

2012-13 Report of the Faculty Athletics Representative  
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## Executive Summary

- UNI self-reported six secondary violations and requested two waivers for student-athletes. All seem to have been handled appropriately.
- Kyle Bernard and Jacqui Kalin each received a \$7,500 NCAA Postgraduate Scholarship.
- Jacqui Kalin and Ryan Krogmann each received an Emerson Excellence Award, a \$5,000 Missouri Valley Conference Postgraduate Scholarship.
- The Spring 2013 and Fall 2012 GPA calculations show that student-athletes have equivalent or slightly higher GPAs than the overall student body. For Fall 2012, the student-athlete GPA was 3.06 compared to 3.00 for all students; for Spring 2013, the student-athlete GPA was 3.05 compared to 3.04 for all students.
- The women's basketball team GPA continues to rank among the best in the nation for Division-I women's basketball teams. They had the 7<sup>th</sup> highest GPA among all Division-I women's basketball teams for the 2012-13 academic year.
- For the Spring 2013 semester, the wrestling team earned its highest team GPA (2.84) in five years.
- The Academic Progress Rates (APR) for all sports exceeded 950, which is above the new NCAA minimum of 930 for 2013-14. Last year I noted concerns about the APRs for the men's cross country team and the men's wrestling team. Both teams have raised their averages above NCAA minimums.
- The Federal Graduation Rates (FGR) are slightly higher for student-athletes than the overall UNI student body: 70% for student-athletes and 67% for the student body.
- The teams with the lowest FGRs are often teams with a very small number of seniors and thus are subject to dramatic fluctuations if only one senior does not graduate. Women's golf is one such example. Last year I noted concerns about the men's basketball team; their FGR increased, and all four seniors graduated.
- Women's basketball, tennis, and volleyball consistently achieve high FGRs.
- The percentage of student-athletes admitted with a Regent's Admissions Index (RAI) below 245 is less than the overall percentage of students admitted with an RAI below 245: 8.0% for student-athletes and 13.2% for the student body.
- Retention rates for student-athletes are higher than for the student body: 97.8% for student-athletes and 82.9% for the student body.
- The Compliance Council and the IAAC continue to monitor the majors of student-athletes in comparison to the overall student body for potential "clustering" in certain majors. We do not find evidence beyond a greater propensity to major /minor in a few areas related to health and fitness (coaching minors, for example).
- The student-athlete population continues to add to the diversity of the student body because the student-athlete population has a higher percentage of minority students and a higher percentage of out-of-state students than the overall student body.
- I encourage people to understand the differences between the budget numbers reported to the NCAA and those reported to the EADA before drawing comparisons across universities.

## Faculty Athletics Representative (FAR) Job Description

### General Description

According to NCAA Bylaw 4.02.2, the “faculty athletics representative (FAR) is a member of an institution’s faculty or administrative staff who is designated by the institution’s chief executive officer or other appropriate entity to represent the institution and its faculty in the institution’s relationships with the NCAA and its conference(s).” In Bylaw 6.1.3 the NCAA further states that the faculty athletics representative “shall be a member of the institution’s faculty or an administrator who holds faculty rank and shall not hold an administrative or coaching position in the athletics department. Duties of the faculty athletics representative shall be determined by the member institution.”

The NCAA has provided some guidance on the typical responsibilities of the FAR. In a pamphlet describing the role of the FAR, it is stated: “Working closely with the CEO and the director of athletics, the FAR works to support a campus environment in which the athletics program is maintained as a vital component of the educational program and in which student-athletes constitute an integral part of the student body.” The FAR has “responsibility in several areas, including the enhancement of academic integrity, institutional control, and student-athlete welfare [...]” The NCAA also notes that the FAR serves as the “principal advisor to the CEO on all matters related to intercollegiate athletics” and helps “monitor the coordination of compliance efforts and rules education among campus entities outside the athletics department.”

### Specific Responsibilities at University of Northern Iowa (UNI)

The general scope of the FAR’s role at UNI is consistent with the description provided by the NCAA and summarized above. In addition, the FAR at UNI has certain other responsibilities. Committee responsibilities of the FAR are the following:

1. The FAR chairs the UNI Athletic Compliance Team.
2. The FAR serves as ex-officio member of the Intercollegiate Athletic Advisory Council (IAAC).
3. The FAR chairs the Student-Athlete Appeals Committee (non-financial aid issues).
4. ***The FAR will offer to report annually on athletics to the Faculty Senate and other appropriate institutional boards and committees.***
5. The FAR will meet at a minimum, on a quarterly basis with the President to review and/or discuss issues pertaining to intercollegiate athletics and UNI student-athletes. The FAR will prepare and submit an annual report **no later than June 30 of each year<sup>+</sup>**, to the President **and Provost**, that will summarize his/her activities. ***Copies of the report shall be filed with the President, Provost, Vice President for Administration and Finance, and the Director of Athletics.***
6. The FAR serves on committees that hire head coaches and senior athletic administrators.
7. The FAR serves on MVC committees, occasionally as chair. The FAR casts the institutional vote on all matters.
8. The FAR serves on NCAA committees, when appointed.

In addition to these committee responsibilities, the FAR shall:

1. Be responsible for the administration of the annual NCAA rules test, which all coaches must pass before recruiting off-campus.
2. Complete all NCAA and MVC Scholarship Nomination forms such as Walter Byers, NCAA & MVC Postgraduate Scholarships, etc., and should participate in the selection of nominees for other academic and athletic awards.
3. Be informed of any allegations of violations of NCAA, MVC, WWC, or of any conference rules or regulations, and of any inquiries into alleged or suspected rules violations.
4. Be signatory to NCAA and Conference forms ensuring that the processes used to verify that student-athletes meet all NCAA, Conference, and institutional requirements for eligibility, practice, financial aid, and competition.
5. Review and sign all requests for waivers and appeals of NCAA and Conference legislation, rules, or processes.
6. Receive and review the results of any audits of the Athletics Department.
7. Play a major role in any NCAA athletics certification program reviews.
8. Meet periodically with the Student Athletic Advisory Council (SAAC) and inform student-athletes about the FAR role as an independent source of counsel, assistance, and information to student-athletes and coaches.
9. Attend NCAA, FARA, Conference and compliance meetings on a regular basis.
10. Attend various awards ceremonies and other athletic-related activities.
11. Together with all members of the athletic administration, ensure that appropriate standards of student-athlete conduct, on and off campus, are established, clearly communicated, and consistently enforced.
12. Advocate for the welfare and well-being of student-athletes.
13. Accept any additional responsibilities or perform any other duties that relate to the intercollegiate athletics programs that are assigned by the president of the University or requested by the NCAA or Conference offices.

Updated July 2, 2011

<sup>†</sup>President Ruud has agreed to adjust this deadline to later in the fall semester so that institutional data from the past academic year is more readily available.

My term of service is July 1, 2011-June 30, 2016 with the possibility of one renewal (five year term).

## **Missouri Valley Conference Responsibilities**

I served on two MVC sub-committees during 2012-13: 1) Equity and Diversity and 2) Sportsmanship. Each met via conference call. The Equity and Diversity Committee met on October 12, 2012 and May 2, 2013; the Sportsmanship Committee met on October 17, 2012 and April 24, 2013.

The Equity and Diversity Committee administers two \$1,000 diversity grants annually to support professional development of females and minorities. Because the grants were not used last year, the committee voted to expand the types of conferences that qualified for participants to attend. Recipients for 2012-13 were Brittney Jarvie (Bradley academic advisor) to attend the National Association of Academic Advisors for Athletics Region III Conference and Ashley Shells (UNI compliance director) to attend the National Association for Athletic Compliance meetings at the National Association of Collegiate Directors of Athletics Convention. Jen Jones (Bradley Senior Women's Administrator) received a \$1,000 grant to attend the NCAA Equity and Inclusion Forum. We reviewed the MVC Annual Gender Equity Report. We reviewed data from the MVC Race and Gender Demographics Report, which will now be prepared annual (ad hoc in the past). We reviewed scholarship, recruiting, and operating expense ratios. We discussed four potential emerging sports: sand volleyball, rugby, tumbling/stunts/competitive cheer, and triathlon.

The Sportsmanship Committee recommended that for baseball the MVC have a ceremonial handshake prior to the first game of any multi-game series rather than a pre-game handshake before every game of a series. In response to a behavior incident in men's soccer, the Committee discussed how league reprimands would be handled in the future, supporting a three-tiered system of a private, membership, and public reprimand. The level imposed would be determined by the commissioner, dependent upon the need for transparency.

I attended the fall athletic administration meetings of the Missouri Valley Conference in St. Louis, Missouri, from October 28-30, 2012. The faculty athletics representatives reviewed the status of postgraduate scholarship winners who were approaching the end of their three-year statute of limitations to receive the award. We reviewed articles related to NCAA and national issues, including potential clustering of student-athletes in certain academic majors, academic incentives in coaches' contracts, and hazing.

The major issues discussed by the joint committee (Faculty Athletic Representatives, Senior Women Administrators, and Athletic Directors) were MVC personnel changes and staff restructuring, the title sponsor for the MVC championship sports and television network package, and conference realignment. MVC staff reductions and other changes were projected to save an average of \$150,000 annually over the next three years. MVC staff reported that they were "aggressively" seeking a new corporate partner to replace State Farm. The committee discussed the current landscape of conference realignments in light of concerns that Creighton might leave the conference (which they later did).

I attended the Missouri Valley Conference football administrator meetings in St. Louis, Missouri, on February 11, 2013. The discussions focused on 1) how expanding the playoffs to

include 24 teams will affect the league; 2) a branding initiative, including an “Every down. Every day.” tag line; 3) issues related to scheduling; and 4) a review of compliance matters.

I was unable to attend the spring athletic administration meetings of the Missouri Valley Conference in Kansas City, Missouri, from May 14-16, 2013, because I was traveling with our women’s volleyball team on their foreign tour to Europe. Dr. Anne Woodrick represented UNI at the meetings. The meeting minutes indicate that faculty athletics representatives discussed including hazing and other potential topics on student-athlete exit interviews, discussed the role of the FAR in monitoring coaching exams, discussed the role of the FAR in trying to avoid problems such as those at Rutgers, and heard a report from an FAR who served on the NCAA Committee on Academic Performance regarding changes in initial eligibility standards.

The joint meetings that included all athletic directors, senior women administrators, and faculty athletics representatives heard presentations from ESPN and Learfield Sports, discussed the impact of falling revenues mostly attributed to a drop in the NCAA basketball pool distribution and the loss of State Farm as a title sponsor, and agreed to begin a strategic planning exercise to be facilitated by an outside consultant.

Supplemental Note: the financial impact of Wichita State’s performance in the 2013 men’s NCAA basketball tournament to UNI is the addition of approximately \$125,000 per year for each of the next six years.

## Compliance Council

I chair the Athletic Department's Compliance Council.

The primary purpose of the UNI Compliance Council is to ensure that the University of Northern Iowa maintains institutional control of its athletics program. The Council will be responsible for the implementation and implication of NCAA legislation, institutional and athletic conference rules; procedural enhancements; coordination and communication of information among Council members, coaches, and University administrators; and relevant areas of concern regarding student-athletes. A description of the committee can be found at the following website:

[http://www.uni.edu/senate/sites/default/files/compliance\\_team\\_description.pdf](http://www.uni.edu/senate/sites/default/files/compliance_team_description.pdf)

Membership is as follows:

Lisa Jepsen, Faculty Athletics Representative, Chair

Jennifer Bell, Financial Aid

Jean Berger, Senior Associate Athletic Director for Student Services and Senior Women's Administrator

Stacia Eggers, Athletic Academic Advisor

Mark Jacobson, Representative from Intercollegiate Athletic Advisory Council (IAAC)

Kara Park, Athletic Academic Advisor

Denise Parks, Financial Aid

Dan Schofield, Admissions

Ashley Shells, Director of Athletic Compliance (now Justin Schemmel)

Diane Wallace, Registrar's Office

Juanita Wright, Financial Aid

Stacia Eggers and Kara Park assist student-athletes with their academic schedules, arrange tutoring if requested, refer students to on-campus student resources such as Disability Services and the Academic Learning Center, and monitor NCAA academic eligibility, including progress toward their degrees.

Mark Jacobson is the liaison between the Compliance Council and the IAAC.

Ashley Shells (now Justin Schemmel) ensures that UNI is in compliance with all NCAA and Missouri Valley Conference (MVC) rules and regulations.

Jennifer Bell, Denise Parks, and Juanita Wright process and monitor student-athletes' financial aid awards. They provide access to financial resources, inform students and families about their financial options, provide financial literacy education such as "Live Like A Student" and individual budget and loan counseling, and award financial aid to eligible students in a fair and consistent manner. They serve on the financial aid appeals committee which hears appeals of student-athletes whose athletic financial aid is not renewed if they choose to appeal the decision.

Dan Schofield identifies potential student-athletes in the admissions process, performs preliminary NCAA initial eligibility evaluations for incoming freshmen and transfer students, and serves as the contact person for admissions-related questions from prospective student-

athletes, parents, coaches, and/or staff. Dan tracks all student-athletes who are admitted with a Regents Admission Index (RAI) less than 245, monitoring their GPAs and graduation rates.

Diane Wallace serves as the Registrar's Office contact for student-athlete related questions from student-athletes, coaches, staff, and Athletic Department administrators. Diane monitors, reports, and confirms to the Director of Compliance the initial academic eligibility and amateurism status of new students and the full-time status of all student-athletes as it pertains to eligibility for competition. She determines and monitors the academic initial eligibility certification for transfer students. Diane determines, monitors, and certifies continuing academic eligibility for student-athletes. Diane prepares the NCAA Graduation Success Rate Survey (GSR), IPEDS Federal Graduation Rate (FGR), and Academic Progress Rate (APR) reports.

The Compliance Council met monthly for approximately 90 minutes during the fall and spring semesters. We held a summer retreat on July 10, 2013. The accomplishments and action items from the retreat are as follows:

- \*Financial Aid was able to make monthly room and board disbursements to student-athletes on full scholarships who lived off campus rather than providing the full stipend at the beginning of the semester.

- \*Diane Wallace (Registrar's Office) implemented a hold to prevent all student-athletes from changing classes after the first week of classes. Student-athletes must meet with Stacia or Kara to change classes. The purpose of the hold is to prevent student-athletes from making changes to their schedules that could negatively affect their academic eligibility. Stacia and Kara report that the advisor hold procedure is working well.

- \*Jennifer Bell will counsel student-athletes who have financial aid questions.

- \*Financial Aid would like to speak to coaches at a future rules education seminar about Pell grants, Cost of Attendance, and other related issues.

- \*Admissions would like to compare the Regents Admissions Index (RAI) averages for student-athletes receiving scholarships to those not receiving scholarships ("walk ons"). Is there a statistical difference?

- \*Jean Berger continues to track problems with the Student Information System (SIS).



## Intercollegiate Athletic Advisory Council

I chaired the University's Intercollegiate Athletic Advisory Council (IAAC), often call an "Athletics Board" at other institutions, for the 2012-13 academic year.

The Intercollegiate Athletics Advisory Council oversees all aspects of the University of Northern Iowa's athletic program. Its primary responsibility is to monitor policies and activities related to the academic quality and integrity of the institution and the welfare of student-athletes. It also (a) supports the development and maintenance of a competitive intercollegiate athletic program which reflects favorably upon the university and (b) formulates new policies regarding athletics and student athletes, and (c) supports the Provost, the Vice President for Administration & Finance, and the University Senate on matters regarding athletics and student athletes.

A description of the committee can be found at the following website:

<http://www.vpaf.uni.edu/iaac/default.asp>

The 2012-13 membership of the IAAC was as follows:

Voting Representation	Name	Title/Organization	E-mail	Term
<i>Administrative</i>	Joel Haack	Dean, College of Humanities, Arts & Sciences	<a href="mailto:haack@cns.uni.edu">haack@cns.uni.edu</a>	June '12-May '15
<i>College of Education</i>	Tim Gilson	Asst Professor, Educ Leadership & Postsecondary Educ	<a href="mailto:tim.gilson@uni.edu">tim.gilson@uni.edu</a>	June '10-May '13
<i>College of Business Administration</i>	Rex Karsten	Assoc Professor, Management	<a href="mailto:rex.karsten@uni.edu">rex.karsten@uni.edu</a>	June '11-May '14
<i>College of Humanities &amp; Arts &amp; Sciences</i>	Russ Campbell	Assoc Professor, Mathematics	<a href="mailto:russell.campbell@uni.edu">russell.campbell@uni.edu</a>	June '11-May '14
<i>College of Humanities, Arts &amp; Sciences</i>	Ronnie Bankston	Assoc Professor, Communication Studies	<a href="mailto:ronnie.bankston@uni.edu">ronnie.bankston@uni.edu</a>	June '10-May '13
<i>College of Social and Behavioral Sciences</i>	Kay Weller	Assoc Professor, Geography	<a href="mailto:kay.weller@uni.edu">kay.weller@uni.edu</a>	June '11-May '14
<i>Faculty Senate</i>	Forrest Dolgener	Professor, Health, Physical Educ & Leisure Services	<a href="mailto:forrest.dolgener@uni.edu">forrest.dolgener@uni.edu</a>	June '11-June '13
<i>Non-Voting Faculty</i>	Mark Jacobson	Instructor, Computer Science	<a href="mailto:jacobson@cs.uni.edu">jacobson@cs.uni.edu</a>	June '10-May '13
<i>Professional &amp; Scientific</i>	Lisa Krausman	Administrative Dietician/Purchasing Mgr, Residence Administration	<a href="mailto:lisa.krausman@uni.edu">lisa.krausman@uni.edu</a>	June '12-May '15
<i>Student</i>	Dakotah Reed	Northern Iowa Student Government (NISG)	<a href="mailto:dakotah@uni.edu">dakotah@uni.edu</a>	June '12-May '13
<i>Student</i>	Jacqui Kalin	SAAC	<a href="mailto:kalinj@uni.edu">kalinj@uni.edu</a>	June '12-May '13

<b>Non-Voting Representation</b>	<b>Name</b>	<b>Title/Organization</b>	<b>E-mail</b>	<b>Term</b>
<i>Non-Voting Faculty</i>	Lisa Jepsen	Faculty Athletics Representative	<a href="mailto:lisa.jepsen@uni.edu">lisa.jepsen@uni.edu</a>	July '11-June '16
<i>Non-Voting Community</i>	Don Hoth	Community Representative	<a href="mailto:donhoth@aol.com">donhoth@aol.com</a>	June '12-May '15
<i>Non-Voting University Relations</i>	Jess Betts	Marketing Specialist	<a href="mailto:jess.betts@uni.edu">jess.betts@uni.edu</a>	
<i>Non-Voting Ex-officio</i>	Troy Dannen	Athletic Director	<a href="mailto:troy.dannen@uni.edu">troy.dannen@uni.edu</a>	
	Jean Berger	Sr. Associate Athletic Director	<a href="mailto:jean.berger@uni.edu">jean.berger@uni.edu</a>	
	Ashley Shells	Asst Athletic Director for Compliance	<a href="mailto:ashley.shells@uni.edu">ashley.shells@uni.edu</a>	
	Stacia Eggers	Athletics Academic Advisor	<a href="mailto:stacia.eggers@uni.edu">stacia.eggers@uni.edu</a>	
	Kara Park	Athletics Academic Advisor	<a href="mailto:kara.park@uni.edu">kara.park@uni.edu</a>	
	Diane Wallace	Registrar's Office	<a href="mailto:diane.wallace@uni.edu">diane.wallace@uni.edu</a>	

There were two significant IAAC membership changes that began with the 2011-12 year. First, the IAAC expanded its voting membership to include a faculty member designated by Faculty Senate. The representative need not be a member of the Faculty Senate, but the IAAC noted that its meetings would not be scheduled in conflict with Faculty Senate meetings in case the representative was also a member of Faculty Senate. Faculty Senate elected Forrest Dolgener as its representative. Second, the IAAC elected a representative to serve on the Compliance Council as a way to improve the transmission of information between the groups. Mark Jacobson was elected as the representative.

The agendas and minutes are posted at the above-mentioned website. During the 2012-13 year, the committee discussed travel schedules and missed classes. I assigned each team to a faculty member on the IAAC to review the specific schedules. Troy reported on the proposal to increase student fees to support athletics. Head Trainer Don Bishop presented information about the NCAA concussion protocol and UNI's policies and procedures, including a sport-by-sport report of the number of concussions during 2011-12. We interviewed several head coaches throughout the year: John Bermel (men's and women's golf), Mark Farley (football), and Doug Humphrys (women's swimming and diving). We heard a presentation by economics major Nathan Klyn who conducted an economic impact study of UNI athletics as a part of the College of Business Administration's undergraduate research program.

## **NCAA Compliance: Secondary Violations and Waivers**

UNI self reported six secondary violations from July 1, 2012 through June 14, 2013. One concerned a student-athlete who tweeted about a potential student-athlete. The student-athlete, team members, and coaching staff received rules education. A second concerned a volunteer coach who simultaneously coached a high school team. The coach was removed from his/her position at UNI. A third occurred when a potential student-athlete attended a home competition in violation of NCAA rules. The program stopped recruiting this potential student-athlete. A fourth occurred when a student-athlete traveled to an athletic competition without being listed on the institutional eligibility report; the student-athlete had met the eligibility requirements. The coaching staff received rules education, and the head coach received a letter of admonishment. Two different student-athletes from two different teams attended a practice session prior to being declared eligible. Each head coach received a letter of admonishment. These six incidents involved four different teams, and no incident appears to involve intentional deception.

I signed two waivers prepared by the Director of Compliance, both of which were granted. One involved a student-athlete who participated in a professional tournament which jeopardized his/her status as an amateur. The student-athlete made restitution of the tournament earnings and was reinstated by the NCAA to compete for UNI. The second involved a student-athlete who failed to make progress toward degree due to academic misadvising. The student remedied the deficiency and is on track to graduate in December 2013. All waivers contained appropriate supporting documentation. I see no patterns in the waivers that concern me.

## **Other Duties**

During the 2012-13 academic year, I participated in the following activities as FAR:

- \*Chaired the search committee for the Head Women's Tennis Coach
- \*Served on the search committee for the Director of Compliance
- \*Served on the Provost's Committee for Competitive Scholarship Mentoring
- \*Served on the UNI Athletic Hall of Fame selection committee
- \*Represented UNI at the Missouri Valley Hall of Fame induction ceremonies and other MVC events at the men's basketball tournament (March 7-9, 2013)
- \*Traveled to the Missouri Valley Conference championship tournament in St. Louis, Missouri, for men's basketball (March 6-9, 2013)
- \*Traveled to the Missouri Valley Conference championship tournament in St. Charles, Missouri, for women's basketball (March 14-16, 2013)
- \*Traveled with the UNI women's volleyball team to the Purdue tournament (August 2012) and to Europe (May 12-23, 2013)
- \*Traveled with the UNI women's tennis team to the Northwestern tournament (October 2012)
- \*Traveled with the UNI men's basketball team to their game against Drake (February 15-16, 2013)
- \*Administered the NCAA coaching exam (April 4, May 7, June 10, June 17, September 8, September 13, October 23, 2013)

## **Student-Athlete Welfare**

### **Scholarships and Academic Honors**

As Faculty Athletics Representative, I process the nominations for UNI students to apply for several NCAA and Missouri Valley Conference academic awards. Students are eligible for the awards when they have concluded their athletic eligibility. I consult with Jean Berger, Stacia Eggers, and Kara Park to identify the most talented students who are eligible. For some awards, the student must be pursuing a graduate program. Our nominees excel in both their academic and athletic endeavors and devote substantial time to community service.

We nominated Kyle Bernard (football), Alison Fick (cross country, indoor track & field, outdoor track & field), Jacqui Kalin (basketball), Ryan Krogmann (indoor track & field, outdoor track & field), Scotti Schon (cross country, outdoor track & field), Kelsey Sukovaty (indoor track & field, outdoor track & field), Jenna Wexter (indoor track & field, outdoor track & field), and Jennifer Wilms (volleyball) for NCAA Postgraduate Scholarships. Kyle Bernard and Jacqui Kalin each received the \$7,500 award. Kyle is pursuing a Doctor of Physical Therapy degree at the University of Iowa.

The press release announcing Kyle's award can be found at the following website:

<http://www.ncaa.org/wps/wcm/connect/public/NCAA/Resources/Latest+News/2013/March/Postgraduate+scholarship+winners+announced>

The press release announcing Jacqui's award can be found at the following website:

<http://www.ncaa.org/wps/wcm/connect/public/NCAA/Resources/Latest+News/2013/May/Winter+postgraduate+scholarship+winners+announced>

We nominated Jacqui Kalin and Ryan Krogmann for the Missouri Valley Conference Postgraduate Scholarships (Emerson Excellence Award). Each won the \$5,000 award. We nominated Jacqui Kalin and Ryan Krogmann for the Dr. Charlotte West leadership award administered through the Missouri Valley Conference. Jacqui won the award and was the Missouri Valley Conference's nominee for the NCAA national Woman of the Year Award. Jacqui was honored as a top-10 finalist for this award.

Information about the Emerson Excellence Award and the lists of winners can be found at the following website:

<http://www.mvc-sports.com/awards/emersonaward/>

Information about the Dr. Charlotte West award and the lists of winners can be found at the following website:

<http://www.mvc-sports.com/awards/drwestaward/>

The press release for the Woman of the Year nomination can be found at the following website:

<http://www.ncaa.org/wps/wcm/connect/public/ncaa/resources/latest+news/2013/august/top+30+woman+of+the+year+nominees+announced>

Jacqui Kalin was also named the Missouri Valley Conference Scholar-Athlete of the Year and Jackie Stiles MVC Player of the Year for 2012-13. The press release can be found at the following website:

<http://www.mvc-sports.com/wbasketball/news/2012-13/6549/unis-kalin-named-jackie-stiles-mvc-player-of-the-year/>

For the 2012-13 academic year, 17 student-athletes participated in the University Honors Program. Student-athletes in men's and women's basketball, football, men's golf, volleyball, men's and women's track and field, women's soccer, and women's swimming and diving earned this honor.

## Academic Reports

The Athletic Department through the Compliance Council tracks the grade point averages (GPA), Federal Graduation Rates (FGR), Graduation Success Rates (GSR), and Academic Progress Rates (APR) for all student-athletes and compares the averages to those of the overall UNI student body. In addition, the Compliance Council compares the percentage of admitted students with a Regents Admissions Index (RAI) of less than 245 who are student-athletes to the entire UNI student body. The Department also monitors the demographic characteristics of its student-athletes. Finally, the Department monitors the distribution of the undergraduate majors of the student-athletes and compares it to the overall student distribution.

### Grade Point Averages

<b>Team</b>	<b>Spring 2013</b>	<b>Fall 2012</b>
Basketball, Men's (BBM)	2.69	3.09
Basketball, Women's (BBW)	3.51	3.59
Cross Country, Men's (XCM)	3.11	3.47
Cross Country, Women's (XCW)	3.52	3.30
Football (FB)	2.60	2.58
Golf, Men's (GM)	2.98	2.92
Golf, Women's (GW)	3.11	3.06
Soccer, Women's (Soc)	3.27	3.12
Softball (SB)	3.25	3.32
Swimming and Diving, Women's (Swim)	3.56	3.43
Tennis, Women's (Ten)	3.44	3.24
Track and Field, Men's (TFM)	2.94	3.00
Track and Field, Women's (TFW)	3.29	3.25
Volleyball (VB)	3.56	3.52
Wrestling (W)	2.84	2.66
All Student-Athletes	3.05	3.06
All Male Student-Athletes	2.74	2.75
All Female Student-Athletes	3.36	3.37
All Minority Student-Athletes	2.39	2.58
All Minority Male Student-Athletes	2.28	2.47
All Minority Female Student-Athletes	2.83	2.94
All International Student-Athletes	3.47	3.48
All UNI Students	3.04	3.00
All UNI Male Students	2.85	2.81
All UNI Female Students	3.18	3.15
All UNI Minority Students	2.72	2.69
All UNI Minority Male Students	2.50	2.49
All UNI Minority Female Students	2.90	2.84
All International Students	2.81	2.72

### Historical Team GPAs (By Semester)

Team	S12	F11	S11	F10	S10	F09	S09	F08	S08	F07
BBM	2.78	2.98	3.21	3.23	2.80	2.99	2.87	2.83	2.60	3.03
BBW	3.27	3.53	3.36	3.30	3.48	3.43	3.47	3.41	3.40	3.55
XCM	3.42	3.36	3.23	3.30	3.21	3.02	2.56	2.68	3.08	2.53
XCW	3.40	3.37	3.54	3.38	3.26	3.30	3.23	3.33	3.59	3.68
FB	2.57	2.59	2.77	2.70	2.74	2.55	2.64	2.60	2.75	2.68
GM	3.13	3.01	3.19	3.05	2.89	2.90	3.21	3.05	3.09	2.96
GW	3.26	3.40	3.22	3.34	3.46	3.44	3.36	3.46	3.35	3.33
Soc	3.25	3.34	3.20	3.26	3.24	3.16	2.84	2.70	3.32	3.10
SB	3.41	3.42	3.25	3.28	3.30	3.31	3.22	3.29	3.20	3.28
Swim	3.30	3.32	3.34	3.43	3.31	3.38	3.30	3.16	3.49	3.28
Ten	3.66	3.56	3.36	3.49	3.45	3.49	3.73	3.37	3.53	3.59
TFM	3.14	3.01	3.08	3.07	2.89	2.84	2.87	2.91	2.84	2.74
TFW	3.27	3.24	3.48	3.31	3.37	3.23	3.22	3.26	3.32	3.29
VB	3.59	3.49	3.26	3.23	3.28	3.25	3.38	3.34	3.17	3.27
W	2.53	2.70	2.57	2.51	2.60	2.60	2.55	2.63	3.22	2.76
All UNI Students	3.00	2.99	3.00	2.98	3.02	2.97	3.03	2.99	3.02	2.98

The women's basketball team has placed in the top 15 teams of all 345 Division-I schools in the past six years (except for 2010-11) based on team GPA.

2012-13	2011-12	2010-11	2009-10	2008-09	2007-08	2006-07
7 <sup>th</sup>	14 <sup>th</sup>	26 <sup>th</sup>	7 <sup>th</sup>	6 <sup>th</sup>	6 <sup>th</sup>	2 <sup>nd</sup>

### Academic Progress Rate

“The Academic Progress Rate (APR) is a term-by-term measure of eligibility and retention for Division I student-athletes that was developed as an early indicator of eventual graduation rates.”

Quoted directly from the NCAA's website:

<http://www.ncaa.org/wps/wcm/connect/public/NCAA/Resources/Research/Academic+Progress+Rate>

A team's APR is calculated each year for those student-athletes receiving athletic financial aid (walk-ons are not included). APR is a one-year snapshot of the team's retention and eligibility. Each student-athlete in a cohort is eligible for two points each semester, so most students are eligible for four points each year. A student-athlete earns one point each semester if he/she is eligible to participate for the following semester and another point each semester if he/she returns to the team the following semester. (There are exceptions for student-athletes who turn pro in their sports, transfer to another school with a GPA of 2.60 or higher, etc.)

Because each team may have a different number of student-athletes on its roster, the denominator of the ratio (2 points x each student-athlete for each semester) is different across



teams and potentially across semesters. Thus, the APR is the ratio of points earned divided by the total points possible. The NCAA expresses the ration by essentially dropping the decimal point, so a perfect score is expressed as an APR of 1000.

The NCAA reports the current year (with a one year lag) and a rolling average of the most recent four years. UNI's APRs by team are reported in the table below.

### Current APRs

<b>Team</b>	<b>Multiyear* Rate (N)</b>	<b>2011-2012 (N)</b>
Basketball, Men's	990 (51)	981 (13)
Basketball, Women's	991 (59)	970 (17)
Cross Country, Men's	952 (21)	1000 (5)
Cross Country, Women's	1000 (35)	1000 (10)
Football	951 (322)	954 (79)
Golf, Men's	1000 (18)	1000 (4)
Golf, Women's	1000 (36)	1000 (9)
Soccer, Women's	985 (87)	1000 (25)
Softball	982 (75)	987 (20)
Swimming and Diving, Women's	988 (82)	988 (21)
Tennis, Women's	965 (31)	966 (8)
Track and Field, Men's Indoor	975 (115)	992 (33)
Track and Field, Men's Outdoor	975 (112)	992 (30)
Track and Field, Women's Indoor	985 (115)	958 (30)
Track and Field, Women's Outdoor	989 (113)	958 (30)
Volleyball	1000 (54)	1000 (13)
Wrestling	954 (95)	989 (23)

\*The multiyear average includes the following years: 2008-09, 2009-10, 2010-11, and 2011-12.

The current minimum APR is 925. The minimum APR will increase to 930 for 2013-14.

The NCAA administers penalties for teams with low APRs and if an individual student athlete is neither eligible nor retained (an "0 for 2"). The individual penalty is usually the loss of an equivalent scholarship for the student who earned zero points in a given semester.

The NCAA annually honors teams earning multiyear Academic Progress Rates in the top 10 percent of all squads in each sport. For 2011-12, UNI's men's basketball, men's golf, women's cross country, women's golf, and women's volleyball teams were honored with this award. UNI had the highest number of teams in the Missouri Valley Conference to be recognized and the highest number in the state of Iowa. Drake University had two teams, Iowa State University had one team, and The University of Iowa did not have any teams recognized.

Last year there was only UNI team with a multiyear average below the current minimum – men's cross country. A plan of improvement was in place for men's cross country addressed through the Academic Performance Program that was filed with and accepted by the NCAA. The team's current and multi-year APRs are now above the minimum.

Listed below are APR comparisons for the sports in which we compete in the Missouri Valley Conference. Not all Missouri Valley schools offer all sports. UNI's wrestling team competes in the Western Wrestling Conference (although we joined the Mid-American Conference (MAC) beginning with the conference tournament in 2013), and our football team competes in the Missouri Valley Football Conference (formerly the Gateway).

**Multiyear APRs for Missouri Valley Conference Teams**

<b>Team</b>	<b>Bradley</b>	<b>Creighton</b>	<b>Drake</b>	<b>Evansville</b>	<b>IL State</b>	<b>IN State</b>	<b>MO State</b>	<b>UNI</b>	<b>Southern Illinois</b>	<b>Wichita State</b>
BBM	975	971	962	965	956	957	923	990	904	955
BBW	995	994	996	991	972	986	978	991	941	979
XCM	991	993	992	983	986	1000	NA	952	994	967
XCW	1000	982	980	1000	989	996	982	1000	958	981
GM	952	984	974	973	1000	NA	979	1000	937	993
GW	1000	992	981	1000	994	993	983	1000	974	992
Soc	NA	989	992	967	986	971	985	985	NA	NA
SB	979	993	992	992	990	981	979	982	996	983
Swim	NA	NA	NA	996	998	NA	975	988	979	NA
Ten	1000	1000	992	1000	1000	NA	NA	965	976	992
TFMI	NA	NA	992	NA	981	951	NA	975	979	971
TFMO	1000	NA	992	NA	984	955	NA	975	979	963
TFWI	992	NA	963	NA	984	979	959	985	970	968
TFWO	992	NA	967	NA	987	983	963	989	970	970
VB	984	1000	1000	1000	985	984	990	1000	990	1000

### 2011-12 APRs for Missouri Valley Conference Teams

Team	Bradley	Creighton	Drake	Evansville	IL State	IN State	MO State	UNI	Southern Illinois	Wichita State
BBM	975	971	962	965	956	957	923	990	904	955
BBW	995	994	996	991	972	996	978	991	941	979
XCM	991	993	992	983	986	1000	NA	952	994	967
XCW	1000	982	980	989	989	996	982	1000	958	981
GM	952	984	974	973	973	NA	979	1000	937	993
GW	1000	992	981	1000	994	993	983	1000	974	992
Soc	NA	989	992	986	986	971	985	985	NA	NA
SB	979	993	992	992	990	981	979	982	996	983
Swim	NA	NA	NA	996	998	NA	975	988	979	NA
Ten	1000	1000	992	1000	1000	NA	NA	965	976	992
TFMI	NA	NA	992	NA	981	951	NA	975	979	971
TFMO	NA	NA	992	NA	984	955	NA	975	979	963
TFWI	992	NA	963	NA	984	979	959	985	970	968
TFWO	992	NA	967	NA	987	983	963	989	970	970
VB	984	1000	1000	1000	985	984	990	1000	990	1000

### 2011-12 Multiyear APRs for Missouri Valley Football Conference Teams

Team	IL State	IN State	MO State	North Dakota State	South Dakota State	So IL	UNI	Western IL	Youngs-Town State
Football	953	940	923	952	956	949	951	951	927

### 2011-12 Multiyear APRs for Western Wrestling Conference Teams

Team	North Dakota State	Northern Colorado	UNI	US Air Force Academy	South Dakota State	Utah Valley	Wyoming
Wrestling	933	920	954	961	948	909	962

### Graduation Rates

“Graduation rates are based on the IPEDS-GRS which is defined as a six-year proportion of those student-athletes who graduated versus those who entered an institution on institutional aid. In addition to the student-athlete data in the graduation-rates data, the GSR accounts for student-athletes who transfer into an institution while discounting student-athletes who separate from the institution and would have been academically eligible to compete had they returned. The Academic Success Rate (ASR) also includes freshmen who did not receive athletics aid, but did participate in athletics. All member institutions are required to report graduation rates for their student body; those institutions offering athletics aid are required to report for their student-athletes. Division I members, as well as those institutions having multi-divisional sports, must also provide their GSR; Division II members must also provide their ASR. Data for the graduation rates/GSR/ASR will be collected each spring.”

Quoted directly from the NCAA’s website:

<http://www.ncaa.org/wps/wcm/connect/public/NCAA/Resources/Research/Graduation+Rates>

Similar to the APRs, the FGRs are also reported with a one-year lag. Data are submitted by each school by June 2013 that include the graduation rates for the freshman cohort class of 2006-07. The most recent FGR allows those freshmen six years by which to graduate (through August 2012). Thus, the most recent FGR four-year rolling average includes the freshmen classes of 2003-04, 2004-05, 2005-06, and 2006-07. Like the APRs, FGRs include student-athletes who receive athletic financial aid (walk-ons are not included).

**Federal Graduation Rate (FGR) Comparisons and Demographics**

	2006-07	2005-06	2004-05	2003-04
<b>Four-Year Averages</b>				
Student-Athletes	70%	73%	71%	75%
Student Body	67%	67%	67%	66%
<b>Individual Years by Gender and Ethnicity</b>				
All Student-Athletes	61%	73%	70%	75%
All Male Student-Athletes	53%	65%	62%	71%
All Female Student-Athletes	71%	82%	79%	80%
All Minority Student-Athletes	55%	40%	60%	90%
All Non-Minority Student-Athletes	68%	76%	73%	73%
All UNI Students	66%	67%	67%	66%
All UNI Male Students	59%	64%	62%	63%
All UNI Female Students	71%	69%	70%	69%
All UNI Minority Students	45%	47%	45%	50%
All UNI Non-Minority Students	68%	68%	68%	67%

The overall comparisons between student-athlete graduation rates and UNI student-body graduation rates suggest that student-athletes graduate at similar or higher rates.

I am cautious about drawing too many conclusions between minority student-athletes and overall student-body minority students because the average cohort size of the minority student-athlete sample is 10 students. The average cohort size of the overall student body for minorities is 100. I think the small sample sizes explain the large fluctuations in minority student-athlete graduate rates.

Despite small sample sizes, minority graduation rates are less than non-minority graduation rates both for student-athletes and non student-athletes (with the exception of one year), so the Compliance Council will continue to monitor the academic performance of minority student-athletes and continue to seek ways to support their academic success.

### FGRs by Team, Four-Year Cohorts

Team	06-07 Cohort	05-06 Cohort	04-05 Cohort	03-04 Cohort
Basketball, Men's	54%	45%	45%	60%
Basketball, Women's	77%	71%	83%	92%
Football	67%	67%	62%	64%
Golf, Men's	80%	75%	75%	67%
Golf, Women's	55%	78%	71%	86%
Soccer, Women's	84%	81%	64%	53%
Softball	70%	67%	67%	68%
Swimming and Diving, Women's	80%	81%	62%	60%
Tennis, Women's	100%	100%	80%	33%
Track & Field and Cross Country, Men's	68%	71%	55%	33%
Track & Field and Cross Country, Women's	80%	83%	74%	60%
Volleyball	91%	100%	100%	100%
Wrestling	65%	65%	73%	67%
Overall	70%	71%	66%	63%

The Graduation Success Rates (GSR) are calculated in the same way as the FGRs; the difference is that GSRs include transfer students. The year in which the student transfers to UNI, he/she enters that year's cohort along with new freshmen.

### GSRs by Team, Four-Year Cohorts (Including Transfer Students)

Team	06-07	05-06	04-05	03-04
Basketball, Men's	73%	63%	75%	91%
Basketball, Women's	92%	92%	100%	100%
Football	76%	77%	69%	63%
Golf, Men's	100%	100%	100%	100%
Golf, Women's	100%	100%	100%	100%
Soccer, Women's	94%	94%	94%	95%
Softball	100%	89%	83%	83%
Swimming and Diving, Women's	85%	82%	73%	69%
Tennis, Women's	100%	100%	100%	67%
Track & Field and Cross Country, Men's	68%	73%	71%	62%
Track & Field and Cross Country, Women's	93%	96%	95%	87%
Volleyball	100%	100%	100%	100%
Wrestling	74%	71%	79%	77%
Overall	84%	83%	81%	77%

Because many UNI teams have graduating cohorts of 1-3 seniors, the graduation rate in any one year can vary dramatically. Further, some teams can have a 0% graduation rate for one year because they had only one person eligible to graduate.

Listed below are FGR comparisons for the sports in which we compete in the Missouri Valley Conference. Not all Missouri Valley schools offer all sports. UNI's wrestling team competes in the Western Wrestling Conference (although we are joining the Mid-American Conference (MAC) beginning with the conference tournament in the spring of 2013), and our football team competes in the Missouri Valley Football Conference (formerly the Gateway).

#### FGRs for Missouri Valley Conference Teams (2006-07 Cohort)

Team	Bradley	Creighton	Drake	Evansville	IL State	IN State	MO State	UNI	Southern Illinois	Wichita State
BBM	50	60	75	53	64	23	73	54	55	29
BBW	73	91	73	71	77	85	38	77	33	91
GM	100	100	71	70	50	NA	64	80	67	40
GW	100	70	80	100	75	60	71	55	100	63
Soc	NA	100	82	70	78	53	92	84	NA	NA
SB	76	63	77	81	71	75	76	70	94	71
Swim	NA	NA	NA	60	71	NA	61	80	65	NA
Ten	100	100	100	100	71	NA	NA	100	60	43
TFXCM	100	64	75	86	55	73	NA	68	41	55
TFXCW	82	86	89	80	72	73	77	80	75	64
VB	91	83	83	67	73	77	78	91	87	78

#### FGRs for Missouri Valley Football Conference Teams (2006-07 Cohort)

Team	IL State	IN State	MO State	North Dakota State	South Dakota State	So IL	UNI	U of South Dakota	Western IL	Youngstown State
Football	58	55	67	66	68	66	67	55	59	49

#### FGRs for Western Wrestling Conference Teams (2006-07 Cohort)

Team	North Dakota State	Northern Colorado	UNI	South Dakota State	US Air Force Academy	Utah Valley	Wyoming
Wrestling	60	53	65	56	NA	56	44

#### Admissions Exceptions

The Compliance Council monitors the number of student-athletes who do not achieve the benchmark Regents Admissions Index (RAI) of 245. The Compliance Council also tracks the percentage of student-athletes who are admitted with an RAI of less than 245 in comparison to the percentage of the overall student body who are admitted with an RAI of less than 245. Of UNI student-athletes who are admitted with an RAI < 245, a common characteristic is that the student's high school does not provide the student's class rank. The table below reports the number of students admitted with an RAI < 245 and tracks their academic progress; it includes both scholarship recipients and walk-ons.

### RAI < 245: Student-Athletes Compared to UNI Student Body

Year	Student-Athletes RAI<245	Total Student Body RAI<245	Total Enrolled New Freshmen (all RAIs)	Student-Athlete % of Total with RAI<245	Student Body % of Total with RAI<245
Fall 2012	18	225	1,704	8.0%	13.2%
Fall 2011	21	260	1,942	8.1%	13.4%
Fall 2010	14	285	1,978	4.9%	14.4%
Fall 2009	15	298	1,946	5.0%	15.3%

### Details of Student-Athletes Admitted with RAI < 245

Year	Number	GPA 2.5 or above*	Academic Issues**	Teams
2012-13	18	6	8	Basketball (women's), Football, Soccer (women's), Track & Field (men's), Track & Field (women's), Wrestling
2011-12	21	6	3	Basketball (men's), Football, Golf (men's), Soccer (women's), Swimming (women's), Track & Field (men's), Track & Field (women's), Wrestling
2010-11	14	5	6	Football, Soccer (women's), Softball, Track & Field (men's), Wrestling
2009-10	15	4	6	Football, Track & Field (men's), Wrestling

\*Students whose cumulative GPA was 2.5 or greater one year after enrolling at UNI.

\*\*Academic issues includes students who earned a cumulative GPA less than 2.0 one year after being admitted, including those who received a warning, were placed on probation, or were suspended.

The number of students admitted with an RAI < 245 whose cumulative GPA is less than 2.5 one year after enrolling at UNI is less than half of the “at risk” student-athletes, which likely reflects careful monitoring by the athletic academic advisors and coaches. The Compliance Council plans to compare the academic performance of the student-athletes admitted with an RAI < 245 to the non-student-athletes admitted with an RAI < 245.

### Retention Rates

UNI student-athletes have high retention rates. The table below compares student-athletes who receive athletic financial aid to the entire student body.

#### Retention

	2012-13	2011-12	2010-11	2009-10	2008-09	2007-08
Student-Athletes	97.8%	95.0%	96.0%	97.9%	97.7%	94.7%
All Students	82.9%	81.4%	82.0%	82.5%	82.3%	83.7%

### Missed Class Policy and Travel Absences

The Department of Athletics has a missed class policy that provides strong incentives for students to attend each class in which they are enrolled.

“The Department of Intercollegiate Athletics at the University of Northern Iowa (referred to as UNI Department of Athletics) is committed to providing each student athlete with a positive academic experience. Academic

achievement is the result of hard work and effort; therefore, the UNI Department of Athletics expects all student athletes to attend classes, to exhibit appropriate behavior both in and out of class, and to complete all assignments.

The UNI Department of Athletics has created the following attendance policy as one way of assisting our student athletes and their academic success.

Each head coach may endorse a more restrictive policy for his/her sports program. Attendance at **EVERY** class and laboratory session is expected for all courses in which you are enrolled. Studies have shown that there is a direct correlation between classroom attendance and academic success. If you are having problems with a class, your professor is much more likely to be willing to work with you if you have demonstrated an interest in the course by attending the class. For student athletes this issue is even more critical because of the days that might be missed due to competition. It is **YOUR** responsibility to attend class every day, be on time and actively participate in the class.

Student athletes bear the responsibility of informing their professors of upcoming class absences due to competition. Student athletes should refer to their course syllabus carefully on assignment completion for any given class. Student athletes are responsible for understanding and meeting the instructor's expectations. Student athletes also are responsible for communicating with faculty prior to missing scheduled assignments and for making arrangements with faculty to complete all missed assignments. Athletics Academic Advisors will provide a form that will list each class missed due to athletic competition that can be shared with faculty. Concerns with completing missed assignments due to athletic competition are to be reported to the Athletics Academic Advisors in Athletics Academic Services.

**It is against NCAA rules for student athletes to miss class to attend practice or other athletics department events unrelated to official competition.**

The Athletics Academic Services staff may use the following methods to monitor class attendance and tardiness to classes:

- Direct grade check requests
- Telephone calls to and from professors
- Electronic communication with professors
- Personal meetings with professors
- Random class attendance checks

With proper documentation, the following circumstances generally constitute an *excused absence*:

- **Absence due to team travel and competition**
- **Absence due to illness** – Student athletes must provide documentation from the athletic training staff or a licensed medical facility to both the professor and the Athletics Academic Services staff **prior** to the next class meeting. *Note:* Depending on the professor's attendance policy, missing class for an illness even with a physician's note may not constitute an excused absence in that class. However, the Athletics Department may still consider the absence "excused" if proper documentation is provided.
- **Absence due to extenuating personal circumstances** such as death in the immediate family – the student athlete must notify the professor and a member of the Athletics Academic Services staff **prior** to the next class meeting. Appropriate documentation to provide proof of extenuating circumstances may be requested.

**Sanctions for missed classes due to unexcused absences (per course):**

- *First Unexcused Absence* – Reported to Sport Administrator and Head Coach.
- *Second Unexcused Absence* – Letter to Student Athlete and Head Coach. Parents/guardians of the student athlete will be notified.
- *Third Unexcused Absence* – Student Athlete will be suspended from one (1) practice beginning with the next scheduled practice.  
No athletically-related activities are allowed for a 24-hour period, including strength and conditioning activities, film sessions, individual workouts or any other activity that is required by the coaching staff.
- *Fourth Unexcused Absence* – Suspension from 10% of the team's regular season scheduled competitions beginning with the next scheduled competition, which could also include post season.



**If a student athlete self-reports the first unexcused absence, the first absence will be waived.**

**Summer school classes are included and sanctions will be applied beginning with the fall semester.**

**Suspension Criteria:**

1. A suspension is defined as the inability to participate during an entire practice, game and/or competition. This includes all countable athletically related activities such as weight training or film sessions. Student athletes who have been suspended from practice and/or competition are not allowed to observe practice or attend the competition as a student-athlete. You may attend a home athletic event, but cannot participate in team activities, including team meals, locker room sessions or sit on the bench/sideline during the game.
2. Suspension(s) will be served at the first available opportunity and must be served consecutively as applicable.
3. Absences are calculated per course. Students who miss four (4) classes in one course will be subject to a 10% suspension. Each subsequent absence in that course will result in being suspended for one (1) additional competition.
4. Unexcused absences are “reset” each academic term and do not carryover. However, sanctions may be applied, when necessary, to the following term.
5. If the calculation of a suspension results in a percentage of a contest, the following formula shall be used:
  - a. .4 and below – round down to the nearest contest.
  - b. .5 and above – round up to the nearest contest.
6. In as much as all summer activities are voluntary, no suspensions may be served during summer workouts. Unexcused absence sanctions for missed summer classes will be applied to fall practice and/or competitions.
7. Scrimmages and exhibition games shall not be used in determining the total number of a team’s regular season scheduled contests.
8. Scrimmages and exhibition games shall not be used to satisfy suspensions.
9. Suspension from practice will be for the next scheduled practice.
10. Suspension from competition will be for the next scheduled contest, including post-season. If a sport splits their competition season between “championship” and “non-championship” segments, suspensions shall be served during the segment of the season concluding with 15 the NCAA Championships (also known as the “championship” segment). If the next scheduled contest will not be until the following academic year, the suspension will carry over to that year.
11. The student athlete and the head coach will be notified in writing by the UNI Department of Athletics after the second absence.
12. If the UNI Department of Athletics receives a progress report with multiple unexcused absences from a professor without any prior notice of class absences, the student athlete’s absences will be recorded as three and associated penalties will be administered.

**Process to Appeal Unexcused Absences**

If a student athlete believes the information related to unexcused absences is not accurate, he/she has three (3) business days to formally appeal to the Senior Associate Athletic Director/SWA. This appeal shall be made in writing and presented in person and any pertinent documentation to support the student’s perspective should be presented at that time. The appeal will be reviewed by the Senior Associate Athletic Director/SWA or designee and forwarded to the Director of Athletics for final review and ruling. The decision of the Director of Athletics is final. The student athlete’s appeal will be responded to in writing, and copied to the Head Coach, the Sport Administrator, and the Athletics Academic Advisor within two (2) business days.

Note: This policy can be amended at the discretion of the Director of Athletics.”

Quoted directly from pages 13-15 in the 2011-12 student handbook and can be found at the following website:

[http://www.nmnathletics.com/fls/26200/site\\_files/pdf/Student-Athlete-Handbook.pdf?DB\\_OEM\\_ID=26200](http://www.nmnathletics.com/fls/26200/site_files/pdf/Student-Athlete-Handbook.pdf?DB_OEM_ID=26200)

Because student-athletes must travel to some competitions, the IAAC monitors the travel schedules of all teams.

### Missed Class Days Due to Team Travel

Team	2012-13	2011-12	2010-11	2009-10
Basketball, Men's	9	10	13.5	14
Basketball, Women's	10	6.5	12.5	10.5
Cross Country, Men's	6.5	4	4.5	4
Cross Country, Women's	6.5	4	5	4
Football	6	5	5	4
Golf, Men's	16	15	16	13
Golf, Women's	16	16	17.5	16
Soccer, Women's	6.5	6	6.5	5
Softball	8.5	13	8.5	11.5
Swimming and Diving, Women's	5.5	7	8	9
Tennis, Women's	11	10.5	11	10
Track and Field, Men's Indoor and Outdoor	10.5	13	11.5	11
Track and Field, Women's Indoor and Outdoor	10.5	13	11.5	11
Volleyball	12	9	9.5	13.5
Wrestling	4.5	2.5	4	6

I continue to be concerned about the number of class days that are missed by our men's and women's golf teams each semester. They compete in both the fall and spring semesters, so the student-athletes do not have the flexibility of, say, a football or volleyball player who can take heavier class loads in the spring semester and lighter class loads in the fall semester. The two main reasons that golfers travel so much are due to weather and the availability of public golf courses. Golfers travel to warmer climates in order to compete in the early part of the spring semester when it is impractical to play golf outside in Iowa. Public golf courses will not allow colleges to use their facilities on the weekends because they generate the bulk of their revenues from weekend play; thus, most college golf matches are scheduled on Mondays and Tuesdays.

Head Coach John Bermel (men's and women's golf coach) spoke to the IAAC in December. He informed us that a typical meet is scheduled for a Sunday-Tuesday and noted his teams' high APRs and GPAs.

### Demographic Characteristics of Student-Athletes

#### Incoming Freshman Average ACT Score

	2012-13	2011-12	2010-11	2009-10	2008-09
Male Student-Athletes*	TBD	22	22	22	21
Female Student-Athletes*	TBD	23	23	24	22
All Male Students	TBD	24	24	24	24
All Female Students	TBD	23	23	23	23

\*Includes only student-athletes receiving athletic financial aid.

### Racial/Ethnic Composition

	2012-13	2011-12	2010-11	2009-10
Minority Student-Athletes as a Percentage of Student-Athletes*	18%	22%	21%	22%
All Minority Students as a Percentage of All Students	8%	7%	7%	7%

\*Includes only student-athletes receiving athletic financial aid.

### Residency Composition

	2012-13	2011-12	2010-11	2009-10
Out-of-State Student-Athletes as a Percentage of Student-Athletes*	32%	41%	44%	42%
All Out-of-State Students as a Percentage of All Students	10%	9%	9%	9%

\*Includes only student-athletes receiving athletic financial aid.

### Academic Majors

	2012-13		2011-12		2010-11		2009-10	
	Student-Athletes**	Student Body	Student-Athletes**	Student Body	Student-Athletes**	Student Body	Student-Athletes**	Student Body
CBA	18.9%	19.1%	20.9%	19.1%	19.7%	20.4%	19.7%	20.8%
CHAS	29.0%	34.7%	30.5%	33.8%	25.1%	32.5%	26.5%	32.7%
COE	32.6%	20.5%	31.5%	20.8%	30.0%	20.9%	31.1%	20.3%
CSBS	12.9%	17.4%	12.9%	16.9%	11.4%	16.4%	11.9%	16.0%
UC***	6.6%	8.3%	4.2%	9.4%	13.8%	9.8%	10.8%	10.2%

\*\*Includes student-athletes receiving athletic financial aid and walk-ons.

\*\*\*Unspecified College

The demographic statistics continue show that the student-athlete population is more diverse than the overall student body population. Student-athletes are much more likely to be from outside the State of Iowa and to be a racial/ethnic minority. The distribution of academic majors among student-athletes is similar to the overall student body except that there are more student-athletes in the College of Education and fewer in the College of Humanities, Arts, and Sciences. Given that student-athletes might logically be interested in the majors in HPELS such as movement and exercise science and physical education teaching, I am not concerned by the modest differences in the distribution of majors as evidence of clustering in “easy” majors.

### Student Athlete Advisory Committee

The Student Athlete Advisory Committee (SAAC) is composed of representative chosen yearly by each varsity sport. Teams with up to 45 student-athletes have two representatives, while teams with more than 45 student-athletes have three representatives. One of SAAC’s responsibilities is to “identify problems and concerns of the student-athletes and resolve those problems in order to improve the overall success of the athletics programs and department as a whole” (quoted from their Constitution). SAAC meets every other week during each academic semester.

SAAC organizes a variety of events, including an all-athlete fall welcome back picnic and talent show, Panther Reading Program (formerly Just Read!), an evening of sporting events as a part of the National Girls and Women in Sports Day, and the Honorary Sideline Coach Program.

### **Honorary Sideline Coach Program**

The Honorary Sideline Coach Program is a program designed to bring student-athletes and their professors together in an environment outside of the classroom. The program gives professors a chance to experience the athletic activities of student-athletes on game-day as they are often invited to some combination of pre-game meals, pre-game practices, and locker-room talks. The professors have the opportunity to observe the game/match from the sidelines. Student-athletes from most teams can nominate a favorite professor who has helped make their experience at UNI a positive one.

I continue to work with the athletic academic advisors to make sure as many faculty members as possible have the opportunity to participate in this program. I view it as a key way that faculty can gain an appreciation for the full student-athlete athletic experience. Whenever I speak to coaches or teams, I encourage coaches and student-athletes to use the program.

### **Community Service**

SAAC members and the student-athlete body as a whole regularly participate in Athletic Department and SAAC-run community service projects. Projects during the 2012-13 academic year included Adopt a Family, Camp Embracing Memories, Cedar Falls Main Street Holiday Decorating, Cedar Valley Blue Zones Health Program, Ghost School, Girl Scout pen pal group, Hygiene Hijack, International Student Mentors, National Walk to School Day, Panthers Against Bullying, Panther Reading Program, President's Homecoming Event, Pro-Joe Challenge Dodgeball Tournament, Quakerdale and Adapted Sports Camps, Relay for Life, UNI Dance Marathon, and UNI Earth Day.

In the 2012-13 academic year, student-athletes performed 1,289.5 hours of community service. In previous years, student-athletes performed 1,463 hours (2011-12) and 1,448 hours (2010-11). The volunteer commitments of student-athletes contributed to the national recognition received by UNI. UNI was recognized as a finalist for the 2013 President's Higher Education Community Service Honor Roll. Additional details can be found at <http://www.uni.edu/newsroom/uni-named-one-of-14-finalists-to-presidential-honor-roll>

## Exit Interviews

One important source of information about the experience that student-athletes receive at UNI is the exit interview. This survey is currently administered by faculty representatives who are members of the Intercollegiate Athletics Advisory Council (IAAC) to all student-athletes who are no longer participating in their respective sports. They could be leaving the team because they have exhausted their athletic eligibility, are graduating, are transferring, or are remaining at UNI but have quit their athletic participation.

The survey asks questions about the following areas: academic community and campus life, athletic administrators and FAR, campus services, well-being (hazing, gambling, alcohol, banned substances, discrimination, etc.), NCAA rules compliance (20-hour practice rule, etc.), head coach, athletic training, diversity, and gender equity. The final question provides an opportunity for making any open-ended comments.

Currently several IAAC faculty representatives schedule a variety of meeting times, notify eligible student-athletes, and administer the written survey in small groups. The faculty members record any comments that the student-athletes make to them in person. IAAC member Mark Jacobson calculates the aggregate responses by question and types the written comments, identifying only the sport in which the student-athlete participates. As the FAR, I read the aggregate results of each question and all individual comments. I meet with Athletic Director Troy Dannen and Senior Women's Administrator Jean Berger to share the overall results, but I do not share individual remarks in order to protect the identity of the student-athlete as much as possible. I share the aggregate results with the IAAC and the Compliance Council.

Over the past few years, the response rate has been around 30% of eligible participants. The IAAC has discussed ways to improve the participation rate, including administering the survey online rather than in person.

I have reviewed part of the summary statistics from the exit interviews conducted at the end of the Spring 2013 semester for the 2012-13 academic year. (Some of the data are missing, as are comments and notes from individual interviews.) For key questions such as whether student-athletes were able to participate in the full social life at UNI, 71 percent responded "almost always" or "sometimes," 91 percent responded that athletic administrators were "almost always" or "sometimes" accessible, and 96 percent responded that athletic administrators provided adequate educational resources "almost always" or "sometimes."

Information about past exit interviews is available through the website that contains UNI's recertification documents:

[http://www.unipanthers.com/ViewArticle.dbml?DB\\_OEM\\_ID=26200&ATCLID=205145901](http://www.unipanthers.com/ViewArticle.dbml?DB_OEM_ID=26200&ATCLID=205145901)

Exit interviews are described in the link to "Student-Athlete Well-Being Draft in PDF Format" under the "Read the Reports" section at

[http://www.unipanthers.com/ViewArticle.dbml?DB\\_OEM\\_ID=26200&ATCLID=205145901](http://www.unipanthers.com/ViewArticle.dbml?DB_OEM_ID=26200&ATCLID=205145901)

## **Academic Impact of Athletics**

Athletic Administration – about 10 undergraduate students per year complete internships with media relations; many work with related outside companies such as Around the Corner and Panther Sports Properties; for 2011-13: 2 undergraduate students from other colleges completed internships with Senior Athletic Administrator Jean Berger, 4 graduate students in student affairs completed internships with Stacia Eggers/Kara Park, 4 undergraduate students worked with tutoring, new student orientation, and community service projects; the Athletic Department sponsors 10 graduate assistantships (for non student-athletes) and employs approximately 300 student workers (none are student-athletes)

Athletic Bands (Marching and Pep Bands) – 263 students participated in the 2012 Panther Marching Band; they represented approximately 43 different majors from all colleges; 117 students (total) participated in the two 2012-13 pep bands for men's and women's basketball; the Athletic Department funded two graduate assistantships (\$33,920 for the 2012-13 year) for the athletic bands (one of these was formerly funded by the Graduate College), \$15,500 in band scholarships (for the 2012-13 year) which funds two basketball pep bands (formerly, one of these bands had been the volleyball pep band but was changed to a basketball band at request of athletics), and \$682.60 for Pepsi products for band members

Athletic Training (athletic trainers are members of HPELS department) – approximately 75 percent of undergraduate students in the athletic training major can complete their rotations on campus by working with UNI student-athletes and teams; strength of program is high level of hands-on experience afforded to undergraduates; for 2012-13 there are 78 undergraduate, 13 master's, and 4 doctoral student in this department; approximately 50% of faculty research in this department includes an undergraduate student involvement; because of their ability to work with Division-I student-athletes, student have earned internships with the Detroit Lions, Chicago Bears, Denver Broncos, New York Giants, USA Olympic volleyball, the Cleveland Indians, Cirque de Solei, and at the Mayo Clinic, among other organizations

Motor Behavior – undergraduate movement and exercise science majors complete a research experience (PEMES 3193) by working on a team with about six undergraduate students and a faculty member; about 10 students per semester participate; many of the teams include student-athletes; many of the projects have an athletic component; one example is a study of whether the amount of time a golfer looks at the ball before striking a putt influences the accuracy of the putt

Physical Education – there are about 250 movement and exercise science majors, 150 physical education teaching majors, and 200 coaching minors; about 50 percent of movement and exercise science majors are interested in working in athletics; their experiences working with a Division-I athletics program makes them more competitive in the job market; coaching minors benefit from working at athletic events such as volleyball matches and track meets because the logistics of these events will usually be a part of their future coaching jobs; athletic team coaches are valued guest lecturers in advanced coaching classes [note that UNI athletic team coaches do not have primary responsibilities for any academic classes]

Sports Psychology – undergraduate movement and exercise science majors complete a research experience (PEMES 3193) or internship (PEMES 3197); students in PEMES 3193 work on a team with about six undergraduate students and a faculty member; about 18-20 students per semester participate; many of the teams include student-athletes; many of the projects have an athletic component; one current example is a study of the relationship between exercise attire and personal perceptions such as self-esteem and body image; the sports psychology emphasis offers an internship (PEMES 3197) where the students often work with sports teams, sports facilities, or athletic administration

Strength and Conditioning (coaches report to HPELS director, not athletics department) – 30 graduate students work in the lab; partnerships with Power lift, Polar electro, and Infinity flooring companies; opportunities for movement and exercise science majors preparing to be strength and conditioning coaches

## **Budget**

Although a detailed review of the Department of Athletics financial information is beyond the scope of a Faculty Athletics Representative's report, I realize that many faculty have concerns about the use of general education funds for athletics and other auxiliary entities at UNI. I will provide a very general overview of Department revenue sources, briefly summarize the three commonly-cited sources of data, and provide general comments about comparison to other universities. I direct more detailed questions to Athletic Director Troy Dannen.

### **General Overview**

The Athletic Department receives revenues from three sources: monies that it raises (often called "generated" revenues), student activity fees, and general education funds (GEF). The Athletic Department does not track the distribution of funds by its revenue source. So, for example, the Athletic Department does not attribute specific expenses to generated revenues, student fees, or general funds. Revenues come in to the department from three sources, and the Athletic Department pays the year's expenses from these revenues.

### **Data Sources**

One commonly-cited data source is found through the NCAA. I would refrain from drawing comparisons across any universities based on data reported to the NCAA because the data include a category for "indirect facilities and administrative support." Universities have tremendous discretion in the expenses that they include in this category. For example, each university can choose to include a portion of university administrator(s)' salaries in this category, but the percentage is at the institution's discretion. For example, University A could include 40% of its President's salary, University B could include 20% of its President's salary, and University C could include 0%. As such, the "expenditures" category is not comparable across institutions.

A second commonly-cited data source is found through the Equity in Athletics Data Analysis (EADA) at <http://ope.ed.gov/athletics/>. Data from this website are far more comparable across institutions than data reported to the NCAA. But the data do not represent the "working budget" of the Department of Athletics at UNI because they include revenue sources that the Athletic Department would not include in a "working budget" such as revenue from a summer basketball camp or from hosting a post-season tournament. Another example would be certain endowment accounts that reside with UNI's Foundation.

A third commonly-cited data source is specific to Schedule 8 in UNI's Comprehensive Financial Annual Report. The expenses and revenues from this source represent the specific monies that the Athletic Department works from throughout a fiscal year.



## Comparisons to Other Universities

Some faculty members have compared the budget of UNI's Athletic Department to that of the University of Iowa (Iowa) and Iowa State University (ISU). I would caution faculty when making such comparisons, as the athletic departments are no more similar than the academic units. Both Iowa and ISU play FBS-level football (formerly Division I-A), whereas UNI plays FCS-level football (formerly Division I-AA). Iowa is a member of the Big Ten Conference, and ISU is a member of the Big Twelve (formerly Big Eight) Conference. Each of these conferences has access to television revenues that far exceed any television revenues available to FCS schools.

I believe that comparing UNI's financial data to the financial data of other Missouri Valley Conference schools is more appropriate.

<b>FY2012 EADA Data</b>			
<b>University</b>	<b>Revenues</b>	<b>Expenses</b>	<b>Student Fees (annual)</b>
Bradley <sup>+</sup>	\$12,987,000	\$12,987,000	no data
Creighton <sup>+</sup>	\$15,062,122	\$15,062,122	no data
Drake <sup>+</sup>	\$12,964,153	\$12,964,153	no data
Evansville <sup>+</sup>	\$10,043,793	\$10,043,793	no data
Illinois State <sup>+*</sup>	\$18,631,777	\$18,631,777	\$8,324,068
Indiana State <sup>+*</sup>	\$12,394,542	\$12,394,542	\$5,780,135
Missouri State <sup>+*</sup>	\$13,605,468	\$13,605,468	\$0
North Dakota State <sup>*</sup>	\$16,831,447	\$16,831,447	\$1,065,740
South Dakota State <sup>*</sup>	\$12,954,268	\$12,954,268	\$2,310,914
Southern Illinois <sup>+*</sup>	\$19,671,796	\$19,671,796	\$9,196,113
U of Northern Iowa <sup>+*</sup>	\$14,632,492	\$14,632,492	\$1,263,343
U of South Dakota <sup>*</sup>	\$ 9,463,822	\$ 9,463,822	\$1,011,683
Western Illinois <sup>*</sup>	\$11,240,169	\$11,180,169	\$3,409,457
Wichita State <sup>+</sup>	\$19,792,391	\$19,551,408	\$2,178,419
Youngstown State <sup>*</sup>	\$12,546,717	\$12,546,717	\$0

FY2012 Revenue and Expense Data from EADA; beginning with FY2012, the EADA requires all school expenses to be less than or equal to revenues; Student Fee data from Missouri Valley Football Conference internal survey

\*=Missouri Valley Football Conference member school

+ =Missouri Valley Conference member school

UNI's expenses rank 4<sup>th</sup> out of the 10 Missouri Valley Football Conference schools (in order of expenses: Southern Illinois, Illinois State, North Dakota State, UNI, Missouri State, South Dakota State, Youngstown State, Indiana State, Western Illinois, and South Dakota) and 5<sup>th</sup> out of the 10 Missouri Valley Conference schools (in order: Southern Illinois, Wichita State, Illinois State, Creighton, UNI, Missouri State, Bradley, Drake, Indiana State, and Evansville).

There are some differences even across Missouri Valley Conference schools that would substantially affect expenses. One example is that some schools, including Southern Illinois, Illinois State, and Indiana State, have an out-of-state tuition waiver for student-athletes. As such, their scholarship expenses are lower than comparable schools that do not have a residency tuition waiver.

## References

I consulted with the following people in producing this report:

Jean Berger, Senior Associate Athletic Director for Student Services and Senior Women's Administrator  
Don Bishop, Director of Athletic Training Services  
Troy Dannen, Athletic Director  
Greg Davies, Assistant Athletic Director for Business  
Forrest Dolgener, Chair and Professor, Physical Education  
Stacia Eggers (formerly Greve), Athletic Academic Advisor  
Fabio Fontana, Assistant Professor, Physical Education  
Danny Galyen, Assistant Professor of Marching Band and Symphonic Band  
Mark Jacobson, Instructor, Computer Science  
Mickey Mack, Professor, Physical Education  
Kara Park, Athletic Academic Advisor  
Denise Parks, Financial Aid  
Justin Schemmel, Director of Athletic Compliance  
Dan Schofield, Admissions  
Ashley Shells, former Director of Athletic Compliance  
Jed Smith, Strength and Conditioning  
Kelli Snyder, Assistant Professor, Athletic Training and Program Director  
John Valentine, Director and Professor, School of Music  
Diane Wallace, Registrar's Office  
Juanita Wright, Financial Aid

I presented a draft of this report to UNI's Faculty Senate on November 11, 2013.