

Faculty Board on Athletics
Meeting of November 22, 2010
500 Main Building

Members present: Patricia Bellia (Chair), Eileen Botting, Rev. Tom Doyle, C.S.C., Stephen Fallon, Thomas Frecka, Patrick Holmes, William Kelley, Tracy Kijewski-Correa, Richard Pierce, Clark Power, Kevin Richards (student representative), Jack Swarbrick, Ann Tenbrunsel

Members excused: Umesh Garg, Frances Shavers

Board Liaisons present: Missy Conboy, Charmelle Green

Observers and Guests: Mike Karwoski (Associate Athletics Director), Kevin Corrigan (Coach, Men's Lacrosse), John Heisler (Senior Associate Athletics Director), Tracey Thomas (Recorder), Erika Whitman (Sports Nutritionist)

1. Call to order and opening prayer

Prof. Patricia Bellia called the meeting to order and invited Professor William Kelley to give the opening prayer.

2. Minutes of October 7, 2010

The minutes of the October 7, 2010 meeting were unanimously approved with minor changes.

3. Chair's Announcements

Prof. Bellia announced the following captain approvals: Men's Basketball, Men's Lacrosse, Baseball, Women's Swimming.

Prof. Bellia also announced that she approved new schedules for Baseball and Outdoor Track. The Baseball schedule requires an extra class miss in the M/W/F sequence because of our continued participation in the Big East-Big Ten challenge. The Outdoor Track schedule contains more than three class misses in each sequence, but athletes will rotate so that no student-athlete will miss more than three classes in either sequence. Prof. Bellia also announced that travel complications necessitated a revision to the softball schedule, which now includes an extra half-day class miss in the M/W/F sequence. Finally, she approved a corrected version of the Indoor Track schedule that has no changes to the total classes missed.

Prof. Bellia briefly reviewed two issues to add to today's agenda.

1. The Football team will move its practice to a morning slot in the Spring 2011 semester, in the M/W/F class sequence. This change prevents class enrollment in the first two time slots on those dates; student-athletes will be able to enroll beginning with the 10:40 time slot. This change has been discussed within the Academic Integrity subcommittee, and was discussed extensively with

undergraduate advisors in both the College of Business and the College of Arts and Letters. Nevertheless, in light of potential conflicts with the sequencing of required classes in other colleges, the overall issue of morning practice may warrant further attention from the Faculty Board. [Because of time constraints, discussion was deferred to a later meeting.]

2. Prof. Bellia has invited Father Tom Doyle, Vice-President for Student Affairs, to discuss University procedures in connection with allegations of sexual assault or sexual misconduct.

4. Men's Lacrosse—Request for Study Day Game

Prof. Bellia introduced the Men's Lacrosse coach, Kevin Corrigan, and the sport administrator for Men's Lacrosse, John Heisler, who have been invited to present a request to schedule a lacrosse game on May 6, 2011, a spring semester reading day.

Coach Corrigan said that three factors have led to this request. First, he described the consistent challenges faced by lacrosse in scheduling spring matches. Only a few competitive programs are within accessible bus distance. The emphasis on weekend scheduling (see #2) and weather conditions means there are only about 10-11 available weekends. To extend the season further, some programs, such as Penn State, are willing to play at the end of February because, like Notre Dame, they have an indoor facility. There are only 2 other indoor facilities in the nation, and those without one are unwilling to play indoors. Matches have also been scheduled at neutral, warm sites; that option can provide at most one additional match.

Second, Coach Corrigan noted that to ensure compliance with the university's class miss policy, he is careful to schedule matches on weekends (the distance for travel makes weekday matches impossible to schedule without excessive misses). In addition, the conference schedules three away matches. Because of these restrictions, ND's team is limited to 11-12 matches per season, whereas some of its opponents play 14. To accommodate the restrictions, ND plays a lot of Sunday games, so that travel can take place from Saturday morning to Sunday night. The result is very little scheduling flexibility.

Third, from among the 60 Division I lacrosse teams, the program wants to be sure to schedule competitive opponents. The competitiveness of the schedule (RPI) is a factor in getting a berth in the NCAA tournament. Last year, the win-loss record was not strong enough to gain a spot, but the toughness of ND's schedule, with a win against a #5 ranked team, boosted the team into the tournament, where they did very well.

In the case of this request to schedule a match during a study day, May 6, 2011, the proposed match is with the University of North Carolina, which is a ranked opponent. The attempt to add the May 6 game arose when another team canceled a game scheduled with Notre Dame in March 2011. Without the addition of another game, the lacrosse team would play only 10 matches in 2011. Other matches were sought for that open March date, but no opponent was available; this date is still open. NC requested a match with ND, but its only open date was the weekend of May 6-7, 2011. NC has agreed to return to ND to play here in 2012. It is very likely that any other opponent that could be scheduled would require a weekday match, with class miss implications.

Members addressed some questions to Coach Corrigan. The Men's Lacrosse team currently has scheduled 2 ½ class misses in the M/W/F sequence. To compensate for the missed study period, the Coach has planned a structured study hall in a designated room of the hotel. The lacrosse academic advisor, Chad Grotegut, has agreed to travel with the team and be available as an academic resource. There is no travel plan yet, as Coach Corrigan is awaiting the Faculty Board's response before making travel arrangements. Typically the flight out would be scheduled for Thursday late afternoon. Return travel would be on Saturday, May 7, 2011, in the morning, unless a charter flight is arranged.

Prof. Bellia thanked Coach Corrigan for his time. She said the Board would contact him with its decision later today.

After the departure of the Coach, members discussed the request. Prof. Pierce stated the view that this exception did not seem compelling in light of the fact that the team had not used its full allotment of class misses, and he observed that many professors use the scheduled study days to hold review sessions that are appreciated by students and appear to be of benefit. Prof. Botting asked about the academic culture of the lacrosse team. Pat Holmes described a continuing positive cultural shift, indicated by a rise in team GPA; Notre Dame's lacrosse team received the Big East team academic excellence award for lacrosse in Spring 2010. He believes that having the academic advisor accompany the team and requiring structured study time would be adequate measures to meet study needs.

Prof. Kelley acknowledged that the situation is not ideal for the students. However, he emphasized the catastrophic effect to the season for the team if the request is denied. The team is under-scheduled already in relation to its opponents; this match is with a ranked opponent, which is beneficial to the calculation of RPI; a match of this caliber has direct impact on the team's chances to gain a berth in the NCAA tournament. Finally, he said, a denial of this request could have a harmful impact on the achievement of athletic goals toward which the individual players and the team are working.

Mr. Holmes reported that academic counselors within his office discuss with a coaching staff how to improve a team's academic culture. He also noted that Coach Corrigan shares with numerous coaches a wish to have some control of the use of study days during the exam period, to maximize for the student-athletes the benefits of this study time. Prof. Tenbrunsel expressed concern about setting a precedent by approving this request. She feared it would be made yearly, because the scheduling factors Coach Corrigan cited are unlikely to change. Other Board members noted that Coach Corrigan's written submission stated that the conference tournament will likely fall on this weekend in the future, so this may be a one-time request. Prof. Kelley acknowledged that he had had a negative reaction on first reading, but that the arguments about competition in support of the athletic goals of the team convinced him. Prof. Power agreed, noting that the cancellation of the March game was unusual, and that Coach Corrigan gives evidence of good faith in that he has worked to stay in compliance with the class miss policy and to schedule games exclusively on weekends if at all possible. Prof. Power said his conversations with the team coaches indicates that 'their hearts are in the right place' in terms of the academic mission of the team. Prof. Botting expressed special concern for the 13 freshmen members of

the Men's Lacrosse team, who should be provided with every opportunity to experience a study and exam period that is 'normal.'

Members discussed the possibility of a charter flight that would enable the team to return to South Bend on Friday night, May 6, 2011, thereby insuring them all of Saturday and Sunday without athletic commitments. Mr. Swarbrick said that while he could not guarantee a charter at this time, the Athletics Department would investigate that possibility. He also noted that in any given year, there may be only three or four teams with the potential to compete for a national championship title. The Men's Lacrosse team is such a team in the 2010-2011 year, based on the previous season's record. Mr. Swarbrick asked Board members to give that factor whatever consideration, if any, they might deem appropriate.

A motion to approve the request was made and seconded; the vote was unanimously in favor of approving the request.

5. Sports Performance Initiative; Training Table Pilot Update

Prof. Bellia welcomed Mike Karwoski and Erika Whitman, who have been invited to give an update on the new Sports Performance Initiative and the current training table pilot.

Ms. Whitman gave a report on the training table pilot program. In Spring, 2010, a training table for football scholarship student athletes was begun. In Fall, 2010, in addition, another training table was begun for other programs, 14 teams in all, covering 300 athletes. The training table for football is conducted in the Guglielmino Athletics Complex, which has a suitable space. To accommodate the 300 athletes of the second program, arrangements were made with North Dining Hall to use a side room that can accommodate 180 people. A survey is planned to assess athlete response; verbal feedback has been positive. (Subsequently, survey results were received and evaluated by senior athletics administrative staff and funding was approved to continue this training table program for the 2011 spring semester. Slight modifications in the types of foods, their presentation and the student-athlete check-in/monitoring system were implemented for the 2011 spring semester.)

A central reason for piloting this program is that data from a survey conducted in Spring, 2010 indicated student athletes could benefit from more education on the nutritional requirements of athletes for high performance both on the field and in the classroom. A mandatory training table, 5 nights a week for football players and 4 nights a week for the other sports, provides a ready educational opportunity. Ms. Whitman said that she has attended every meal since the inception of each training table, and she believes that the educational function is being met with some success. The athletes have been exposed to what an appropriate meal should look like for an athlete in training. There are fewer choices than in the traditional dining hall, which gets some pushback occasionally. However, the placement of vegetable options, the availability of multiple vegetable options, and the availability of fresh fruit have been recognized by athletes and are shaping food choices. Ms. Whitman has created all the recipes, and information on the recipes is regularly provided to increase knowledge. Options are offered with low fat/low calorie starch and low fat/higher calorie starch, to serve different training needs. The athletes learn 'how to build a plate' and then take that skill back to the traditional dining hall.

Mr. Karwoski agreed the educational component of the training table is significant. The program has obtained a grant from the American Dairy Council, which has enabled the purchase of chocolate milk that is distributed to all athletes as soon as they come off the practice field. This has been a huge hit with the athletes, and, more importantly, has helped to reinforce the message that providing their bodies with carefully planned nutrition is key to successful performance.

In devising the training table program, the practices of other institutions were researched. There is a wide range of designs. The current plan has been assisted by a strong working relationship with campus Food Services and is designed to fit the Notre Dame student.

Members asked questions. Several members expressed concerns about the limits to socialization with non-athletes that the training table imposes. Ms. Whitman noted that the number of training table meals is limited, less than half of all meal opportunities for all students on meal plans. She also commented that the survey of student athletes' food and nutrition needs in Spring 2010 indicated that athletes rarely had time or took the opportunity to eat with non-athlete students, due to scheduling issues and time management requirements. Currently there is no possibility to select food from the training table buffet and then eat in the large dining hall with other students because of budgeting restrictions. There is a clear indication that student athletes are eating at the training table with more frequency than they previously ate in the dining hall.

In response to a question, Mr. Karwoski commented that Compliance permits training table to be at any meal. While dinner was the easiest meal for ND to pilot with, it is feasible that breakfast would be a viable and effective choice. Prof. Kijewski-Correa observed that SAAC feedback indicates that student athletes sometimes feel constrained by rigid scheduling, with morning practice starting the day, class times, and a mandatory meal at the end of the day. In addition, the training table is physically distant, which has made attendance even more challenging than getting to the dining hall had been in the past. This is particularly true for off-campus athletes who face parking and other logistical issues. Mr. Swarbrick stated that if assessment of the pilot projects establishes the training table program as beneficial, then its continuance will involve a dedicated space. One space being considered is the north dome of the JACC, which will become available when the new ice rink facility has been completed. Ms. Whitman noted that the current link to the dining hall takes advantage of existing cooking facilities, ease of preparation, and convenience of delivery of the food.

Prof. Botting reiterated her concerns for the social aspects of the lives of the student athletes. Noting that their lives are getting increasingly professionalized, she observed that meals provide an opportunity for mixing with other groups, including dorm mates. Ms. Whitman agreed that students—especially female freshmen—would like to be available for meals scheduled with their dorms. She noted, however, that the training table schedule coincides with the time of day when the athletes are performance-focused, which helps to support the educational mission of the training table concept. Ms. Green said that the athletes have even expressed concerns about eating the meals provided at mandatory meetings; this concern has prompted the provision of more nutritious options.

Ms. Conboy reminded members that another survey is planned for the Spring, 2011, which will include questions on nutrition, as well as logistical aspects of the training table program. Father Doyle noted that the spiritual value of gathering at table with companions is a fundamental aspect of Catholic faith; he said the greatest threat to the celebration of the Eucharist in these times is the loss of focus on ‘the meal.’ Finally, he noted that attendance at meals in the dining hall promotes a level of social civility, which is a valuable life skill for the students to be developing as a habit. Ms. Whitman said that for the football players, training table has actually resulted in a more consistent sit-down meal than the athletes previously participated in, and that the coaches regularly sit with the athletes during the meal.

Prof. Botting asked that a future policy priority be to maximize the reintegration of mealtime with the non-athlete student population meal times. Since ND prides itself on not separating student athletes from the overall student population, we should be wary of making this exception. Prof. Pierce stated that from a public relations perspective, the training table pilot may be exacerbating the student population’s sense of the exceptionalism of student athletes. There is a widespread perception that the training table is a bigger advantage with better perks for the athletes than it actually is. Improved communication is needed to correct this impression of unequal treatment.

Prof. Bellia thanked Ms. Whitman for this informative report and discussion.

Mr. Karwoski next spoke briefly about the Sports Performance initiative’s focus on supporting athletic performance. The program is working to define this term. The initiative supports full recognition of the academic and social components of the student athlete’s collegiate experience. In addition, because many of these athletes have aspirations of a sports career post-college, the program seeks to maximize athletic resources to support that aim and goal for each athlete. Sports Performance is consistently seeking the cutting edge in resources. To achieve all these goals, the program has been divided into 4 components:

1. Strength and Conditioning (S and C):

Mr. Karwoski noted that since the incoming football coach, Brian Kelly, had named a director of football S and C, with two assistants, it provided the opportunity to create an Olympic S and C director, who is responsible for overseeing seven other strength and conditioning coaches (he is also responsible for working with Men’s Basketball and Hockey).

2. Sports Nutrition

Nutrition has been separated from the umbrella of S and C in recognition of its significance to athletic achievement.

3. Athletic Training (including sports medicine)

Mr. Karwoski focused on several pilot projects in this area. A new online injury surveillance system—a database to track injuries—will be rolled out in February, 2011. This replaces a system that is ten years old and outdated. Full implementation of the new system is expected in Summer, 2011.

In addition, Sports Performance will begin an ACL prevention program, which has a software component for evaluation. It will focus particularly on female athletes, as female athletes, as a class, show a slightly elevated tendency to tear the ACL. The program is geared first to prevention and corrective training programs and second to treatment of injuries.

Another pilot program that will be established is the Functional Movement Screen. This evaluation tool has the potential to be a valuable asset in evaluating the overall function of athletes. It grades the athlete on seven different movements, evaluating strength, flexibility, balance, alignment, and joint elasticity. It will not replace standardized testing of athletic performance, but it will add a useful dimension to the data. The pilot program began with Men's and Women's Soccer and Hockey in Fall 2010, and Women's Lacrosse will be added in Spring 2011.

The intention is to conduct this simple, 15 minute screening before an entering student athlete begins any ND-sponsored training. Thus, potential problems can be identified and preventive measures begun before any risk of injury could occur. This kind of program is being implemented at other institutions, and is widely used by professional football teams, such as the Indianapolis Colts. Evidence indicates that athletes who receive a high screening grade may be less susceptible to injuries over time.

To enhance rehabilitation for injured athletes, two Altered G, or anti-gravity, treadmills have been purchased. This machine can minimize impact on the body while enabling the athlete to get back to performance level. Additionally, the Altered G can provide a great cross-training opportunity for Cross Country athletes who must log so many miles for peak performance.

Mr. Karwoski noted some minor developments in the program as well. The long time relationship with South Bend Orthopedic, the primary orthopedic surgeons used by the Athletics Department, continues, with some new doctors being added to the staff. The transition has been smooth; two are ND graduates. In addition, to enhance athletic performance, the department has continued to improve chiropractic care and massage therapy, with good results. Football has increased its use of this care, and the hours of on-campus care have increased. These changes have been embraced by the team physicians, which has added to increased usage. A follow-up is planned with athletes to evaluate the program.

4. Equipment

Karwoski emphasized that care is given to ensure the equipment provided to athletes is the best available from a performance perspective. This includes all elements of equipment including apparel.

A central concern in this component is a thorough evaluation of the student manager program, which has a long history at ND with very little change from its original mandate. A study group has been convened to identify how the student manager program can assist in meeting the needs of the athletic teams to the best of its abilities. The group will issue recommendations for ways this important and successful program can function even better.

Finally, Mr. Karwoski spoke about long-term issues. Identifying cutting edge techniques, such as body mapping, is a critical part of Sports Performance. To be able to support cutting edge ideas, identifying staff expertise is key, and then acquiring any necessary new equipment to implement the new ideas. Formulating procedures and policies for this ongoing process is part of current efforts.

Members addressed questions and comments to Mr. Karwoski. On the question of the impact on student athletes' time of new programs and screenings, Mr. Karwoski said the goal is to enhance current efforts rather than to add new commitments. Increased efficiency is also a significant focus. For instance, an evaluation of the timing for rehab sessions is being made, to insure the most efficient use of athletes' time. The new functional movement screening process, which takes only 15 minutes, will be performed at regularly scheduled pre-season physical exams and will be used as a baseline for assessment. Prof. Bellia noted that time management is consistently a concern expressed at SAAC meetings.

Prof. Power asked about communication between the S and C staff and the athletic training staff. Karwoski agreed that effective communication between the two groups is critical to successful management of physiological issues. Mr. Swarbrick noted that a current liability for the program is that there is no discrete rehabilitation function. The 14 staff members currently involved with rehab have other responsibilities also. What is needed is staff trained specifically in rehab and dedicated solely to that task.

Prof. Bellia asked whether the Sports Performance initiative involved a sports psychology component. Mr. Karwoski noted that sports psychology services are offered by a sports psychologist retained by Athletics and by the campus Counseling Center. Services are offered to teams as well as on an individual basis. Ms. Green noted that the sport psychologist logged about 1200 hours last year, with about 250 individual sessions as well. Integrating the components is an ongoing process. Student athletes are confused about what is available to them; Ms. Green noted that the process is not clear, and that there have been changes from old policy.

Mr. Swarbrick said that a holistic approach to Sports Performance is necessary so that all stakeholders—coaches, players, staff, and administrators—recognize the value of the web of services available to support the athletes toward their team and individual goals. Chiropractic services are available, for instance, but still considered somewhat unusual and so underutilized. As an analogy, career placement resources represent a different and also underutilized resource that the Athletics Department is committed to promoting more successfully with the student athletes. The success of the whole is dependent on the success of the individual pieces, and the department is constantly thinking broadly about all the elements.

Mr. Richards asked by what criteria Athletics determines which S and C coaches are available when. Mr. Karwoski said there are seven S and C coaches who work with 25 programs, many of which have overlapping practices. Every program would like to have a S and C coach available at every practice, for year round practices. In fact, all teams would like to travel with a S and C coach. It is currently not possible to meet that level of access. These kinds of needs are being identified with the goal of addressing them effectively.

Mr. Swarbrick noted that a limitation common to many of these issues is the limitation of access to data. For instance, Men's Lacrosse experiences very few hamstring injuries; Football experiences a lot. Why? Some teams consistently outperform others in terms of tournament play; why? The data that might help elucidate these matters is 'siloed' or isolated in each team's separate organization. He stressed that sharing across the boundaries of sports and teams would provide a data advantage that could benefit all. Thus, the creation of the Sports Performance division was devised in part to instill a sense of responsibility across the Athletic Department: devotion to the team as well as devotion to the performance of all institutional athletes.

Prof. Bellia thanked the visitors for their informative reports.

6. Graduation and Grade Reports

The annual report on student athlete graduation rates and grades was postponed.

7. Class Miss report for 2009-2010

The report on class misses was postponed.

8. New Business

Father Doyle, Vice-President for Student Affairs, spoke on University procedures and policies in connection with allegations of sexual assault, in light of a recent Chicago Tribune report that a student-athlete was involved in an alleged sexual assault. Father Doyle discussed the revised policies in *du Lac: A Guide to Student Life* concerning sexual misconduct and sexual assault. The revised policies were promulgated in July 2010 as part of a three year review of *du Lac*. Those policies, which define sexual misconduct and sexual assault, were updated after a thorough review and benchmarking, primarily to assure compliance with Title IX. The policies provide information on how to report such incidents, and identify medical, counseling, and pastoral care resources for the victim. He also explained Notre Dame's procedures for investigating alleged incidents of sexual misconduct or sexual assault. Finally, he described the policies and practices of the University of Notre Dame regarding confidentiality in connection with any and all student disciplinary matters. More specifically, governed by the Family Educational Rights and Privacy Act (FERPA) as well as the University's belief that student learning and development with regard to disciplinary matters is optimally facilitated in a context of trust and privacy, the University's practice has been to categorically decline to speak about such matters to any person or entity not directly connected with the matter.

Prof. Bellia thanked Father Doyle for his explanation.

The meeting was adjourned for lack of a quorum.