

FACULTY BOARD ON ATHLETICS

UNIVERSITY OF NOTRE DAME

Meeting of October 14, 2002

5th Floor Conference Room, Main Building

Members Present: Prof. Fernand Dutile (chair); Prof. Matthew Barrett; Prof. Harvey Bender; Ms. Emily Bienko; Prof. John Borkowski; Dr. Matthew Cullinan; Mr. Patrick Holmes; Prof. Stephen Fallon; Prof. Umesh Garg; (Rev.) Mark Poorman, C.S.C.; Prof. Donald Pope-Davis; Prof. Katherine Spiess; Prof. John Weber; Dr. Kevin White.

Member Absent: Prof. William Berry.

Observers Present: Ms. Sandy Barbour; Ms. Missy Conboy; and Mr. Bernard Muir (all of the department of athletics); and Ms. Lu Ann Nate (acting recorder).

Guest: (Rev.) Edward A. Malloy, C.S.C.

1. Call to Order and Prayer: The chair called the meeting to order at 4:15 p.m. Father Poorman led the group in prayer.

2. Minutes of Previous Meeting: Professor Bender moved that the minutes of the meeting of September 26, 2002, be approved. Professor Barrett seconded that motion. The minutes were approved unanimously.

3. Announcements: The chair announced that he had approved, on the Board's behalf, the following team schedules for 2003: men's and women's Indoor Track and Field; men's and women's Outdoor Track; and men's and women's Fencing. The chair also announced the approval of an amendment to the Cross Country schedule. This amendment substitutes Friday, October 4, for Friday, November 22, thus implicating no additional class misses. The chair also announced an amendment to the schedule for Volleyball. That amendment, also implicating no class misses, substitutes Friday, October 18, for Wednesday, September 18.

4. Goals and Priorities of the Department of Athletics: To introduce this topic, Father Malloy spoke to the Board. He discussed the extensive planning that had taken place with regard to the department of athletics. We should aspire to excellence in all that we do and, of course, athletics can be no exception. We must both understand the possibilities and recognize that all great plans depend on resources. Very few components of the plan have been built into the University's budget; the fund-

raising efforts of the plan, however, constitute a part of the fund-raising plan of the entire University. Father Malloy noted that in taking on the directorship of athletics at Notre Dame, Dr. White had assumed a number of challenges. Among those challenges: not only excelling in our high-profile sports, but also finishing very high in the Sears Cup competition. As Dr. White has said, we seek to establish Notre Dame as a regular part of the very top group in that competition. As part of that effort, Father Malloy continued, we are moving toward providing for each team the maximum number of grants-in-aid allowed under NCAA regulations. Doing this and providing facilities comparable to those of our competition implicate a huge expenditure of resources. The goals and planning have evolved in close coordination with him, the "Officers Group," and the board of trustees. It was important to make sure everyone is "on board." At this point, the chair thanked Father Malloy for his remarks.

Dr. White then discussed the objectives, goals and priorities of the department of athletics. The objectives: balance, compliance, and economics. Balance implies competitive success, academic achievement, and spiritual, social and cultural development. Compliance demands constant efforts to educate all of Notre Dame's constituencies about NCAA requirements. That education must be intensive and repetitive. It is crucial that Notre Dame have neither major violations nor serious "minor" violations. On this score, we must never let up. The economics objective challenges us to deal with the industry's "arms race" with regard to athletics expenditures. We must generate additional sources of revenue. We must emphasize cost containment. In that regard, he continued, we are currently working on a three-to-five percent reduction in non-salary and non-scholarship expenditures. We must use our current resources efficiently and intelligently. Of the 117 Division IA institutions, our operational budget, which includes both campus recreation and intercollegiate competition, ranks twenty-fifth, up from thirty-second in 2001. We have no desire to top that list. Having discussed departmental objectives, Dr. White turned to departmental goals relating to student development, competitive success, financial imperatives, and human resources. With regard to student development, Notre Dame's teams should all carry a cumulative grade-point average above 3.0; most recently, twenty-four out of twenty-six of our teams met that standard. Twenty-six percent of our student-athletes made the dean's list. Notre Dame should also place among the top five institutions in all NCAA categories concerning graduation rates. We should produce at least ten Academic All-Americans per year; we produced eleven two years ago and have eight this year. We should continue to shine in the area of post-graduate scholarships and other academic honors. With regard to competitive success, Notre Dame should place among the top five institutions in the Sears Cup race. This accords with the "Jones Day Report," completed just before Dr. White assumed the directorship, as well as with the expectations of the board of trustees and the officers of the University. Success in the Sears Cup has now been incorporated into our coaching contracts. We placed eleventh two years ago, he noted, and thirteenth this past year. We should regularly win the Big East Commissioner's Trophy in both men's and women's sports; we have been successful on that count for the last six years in men's sports and for the last eight in women's sports. Our football team should regularly place among the top ten Division IA institutions. Men's and women's basketball, as well as all other sports, should place among the top sixteen in the country. Concerning financial imperatives, Dr. White noted that the department of athletics should transfer approximately \$11.5 million to the university annually, including \$4.2 million from the NBC contract; \$4.0 million for stadium debt service; \$1.9 million for the Athletics Renewal Fund, a fund generated by a rights' fee attached to football season tickets and used to maintain and repair athletics facilities;

\$900,000 for university operations; and approximately \$500,000 for depreciation. Under the direction of the University's central development effort, the department seeks to fund a \$127 million Facilities Master Plan, a plan that will take many years to accomplish; establish an annual fund, called the Rockne Heritage Fund; and assist with University-wide initiatives as called upon. The first tangible result of the Master Plan will be a 100,000-square-foot addition to the Loftus Center, an addition already almost totally funded by one family. Although that addition will primarily benefit the football program, some aspects will benefit all sports. With regard to human-resource issues, Dr. White noted his intent to "downsize" the departmental structure, making it "leaner and meaner." Gender and ethnic-minority hires of high quality must continue as a primary goal of the department. As in the past, we must maintain as a high priority hiring people promising us a very good "institutional fit."

Finally, Dr. White mentioned five priorities for the department: maintaining totally compliant behavior (eighty-six people in the department of athletics have provisions in their contracts carrying heavy tariffs for compliance problems); retaining highly talented coaching and administrative staff and, when vacancies occur, making exceptional hires; continuing to improve the quality of our programming, both with regard to competition and student development, for all student-athletes; funding the full complement of scholarships allowed under NCAA regulations; and funding and implementing the Facilities Master Plan.

During and after his presentation, Dr. White entertained questions from members of the Board. Professor Pope-Davis sensed some tension between the three-to-five percent cutback in budget currently being effected and the funding increase needed for particular sports. Dr. White responded that the reduction reflects only non-salary and non-scholarship amounts. Professor Borkowski asked whether we stand at a disadvantage concerning the Sears Cup in light of our particular number and arrangement of sports; some schools have many more. Dr. White responded that an institution can count only its twenty best team finishes, ten men's and ten women's. Professor Weber addressed the particular menu of varsity sports sponsored by Notre Dame. Do we ever reevaluate it? Perhaps we ought to look at the number of Sears Cup points earned by each sport; the sports that might replace existing sports; and other ways in which to put our assets to better use. Perhaps a rifle team ought to be instituted. Dr. White: That's a good point. Although we do not have a formalized process for reassessing the sports we offer, we constantly do think about the sports we have and those we might have. In the mid-forties, we should remember, Notre Dame won a national championship in men's golf. We have recently reemphasized both men's and women's golf. Professor Barrett asked which sports have the most work to do. Dr. White responded that the situation remains fluid; for example, women's soccer ranked third in the country recently but now, due to injuries, has fallen out of the national rankings. Golf, both men's and women's, remains a work in progress under new leadership. The chair asked whether counting a \$4 million payment on stadium debt should be labeled a transfer to the University. In response, Dr. White noted the tremendous number of development opportunities that are tied to the football program. Professor Borkowski asked whether a stepped-up effort in fund raising by the department of athletics would eat into donations to the academic efforts of the University. We are, Dr. White responded, targeting new donors. For example, we are talking about generating more resources from our season-ticket holders, who, right now, get a "wonderful deal" in terms of the price of our tickets. Professor Fallon noted that Notre Dame, though relatively small, sponsors many varsity

sports. As a result, almost ten percent of our undergraduates participate in some varsity sport. What is our commitment to other students with interests in competing? Dr. White observed that students who do not want to compete at the varsity level have other outlets. They might compete in our club sports or in intramural activities or other aspects of recreational sports afforded by Notre Dame's programs and facilities. About ninety-four percent of our students participate in some 161 activities, activities ranging from Bengal Bouts through intramural tackle football. We have a full staff and a wide range of facilities to accommodate all these interests. Professor Barrett noted that when Daniel Saracino, our assistant provost for admissions, met with the Board last year, he alluded to the widening gap between the credentials of our high-profile student-athletes and those of our typical student. In its view of objectives, goals and priorities, does the department of athletics explicitly recognize that particular issue? Dr. White emphasized that the admissions process at the University operates independently of the department of athletics. That said, our student-athletes do well here despite the fact that our curriculum provides "no places to hide." Our graduation rate ranks among the top four in the country. Professor Barrett emphasized the need to secure student-athletes who are gifted both academically and athletically. For example, he suggested, the department of athletics could establish a goal of attracting annually a specific number of National Merit Scholars. Professor Pope-Davis asked if the department seeks out post-graduate scholarship aid for student-athletes. Dr. White replied that our student-athletes have a number of opportunities to compete for national awards; indeed, we want our student-athletes to compete nationally. Mr. Muir added that our sports-information staff works hard to promote our student-athletes in that regard. Ms. Conboy informed the Board that the department of athletics itself provides internships, on average about twelve per year. Professor Bender suggested that Notre Dame consider establishing a first-rate education program, like Stanford's. We stand in a stellar position to do this. Dr. White: That observation makes me smile because I have preached to that effect. A strong education department would certainly benefit the department of athletics. Professor Borkowski reminded the Board that we do have such a thing at St. Mary's College, although perhaps student-athletes are not sufficiently aware of this program or of Notre Dame's ACE (Alliance for Catholic Education). A number of women's soccer and basketball players have come through the ACE program. Dr. White added that he had talked with executive vice-president Father Timothy Scully about making available to student-athletes a master's degree in education. Professor Borkowski stated that perhaps we should make a video available to student-athletes so that they might understand more about careers in teaching and coaching. This would present those prospects more attractively. Professor Pope-Davis asked where Notre Dame's Catholic identity and related characteristics fit into Dr. White's perspective of the uniqueness of this institution. Dr. White emphasized that in discussing balance as one of the department's objectives, he did specifically allude to spiritual development. Notre Dame's biggest difference from other institutions is indeed its Catholic heritage. Every coach and student-athlete here, whether Catholic or not, values the spiritual.

At this point, Dr. White asked to make a closing comment regarding the University's class-miss policy, discussed at length at the Board's most recent meeting. Despite the talk of loosening that policy in order to make travel and competition easier for our teams, Dr. White has concluded, in a nutshell, that the policy should remain as it is; the "three MWF and three TT" limitations have served us well. We use it in our recruiting and we support it. Indeed, if we raise the limits, the maximum will become the new reference point. There will, of course, be challenges in maintaining our current policy. The Board will,

he hoped, be open to exceptions when they are needed. But he has no problem in coming to the Board when such exceptions seem called for. The chair added that the subcommittee on academic integrity had met that very day at lunch to discuss our class-miss policy. The unique nature of golf seems to indicate a need for special treatment, the subcommittee tentatively thought. Golf presents difficult problems because of the practical inability to have more than one contest at home; the extraordinary length of the competitions; and, due to the difference among golf courses, the need for a practice round. Of course, the reduction in airline flights and the additional security problems arising post-9/11 will create a need for some exceptions in all sports. But Dr. White's opposition to any loosening of the rule is obviously important to the subcommittee. One caveat, though, the chair added. If, instead of loosening the rule, even for a couple of sports, the Board chooses to rely on requests for exceptions, the expectation that such exceptions will arise and be given serious consideration must be stated clearly and in writing so that future Boards will know that, in granting such exceptions, it is not undermining the standards set earlier.

5. Amendment to Schedule for Rowing: At this point Mr. Bernard Muir addressed the request of the Rowing Team to participate in the Opening Day Regatta in Seattle, Washington, although the Regatta takes place during Notre Dame's spring-semester study days (May 1-3). Mr. Muir made the following points in favor of approving the request. If the team attends this competition, it will miss no class days during the spring semester. If this request is denied, the team will need to replace the event with the San Diego Crew Classic, which will occasion class misses on a Thursday, Friday and Monday. Mr. Muir emphasized that Rowing, if it did participate in the Opening Day Regatta, would be the only spring sport to register no missed-class days whatever. Mr. Muir noted that the average GPA for this team last semester was 3.30, seventh highest of our twenty-two sports. Its 3.319 cumulative GPA places Rowing among the University's top four teams. Indeed, forty-one percent of the team members ranked on the Dean's List last semester. From a competitive standpoint, it is better to row against teams in the West later in the season; teams in that region can begin practice in February, while Notre Dame cannot get on the water until March. Accordingly, the San Diego meet falls at a less than ideal time. It should be noted as well that Notre Dame will not likely be invited back to this prestigious Regatta within the next five years; this presents, therefore, perhaps the only opportunity for our current student-athletes to participate in such a high-level event. From a financial standpoint, this Regatta provides thirteen airline tickets, some meals and all lodging; the San Diego trip would require full University funding. The Opening Day Regatta affords us a tremendous recruiting advantage; the Seattle-Portland area constitutes a "hotbed" of recruitment for Rowing. The Regatta provides tremendous exposure for participants; several thousand spectators attend the event and, beyond this, Fox Sports Northwest televises the competition. The opportunity to race a top-five program in May dramatically enhances our ability to gain an NCAA bid. (The University of Washington, host of the Regatta, has won three national championships in the last seven years; it finished second last year.) There is no automatic bid in Rowing, so strength of schedule remains very important to the NCAA Women's Rowing Committee. Finally, Mr. Muir noted that the Board had approved missed study days so that the Rowing Team might attend the Midwest Championships in 1999; of course, the Opening Day Regatta presents a much more prestigious opportunity than did the Midwest Championships. Professor Barrett thanked Mr. Muir for "the very kind of presentation that helps us make good decisions." A motion to approve the request was made and seconded. The Board voted unanimously

to approve the request.

6. Report on Academic Performance of Student-Athletes during Spring 2002 Semester: Mr. Patrick Holmes, acting director of academic services for student-athletes, summarized for the Board the performance of our student-athlete population during the Spring 2002 semester. [Mr. Holmes had already distributed to the Board a document entitled *Team Summary: Academic Standing - Spring 2002*, appended to the official minutes.] The combined GPA for all student-athletes for the Spring 2002 semester was 3.194. Nineteen of the twenty-two teams had GPAs over 3.000. Three teams (Women's Golf, Women's Tennis and Volleyball) had team GPAs over 3.400 and both the Football and Volleyball teams had their highest semester GPAs ever. Over a third of all student-athletes were on the Dean's List and 70% had GPAs over 3.000. Finally, eight student-athletes were named Academic All-Americans for the 2001-02 Academic Year. This group consisted of: Andrew Bushey (Baseball), Monica Gonzales (Women's Soccer), Jarrah Myers (Softball), Vanessa Pruzinsky (Women's Soccer), Steve Ratay (Men's Golf), Ryan Shay (Men's Track), Brian Stavisky (Baseball) and Luke Watson (Men's Track). Jarrah Myers was named the "Big East Women's Scholar-Athlete of the Year." Ten student-athletes were placed on academic probation following the Spring 2002 semester, and one student-athlete was dismissed from the University for academic reasons.

7. Report of *Ex Officio* Members: Speaking for Dr. White, Ms. Conboy reported on developments with regard to the Big East golf tournament originally scheduled for Holy Week at Notre Dame. How did we get into this situation? We submitted our bid for the tournament in the Spring of 2000. At that time, the tournament usually took place on the last weekend in April. But the Big East coaches voted to hold the tournament one week earlier. Accordingly, as scheduled, the tournament this year would provide for a practice round on Good Friday, with thirty-six holes to follow on Saturday and another eighteen on Easter morning. Six men's teams and four women's teams will qualify for the tournament. If Notre Dame were to withdraw, another team would replace us. Several alternatives, she continued, have been considered in light of the Board's concern with regard to an on-campus tournament on Good Friday and Easter Sunday. We could move to another weekend, although there is not much support for that. We could move to another course in South Bend, which would present difficult practical problems and an expensive proposition. The best prospect, and one we have broached with the Conference, is to rearrange the schedule at Notre Dame. Under this proposal, practice rounds would occur on Easter Sunday, with afternoon practice slots available for those institutions, like Notre Dame, whose policies preclude Easter morning practice. Actual play would begin on Monday, with thirty-six holes, and conclude on Tuesday, with eighteen holes. The class-miss implications for institutions should not be too drastic, since a Monday and Tuesday will replace a Thursday and Friday. Some schools have Easter Monday off (as, of course, some do on Good Friday). The chair thanked the department of athletics for its efforts to resolve this situation.

8. Reports of Subcommittee Chairs: Professor Bender, chair of the subcommittee on academic integrity, thanked Dr. White for his earlier statement regarding our class-miss policy. Professor Bender recognized the special difficulties faced by our golf teams. Accordingly, the recommendations of the chair of the Board with regard to exceptions "make sense"; they establish a baseline for future action. Our current policy has one very important plus, namely, that it precludes the need for each student-

athlete to negotiate prospective absences with each of that student-athlete's professors. Professor Bender noted the difficulty that such negotiations would present for him, for example, since fifty-six student-athletes are enrolled in his course. Professor Bender asked other members of the Board to provide his subcommittee with "input and wisdom" on this issue.

Professor Borkowski, reporting for Professor Berry, chair of the subcommittee on communication, informed the Board that the subcommittee had scheduled two breakfasts at which academic advisors in deans' offices and in academic departments, respectively, could meet with Board members to discuss issues affecting the academic life of student-athletes. The first breakfast, attended by the group from the deans' offices, will take place on November 6 at the Morris Inn. The second breakfast, attended by departmental advisors, will take place on November 19 at the Morris Inn. Issues for discussion, among others: fifth years of eligibility, the class-miss policy, and preferential registration for student-athletes. Prof. Borkowski invited all members of the Board to attend these meetings.

Professor Barrett, chair of the subcommittee on student welfare, informed the Board that his group had held its first meeting just before this Board meeting. The subcommittee plans to address the topic of practice, travel and competition during Orientation Weekend. Last year, the Board had expressed its displeasure with athletics activities interfering with the full Orientation participation of first-year student-athletes. The subcommittee has also reviewed a summary of the student-athlete interviews completed last year by the department of athletics. In past years, only student-athletes graduating from the University were questioned; this year all student-athletes were invited to participate and almost five hundred responded to the survey questions. The subcommittee will summarize these data at a later meeting of the Board. The subcommittee may tackle two additional issues: the multi-cultural experience of student-athletes and the experience of student-athletes in our residence halls.

9. Adjournment: The chair adjourned the meeting at 6:06 p.m.