

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

Members present: Patricia Bellia (Chair), Stephen Fallon, Thomas Frecka, Umesh Garg, Patrick Holmes, Tracy Kijewski-Correa, Mary Ann McDowell, David Moss for Rev. Mark Poorman, C.S.C., Richard Pierce, Clark Power, Kevin Richards (student representative), Robin Rhodes, Jack Swarbrick

Members excused: William Kelley, Frances Shavers

Board Liaisons present: Missy Conboy, William Scholl

Board Liaisons excused: Charmelle Green

Observers and Guests: Tracey Thomas (Recorder)

1. Call to order and opening prayer: Prof. Patricia Bellia called the meeting to order and invited Prof. Tracy Kijewski-Correa to give the opening prayer.

2. Minutes of December 2, 2009 meeting: Before addressing the approval of the December 2009 minutes, Prof. Bellia briefly clarified the distinction between the public and the restricted versions of the minutes. She noted that because some information is sensitive or risks privacy violations, sections of some discussions are excised from the publicly available versions of FBA minutes.

Prof. Bellia also reminded members that the minutes are available through two sources. The public version of the minutes is posted on the FBA website, which is password protected. This means that anyone affiliated with the University who has an AFS ID and password can access the website. The public minutes also continue to be published in the Notre Dame Report (“ND Report”). This publication is now exclusively online. The minutes of this committee and most other University committees are readily accessible to any internet user. Prof. Bellia asked members to consider if the password protected posting of minutes on the FBA website was needed any longer since the ND Report is so easily available.

Prof. Garg recalled past Board history, when the password protection was instituted. At the time, there was significant interest in the business of the Board, so this procedure was devised as a modicum of privacy protection for members. Professors Garg and Fallon reported that when the minutes were posted to the protected FBA website, it was their understanding that they were not elsewhere published online. Prof. Bellia affirmed that in fact the minutes have been published continuously in the ND Report, and that while the ND Report was initially published online only in PDF form, the ND Report now has a list of Notre Dame committees with links to each committee’s minutes.

Members discussed the rationale for password protection. Professors Garg and Fallon recalled the purpose in moving the minutes to the website was to make the minutes available to everyone at the University; however, it was felt there was no public purpose served by having them circulate around the country. Prof. McDowell noted that since the Board represents the faculty, all faculty should have ready access to the minutes. The password protection only prevents those unaffiliated with the campus from linking to the minutes. Prof. Bellia noted that there may be interested outsiders, such as members of the Monogram Club Board of Directors, who have used the FBA minutes in the past. It was proposed that the minutes could be shared as appropriate via Beth Hunter, the Executive Director of the Monogram Club, who has an AFS ID and thus has access to the FBA website.

Professors Frecka and McDowell expressed support for full access to the board's minutes in abridged form. After further discussion, Prof. McDowell suggested that a password-protected link to the FBA website could be posted at the ND Report site in place of the minutes; this would have the advantage of transparency but still ensure that outsiders have a Notre Dame connection to gain access to the minutes. Prof. Garg stated his support of this suggestion.

Prof. Garg made a motion to remove FBA minutes from the ND Report and post them on the FBA website exclusively. In addition, a password-protected link to the FBA website would be posted at the ND Report website. Prof. Fallon seconded the motion. A majority of members approved the motion. Prof. Bellia said she would act on this motion with Kate Russell, the editor of the ND Report site.

Members discussed the December 2, 2009, minutes. Prof. Bellia called attention to the letter sent to Mr. Swarbrick on behalf of the Board, as a result of that meeting's discussion of the role of the Chair of the Board in the then-ongoing search for a new head football coach. She suggested the letter itself could sufficiently represent the discussion in the public minutes. Members concurred with this suggestion. The minutes of the December 2, 2009, meeting so amended were unanimously approved.

3. Chair's Announcements

Prof. Bellia made two announcements. First, she has approved captains for softball and men's and women's lacrosse. She also approved the spring schedule for men's lacrosse. Finally, she approved a change to the travel schedules of men's fencing and women's fencing, which affected a small number of athletes. This change does not increase the class misses of the team.

Second, Prof. Bellia discussed a mistake that has been perpetuated in the current FBA manual regarding the eligibility of fifth-year student-athletes. This mistake is found on p. 14 of the manual. Prof. Bellia circulated a copy of the relevant page. The manual sets out four conditions governing requests for fifth year of eligibility. One paragraph requires student-athlete to achieve a 2.0 semester GPA to be eligible for continued participation, whereas another paragraph notes that a student-athlete must achieve a 3.0 to remain in good academic standing in the Graduate School. Prof. Bellia and Mr. Holmes had discussed the application of these conflicting provisions to the case of a specific fifth-year athlete. During this discussion, they recalled a prior discussion of this issue during a 2008 review of the manual. Upon reviewing past minutes, Prof.

Bellia found that the Board had indeed discussed this issue in Fall 2008 and had voted to eliminate the reference to the 3.0 requirement for good academic standing within the Graduate School. The change, however, was never executed. Although ultimately the issue did not prove relevant to the specific student-athlete in question, Prof. Bellia had interpreted the requirements in a manner consistent with the Board's intent—that is, as if the paragraph had in fact been removed. Prof. Bellia asked members to ratify the removal of the paragraph from the current and future FBA manuals. Members unanimously ratified the removal of the paragraph.

4. Report on the Head Football Coach Search—Jack Swarbrick

Mr. Swarbrick gave members an overview of the recent search for a new head football coach. His report focused on: (1) the involvement of student-athletes in developing certain criteria for the search; (2) the emphasis on data-driven criteria and a data-driven process; (3) the inclusion of diverse candidates in the search process; (4) resources outside of the University that were employed in the search; and (5) an absolute adherence to appropriate procedures for decision-making.

In response to a question, Mr. Swarbrick said he promised the student-athlete review group that he would keep confidential the athletes' criteria for a successful Head Football coach. He noted, however, that they did not focus on fun or camaraderie but instead emphasized criteria they felt would allow them to succeed. In response to a question about the methods used to hire assistant coaches, Mr. Swarbrick noted that Coach Kelly assembled his own staff. Mr. Swarbrick also noted that the values of ethical behavior and confidentiality were maintained throughout this process. Mr. Swarbrick also thanked the General Counsel, Marianne Corr; Ms. Conboy; and the Human Resources staff for the extraordinary job they all did in handling the administrative part of the complex hiring of a whole new coaching staff.

5. Training Table Pilot Program—Missy Conboy

Senior Deputy Director of Athletics Missy Conboy updated members on the new training table pilot program that was instituted for football in the past week.

Ms. Conboy noted that the idea has its inception in conversations with the Student-Athlete Advisory Council (SAAC); the student-athletes have expressed an interest in a training table for a number of years. Another impetus has been the data collected by the sports nutritionist who surveyed student-athletes on their eating habits and weight gains and losses during sport seasons. Student-athletes use an average of 8-10 meals from their 14 meal plans; some use considerably less. Student-athletes in certain sports experience noticeable weight loss during the season. For example, linemen lost an average of 17 pounds during the season while the women's soccer team lost 66.5 pounds as a team, an average of 3 pounds per player. Ms. Conboy noted that Coach Kelly had expressed his concern about the in-season weight loss. In the context of the new strength and conditioning program being instituted, he believes this is a critical semester for establishing good conditioning and nutrition standards.

Thus, a pilot program was instituted for the football program, serving the evening meal Monday through Friday in the Guglielmino Athletics Complex, using Notre Dame's Food Services.

Discussion continues on how to expand this pilot program to include other campus sports teams. Ms. Conboy raised two issues of concern. The first concern relates to whether, under NCAA rules, athletes other than those on full scholarship can participate without incurring out-of-pocket costs. The Department of Athletics' initial understanding was that athletes on partial scholarship or walk-ons could only eat at the training table if they paid the difference of the cost of that meal from the meal plan cost. Clearly this situation impacts team cohesion and unity; 67 players who are returning in Fall 2010 would be affected. The second concern relates to gender equity. Staff members have looked for research on gender equity concerns, but have not found significant discussion of the issue. At other institutions where there is some recognition of gender equity needs, the answer typically is to choose two sports each, male and female, to participate in a training table, which may still result in disproportionate numbers. In an effort to explore possible solutions to these issues, Ms. Conboy said she will solicit information from other Big East Conference athletics administrators who will be meeting in New York City next week.

Another concern is the perception that student-athletes are being separated from the whole undergraduate population. Inquiry indicates that this may be a less significant issue than first thought. First, student-athletes frequently miss the evening meal because of their schedules. When they do make the meal, they arrive late, when other students have already left, and they tend to arrive with teammates and sit with them. Additionally, with the later arrival times, the options for dinner are severely limited, as a number of the food lines and stations have closed already. In fact, the student population as a whole is eating fewer meals in the dining halls. There are other options on campus and close to campus, and the flexibility of Domer dollars allows students to take advantage of these offerings. In the student population, the average number of meal plan meals used is 9. The Athletic Department is concerned that student-athletes eat a comparable number of campus meals as other students. Student-athletes need to be averaging more than 9 meals a week on campus; ideally they would eat 21. The training table ensures that 5 nutritious meals are eaten each week.

Ms. Conboy reminded members that ND ran a football training table for most of Lou Holtz's tenure.

The next step is to consider pilot options for training tables for other teams. This is complex because only four other sports are headcount sports, awarding full scholarships to student-athletes: men's and women's basketball, tennis, and volleyball. Of the 330 scholarship athletes on campus, only 150 are on full scholarship; in addition there is a good-sized population of walk-on athletes. The separation among team members is clearly problematic. Additionally, some teams' practice times make it difficult to plan a manageable training table time; some teams practice from 3-5 p.m. and others from 8-10 a.m. The next step is to collect feedback from coaches about what might be an ideal plan, what is feasible, and what colleagues are doing at other institutions. It is possible that another pilot program for other groups of student-athletes could be run from spring break 2010 through the end of the semester.

Ms. Conboy asked for questions and comments. Prof. McDowell asked how other institutions address the full scholarship problem. Ms. Conboy said it was her understanding that other institutions simply offer the opportunity to full scholarship athletes. Prof. Frecka said he recalled that the training table idea was not particularly successful during the Holtz era. Ms. Conboy said

identified problems included a lack of supervision by coaches and no nutritionists present, undesirable conduct by participants, and unappetizing fare. Mr. Scholl noted that Food Services has changed in the intervening years; the quality of food and the ability to provide a greater variety of options are both improved. Prof. Frecka said monitoring the training table would be an important feature for him.

Prof. Rhodes asked if coaches or players have expressed opinions about the funding inequities. Mr. Swarbrick, noting that the idea originated in part from SAAC, said that the students consider a training table a top priority. He said it is likely they are unaware of the complexities underlying the option. In this first week, it appears to be working out well, but Mr. Swarbrick suspects that when the complexities are fully understood, many players might decline to participate.

Prof. Power noted two main issues: the availability of food and the quality of the nutrition of the food which is available. He asked why all students on campus should not have easy access to high quality food. In addition, he asked if the necessity of the training table indicated that the quality of food in the dining halls is poor. Ms. Conboy said that from the standpoint of an athlete in training, the nutritional quality of the food in the dining halls is not always appropriate. Furthermore, the nutritious options are not always chosen nor are they always available when the student-athletes enter the dining halls. In addition, the training table affords the opportunity for ongoing education from the attendant nutritionist about appropriate food choices for athletes in training. The education opportunity is a significant one; it is also a complex one, as some athletes need to put on weight while others need to be mindful of maintenance and still others need to lose weight.

Prof. Fallon said he too is troubled by the idea of a separation of student populations; he noted the difference between a de facto separation and a de jure separation. He suggested the idea of a period of nutrition education after which the separate training table be terminated. Members discussed practice times and whether they interfered with student-athletes' opportunities to get to the dining halls in a timely fashion, to interact with other students and to find appropriate food options available, expressing concerns about slippage in terms of meeting guidelines on practice times. Ms. Conboy noted that student-athletes do have a different, performance-based focus than other students, which the training table hopes to address by minimizing "empty" nutrition choices; further, the question of eating disorders experienced primarily by some female students can be addressed on a one-to-one basis at a training table. She said the problem of compliance is a very real one with which the Department of Athletics is still wrestling.

Prof. Garg expressed concern that the training table concept opens the door to a move to increased special arrangements for student-athletes, the proverbial slippery slope. The NCAA has ruled against anything resembling an athlete's dormitory, Ms. Conboy said, and limited the provision of food to one meal per day. She stressed that student-athletes are eating about the same number of meals in the dining halls as the rest of the student population, so the training table has the potential to simply increase the number of meals taken by athletes per day, which is a good thing for the athletes.

Prof. McDowell asked about the extra costs. Mr. Swarbrick said that more choices and at least a minimal extra staff increases costs; even if there were space available in one of the dining halls, reducing travel and serving costs, there would be an increase in cost over the meal plan cost of the meal because of increased choices. He noted that Food Services has been very helpful in designing a reasonable and yet tasty and nutritious menu.

Prof. Rhodes expressed concern about the idea of over-monitoring students. Prof. Fallon likewise expressed concerns about administrative micromanaging of the lives of a portion of the student population, while the ideal of the college experience is that students master independence. Ms. Conboy said that in theory, students should be able to make their own food decisions. But data over five years indicates that student-athletes are consistently losing weight during their competitive season, even with a nutritionist on staff. Mr. Swarbrick said that with all the goodwill possible on the part of all concerned, a significant persistent difficulty is scheduling. Because of time crunches, students arrive at tutoring sessions with fast food in hand rather than a balanced and nutritious meal. For instance, he said, practice ends in a timely fashion, but the athlete may spend 20 minutes with the trainer and have a fixed appointment with a tutor, which results in grabbing quick and available food. Mr. Richards concurred that his experience as a student-athlete at ND was a regular loss of weight during the season. He said priorities to eat properly, maintain grades and compete are regularly in conflict.

Prof. Pierce said that while he is generally in support of training tables, he would like to hear more about the data; for instance, in calculating meals eaten in the dining halls, were travel meals and team meals factored out? Ms. Conboy said that while the 3-4 per week away meals added to the 14 meals per meal plan results in 17-18 opportunities for meals per week, the ideal would be to replenish and nourish their working bodies three times a day, 21 meals a week. Instead, the reality is they take their business to fast food outlets on and off campus.

Prof. Pierce asked why the dinner meal was chosen. Mr. Scholl said that Coach Kelly has determined that breakfast will be mandatory in the dining halls. In addition, it is particularly beneficial for athletes to have a nutritionally sound meal following workouts. Finally, the evening meal can readily fit into more students' schedules. Ms. Conboy said that the staff nutritionist strongly supported the meal to follow the work out.

Mr. Holmes said that in his experience, Notre Dame does an exceptional job of integrating student-athletes with the general student population. However, he noted, looking specifically at the football program, balancing practice time with study time and incorporating meal times as well can be incredibly complex. Based on the fact that students regularly have food delivered to study halls, he said he has no reservations that a training table is a needed solution. The students are crunched in their time to eat, to study and to practice. Further, he noted that the nutrition factor is vital for the successful student-athlete. The training table acknowledges the necessity to develop both the student and the athlete sides as much as we can.

Mr. Moss expressed continued concern about the separation of athletes from the student population as a whole. He questioned whether a nutritionist present in the dining halls would meet the perceived need. Mr. Richards said that from his experience, that would certainly be an improvement over the current situation, and he agreed that the mandatory breakfast is a good

idea for meeting nutritional needs. Mr. Moss stressed that the community of students needs the students together. Whether in the dining halls or in other venues, students still have an opportunity to meet and eat together which the training table prevents. He asked if a significant issue is coaches managing time more effectively. Prof. Fallon agreed that time management for student-athletes is a concern for him. He said that the agreement between the colleges and the Athletics Department was to provide a window of open time for student-athletes between 2-6 p.m. Overstepping these parameters could jeopardize that arrangement with Arts and Letters and the Business School. Mr. Holmes said that he feels confident in the new program's commitment to working within the established time frames; he noted that Coach Kelly is committed to that goal. This will mean the student-athletes are available for study hall earlier, with the result that they can get back into the dormitories by 8:30 p.m.

Ms. Conboy suggested arranging a time for members to visit at the training table and talk with student-athletes about the experience. Prof. Bellia noted her appreciation for this commitment to seeking input from Board members as the decision to move the program from pilot to permanent proceeds. She noted, with Prof. McDowell, that it is a question of student welfare as much as a question of performance.

Members also talked briefly about the start of the new strength and conditioning program, which was featured in a local newspaper article this week. Prof. Power questioned the specifics of this new program. Mr. Scholl discussed the shift in approach from the previous system to the current one and noted that, despite the published report, students have consistently applauded the new strength and condition program; members agreed that the feedback from athletes has been very positive. Prof. Bellia said that an upcoming agenda item is to invite Mike Karwoski, who is in charge of sports performance, to update the Board on the new programs in this area.

Prof. Bellia thanked Ms. Conboy for her informative briefing on the new training table pilot program.

6. Proposed Amendments to Policy on Appeals from Nonrenewal of Grant-In-Aid—Mary Ann McDowell

As time had nearly expired, Prof. McDowell agreed to postpone discussion of the proposed amendments to the policy on appeals from non-renewal of grant-in-aid until the February meeting. She requested that members carefully read the material, which would be re-circulated with a small change, so as to expedite the discussion at the next meeting.

7. Subcommittee Reports

a. Academic Integrity—Prof. Richard Pierce: There was no report.

b. Student Welfare—Mary Ann McDowell: The discussion of the proposal on non-renewal of grant-in-aid was deferred.

8. New Business

a. Prof. Bellia announced that Charmelle Green is working very closely with SAAC to organize a fundraiser this weekend, at the Men's and Women's Basketball games on Saturday and Sunday respectively, to assist in the recovery from the earthquake in Haiti. Over 100 student-athletes will don their monogram jackets and walk through the stands collecting donations. The Monogram Club is also interested in contributing funds to this drive; the amount and method has yet to be determined. The full gate receipts from each basketball game as well as the net concession receipts will make up the third element of the collected funds.

b. In response to a request from members at the December 2, 2009, meeting, Prof. Bellia distributed copies of a section the self-study report completed during the NCAA certification process in 2004.

c. Mr. Richards announced an upcoming Diversity Conference to be sponsored by the College of Business. The dates are Feb. 5-6, 2010. All faculty, staff, and students are invited, and the conference is open to all community members as well. Mr. Richards said he will be looking to implement other diversity programs in the upcoming months.

9. *Ex Officio* Reports

There were no *ex officio* reports.

10. Adjournment

The meeting was unanimously adjourned. The next meeting is on February 26, 2010.