

**COMMITTEE:** University Athletics Committee  
**MEETING DATE:** April 28, 2011  
**PERSON PRESIDING:** Stacey Altman

**Meeting called to order at 3:00 PM**

**REGULAR MEMBERS IN ATTENDANCE:**

Cal Christian, Stacey Altman, Mike Felts, Lori Flint, Stacy Altman,

**EX-OFFICIO MEMBERS (with vote) IN ATTENDANCE:**

Randall Parker, David Dosser

**EX-OFFICIO MEMBERS (without vote) IN ATTENDANCE:**

Nita Boyce, Nick Floyd, Tim Metcalf, Rosie Thompson Smaw, Mike Albers, Gary Overton, Allison Spivey, Jamie Johnson, A. J. Jacobs

Minutes of the April 18 meeting were approved.

Tim Metcalf introduced Jamie Johnson the new Assistant Athletic Director for Compliance.

**Old Business**

Randy Parker presented the report of the Minority Opportunity Working Group (D. Dosser, L. Flint, G. Overton, R. Parker, R. Thompson-Smaw). A copy of the report is attached to the minutes.

**New Business**

David Dosser reported the Chancellor has created a committee called the 'Academic Success Committee'. This committee will advise the Chancellor on matters related to the athletics/academics interface. Concerns were voiced by Dr. Felts and others that no faculty members were part of this committee.

\*Note: Faculty members were subsequently added to this committee I have attached the committee and the roster.

Cal Christian noted that Chancellor Ballard was chairing a UNC system committee on academics and athletics.

There was a discussion about eligibility standards and eventual academic success:

- David Dosser stated that initial eligibility standards were not intended to be de facto admission standards.
- Tim Metcalf noted that because high schools have been to pad GPA's that the eligibility standard may not be the measure of collegiate readiness.
- Lori Flint stated that if we admit at-risk students we have a responsibility to support their success.

Nita Boyce reported on the process of admitting and supporting students with "Special Talent" waivers:

- The policy was distributed and reviewed (attached)
- The athletic department has no policy regarding coaches approach to these students.

- The Academic Success Committee will examine how other campus treat these issues.

Gary Overton presented an illustration of the the new basketball practice facility to be constructed adjacent to Minges Coliseum.

The meeting adjourned subsequently the Academic Integrity Subcommittee convened in closed session to review statistics for Special Talent Waiver students.

Respectfully Submitted on May 23.

Michael Felts  
Secretary

28 April 2011

To: University Athletics Committee

From: UAC Sub-committee on the Minority Opportunity Plan

Randall Parker (Chair), Lori Flint, David Dosser, Rosie Thompson, David Dennard

Dear UAC:

The Sub-committee of the UAC that is charged with examining the Minority Opportunity Plan met with Nita Boyce and Dr. Gary Overton on April 25, 2011. The purpose of the meeting was to provide the Athletics Department the opportunity to discuss the goals of the Minority Opportunity Plan and how they were either met or not met as the case may be. A full report will be forthcoming on this matter in the future and will be finished well before the beginning of the fall semester and in ample time before the UAC embarks on the full NCAA examination of minority opportunity as scheduled for next year's committee agenda.

***Executive Summary: Tentative and Preliminary Observations/Recommendations...Major Points***

1. The Minority Opportunity Plan and whether its goals are being achieved needs continuous and regular assessment. This assessment should be a staple of the work of the Athletics Department and the UAC and should be independent of whomever may direct or staff the administration of the Athletics Department. That is, it should be done annually regardless of who occupies the positions of leadership.

**Action:** The sub-committee on the Minority Opportunity Plan should be a standing committee and a permanent part of the UAC. Once a year in the spring semester, the sub-committee should meet with the Athletics Department and an assessment of the goals of the minority plan will be presented by the Athletics Department. Thereafter the sub-committee will present a report on these matters to the committee of the whole.

2. The UAC needs greater effort on their part to help achieve the goals of the Minority Opportunity Plan.

**Action:** Make sure that the UAC communicates to the Chair of the faculty and the Chancellor that minority appointments to the UAC are desirable. This is low-hanging fruit and is a main goal that could be achieved with due diligence. To that end Dr. Rodney Roberts from Philosophy has joined the UAC beginning next fall. Please note, the Faculty Senate does not accept set numerical percentages for the composition of committees.

3. EPA employees are 12.5% minority (data for 2010-11 only, data from past years currently being compiled.)

**Action:** Continue to encourage and support minority hiring, consistent with hiring the most qualified person available. We find this especially appealing since EPA employees tend to be in positions of decision making and leadership.

### **Process for Admitting Student-Athletes with Special Talent Waivers**

1. A ***Notification of Intent to Participate*** form will be completed on prospective student-athletes who are applying to ECU and submitted to Ms. Jackie Harris in the Admissions Office just as it is now.
2. Ms. Jackie Harris and other staff members in the Admissions Office will review the transcripts and other application materials to determine the admission status for each prospect just as they do now.
3. If the prospective student-athlete does not meet ECU regular admission standards, he/she will be considered for a special talent waiver.
4. A prospective student-athlete who does not meet the regular admission standards but who has a **Projected Grade-point Average (PGA)** of 2.10 and above will be accepted with a special talent waiver without further review. Students with a PGA below a 2.10 but above a 1.80 will also be accepted but will require a letter from the coach stating why the university should admit the student and what the coach's commitment will be to ensure the student's academic success.
5. Prospective student-athletes who have a PGA below 1.80, or who are non-qualifiers, or who will need a waiver to qualify will be "rejected" by the Admissions Office, which will then notify the Athletics Department.
6. The coach will then have the option of appealing the decision by the Admissions Office.
7. In the appeal, the coach should justify why the University should take a risk with this applicant. This justification should include a written statement from the applicant describing his/her academic goals and life plans; a statement explaining any special, mitigating, or extenuating circumstances to explain the applicant's poor academic record; and a letter from a high school teacher or guidance counselor describing the applicant's commitment to academics and his/her belief that the applicant can be a successful/graduating college student.
8. This appeal will then be considered by a review committee, including the Director of Student Development office or his/her designee, the Faculty Athletics Representative (FAR) or his/her designee, the Chair of the University Athletics Committee or his/her designee, the Director of Admissions or his/her designee, and the Director of Athletics or his/her designee.
9. This committee, after reviewing the applicant's academic record and materials contained in the coach's appeal packet, will vote on whether to award a special-talent waiver. The review committee's recommendation and their vote will be communicated to the Chancellor or his/her designee, who will make the final decision.

10. This committee will be chaired by the FAR and would meet once a month, when necessary, on established dates so coaches would know when they would need to have their appeals submitted.

11. Teams in APR difficulty will need to follow this process **and** an additional level of screening put in place by the Chancellor. All admissions must be approved by a screening committee consisting of the Provost, the Senior Executive Director of Enrollment Management, and the Faculty Athletics Representative.

## **Charge to the Academic Success Committee**

The purpose of the Academic Success Committee (ASC) is to protect and enhance the academic integrity of all 19 athletic programs and to promote the academic success of all student athletes participating in these programs. “Academic success” is much more than eligibility...it is progress towards a degree, a grade point average that creates future opportunities and the skills and competencies that prepare student athletes for the twenty-first century.

The ASC is advisory to the Chancellor and can make recommendations regarding any issue the committee deems important to academic integrity and success of the student athlete. Among the specific topics that the ASC is expected to address are:

- Team APR and how to ensure all sports stay above 925;
- Best practices for academic support, tutoring, class attendance, and study hall attendance;
- Housing of student athletes;
- Eligibility waivers for student athletes, with the expectation that eligibility is earned in the classroom;
- Sanctions for conduct problems, with special attention to arrests and convictions; and
- Others to be determined.

**Academic Success Committee  
(Spring 2011)**

**David Dossier  
Chair**

**Marilyn Sheerer**

**Nita Boyce**

**Jamie Johnson**

**Virginia Hardy**

**John Fletcher**

**Nick Floyd**

**Rosie Thompson**

**Jeff Lebo**

**Cal Christian**

**Mike Felts**

**Stacy Altman**

