in 2013 the GSR was 98%. The Fed Rate for Notre Dame was 84%. The Fed Rate does not adjust for student-athletes who leave the university in good academic standing; student-athletes who leave under any circumstances are counted negatively in the Fed Rate.

Professor Hellmann offered congratulations on the good report. Mr. Holmes thanked her and agreed that "we do good things here" in admitting a carefully selected group of students, supporting them well, and making graduation a viable possibility. It was noted that only 60% of Notre Dame's student-athletes are GIA; 40% of ND's student-athletes receive no scholarship at all, and therefore are not included in many of the national statistics.

- Grade Reports

Mr. Holmes reported on semester and cumulative GPA for for Fall 2013 and Spring 2014. Among the highlights of the report are the following. In Fall 2013, there were 15 student-athletes with 4.0 GPAs. Women's golf had the highest team GPA, 3.603. In Spring 2014, there were 17 student-athletes with a 4.0 GPA; women's golf again had the highest team GPA, at 3.458.

Notre Dame student-athletes won a number of conference and national academic awards. The Capital One All-America program annually selects distinguished student-athletes to an honorary team in respective sports. Seven Notre Dame student-athletes were recognized by this program during the 2013-2014 academic year:

Ashley Armstrong—Golf (W)	Logan Renwick—Track & Field (M)
Patrick Hodan—Soccer (M)	Harrison Shipp—Soccer (M)
Gerek Meinhardt—Fencing (M)	Elizabeth Tucker—Soccer (W)
Emma Reaney—Swimming & Diving (W)	

The NCAA awards postgraduate scholarships annually to student-athletes who excel academically and athletically and who are in at least their final year of intercollegiate athletics competition. Notre Dame student-athletes honored this year are Greg Andrews—Tennis (M), Harrison Shipp—Soccer (M), and Elizabeth Tucker—Soccer (W).

The Elite 89 Academic Recognition Award Program is given by the NCAA to recognize the student-athlete with the highest GPA and who reached competition at the finals site. Two Notre Dame student-athletes were recognized: Michael Shipp (Soccer—M) with a 4.0 GPA and Anna Kottkamp (Rowing) with a 4.0 GPA.

The ACC awards scholarships to student-athletes who intend to pursue a graduate degree following completion of their undergraduate requirements (the Weaver-James-Corrigan and Jim and Pat Thacker scholarships). Four Notre Dame student-athletes were recipients of these scholarships: Greg Andrews—Tennis (M), Jennifer Kellner—Tennis (W), Elizabeth Tucker—Soccer (W), and Harrison Shipp—Soccer (M).

Mr. Holmes also provided a report on the academic progress of the student-athletes who are fifth year students taking graduate courses. The GPA of these students are “strong” as is typical of the graduate program.

Professor Bellia thanked Mr. Holmes for this informative report. Members were invited to review the information and contact Mr. Holmes with other questions.

6. Disciplinary Report—Brian Coughlin

Brian Coughlin, acting head of the Office of Student Affairs, introduced Ryan Willerton, Director of the Office of Community Standards. Mr. Willerton presented a report on student-athlete disciplinary incidents.

Notre Dame significantly revised its disciplinary protocol during the 2013-2014 academic year after a study of the process. Notre Dame changed the “entry” point for the disciplinary process, thereby affecting the outcomes of the process. Whereas previously a student who was referred for a student conduct violation would appear before a conduct officer or a hearing panel, the new process begins with a formative and educational conversation with the rector (a staff person will be appointed to function as rector for all off-campus students). If a subsequent violation occurs, the student will engage in a conference with Student Affairs staff in a further formative and educational discussion. A possible third violation might also lead to this conference step. The highest level of process will be a disciplinary hearing before a panel. This hearing is the only level at which the option for separation from the university might be imposed. The number of offenses and/or the seriousness of the action could trigger escalation to the hearing level. All contacts will be documented and available for review and analysis by designated Student Affairs staff.

Mr. Willerton shared information on the number of disciplinary incidents in the 2013-2014 academic year. Student-athlete data is comparable to data for the all-student population in terms of rates of occurrence and types of incidents. The new data collection system, which tracks a large number of demographic details, is designed to identify trends. Now that the new system is in place, the Office of Student Affairs would be willing to track any data points that Board requests.

Ms. Conboy asked how the system works during the summer session, when the rector system differs from that during the academic year. Mr. Willerton noted that disciplinary reports are given immediate attention in the summer, in light of the different supervisory situation. Noting that the social situation is different in the summer, as many students leave on weekends, Mr. Willerton reported that data from this first summer did not indicate any increased problems.

Professor Brockmole asked about a possible role for coaches in the disciplinary process of student-athletes. Mr. Coughlin noted that there is an increased transparency between Student Affairs and Athletics, including a more frequent inclusion of Jill Bodensteiner, Senior Associate Athletics Director for Compliance and Policy Management, in conversations between staff and coaches, and with teams. Student Affairs staff members have met with teams to provide education. No outcomes are communicated directly to coaching staffs; contact is established through Ms. Bodensteiner. Occasionally contact can be facilitated through the assigned sports administrator. These protocols help to maintain objectivity. Ms. Bodensteiner commented that the Compliance Office views the changes as positive. The first stages are providing significant educational contacts. Communication among concerned parties is strong.

Members discussed consistency as a concern and focus of the disciplinary process. Professor Dan Kelly approved the advantages of a decentralized approach but noted that a lack of consistency in types of outcomes is likely to occur, affecting the sense of justice in the system. Mr. Coughlin reported that the overhaul of the disciplinary system included a shift in the overarching philosophy from a concern for consistency of outcome to a concern for consistency of process. The process of documenting incidents, however, allows Student Affairs to track events, actions, and outcomes carefully. In addition, Student Affairs meets with rectors as a group twice yearly to talk about the scope of outcomes. The first meeting was two hours and focused on consistency and best practices, with attention to calibrating the system. Outliers are investigated. The documentation system provides a template with an options menu, and Mr. Willerton receives all reports directly.

In response to a question, Mr. Coughlin noted that Student Affairs has worked with the South Bend Police to improve police-student interactions. The office has also worked with student groups to inform and educate students on improved interactions with both police and neighbors where students live off campus. The number of warrants issued for noise and/or off campus drinking violations has fallen.

Professor Gaski noted that the numbers overall are quite low; he asked what comparative norms have been established with other FBS institutions. Mr. Coughlin reported that the residential life system at institutions can vary widely; Notre Dame has a single unified system of housing and student affairs. In addition, the culture on campus is different than many other institutions; for instance, there is very little vandalism at Notre Dame.

The population covered in the report includes trainers, managers, and cheerleaders. Members noted that those individuals are included because of the close connection of these students with student-athletes and because of they too represent Notre Dame. Members asked if data on these students might be separated from the data on student-athletes.

Professor Bellia mentioned that loss of on-campus housing as a penalty for disciplinary violations is problematic for GIA student-athletes who are under a six semester on-campus housing rule. Mr. Coughlin stated that the loss of on-campus housing is indicative of a serious offense that has violated the welfare of the community, an important commitment made by each student who accepts on campus housing. He noted that further education is needed among campus members to understand both the significance of this obligation to contribute positively to

the life of the community and the significance of the penalty of loss of this privilege. The way in which this penalty interacts with Board policy is also important.

Professor Bellia thanked Mr. Coughlin and Mr. Willerton for this useful and informative report.

As time had expired, the meeting was adjourned.