

**Faculty Board on Athletics
Meeting of April 10, 2013
500 Main Building**

Members present: Patricia Bellia (Chair), Stephen Fallon, Ann Firth, Maudess Fulton, John Gaski, Patrick Holmes, William Kelley, Richard Pierce, Michael Stanistic, Jack Swarbrick, Ann Tenbrunsel

Members excused: Eileen Botting, Umesh Garg, Erin Hoffmann Harding, James McKenna

Observers and Guests: Missy Conboy, Michael Harrity, Duke Preston, Tracey Thomas (Recorder)

1. Call to Order and Opening Prayer

Professor Patricia Bellia called the meeting to order and invited Professor John Gaski to give the opening prayer.

2. Minutes of February 13, 2013

The minutes of the February 13, 2013 meeting were unanimously approved.

3. Chair's Announcements

Professor Bellia announced that she had approved the following schedules and schedule changes:

Post-season participation class misses: men's swimming and diving and women's swimming and diving to participate in the Big East championships; select swimmers from men's swimming and women's swimming and one diver to participate in NCAA competition; select members of the indoor track and field squads to participate in the NCAA championships; the men's and women's fencing teams to participate in the NCAA championships; hockey for participation in the Central Collegiate Hockey Association championship round; men's basketball to participate in the NCAA tournament; and women's basketball to participate in the NCAA tournament.

Schedule changes: men's golf (shifting a Friday class miss to a Monday, without any effect on the overall total); softball (two student-athletes were excused from a single class on the Friday before spring break to ensure timely arrival for a flight out of Chicago Midway); and outdoor track and field (two student-athletes with no previous outdoor-season misses were excused for participation in a multi-event meet in California next week).

Weather exception: men's baseball involving a half-day class miss because of the need to relocate a game when the home field was unplayable. Ultimately this game was canceled, and students were instructed to go to class immediately.

Professor Bellia also announced that she approved men's soccer captaincies for 2013-14.

4. ACC Scheduling Update

Ms. Conboy gave a report on ongoing conversations with ACC peer institutions about class miss policies as a part of scheduling competitions, as Notre Dame prepares to join the conference. Ms. Conboy attended ACC meetings in February, which gave her a good chance to see the scheduling formats and championship formats. Because of the “11th hour” decision to join the conference for the 2013-2014 season, the ACC will vary from sport to sport in how it can accommodate Notre Dame’s teams. Some of the issues that are arising for the 2013-2014 season will be alleviated in 2014-2015 because the conference did not know that Notre Dame is willing to be scheduled for away games during its four breaks.

In 2014 and going forward, 13 Notre Dame sports will see little or no impact from the conference change. These are the sports that compete only in ACC championships:

- Men’s and Women’s Cross Country
- Men’s and Women’s Indoor Track
- Men’s and Women’s Outdoor Track
- Women’s Rowing (championship occurs on graduation weekend)
- Men’s and Women’s Fencing (new conference sport)
- Men’s and Women’s Golf
- Men’s and Women’s Swimming and Diving

In addition, men’s and women’s basketball anticipate a similar conference schedule as currently; however, it is not yet known what days of the week are used for competition. The use of charter air travel and the fact that competition takes place over two semesters are likely to minimize class miss difficulties. Mr. Swarbrick noted that the ACC may move into the “Big Monday” slot. In that case, there should be little impact on basketball.

The football team, which is not joining the ACC, will play five ACC opponents. The open question is whether there will be any weekday road games scheduled. Since at most Notre Dame will play three ACC opponents on the road in any year, any impact should be small.

For the lacrosse teams, the impact should also be minimal. There are only a few men’s lacrosse teams, which generally play on the same days, Saturday/Sunday, that Big East teams play. In the ACC, lacrosse coaches are given a list of home and away opponents and asked to work with the opposing coaches to schedule dates. The women’s lacrosse coach has not yet heard from any of her fellow coaches. And finally, the hockey team will play as planned in Hockey East, so it will not be affected by the move to the ACC.

The other seven teams may experience some challenges in setting schedules that accommodate Notre Dame’s class miss policy. These include the following: men’s and women’s soccer, volleyball, men’s and women’s tennis, baseball and softball. A key conference principle is that men’s soccer, men’s tennis, women’s tennis, and volleyball are given information about the opponent, the venue, and the weekend and are asked to schedule the competition between the two coaching staffs. The hosting team has final say; failing an agreement, the sport administrators determine the date. The conference office only gets involved if a conflict persists. It is well known that the conference office has a tendency to side the host institution. Coaches

for different sports have informal agreements to play on certain days, and Friday competitions are the norm. Notre Dame will push back on this policy on academic grounds; the Athletics Department will keep the Board informed on developments.

Three teams—women’s soccer, baseball, and softball—have anomalous circumstances that may lead to an increase in class misses in the future. Women’s soccer will want to include a trip to the west coast each year for recruiting purposes. That team is also facing a change from a Friday/Sunday schedule to a Thursday/Sunday schedule. The change may necessitate an additional Friday class miss. It may also lead to more Tuesday/Thursday class misses. The baseball schedule, just received, includes six class misses in the Monday/Wednesday/Friday cycle, which the Athletics Department is working hard to change.

Some other issues that will increase the complications of scheduling include departure times for transportation to smaller cities with fewer transportation options; the size of teams, as larger teams will have a difficulty taking Delta’s small jets that service many ACC cities; and proximity of airports to the campuses. Finally, many ACC schools have less restrictive class miss policies than Notre Dame; however, with all the conference changes, perhaps there will be a shift in attitude and/or practice. The conference office has been “extremely helpful and sympathetic” about the scheduling issues, and many of the coaches have also been flexible. It is impossible to predict with much certainty what the circumstances will be starting in 2014 and going forward.

Members discussed the issue of the new conference schedules. It is not clear whether the issues that have been identified are simply transitional or whether some will continue on into the future. It may be that there will need to be discussions at the Athletics Director level to resolve some of the differences in practices between Notre Dame and other institutions. The Thursday/Sunday Women’s Soccer schedule is one problem that may need some further discussion.

The issue of scheduling flights is already being discussed by coaches. The Athletics Department has asked coaches to quantify the number of competitions to which they might need to take a charter flight in order to mitigate the travel time. Cost considerations need to be balanced with time demands on students. Smaller teams are not viable candidates for charters; however, it is possible there might be multi-trip packages to reduce costs. In addition, some teams had hoped to mitigate class misses in the Friday slot by scheduling students for classes earlier in the day, so that an early afternoon departure would not cause students to miss classes. Mr. Holmes noted that, with the rapidly approaching registration for fall 2013 classes, it would be helpful to have more information on specific teams that may have difficulties with class misses. Ms. Conboy and Mr. Holmes agreed to exchange information between their two offices about the programs that would be most significantly affected by Friday absences.

It was agreed that it is premature for the Board to make any policy change now about class misses. The Board will take a wait-and-see approach. Possibly there will be a role for the Faculty Athletics Representative (FAR) in sharing Notre Dame’s experiences and providing some education into Notre Dame’s practices with the other FARs. Professor Bellia may have an opportunity to ask for data collection about institutional practices; this data then might be useful in engaging in further discussions with other institutions.

Professor Bellia thanked Ms. Conboy for this update, and it was agreed that another update will be useful in several weeks.

5. Academic Integrity Subcommittee

Kanaley Awards: Professor Fallon reported on the committee's recommendations for the Kanaley Award. The Kanaley Award is the highest honor that Notre Dame confers on student-athletes. To be considered, a student must be a senior monogram athlete who has been most exemplary as a student, an athlete, and a leader. Within the subcommittee, there was a vigorous and lengthy discussion of the eleven candidates as well as the number of awards to recommend for this year. The subcommittee proposed six names; the average has been about six, with seven the most given in any year.

The subcommittee recommended the Kanaley Award be given to the following student-athletes: Skylar Diggins, women's basketball; Kim Holden, women's swimming; Mike Johnson, hockey; Dillon Powers, men's soccer; Manti Te'o, football; and Rebecca Tracy, women's cross country and track & field.

Members discussed the candidates and the process of selection. All agreed that the slate of candidates was particularly strong this year. Professor Bellia mentioned that when she spoke with each team coach, several said they would not nominate a candidate this year; the coaches are clearly doing some self-selection that has resulted in a slate of high quality nominees. While some members suggested giving 11 awards, it was agreed to adhere to the customary average. Ms. Conboy noted that as Notre Dame teams and student-athletes continue to be nationally competitive, there will be an increasingly strong slate of candidates to consider for this award. Professor Pierce congratulated the coaches for "this good problem."

After a full discussion, the recommendations for the Kanaley Award were moved and seconded. The six candidates were unanimously approved. The awards are given at the O.S.C.A.R.S on May 1, 2013. Mr. Harrity noted that all Board members are welcome to attend. The grandson and great-grandson of Byron V. Kanaley will be present at this year's ceremony.

Subcommittee Report: Professor Fallon gave the subcommittee report. The subcommittee approved all the applications sent to the committee for a fifth year of eligibility. All fit the criteria that the Board has established. Many showed significant academic engagement. There will be four more applications as the deadline for spring sports student-athletes is May 1, 2013. The applications for football had been processed at an earlier date, in time for spring practice.

The subcommittee has also been considering two other questions:

1. Timing of Coaches' Notification of a 5th Year of Eligibility

Professor Fallon noted that several years ago, the subcommittee discussed the timing of coaches' notification of student-athletes that they will be invited to return for a fifth year. On the subcommittee's behalf, the Athletics Department conducted a survey of Big East institutions.

The practice varies quite a bit. Some institutions notify student-athletes of fifth year eligibility much earlier in the student's career. In addition, Notre Dame directors of undergraduate studies have informed the Board that students could make better long-term academic plans with earlier notification; some are using the extra year as an anomalous graduate year because of lack of planning time.

The subcommittee plans to survey the members of the ACC to update its information on peer practices. The survey has been drafted, but staff members within Academic Services are still providing input. Ms. Conboy suggested that the survey distinguish between injury-necessitated redshirting and developmental redshirting. Professor Fallon noted that the subcommittee will seek the approval of the Board before sending the survey.

2. Flexibility of Student-Athletes to Choose Classes

Professor Fallon reviewed the history of Notre Dame's practice on class scheduling to allow student-athletes maximum opportunity to enroll in courses of their choice and also participate in regularly scheduled practices. The custom at Notre Dame had been that student-athletes would be available for practice by 3:15 pm on each of the five days of the school week. That made available six slots on the Monday/Wednesday/Friday schedule and four on the Tuesday/Thursday schedule. Several years ago, when student-athletes reported encountering some limits to this customary schedule, the Board worked with then-Athletics Director Kevin White and the Provost to develop a letter to coaches and directors of undergraduate studies stating Notre Dame's intent that student-athletes have ten class slots from which to choose their classes. The intent was that if coaches scheduled practice before 3:15 pm, they would notify the Academic Services office and indicate which class slots they would open up for student-athletes. That letter was supposed to be sent annually, but that practice has lapsed.

Currently, compliance has declined among coaches, and the class day has been shortened for student-athletes. In addition, there are some equity issues among some women's and men's teams. While academic advisors in Academic Services find some coaches to be flexible about practice requirements, others are less so. In addition, there is concern that the student-athlete needs to initiate an exception request which may be difficult to do.

The subcommittee seeks the advice of the Board. One possibility is to make a formal Board policy on this issue and include it in the FBA handbook. The subcommittee also seeks guidance on the protocol for enforcing compliance with particular attention to the equity issue.

Mr. Holmes noted that availability of facilities affects practice schedules. Size of teams also seems to affect flexibility. Some coaches, however, are not flexible, and the class scheduling has spread beyond the boundary, which increases the difficulty for students. Furthermore, even if coaches give permission for exceptions to the practice schedule, student-athletes sometimes decline to take advantage of this for competitive reasons. This issue has been addressed with the Registrar, as well; the Registrar is working with academic programs to make sure there are enough course opportunities in the designated window (the example of FTT was given). Education of coaches is crucial as well.

Professor Fallon suggested the subcommittee could draft a flexible and nuanced policy aimed at giving student-athletes as much academic choices as is possible given the other constraints. Mr. Preston commented that it would be helpful for the student-athletes to know that the Board is supporting student-athletes on this issue. This gives them support outside the culture of the team.

Ms. Firth asked for more information about the time when the customary practice was adhered to. There is not much information about the former practice. Professor Bellia noted that a particular concern is that coaches no longer feel obliged to “give back” time slots. In addition, some returned time slots, such as evening hours, are not useful for most students in most courses of study.

Professor Pierce supported the plan to develop a new, formal policy. He also noted that he is concerned the next semester—fall 2013—is being effectively written off. Since students begin registering for fall 2013 classes next week, he suggested that coaches be informed of the 10 time-slot policy now. Mr. Holmes reported that academic advisors in his office are “on top” of the available time slots and keep students well informed about their options. He noted that “squeezing” the class scheduling may result in more clustering which is also disadvantageous. He noted that there has to be some flexibility on the academic side, but that the message needs to be consistent from all parties: the quality of the student-athlete’s education cannot be compromised.

Professor Bellia offered to draft a message for immediate communication to coaches; she will invite feedback from the subcommittee before sending it out. (The message was transmitted to all head coaches on April 11, with a copy to all sport administrators. The message is appended to the minutes.)

6. Student Welfare and Development Programming

Mr. Harrity introduced and welcomed Duke Preston, who has been recently hired as the new Program Director for Student-Athlete Welfare and Development (SWD). Mr. Preston played football at the University of Illinois before having a five-year career as a professional football player with the Bills, Packers, and Cowboys. He returned to school to the Dallas Theological Seminary, working towards a Master’s Degree in Christian Education, and worked with the Fellowship of Christian Athletes. He came highly recommended for the position, and Mr. Harrity expressed his great pleasure in being able to offer this position to Mr. Preston.

SWD is focused on developing its interaction and presence with student-athletes and coaches across all 26 sports at Notre Dame, and in working to more effectively integrate student-athletes in campus life. Mr. Preston will be instrumental in both these activities. He will focus on leadership development for student-athletes with particular attention to a more transformational/less transactional path to leadership, and he will work closely with the Student-Athlete Advisory Council and Notre Dame Christian Athletes. Finally, he will work on student-athlete education, developing the orientation program for incoming freshmen, and the Star ND initiative. This work will include further developing the relationship between hall rectors and SWD, to prepare rectors for the kind of support that student-athletes may need. SWD recently

organized a “Lives of Notre Dame Student-Athletes” initiative for the Office of Student Affairs, which gave attendees a good perspective on some of the unique challenges student-athletes face.

Mr. Preston thanked the Board for inviting him to meet with them today. He noted that the concerns expressed for issues facing student-athletes that have been discussed at today’s meeting confirm his sense that Notre Dame is “different” from most other higher educational institutions. He applauded the “high bar of excellence” that Notre Dame has set, noting that the problems here “are great problems to have.” He sees his job as “seeking to address and cultivate the coherent support system that will permit student-athletes to have the best of the Notre Dame experience while also developing into young men and women ready to go out and change the world.”

Mr. Swarbrick mentioned Mr. Preston’s connection with Notre Dame’s offensive line coach, Harry Hiestand, who was the offensive line coach at University of Illinois during Mr. Preston’s years there. It was through Mr. Hiestand that Mr. Preston was alerted to the open position, and Mr. Hiestand endorsed Mr. Preston’s application with deep enthusiasm.

Professor Bellia noted that she and Mr. Harrity had discussed the possibility that Board members might take part in the next “Lives of Notre Dame Student-Athletes” program organized by the Student Welfare office, so that Board members can meet with and hear from student-athletes about their experiences at Notre Dame. Mr. Harrity agreed to arrange this.

Professor Bellia thanked Mr. Preston for attending the meeting. As time had expired, the meeting was adjourned.

APPENDIX

Message transmitted to head coaches and copied to sport administrators on April 11, 2013:

Dear Head Coaches,

I am writing to follow up on our discussion at a coaches' meeting several weeks ago about class time slots. At that meeting, I presented information on changes the Registrar's Office had proposed to the standard class slots. Those changes have now taken effect. I am attaching a copy of the new standard class blocks for your convenience.

As you may know, registration for fall courses begins on Monday. As we move into the new schedule, it is important for you and your student-athletes to be in close communication with your team's academic counselors about your team's practice schedule in relation to the class blocks. I would ask that you keep in mind the guideline, endorsed jointly by the Department of Athletics and the Office of the Provost, that student-athletes should have at least 10 independent class blocks available for class scheduling. Using the 50-minute blocks in the new schedule, that would translate to permitting student-athletes to take courses through 2:50 pm in the Monday/Wednesday/Friday sequence and through 3:15 pm in the Tuesday/Thursday sequence. The addition of the 75-minute Monday/Wednesday slots does add a complication, since that slot runs through 3:15; it may nevertheless be advantageous for your team's travel schedule to leave that slot available for student-athletes to schedule classes.

In those situations in which facilities conflicts preclude you from scheduling practice fully outside of the "prime time" class hours through 2:50 pm on Monday/Wednesday/Friday and 3:15 pm on Tuesday/Thursday, please communicate with your academic counselors about what alternative class slots you plan to make available for your student-athletes. Please plan to share that information with me as well, so that members of the Faculty Board on Athletics can convey it to the Directors of Undergraduate Studies and college academic advisors as needed.

On the academic side, we have been working to smooth out some of the issues we have already detected regarding the limited availability of classes within certain departments during the "prime time" class hours. The Registrar's Office has been responsive to our concerns and has pressed departments to shift and add classes to ensure that student-athletes have more class offerings available to them. Should you identify specific concerns among your student-athletes about class availability, please let your academic counselor, Pat Holmes, or me know.

Thank you, as always, for everything that you do to support our student-athletes.