Faculty Board on Athletics
Meeting of April 13, 2018
12:00 pm-1:30 pm, 500 Main Building

Members present: Patricia Bellia (Chair), Corey Angst, Jaimie Bleck, Ann Firth, Brian Coughlin for Erin Hoffmann Harding, Patrick Holmes, Daniel Kelly, Mary Ann McDowell, F. Clark Power, Michael Stanisic, Kevin Vaughan, James Brockmole, Cameasha Turner

Members excused: Susan Ohmer, Jack Swarbrick

Guests: Claire Leatherwood Slebonick (recorder); Heidi Uebelhor, Assistant Athletics Director; Nate Norman, Head Women's Soccer Coach

1. Opening Prayer

Professor Patricia Bellia called the meeting to order at 12:05 pm and offered the opening prayer. She briefly introduced Mr. Nate Norman, newly hired Women's Head Soccer coach and asked the members of the Board to introduce themselves.

2. Minutes of Meeting of February 26, 2018

The Board voted unanimously to approve the minutes of the February 26, 2018, meeting.

3. Chair's Announcements

Schedules. Professor Bellia announced she approved post-season schedules and attendant class misses for the following programs: Fencing for the NCAA Championships, Women's Basketball for the NCAA Championship tournament, and Hockey for the ACC and NCAA Championships. Professor Bellia reported that she approved a change in the Women's Lacrosse schedule that added a game and a class miss, but that this change did not take the team over the allowed class misses. She announced that a tennis match was added to the schedule to replace a cancelled match from earlier in the semester, but that this change did not necessitate a class miss. Professor Bellia announced that she approved a change to the Men's and Women's Outdoor Track and Field schedule for this weekend's meet as the meet organizers moved a day earlier to avoid bad weather, noting that this change incurred an additional class miss.

Captaincy Approvals. Professor Bellia announced her approval on the Board's behalf of the Men's Golf captain. She also cleared a fourth Football captain that the

Football staff might name prior to the Blue-Gold game, depending on the results of a team vote.

Notre Dame Student-Athlete's Participation in "Dancing with the Stars." Professor Bellia drew the Board's attention to the NCAA's recent grant of a waiver to allow, with Notre Dame's full support, one student-athlete to participate as a contestant on *Dancing with the Stars*, a television show. Professor Bellia referred the Board to an email recently sent to all Notre Dame employees outlining the rules related to the student-athlete's involvement and related expectations for institutional employees' behavior.

Ms. Heidi Uebelhor answered a question from Professor James Brockmole by saying that violations would occur if institutional employees did not follow the stipulations listed in the email and that the Compliance Office will report any violations it becomes aware of to the NCAA.

Professor Bellia commented on the significance of this waiver for both the student-athlete and for women's collegiate basketball, emphasizing the need for all institutional employees to follow the stipulations included in the email.

Ms. Uebelhor agreed with this comment, noting that the NCAA's grant of this waiver is unprecedented. She highlighted the primary NCAA rules at play in this circumstance—eligibility, amateurism, and promotional activities—while noting that the student-athlete plans to return and play for Notre Dame in the next academic year. Ms. Uebelhor cautioned that Notre Dame may not promote the endeavor or endorse any of the commercial entities affiliated with the show. She explained, however, that Notre Dame, and by extension its employees, is allowed to post factual information, and gave several examples of what is and is not compliant with the referenced stipulations.

Professor Bellia reported that Karen and Kevin Keyes Women's Head Basketball Coach Muffet McGraw, Jill Bodensteiner, Senior Associate Athletics Director, and Tara Pillai, Senior Academic Counselor in Academic Services for Student-Athletes, worked closely together with the television show's network to minimize class misses, resulting in the student-athlete's incurring only one additional class miss. Steps taken to minimize time out of class include housing the student-athlete's dance partner in South Bend so that the student-athlete can train locally for the competition, as well as other measures, such as utilizing satellite technology rather than participating in all events on-location. Professor Bellia noted, however, that the Board is not approving this class miss, as there is no intercollegiate athletic competition involved. The student-athlete has, however, been in touch with her professors.

NCAA Transfer Working Group. Professor Bellia thanked the Board for their participation in the Transfer Working Group's campus visit in March, noting that the Board's feedback was considered by the NCAA's Committee on Academics. Professor

Bellia described an additional proposal related to athletics aid agreements implicated by the Transfer Working Group's proposals, noting that it was developed through Notre Dame's leadership on an ACC working group. Professor Bellia explained that this proposal is designed to give student-athletes a window of opportunity to enter their name into the proposed transfer database while protecting their athletics aid. Professor Bellia noted that the Student Welfare Subcommittee had vetted the proposal. The proposal generated significant discussion at a recent Autonomy Forum attended by representatives of the Power 5 conferences. Conferences are continuing to discuss whether to sponsor this proposal for the next autonomy legislative cyle.

Sexual Misconduct and Violence Prevention Education. Professor Bellia's final announcement for the day related to a new NCAA policy concerning sexual misconduct and violence prevention and Notre Dame's educational endeavors surrounding that policy. She explained the genesis of the new policy and its primary elements, noting that it went into effect in August 2017 and annually requires, among other things, institutions to attest that all athletics staff and student-athletes received sexual misconduct and violence prevention education. Professor Bellia shared that the advent of this policy induced a working group of Notre Dame staff, including members from Student Affairs, the General Counsel's office, and Athletics, to review Notre Dame's current educational practices. This working group collaborated to enhance the educational offerings for athletics' staff, resulting in mandatory education for all athletic department staff and volunteer coaches.

Professor Bellia invited the Board to participate in this training, offering the session dates and times as well as the video option.

In response to a question from Prof. Brockmole, Professor Bellia stated that student-athletes did also receive training.

4. Introduction of Nate Norman, Head Women's Soccer Coach

Professor Bellia introduced Nate Norman, Notre Dame's newly hired Head Women's Soccer Coach, and provided a brief sketch of his background. She noted that Mr. Norman emerged as the successful candidate after a nationwide search, spearheaded by Mr. Mike Harrity, Senior Associate Athletics Director. Professor Bellia invited Mr. Norman to expound upon his background, coaching philosophy, and goals.

Mr. Norman thanked Professor Bellia for the introduction and for the Board's time. Mr. Norman shared that much of his coaching philosophy was shaped during his time as a men's soccer student-athlete here during his undergraduate years, learning from the recently retired Head Men's Soccer Coach, Bobby Clark. Mr. Norman described Mr. Clark's role in his development as a leader and a mentor. Mr. Norman stated that he understands the challenges Notre Dame presents with not only the high academic and

athletic expectations, but also the third piece of engaging with and impacting the Notre Dame and local community. Mr. Norman shared his love for his undergraduate experience and the enjoyment he derived from meeting the challenges presented here.

Mr. Norman described his coaching philosophy as following that demonstrated by Mr. Clark, an approach centered on being a servant leader. Mr. Norman stated this model begins with the head coach, noting his belief that if a person wants to coach, then he or she must be a servant first. He offered examples of how this philosophy moves down through the staff to the student-athletes, describing how the seniors on his teams carry the bags rather than making freshman perform that task. Mr. Norman shared that his ideal culture is one in which his student-athletes not only improve, but also inspire, motivate, and serve their teammates.

Mr. Norman described some of the challenges facing the program while noting its historical success. He explained the wonderful combination of academic and athletic success on this team, remarking on the academic achievements of the team over the last two semesters in particular.

Mr. Norman explained that he will create a plan for each individual player that is comprised of four different elements, all centered around the student-athlete's end goal; those elements are a sports plan, a leadership plan, a servant plan, and an academic plan. Based on the student-athlete's end goal, each student-athlete, in conjunction with Mr. Norman and support staff, develop process goals in each of those four elements that help the student-athlete achieve her end goal. Mr. Norman stated that it is important for the student-athletes to hear this from him, sharing that he and the student-athletes meet every couple of weeks on this topic, which holds the students and the staff accountable.

Mr. Norman remarked that this position is a "dream job" for him due in large part to the transformational experience he had as a Notre Dame student-athlete. His undergraduate experience inspired him to coach and grew his love for everything Notre Dame. He relayed that when he recruits players, he tells them that Notre Dame is unique and special, and that his dream for them is to achieve excellence on the field, to achieve excellence in the classroom, and to find their passion in this world.

Professor Bellia invited the Board to ask any questions of Mr. Norman.

Ms. Camesha Turner asked whether the fact that he was a student-athlete here brings creates any additional challenges for coaching here. Mr. Norman replied that there can be a temptation to dismiss the difficulties and challenges the student-athletes are facing because he already made it through where they are, but that he strives to remember that each person and situation is unique.

Replying to a question from Mr. Patrick Holmes, Mr. Norman acknowledged that there can be challenges surrounding being promoted to the head coach role as an assistant coach on the same staff but explained that he has been in this position before. Mr. Norman commented on his experience at Western Michigan University, offering examples as to how he overcame similar challenges. He highlighted some of the positives related to being promoted from within the staff, including the existence of relationships and trust, but also noted the challenges inherent in a shift away from a culture that, until hired into the head coaching role, he publicly supported.

In response to a question from Professor Daniel Kelly, Mr. Norman responded that the biggest issue related to facilities or practice times he foresees is the indoor facility usage, providing examples for how the limited facilities negatively impact the team's ability to train effectively and efficiently. Mr. Norman commented that a second indoor facility will alleviate some of those conflicts.

Mr. Norman added that the program can adjust its non-conference schedule to mitigate some of the pressure on class misses and general time management concerns by playing more of this part of the schedule at home. Mr. Norman offered several examples to illustrate that the program could potentially conserve class misses, time, and money by scheduling the majority of the team's non-conference games at home.

Replying to a question from Professor Brockmole, Mr. Norman said that he does not yet foresee a conflict between the agenda of the conference and that of Notre Dame in women's soccer. He illustrated that the ACC currently schedules one of the team's away trips over Notre Dame's fall break but noted that should this practice change, the conference schedule could become problematic. Mr. Norman added that other head coaches and institutions have accommodated Notre Dame's desire to play on a Saturday rather than a Friday, noting this practice's helpfulness in reducing the program's class misses.

Noting the time, Professor Bellia asked the final question of Mr. Norman, inviting his thoughts on the Academic Year Model that has recently gained a foothold among the collegiate men's soccer coaches. Mr. Norman responded by describing the differences between the men's and women's collegiate soccer landscapes, explaining that the men's teams are struggling with the loss of many players to professional leagues because male student-athletes increasingly believe that their best opportunity to develop as a soccer player is in the professional system rather than in the collegiate system. Mr. Norman explained that the college system still is the best place for a women's player to develop and so has yet to face a push to move towards the Academic Year Model.

Professor Bellia thanked Mr. Norman for coming, to which Mr. Norman responded with his own thanks and an invitation for the Board to join his team at a practice.

5. Meeting with Father John Jenkins

Father John Jenkins joined the meeting to invite the Board's input on Professor Bellia's re-appointment as Chair of the Board (Chair) and Faculty Athletics Representative (FAR). After this discussion, which occurred in Professor Bellia's absence, Father John thanked Board members for their input and work.

6. Kanaley Awards

Professor Kelly provided background on the Kanaley Awards, reading the nomination criteria and emphasizing that student-athletes selected for this award must be the most exemplary student-athletes and leaders. He described the nominating and selection process, sharing that the annual number of award winners typically falls between four and seven. Professor Kelly directed the Board's attention to an attachment that illustrates details of past nominees and award winners.

Professor Kelly stated that the Academic Integrity Subcommittee (Subcommittee) recommends six of the nominees put forward for the 2017-18 academic year. He highlighted the nominations of those six candidates: Matthew Habrowski, Men's Soccer; Jessica Harris, Women's Cross Country and Track & Field; Natalie Johnson, Volleyball; Allison Miller, Women's Tennis; Jonah Louis Shainberg, Fencing; and Sandra Yu, Women's Soccer. Professor Kelly commented that all six remarkable student-athletes achieved the Kanaley Award standards, and he invited any questions.

After describing the deliberations of the Academic Integrity Subcommittee, Professor Kelly moved that the Board approve the slate of six student-atheltes. The Board voted unanimously in favor of approving all six student-athletes as Kanaley Award winners.

7. 2016-2017 Class Miss Report

Professor Bellia described the purpose of the annual Class Miss Report, emphasizing the goal of ensuring teams are not put at a structural and significant academic risk. The report includes a graph demonstrating the impact a team's schedule has on its class miss numbers throughout the team's season. Professor Bellia walked the Board through this graph, explaining the key and discussing Baseball as an example. Professor Bellia commented that the post-season is often responsible for a significant amount of class misses should a team be particularly successful.

Professor Bellia discussed the teams that are most impacted by class misses, highlighting the challenges volleyball, through the construction of their ACC schedule, and men's and women's tennis, with their ACC and tournament in particular, face.

Professor Bellia pointed out two unusually high numbers of class misses, in Men's and Women's Swimming & Diving and Men's and Women's Track & Field, and provided additional context surrounding those circumstances. Professor Bellia commented that Swimming and Diving class misses should return to normal levels in future years as the uptick for 2016-17 was largely due to the re-siting of championships from North Carolina to Georgia in response to North Carolina's House Bill 2. Professor Bellia provided additional context for the increased class misses for Track and Field. She described the coaching staff's typical practice of submitting a memorandum with the schedule attesting that no individual student-athlete would miss more than the three allowable class misses for either the Monday-Wednesday-Friday or Tuesday-Thursday sequence. She noted that the mechanisms were not in place to ensure the team's adherence to this commitment, with the result that individual student-athletes experienced more than the three allowed in either of those sequences. Professor Bellia reported that although members of the coaching staff could have requested an exception when submitting the schedule, they did not. She stated that a strong conversation was had with the coaching staff regarding the imperative to attend to these Board policies. Professor Bellia reported that for this year, members of the coaching staff requested an exception to go beyond the three allowable classes misses in either sequence. Professor Bellia approved that request, in part because the Track and Field program does not have the ability to host a home outdoor track meet until the completion of the Harris Family Track & Field Stadium later this calendar year.

Professor Bellia concluded her report by stating that Notre Dame must still press the ACC for rational playing schedules that adhere to our policies, particularly for our soccer, tennis, and volleyball programs. She invited questions from the Board.

In response to a question from Professor Corey Angst, Professor Bellia explained that coaches are required to construct a competition schedule that does not allow student-athletes to miss more than three Monday-Wednesday-Friday or Tuesday-Thursday classes per semester without requesting approval for the additional misses. Replying to additional questions from Professor Angst, Professor Bellia responded that teams may not miss a week at a time during the regular season, because NCAA time management rules preclude that result. Missing a week of class is possible during the post-season, however. She offered the Women's Basketball post-season experience this spring as an example. She described how Notre Dame pushed back on the NCAA's desire to fly the team directly from Spokane, WA, to Columbus, OH. The NCAA's approach would have placed the student-athletes on the road for eleven straight days, with six straight days of missed class. Notre Dame was able to get the NCAA to approve a return to campus, so that our student-athletes missed one less day of class, although the basketball program then had to absorb the cost of traveling from South Bend to Columbus. Professor Bellia reiterated that the regular-season class miss rule is a Notre Dame imposed rule, rather than an NCAA requirement, and described the typical conversation she has with a coach surrounding post-season class misses.

Replying to a question from Professor Kelly, Professor Bellia confirmed that most institutions do not have a class miss policy. Professor Kelly commented that it is not just about the overall number of class days missed, but that part of the concern centers on when the class misses are concentrated. He noted the inherent difficulty if many of the missed classes are concentrated near the end of the term and offered his support for Mr. Norman's comments on this subject.

Mr. Brian Coughlin remarked that his biggest concerns around class misses are when there is a string of class misses in a row, resulting in long, continuous time periods away from campus, as these periods have the greatest impact on all of student life.

Professor Bellia commented that the NCAA should be applying its new time management rules to itself as it structures championships, noting the difficulties posed by attending many of the championships' ancillary events.

Professor Michael Stanisic reminded the Board of what percentage three missed classes in either sequence was of the overall total, commenting that the total number of class misses can get really high even with the application of the Board's current policies, particularly in the Tuesday/Thursday sequence. Professor Angst supported that statement, particularly in light of the way in which the Mendoza College of Business structures some of its courses.

In response to a question from Ms. Turner, Professor Bellia replied that some students will not have class on Friday, for example, but that the Board still counts it as a class miss, as the Board does not usually calculate on an individual student basis.

8. Adjournment

Referencing that the next meeting date depends on Father John's schedule, Professor Bellia adjourned the meeting at 1:18 pm.