

**Faculty Board on Athletics
Meeting of September 6, 2013
9:00 am-11:00 am, 500 Main Building**

Members present: Patricia Bellia (Chair), Ann Firth, Umesh Garg, John Gaski, Erin Hoffmann Harding, Patrick Holmes, Dan Kelly, Thomas Noble, Robin Rhodes, Richard Pierce, Michael Stanistic, Ann Tenbrunsel

Members excused: Jack Swarbrick, Christopher Stewart

Athletics Liaisons: Missy Conboy, Michael Harrity

Observers and Guests: Beth Hunter, Assistant Athletics Director, Student-Athlete Alumni Relations and Executive Director, Monogram Club; Duke Preston, Director, Student Welfare and Development; Allyson Stanton, Program Coordinator, Student Welfare and Development; Marta Stepien, Intern, Student Welfare and Development; Hilary Flanagan, Director, Career Center, Tracey Thomas (Recorder)

1. Call to order and opening prayer

Professor Patricia Bellia called the meeting to order and gave the opening prayer.

2. Minutes of May 8, 2013

In reviewing the minutes of May 8, 2013, Professor Bellia addressed the topic of the public availability of the minutes and confidentiality concerns. The minutes are available on the Faculty Board on Athletics website. Although the site requires a NetID and password, thereby restricting access to members of the Notre Dame community, the FBA has historically omitted the discussion of sensitive topics from the public minutes. For example, before circulating the minutes, the Chair might redact information related to specific student-athletes, test score data, information on specific disciplinary incidents, and so forth.

Members discussed the section of the May 8, 2013, minutes that addressed development of the revised policy on the drug testing of student-athletes. Members approved the inclusion of the discussion in the public minutes.

The minutes were unanimously approved with three factual corrections.

3. Introduction of new members

Professor Bellia introduced and welcomed the new members to the Board. These include Professor Thomas Noble and Professor Robin Rhodes, elected by the faculty at-large, and Professor Dan Kelly, elected by the faculty of the Law School. In addition, Father Jenkins has appointed current law student and former Notre Dame football student-athlete Christopher Stewart to the Board; he was unable to attend today's meeting. Professor Bellia also introduced Beth Hunter, Assistant Athletics Director, who will attend meetings as needed.

Professor Bellia distributed new FBA manuals to all members, and noted the Board's obligation, both ethically and under the Family and Educational Rights and Privacy Act (FERPA), to a policy of confidentiality about all information discussed at FBA meetings.

4. Chair's Announcements

a. Upcoming Meetings

Professor Bellia addressed the meeting schedule for the 2013-2014 academic year. She noted that the Athletics Department has recently undergone a reorganization with substantial changes to its structure. In order that FBA can have a clear understanding of the department and its goals, leadership of each of the "Centers of Excellence" that intersects with the work of the FBA will be invited to attend an upcoming meeting. Today, Student Welfare and Development will give a presentation; in October, Compliance will be invited; in addition, the Digital Media and Media Relations groups may also attend a meeting this fall. Mr. Swarbrick is traveling during today's meeting, but the FBA looks forward to a report from him concerning the reorganization.

At the November meeting, Mr. Holmes will give annual academic reports, and Professor Bellia will give her class miss report. Professor Bellia hopes that Hugh Page will be able to speak about his position as Vice President and Associate Provost for Undergraduate Affairs, whether at the November meeting or a later one. Professor Bellia has also reached out to Brian Coughlin, Associate Vice President for Student Development, regarding a report on student-athlete disciplinary incidents.

b. Captaincy and Schedule Approvals

The slates of schedule and captaincy approvals made by Professor Bellia during the summer are attached to these minutes as Appendices A and B, respectively. Professor Bellia provided some information concerning the class misses involved in the schedule approvals. As Ms. Conboy discussed at the April 2013 meeting, there will be some transitional issues with scheduling as Notre Dame moves into the ACC. It should be noted that a majority of Notre Dame sports teams are within the permitted level of class misses. Among teams whose schedules exceed the normal class miss limit, the two basketball schedules are affected by television scheduling. A number of teams are affected by the fact that smaller airport markets and smaller planes complicate the travel schedule. Ms. Hunter noted that the airports are farther from the final destinations, as well, necessitating additional travel arrangements. Some teams face unique considerations that will not recur. Men's tennis, for example, had previous non-conference commitments that had to be honored; with the addition of the ACC league schedule, the team was unable to fit those commitments in without adding class misses.

Professor Bellia and Ms. Conboy will continue to press with the ACC Notre Dame's concerns and priorities in terms of scheduling. Professor Bellia noted that many coaches had worked very hard to make the best possible schedule under the circumstances. Ms. Conboy is

working with the ACC on communicating to the conference institutions about Notre Dame's interest in scheduling during school breaks.

Professor Bellia noted that the FBA will continue to monitor this situation and will invite Ms. Conboy to report again in the spring.

Professor Bellia reported that the new procedure for nomination of team captains has been in effect since mid-April, using a new form that requires coaches to comment on how the nominated student-athlete has demonstrated high standards of conduct and strong leadership. Mr. Coughlin no longer signs the form, but Professor Bellia obtains the pertinent disciplinary history from Mr. Coughlin's office and discusses any issues with him. Professor Bellia noted that there have been a few disciplinary incidents among nominated students. She has signed off on cases involving single disciplinary incidents in which the student-athlete has completed the relevant sanctions. She will bring back to the Board for full board approval any nomination that includes a current disciplinary probation, multiple disciplinary incidents, or a single significant disciplinary incident. She asked members if the procedure continues to be approved by them; all approved.

c. Summer Business

Professor Bellia noted for the record that the full FBA had approved a waiver request over the summer. More specifically, a walk-on student-athlete who was a rising junior had signed a lease and moved off-campus for the summer and the upcoming academic year. He then learned that he would be receiving a grant-in-aid for the year. The Board unanimously granted the student-athlete's request for a waiver of the policy prohibiting grant-in-aid student-athletes from living off-campus prior to their senior year.

The Director of Athletics has recently extended the contracts of several head coaches. In each case, Professor Bellia was consulted, as per FBA policy. The coaches included Brian Kelly (football), Jay Louderback (women's tennis), Randy Waldrum (women's soccer), Jeff Jackson (hockey), Janusz Bednarski (fencing), and Brian Barnes (women's swimming). Professor Bellia and Ms. Firth were also involved in the interview process for a number of vacant assistant coach positions. Four programs brought on new assistant coaches this fall: Corey Holton (women's soccer); Catrina Thompson (women's tennis); Katie Powell and Sarah Dalton (women's lacrosse); and Adam Schaeferle (men's tennis).

Over the summer the FBA appointed Professor Umesh Garg to the Drug Testing Oversight Committee, the new committee created under the student-athlete drug testing policy approved by Father Jenkins in May 2013. Jack Swarbrick appointed Jill Bodensteiner as the Department of Athletics representative, and Father Jenkins appointed the remaining three members of the committee: Ann Firth (chair), University Physician Dr. Kevin McAward, and Susan Steibe-Pasalich of the University Counseling Center. Father Jenkins likewise appointed Christopher Stewart to serve as a member of the Drug Testing Appeals Board, joining Professor Bellia and Brandon Roach of the General Counsel's Office.

Finally, Professor Bellia noted that four more Notre Dame student-athletes were named Academic All-Americans in the spring semester, bringing the academic year total to eight, which is the highest total since the 2008-09 academic year. The student-athletes were Greg Andrews (men's tennis), Rebecca Tracy (track & field/cross-country), Logan Renwick (track & field), and Ashley Armstrong (women's golf).

d. Subcommittee and Liaison Assignments

Professor Bellia commented on the new subcommittee assignments, which are listed in the manual. She noted that there is one vacancy on the Student Welfare Committee, as Professor James McKenna is on sabbatical, and his replacement has yet to be named.

Professor Bellia discussed the sports team liaison assignments that are listed in the manual. The liaison for men's basketball was determined through a lottery. In all other instances, Professor Bellia tried to honor the requests of members. She noted that the liaison role is designed to provide the FBA with a stronger connection to each sports program, thereby giving it a better sense of that program, its needs, and student-athlete needs and concerns, all of which should lead to improved policies and decisions. Mr. Swarbrick has encouraged head coaches to engage with the liaison directly and/or through the sport administrator. Professor Bellia noted that liaisons can meet with coaches and sport administrators, at lunch or at a practice, as a way of developing a relationship. She or staff from Mr. Holmes's office would be happy to accompany a liaison to a scheduled event or practice. There is no uniform expectation for the liaison position, as each coach handles this role differently. Each liaison is invited to shape the role according to his/her own schedule availability.

Ms. Conboy noted that the sport administrator role is unique at Notre Dame. Each administrator oversees only one sports team, while also fulfilling a set of duties within the Department of Athletics. This arrangement permits the sports administrator to be closely involved with the team. It also gives that staff member a "jump start" on his or her engagement with all facets of the athletic program. Under the new organization of the Department of Athletics, Jill Bodensteiner oversees the sport administrator program.

5. Student-Athlete Services Center of Excellence—Michael Harrity

Professor Bellia invited Michael Harrity, head of the Student-Athlete Services Center of Excellence, and his Student Welfare and Development (SWD) staff to speak to the Board. Mr. Harrity thanked the Board for this opportunity to present the vision and strategy of SWD. Notre Dame's unique commitment to both student welfare and student performance was among the factors that attracted him to the University a year ago. Notre Dame has clearly demonstrated its support of the student-athlete by putting the necessary resources in place.

Mr. Harrity introduced the SWD staff who have attended this meeting: Duke Preston, Director; Allyson Stanton, Program Coordinator; and Marta Stepien, Intern. Mr. Harrity also introduced Hilary Flanagan, director of the Career Center.

The SWD team described the strategy of SWD and its initiatives, goals, and philosophy. SWD concentrates on assisting student-athletes to “get a rounded experience” in their time at Notre Dame. Mr. Preston talked about the impetus behind the programming that SWD develops. Two “crises” have been identified among student-athletes. First, some student-athletes tend to have a single-minded focus on themselves, and they need encouragement to develop a more complete, other-focused perspective. Second, some student-athletes are accustomed to following someone else’s “game plan” without question, and they need to strengthen their ability to think critically. Through programming, SWD aims to “engage, transform, and empower” the student-athletes. Mr. Preston noted that Notre Dame provides an unusually well-rounded experience for student-athletes.

Ms. Stanton talked about embedding “core truths” in the programs that SWD develops. The test for the value of SWD programming includes asking about relevance, perception, and authenticity with each program. In developing programs, SWD uses research and student-athlete input to provide a solid foundation for each program. Ms. Stanton used the Rosenthal Leadership Academy as an example of a SWD program that achieves its relevance by being “very customized” to the Notre Dame student-athlete experience. Mr. Harrity noted that students are nominated by peers and appointed by head coaches to this program, which meets six times during the year, with a number of off-campus overnight retreats as well. The intent of the program is to create an environment in which individual transformation can occur through increased self-awareness, and to challenge student-athletes to examine how their choices and actions align with their values and goals.

SWD also makes a strong effort to solicit and then respond to the perceptions and expectations of the student-athletes about programs. Before, during, and after the planning and implementation of a program, SWD collects and assesses information on student-athlete expectations and perceptions.

Ms. Stanton noted that authenticity is built into the philosophy of the programming of SWD. The SWD staff makes an effort to create authentic spaces where student-athletes are encouraged “to show up, to be real, to allow their true selves to be seen.”

Mr. Harrity spoke about the “exciting new collaboration” between SWD and the Career Center. A new full-time Career Center employee, Stephanie Mola, Student-Athlete Career Program Manager, acts as a liaison between the Career Center and the Department of Athletics, and her office is located within SWD in the Joyce Center. Ms. Flanagan, director of the Career Center, noted that she has received numerous phone calls and emails from colleagues across the country who are interested in developing a similar model. Ms. Mola’s primary focus is to help student-athletes leverage and navigate their opportunities. The Career Center encourages student-athletes to think about concurrent opportunities, noting that developing non-sports career options does not have to preclude professional sports careers as well. Professor Bellia noted that the Board could invite Ms. Mola to a future meeting to speak about her work.

Mr. Harrity invited questions. In response to a question, Mr. Harrity described the structural changes to SAAC—Student Athlete Advisory Council—to which each team sends a representative. To develop consistency in the process of choosing representatives, SWD

instituted a new nomination and selection process. SAAC group has two significant functions. It works to create cross-team camaraderie among the student-athletes and it provides valuable feedback on Athletics and FBA policy issues (such as the drug testing policy, honor code policy, etc.).

Professor Rhodes asked about programming to encourage student-athletes to become “genuinely engaged in academic activity” at the university. Mr. Preston noted that many of the programs of SWD help to develop critical thinking skills in student-athletes. The University needs to support opportunities for student-athletes to engage in the academy. Professor Rhodes suggested that direct programming to understand what it is that motivates some people to pursue intellectual goals might help student-athletes to see the connection between what drives them and what drives an academic.

Mr. Harrity noted that a “big part of our programming” is to encourage student-athletes to “take ownership” of their own experience. Ms. Stepien emphasized the “open door policy” of the SWD office, which encourages student-athletes to bring a wide range of concerns, questions, and ideas. Some of the programs “groom” candidates for captaincy positions in later years. Mr. Harrity noted that his office is sensitive to not stretch student-athletes too thin.

In response to a further question about academic engagement, Mr. Preston agreed that student-athletes have constraints on their time that affect the time they have available for conversation with professors, for dorm chats on intellectual issues, etc. He noted that many student-athletes were groomed to be student-athletes from a young age and have become well versed in fielding questions from the public but have had little time to dwell on exploring their self-identity. SWD sees this as a skill needed for successful professional development.

Ms. Firth suggested that academic engagement might be further fostered by showcasing some of the “superb scholar-athletes” at Notre Dame. These students are taking full advantage of the dual opportunity here at Notre Dame. Mr. Harrity noted that the current student government president is a student-athlete on the men’s fencing team. Elizabeth Tucker, an outstanding athlete and student on the women’s soccer team, has attracted notice from other campus entities, as well, who are interested in promoting outstanding student accomplishments. Professor Bellia noted that the Digital Media and Media Relations groups will be invited to attend a meeting because of this growing interest in showcasing the academic accomplishments of student-athletes.

Professor Bellia asked Ms. Flanagan about the connection between the Career Center and the Fellowships Office. Ms. Flanagan said there is interaction that arises primarily on an individual basis. Much of her work with student-athletes begins with helping them to identify their successes beyond their athletic success; many need to challenge their assumption that they “have no other successes.” This leads to a new approach to resumes and cover letters, as they prepare to market themselves.

Professor Bellia thanked Mr. Harrity and other guests for their informative presentations.

6. Review of Annual Report

Professor Bellia presented the draft of the Annual Report for discussion before she submits it to Father Jenkins and the Academic Council. She noted that during the fall, she expects to go before the Undergraduate Studies Committee of the Council and give an oral presentation of the report. The requirement to present a report to the Academic Council has been in effect for three years; the protocol of presenting the report through the Undergraduate Studies Committee has been in place for two years.

Professor Bellia noted that under the Academic Articles, the report is submitted by the Chair and not the committee. She nevertheless favored committee review and input. The Board voted to approve the report with minor changes.

7. Academic Initiatives

Professor Bellia presented an academic initiative to the Board for discussion. In reviewing the minutes of the Board to compose the Annual Report, she was made keenly aware of the extent to which the Board focuses on at-risk student-athletes in the context of various discussions. In an effort to solidify and refine the Board's approach to addressing concerns about at-risk student-athletes so as to provide appropriate advice to Father Jenkins, Professor Bellia drafted a proposal to be submitted to Father Jenkins. The proposal consists of four measures that could foster the "Basic Principles" on academics contained in the University's *Statement of Principles on Intercollegiate Athletics*. Professor Bellia distributed this draft document to members and invited their discussion. She requested that members consider whether to submit the draft to the Academic Integrity subcommittee for further refinement or to share the principles with Father Jenkins in their current form.

Members discussed the draft (attached as Appendix C). Ms. Conboy asked if Professor Bellia intended measures to be added to the "Basic Principles" within the *Statement of Principles on Intercollegiate Athletics*. Professor Bellia did not intend that, noting that the four measures would represent the practice of the Board and the University, as a means of implementing the "Basic Principles" contained in the *Statement of Principles*. Regarding the first measure, she stated that there is frequent recognition that timely access to data on performance would be helpful; this document might hasten achievement of that goal. Regarding the second measure, she said that the Board has long recognized a need for more information on outcomes. The third measure is designed to ensure that a support group is notified of an at-risk student-athlete's need for assistance to get full access to needed resources. The fourth measure ensures a regularized discussion concerning those students at-risk, as well as general academic issues such as class misses, practice scheduling, and so on.

Regarding the third measure, Ms. Conboy asked when a concern would be triggered for a given student—at the time of admission or after a period of time at the University? Mr. Holmes remarked that a standard determination is difficult to make, as it is often a case-by-case situation. Overall, the goal is to make sure that a specific subgroup of student-athletes has access to the support and resources available to assist that student-athlete to be successful at Notre Dame. These steps would make the process more formal than it is currently.

Members discussed the relationship between the Basic Principles and the four steps. Professor Bellia stressed that there is a need to learn more from the outcomes of admitting students under a given profile. Data that could be shared is not being adequately shared among stakeholder units on campus. Admissions has not regularly received data on outcomes, and Academic Services does not have timely access to projected GPA information that would be very helpful.

Professor Bellia asked members if they would like to revise this document or if she should share it with Father Jenkins, with the possibility that there will be further refinements in the future. The Board endorsed the document in principle and agreed that Professor Bellia should share it with Father Jenkins.

Professor Bellia thanked members for their input.

As time had expired, the meeting was adjourned.

APPENDIX A

SCHEDULE APPROVALS (May-September 2013)

Approval Date	Sport	Within 3MWF/3TuTh Misses Each Semester?	Reason for Exception
8/21/13	Men's Basketball	Fall 1/1, Spring 4/1	Conference schedule
8/26/13	M/W Cross Country	Y*	More than 3 MWF on schedule, but individuals will not exceed 3 MWF misses.
8/27/13	Football	Y	
6/26/13	Men's Golf	Fall 4/3, Spring 5/2	Tournament schedule
6/13/13	Hockey	Y	
5/10/13	Men's Soccer (Fall only)	Y	
8/08/13	Men's Swimming	Y	
8/27/13	Men's Tennis	Fall 2/2, Spring 4/4	Transitional ACC issues; team had prior mid-week obligations to non-conference opponents.
8/26/13	M/W Track & Field (Outdoor)	Y*	More than 3 MWF and TuTh on schedule, but individuals will not exceed 3 MWF and TuTh misses.
9/07/12	Women's Basketball	Fall 1/0, Spring 2/4	Conference schedule
5/25/12	Women's Golf	Y	
8/19/13	Women's Lacrosse (Fall only)	Y	
9/05/13	Rowing	Y	
5/09/13	Women's Soccer (Fall only)	Fall 4/3	Conference scheduling / travel constraints
8/08/13	Softball (Fall only)	Y	
8/14/13	Women's Swimming / Women's Diving	Y	
8/26/13	Women's Tennis	Y*	*involves individual competition in fall semester; any extra misses will be dealt with on a case-by-case basis
7/08/13	Volleyball	Fall 5/1	Transitional ACC issues

APPENDIX B

CAPTAINCY APPROVALS (May-September 2013)

Approval Date	Sport	Student-Athlete(s)
6/12/13	Women's Basketball	Kayla McBride Natalie Achonwa Ariel Braker
7/03/13	Hockey	Jeff Costello (Captain) Stephen Johns (Alternate Captain) Bryan Rust (Alternate Captain) T.J. Tynan (Alternate Captain)
6/27/13	Women's Tennis	Jenny Kellner
7/02/13	Men's Cross-Country	Jeremy Rae J.P. Malette
7/15/13	Women's Golf	Ashley Armstrong
8/15/13	Volleyball	Maggie Brindock Andrea McHugh
8/21/13	Football	Zack Martin Bennett Jackson T.J. Jones
8/27/13	Women's Cross Country	Alexa Aragon Kelly Curran
8/29/13	Cheerleading	Brandon West Mary Katheryn Snyder Christopher Genco Molly Mohr
8/29/13	Men's Golf	Andrew Carreon Andrew Lane Niall Platt

APPENDIX C

Implementation of the *Statement of Principles on Intercollegiate Athletics*

The University of Notre Dame's *Statement of Principles on Intercollegiate Athletics* provides in part as follows:

ACADEMICS

Notre Dame dedicates itself to providing to all of its students an outstanding education. The University commits itself to developing in its students those disciplined habits of mind, body and spirit that characterize educated, skilled and free human beings. Notre Dame calls its students to pursue the wisdom of our culture and religious heritage, and to experience the human family's diversity and interdependence. To accomplish these objectives, the University provides to its students, on an equitable basis, ongoing opportunities to cultivate their moral, intellectual and physical well-being.

Basic Principles:

1. Any student hoping to succeed at the University needs a significant level of ability and preparation. Therefore, the Office of Undergraduate Admissions will accept into the University only those student-athletes who demonstrate, on the basis of the best available academic and character-based information, the capacity to complete a degree at Notre Dame.
2. Even for individuals manifestly well suited for Notre Dame, the adjustments to the rigors of academic and athletic life in a highly competitive university present difficulties. The University recognizes its responsibility to provide appropriate assistance to enable student-athletes to meet the demands of both academic and athletic competition. To this end, the University affords its student-athletes suitable academic counsel and support, primarily under the auspices of the Provost's Office. Other sources of support, both academic and personal, include the faculty, academic advisors, residence-hall staff, coaches, athletics administrators and the student development program.

Based on its ongoing review of data on the admission and academic progress of student-athletes, the FBA recommends the following steps to foster the principles above:

1. The Director of Admissions, the Director of the of Academic Services for Student-Athletes (ASSA), the Director of Athletics, and the Chair of the FBA should have timely access to data on the projected and actual performance of student-athletes.
2. The Director of Admissions, the Director of ASSA, the Chair of the FBA, leadership from the First Year of Studies, and the Director of Athletics (or sport administrator, as appropriate) should meet annually to exchange relevant information on the academic progress of student-athletes who require substantial institutional support.

3. In cases in which the Director of ASSA determines that a student-athlete's academic progress is at risk, the Director of ASSA, the Chair of the FBA, and the Director of Athletics should actively coordinate to ensure the cooperation of all staff, including the student-athlete's ASSA academic counselor, head coach, sport administrator, and college academic advisor (if appropriate) in maximizing the student-athlete's opportunity for growth and success at Notre Dame.

4. The Director of ASSA and/or the Chair of the FBA should meet with head coaches and sport administrators as needed to establish shared expectations for, and to discuss concerns relating to, academic support for student-athletes.