

2013-14 Report of the Faculty Athletics Representative
Lisa K. Jepsen, Ph.D.
Associate Professor, Department of Economics

Table of Contents

Executive Summary.....	1
Faculty Athletics Representative (FAR) Job Description.....	2
General Description.....	2
Specific Responsibilities at University of Northern Iowa (UNI).....	2
Missouri Valley Conference Responsibilities.....	4
Compliance Council.....	6
Intercollegiate Athletic Advisory Council.....	8
NCAA Compliance: Secondary Violations and Waivers.....	10
Other Duties.....	11
Student-Athlete Welfare.....	12
Scholarships and Academic Honors.....	12
Academic Reports.....	14
Grade Point Averages.....	14
Academic Progress Rate.....	15
Graduation Rates.....	17
Admissions Exceptions.....	21
Retention Rates.....	22
Missed Class Policy and Travel Absences.....	22
Demographic Characteristics of Student-Athletes.....	27
Student Athlete Advisory Committee.....	27
Honorary Sideline Coach Program.....	28
Community Service.....	28
Exit Interviews.....	28
Academic Impact of Athletics.....	30
Budget.....	32
General Overview.....	32
Data Sources.....	32
Comparisons to Other Universities.....	33
References.....	35

Executive Summary

- UNI self-reported 19 secondary violations and requested seven waivers for student-athletes. All seem to have been handled appropriately.
- Jacqui Kalin was a Top-30 Finalist for the NCAA Woman of the Year award.
- Adam McDonnell received a \$7,500 NCAA Postgraduate Scholarship and the Missouri Valley Dr. Charlotte West leadership award.
- Chip Rank received an Emerson Excellence Award, a \$5,000 Missouri Valley Conference Postgraduate Scholarship.
- Shelby Kintzel (women's volleyball) was named a 1st team Academic All-American. Macy Ubben (women's volleyball) was named a 2nd team Academic All-American.
- Kayla McCormick (women's swimming and diving) was honored at the May 2014 commencement ceremonies with UNI's Lux Service Award.
- The Spring 2014 and Fall 2013 GPA calculations show that student-athletes have equivalent or slightly higher GPAs than the overall student body. For Fall 2013, the student-athlete GPA was 3.01 compared to 3.00 for all students; for Spring 2014, the student-athlete GPA was 3.06 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 7th highest GPA among all Division-I women's basketball teams for the 2013-14 academic year.
- The Academic Progress Rates (APR) for all sports exceeded 950, which is above the new NCAA minimum of 930 for 2013-14.
- The Federal Graduation Rates (FGR) for student-athletes is equal to the overall UNI student body at 67%.
- 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, and I continue to monitor this team.
- Women's basketball 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: 7.8% for student-athletes and 14.9% for the student body.
- Retention rates for student-athletes are higher than for the student body: 97.0% for student-athletes and 84.7% 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⁺**, 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, MAC, 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

[†]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 2013-14: 1) Equity and Diversity and 2) Sportsmanship. Each met via conference call. The Equity and Diversity Committee met on October 7, 2013 and April 28, 2014; the Sportsmanship Committee met on October 16, 2013 and April 29, 2014.

The Equity and Diversity Committee administers two \$1,000 diversity grants annually to support professional development of females and minorities. Recipients for 2013-14 were Angela Lansing (Indiana State Senior Women's Administrator) to attend a National Association of College and University Business Advisors (NACUBO) conference and Mackenzie Maddock (Bradley academic advisor) to attend a National Association of Athletic Advisors for Athletics (N4A) conference. The Committee also administers a \$1,000 grant to attend the NCAA Equity and Inclusion Forum. The 2014 recipient was Megan Franklin, Drake Senior Women's Administrator.

We reviewed the MVC Student Assistance Fund Report. The Committee recommended that any institution with a disparity of greater than 5 percent between the most recent participation ratio and Student Assistance Fund usage ratio be required to review and report to the Conference the reasons for the disparity.

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 three potential emerging sports: sand volleyball, rugby, and triathlon. Missouri State is adding sand volleyball beginning in 2015-16.

The Sportsmanship Committee reviewed a previously-recommended Reprimand Policy and discussed recommendations for pre-team handshakes. The 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. Noting that softball coaches supported maintaining the current pre-game handshake, the Committee took no action. The Committee recommended that the Joint Committee discuss potential changes for men's and women's basketball.

We discussed reports of negative recruiting in women's basketball and concerns about the unprofessional behavior of one MVC school's women's tennis coach and players. Conference leaders have discussed these issues with administrators at the schools, and the Committee will follow up on both concerns at our next meeting.

I attended the fall athletic administration meetings of the Missouri Valley Conference in Chicago, Illinois, from October 28-30, 2013. 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 Joint Committee (JC) of Faculty Athletic Representatives, Senior Women Administrators, and Athletic Directors voted to hold any future NCAA supplemental distributions received in a restricted reserve at the conference office beginning in fiscal year 2015. This action will help the conference smooth income distributions, which can vary greatly based on the MVC's share of the NCAA men's basketball tournament distributions, and may be needed to fund equipment and technical upgrades for the planned MVC digital television network. The JC discussed the MVC-ESPN media right contract extension. The JC heard very positive comments from the June 2014 in-person meeting of academic advisors and other academic staff; the group plans to meet in-person periodically to share ideas and best practices. The JC approved a recommendation to appoint a student-athlete member of the MVC SAAC to the Equity and Diversity Committee and the Sportsmanship Committee. I serve on both these committees and can share that we found student-athlete input very helpful.

I did not attend the Missouri Valley Football Conference (MVFC) administrator meetings in St. Louis, Missouri, on February 17, 2014 due to inclement weather. I have reviewed the minutes and spoken with Athletic Director Troy Dannen about the topics discussed at the meeting. The discussions focused on 1) officiating, 2) strategies to better position the MVFC for more at-large playoff invitations, 3) marketing, 4) scheduling, 5) finances, and 6) a review of compliance matters.

I attended the Missouri Valley Conference athletic administrator meetings in Kansas City, Missouri, from May 28-29, 2014. Faculty athletics representatives discussed the results of the 2011 NCAA FAR Survey of more than 650 FARs. Topics of emphasis included whether FARs are informed of criminal charges, judicial cases, and/or positive drug test results. Policies varied across MVC institutions. FARs discussed reporting lines and institutional appeals procedures. UNI's policies and procedures are in line with those of most MVC institutions.

The JC heard a presentation from Learfield Sports representatives about key target growth categories, discussed changes to our intra-conference transfer rule, reported that Indiana State President Dan Bradley was recently appointed to the NCAA Committee on Women's Athletics, met with strategic planning consultant Ed Bond, agreed to explore opportunities for meaningful involvement of student-athletes in the MVC governance structure in addition to their role with the MVC Student-Athlete Advisory Committee (SAAC).

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

Membership is as follows:

Lisa Jepsen, Faculty Athletics Representative, Chair

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

Stacia Eggers, Athletic Academic Advisor

Tim Gilson, Representative from Intercollegiate Athletic Advisory Council (IAAC)

Elizabeth Minard, Assistant Director of Gift Aid & Multicultural Relations, Financial Aid

Kara Park, Athletic Academic Advisor

Denise Parks, Clerk III, Financial Aid

Colby Reinking, Admissions Counselor

Justin Schemmel, Associate Athletics Director for Compliance

Dan Schofield, Associate Director, Admissions

Diane Wallace, Assistant Registrar

Danielle Weide, Admissions Counselor

Juanita Wright, Director of Gift Aid & Multicultural Relations, 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.

Tim Gilson is the liaison between the Compliance Council and the IAAC.

Justin Schemmel ensures that UNI is in compliance with all NCAA and athletic conference rules and regulations.

Elizabeth Minard, 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.

Colby Reinking, Dan Schofield, and Danielle Weide identify potential student-athletes in the admissions process, perform preliminary NCAA initial eligibility evaluations for incoming freshmen and transfer students, and serve as the contact people for admissions-related questions from perspective student-athletes, parents, coaches, and/or staff. They track 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 30, 2014. The accomplishments and action items from the retreat are as follows:

- *Justin Schemmel has created a new form for all student-athletes to complete prior to dropping a class.
- *Lisa Jepsen will contact the appropriate faculty to discuss the difficulties that the Athletic Department is having in finding in-person classes in which to enroll in-coming student-athletes during the June and/or July terms.
- *Lisa Jepsen will discuss with the IAAC ways to improve the response rate to exit interviews.
- *Jean Berger and/or Lisa Jepsen will discuss with the appropriate administrator(s) how to identify someone in the Registrar's Office to assist Diane Wallace.
- *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 2013-14 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 2013-14 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	haack@cns.uni.edu	June '12-May '15
<i>College of Education</i>	Tim Gilson	Asst Professor, Educ Leadership & Postsecondary Educ	tim.gilson@uni.edu	June '13-May '16
<i>College of Business Administration</i>	Rex Karsten	Professor, Management	rex.karsten@uni.edu	June '11-May '14
<i>College of Humanities & Arts & Sciences</i>	Russ Campbell	Assoc Professor, Mathematics	russell.campbell@uni.edu	June '11-May '14
<i>College of Humanities, Arts & Sciences</i>	Ronnie Bankston	Assoc Professor, Communication Studies	ronnie.bankston@uni.edu	June '13-May '16
<i>College of Social and Behavioral Sciences</i>	Kay Weller	Assoc Professor, Geography	kay.weller@uni.edu	June '11-May '14
<i>Faculty Senate</i>	Forrest Dolgener	Professor, Health, Physical Educ & Leisure Services	forrest.dolgener@uni.edu	June '13-June '14
<i>Non-Voting Faculty</i>	William Koch	Instructor, Languages & Literatures	william.koch@uni.edu	June '13-May '16
<i>Professional & Scientific</i>	Lisa Krausman	Admin. Dietician/Purchasing Mgr, Residence Administration	lisa.krausman@uni.edu	June '12-May '15
<i>Student</i>	Amber Irlmeier	Northern Iowa Student Government (NISG)	amberi@uni.edu	June '13-May '14
<i>Student</i>	Adam McDonnell Kayla McCormick	SAAC	mcdonnea@uni.edu mccorkaa@uni.edu	June '13-May '14
Non-Voting Representation	Name	Title/Organization	E-mail	Term
<i>Faculty</i>	Lisa Jepsen	Faculty Athletics Representative	lisa.jepsen@uni.edu	July '11-June '16
<i>Community</i>	TBD	Community Representative		June '12-May '15
<i>University Relations</i>	Jess Betts	Marketing Specialist	jess.betts@uni.edu	
<i>Ex-officio</i>	Troy Dannen	Athletic Director	troy.dannen@uni.edu	
	Jean Berger	Sr. Associate Athletic Director	jean.berger@uni.edu	
	Justin Schemmel	Assoc Athletic Director for Compliance	justin.schemmel@uni.edu	
	Stacia Eggers	Athletics Academic Advisor	stacia.eggers@uni.edu	
	Kara Park	Athletics Academic Advisor	kara.park@uni.edu	
	Diane Wallace	Registrar's Office	diane.wallace@uni.edu	

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 William Koch 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. Tim Gilson was elected as the representative for 2013-14 and continuing through his IAAC term.

The agendas and minutes are posted at the above-mentioned website. During the 2013-14 year, the committee updated the by-laws and mission statement to align them with the current composition of the committee, including the fact that the Athletic Director and Committee now report to the President (both formerly reported to the Vice President of Administration and Finance). I thank Prof. Russ Campbell for his time in this endeavor. We heard information about social media from Michelle Van Dorn, the men's basketball "lunch-and-learn" presentations with the College of Business and the College of Social and Behavioral Sciences, and a career night for junior and senior student-athletes. We interviewed several head coaches throughout the year: Ryan Jacobs, softball; Ben Jacobson, men's basketball; James Price, soccer; Doug Schwab, wrestling; Dan Steele, track and field; Tanya Warren, women's basketball. We concluded the year with a tour of facilities renovations in the UNIDome and McLeod Center.

NCAA Compliance: Secondary Violations and Waivers

UNI self reported 19 violations from July 1, 2013 through June 30, 2014. Seven different sports and a variety of student-athletes, coaches (head, assistant, and volunteer), and current and former Athletic Department administrators were involved.

Several of the violations were very minor, including offenses such as a current student-athlete tweeting on social media about a prospective student-athlete's campus visit, a current student-athlete using institutional facilities to give a sports lesson to an eighth grader, a coach sending a congratulatory text message to a prospective student-athlete at an impermissible time, a coach sending an email to prospective student-athletes at an impermissible time, a coach using the image of a prospective student-athlete in a PowerPoint presentation during an official visit, a coach providing transportation for a prospective-student athlete from an airport to campus, and the failure to submit an eligibility report to the Missouri Valley Conference office prior to a team's first competition. The most common penalty was a letter of admonishment and enhanced rules education.

Four are a bit more concerning. One involves an honest mistake when a current student-athlete dropped a class without realizing that he/she would drop below the threshold for NCAA classification as a full-time student. The Athletic Department Compliance Council (which I chair) discussed strategies to prevent this situation from recurring in the future. Student-athletes are now prohibiting from dropping a class after the first week of classes without the approval of an Athletic Academic Advisor. UNI was fined in punishment.

Another involved several instances where a coach did not provide the required days off from practice and/or competition during a week. The coach received a letter of admonishment, additional rules education, and was suspended without pay for two weeks. Team members were instructed to document the number of countable athletically-related activities.

Another involved the improper certification of a student-athlete based on the omission of prior academic records. The student-athlete competed while ineligible. UNI was fined in punishment.

Another involved a coach who provided impermissible meals and admissions to an off-season camp for high school students and sold complimentary tickets for cash (which he kept). The coach was terminated.

I signed seven waivers prepared by the Director of Compliance; five were granted, one was partially granted, and one was denied. Of those granted, two involved requests to allow a sixth year of eligibility for student-athletes who lost access to competitions due to injury. Three involved waivers of high school classes to count as core classes. One involved having an assistant coach providing an incoming international student-athlete transportation from the Des Moines airport to campus. All waivers contained appropriate supporting documentation. I see no patterns in the waivers that concern me.

Other Duties

During the 2013-14 academic year, I participated in the following activities as FAR:

- *Served on the search committee for the Director of the Alumni Association
- *Served on the Provost's Committee for Competitive Scholarship Mentoring
- *Served on the UNI Athletic Hall of Fame selection committee
- *Attended NCAA Regional Rules Seminar in Indianapolis (June 4-7, 2013)
- *Administered the NCAA coaching exam (April 4, May 7, June 10, June 17, September 8, September 13, October 23, 2013)
- *Represented UNI at the Missouri Valley Hall of Fame induction ceremonies and other MVC events at the men's basketball tournament (March 6-8, 2014)
- *Traveled to the Missouri Valley Conference championship tournament in St. Louis, Missouri, for men's basketball (March 6-8, 2014)
- *Traveled to the Missouri Valley Conference championship tournament in St. Charles, Missouri, for women's basketball (March 13-15, 2014)
- *Attended the NCAA Division-1 Faculty Athletics Representative Institute in Indianapolis (May 15-17, 2014)

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.

Jacqui Kalin was a Top-30 Finalists for the NCAA Woman of the Year.

<http://www.ncaa.org/about/resources/media-center/news/top-30-woman-year-nominees-announced>

We nominated Jamie Fisher (softball), Shelby Kintzel (volleyball), Kayla McCormick (swimming & diving), Adam McDonnell (indoor and outdoor track & field), Charles (Chip) Rank (basketball), and Macy Ubben (volleyball) for NCAA Postgraduate Scholarships. Adam McDonnell received the \$7,500 award for the outdoor track & field season. Adam plans to pursue a Master's of Education with an emphasis in Educational Leadership.

The press release announcing Adam's NCAA Postgraduate Scholarship award can be found at the following website:

http://www.unipanthers.com/ViewArticle.dbml?DB_OEM_ID=26200&ATCLID=209600820

We nominated Shelby Kintzel and Charles (Chip) Rank for the Missouri Valley Conference Postgraduate Scholarships (Emerson Excellence Award). Chip won the \$5,000 scholarship. Chip is pursuing a Master's degree in Healthcare Administration (MHA) at the University of Iowa. We nominated Kayla McCormick and Adam McDonnell for the Dr. Charlotte West leadership award administered through the Missouri Valley Conference. Adam won the 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 announcing Chip's Emerson Excellence Award can be found at the following website:

http://www.unipanthers.com/ViewArticle.dbml?SPSID=626938&SPID=90717&DB_LANG=C&DB_OEM_ID=26200&ATCLID=209530102

The press release announcing Adam's Dr. Charlotte West Award can be found at the following website:

http://www.unipanthers.com/ViewArticle.dbml?SPSID=626895&SPID=90708&DB_LANG=C&DB_OEM_ID=26200&ATCLID=209526368

For the 2013-14 academic year, 15 student-athletes participated in the University Honors Program. Student-athletes in men's and women's basketball, football, women's soccer, women's swimming and diving, men's and women's track and field, and volleyball 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

Team	Spring 2014	Fall 2013
Basketball, Men's (BBM)	3.21	3.06
Basketball, Women's (BBW)	3.56	3.57
Cross Country, Men's (XCM)	3.01	2.90
Cross Country, Women's (XCW)	3.36	3.28
Football (FB)	2.78	2.72
Golf, Men's (GM)	2.97	2.97
Golf, Women's (GW)	3.27	2.92
Soccer, Women's (Soc)	3.17	3.16
Softball (SB)	3.32	3.22
Swimming and Diving, Women's (Swim)	3.47	3.33
Tennis, Women's (Ten)	2.96	2.95
Track and Field, Men's (TFM)	2.91	2.90
Track and Field, Women's (TFW)	3.27	3.24
Volleyball (VB)	3.38	3.40
Wrestling (W)	2.59	2.75
All Student-Athletes	3.06	3.01
All Male Student-Athletes	2.82	2.81
All Female Student-Athletes	3.32	3.24
All Minority Student-Athletes	2.69	2.54
All Minority Male Student-Athletes	2.59	2.39
All Minority Female Student-Athletes	2.97	3.07
All International Student-Athletes	3.40	3.25
All UNI Students	3.04	3.00
All UNI Male Students	2.86	2.81
All UNI Female Students	3.18	3.13
All UNI Minority Students	2.91	2.74
All UNI Minority Male Students	2.68	2.61
All UNI Minority Female Students	2.92	2.84
All International Students	2.74	2.66

Historical Team GPAs (By Semester)

Team	S13	F12	S12	F11	S11	F10	S10	F09	S09	F08
BBM	2.69	3.09	2.78	2.98	3.21	3.23	2.80	2.99	2.87	2.83
BBW	3.51	3.59	3.27	3.53	3.36	3.30	3.48	3.43	3.47	3.41
XCM	3.11	3.47	3.42	3.36	3.23	3.30	3.21	3.02	2.56	2.68
XCW	3.52	3.30	3.40	3.37	3.54	3.38	3.26	3.30	3.23	3.33
FB	2.60	2.58	2.57	2.59	2.77	2.70	2.74	2.55	2.64	2.60
GM	2.98	2.92	3.13	3.01	3.19	3.05	2.89	2.90	3.21	3.05
GW	3.11	3.06	3.26	3.40	3.22	3.34	3.46	3.44	3.36	3.46
Soc	3.27	3.12	3.25	3.34	3.20	3.26	3.24	3.16	2.84	2.70
SB	3.25	3.32	3.41	3.42	3.25	3.28	3.30	3.31	3.22	3.29
Swim	3.56	3.43	3.30	3.32	3.34	3.43	3.31	3.38	3.30	3.16
Ten	3.44	3.24	3.66	3.56	3.36	3.49	3.45	3.49	3.73	3.37
TFM	2.94	3.00	3.14	3.01	3.08	3.07	2.89	2.84	2.87	2.91
TFW	3.29	3.25	3.27	3.24	3.48	3.31	3.37	3.23	3.22	3.26
VB	3.56	3.52	3.59	3.49	3.26	3.23	3.28	3.25	3.38	3.34
W	2.84	2.66	2.53	2.70	2.57	2.51	2.60	2.60	2.55	2.63
All UNI Students	3.05	3.06	3.00	2.99	3.00	2.98	3.02	2.97	3.03	2.99

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.

2013-14	2012-13	2011-12	2010-11	2009-10	2008-09	2007-08	2006-07
7 th	7 th	14 th	26 th	7 th	6 th	6 th	2 nd

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

Team	Multiyear* Rate (N)	2012-2013 (N)
Basketball, Men's	995 (51)	1000 (13)
Basketball, Women's	987 (61)	983 (15)
Cross Country, Men's	989 (24)	1000 (7)
Cross Country, Women's	1000 (36)	1000 (7)
Football	959 (319)	973 (82)
Golf, Men's	1000 (19)	1000 (5)
Golf, Women's	1000 (39)	1000 (11)
Soccer, Women's	997 (94)	1000 (27)
Softball	993 (72)	1000 (16)
Swimming and Diving, Women's	985 (84)	978 (23)
Tennis, Women's	956 (31)	960 (7)
Track and Field, Men's Indoor	983 (119)	984 (32)
Track and Field, Men's Outdoor	982 (115)	984 (31)
Track and Field, Women's Indoor	984 (110)	1000 (22)
Track and Field, Women's Outdoor	991 (110)	1000 (22)
Volleyball	1000 (56)	1000 (14)
Wrestling	968 (96)	1000 (24)

*The multiyear average includes the following years: 2009-10, 2010-11, 2011-12, and 2012-13.

The 2012-13 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 2012-13, UNI's women's cross country, women's golf, women's soccer, women's volleyball, men's basketball, and men's golf teams were honored with this award.

All UNI teams exceeded the current minimum standard (as well as next year's higher minimum standard).

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 Mid-American Conference (MAC), and our football team competes in the Missouri Valley Football Conference.

Multiyear 2012-13 APRs for Missouri Valley Conference Teams

Team	Bradley	Drake	IL State	IN State	Loyola	MO State	Southern Illinois	U of Evansville	UNI	Wichita State
BBM	975	953	952	971	975	950	919	979	995	961
BBW	990	996	992	980	1000	967	952	990	987	974
XCM	972	992	955	1000	1000	NA	994	982	989	970
XCW	992	982	995	992	990	975	960	1000	1000	990
GM	944	975	1000	NA	986	980	949	972	1000	992
GW	1000	980	975	1000	992	991	975	1000	1000	1000
Soc	NA	989	979	969	995	978	NA	975	997	NA
SB	986	992	997	980	992	976	1000	988	993	979
Swim	NA	NA	996	NA	975	975	968	997	985	NA
Ten	1000	1000	992	NA	NA	NA	984	1000	956	976
TFMI	NA	986	974	944	1000	NA	976	NA	983	970
TFMO	964	986	986	950	1000	NA	982	NA	982	960
TFWI	988	958	991	983	994	953	969	NA	984	978
TFWO	988	962	994	989	994	957	973	NA	991	979
VB	984	1000	986	983	995	995	990	989	1000	1000

Multiyear 2012-13 APRs for Missouri Valley Football Conference Teams

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	958	945	932	953	957	940	959	950	950	932

Multiyear 2012-13 APRs for Mid-American Conference Teams

Team	Central Michigan	Eastern Michigan	Kent State	Northern Illinois	Ohio Univ	Old Dominion	U of Buffalo	Mis-souri	UNI
Wrestling	953	976	969	933	976	972	925	977	968

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. Each school submits data by June 2014 that include the graduation rates for the freshman cohort class of 2007-08. The most recent FGR allows those freshmen six years by which to graduate (through August 2013). Thus, the most recent FGR four-year rolling average includes the freshmen classes of 2004-05, 2005-06, 2006-07, and 2007-08. Like the APRs, FGRs include student-athletes who receive athletic financial aid (walk-ons are not included).

Federal Graduation Rate (FGR) Comparisons and Demographics

	2007-08	2006-07	2005-06	2004-05
Four-Year Averages				
Student-Athletes	67%	70%	73%	71%
Student Body	67%	67%	67%	67%
Individual Years by Gender and Ethnicity				
All Student-Athletes	63%	61%	73%	70%
All Male Student-Athletes	43%	53%	65%	62%
All Female Student-Athletes	84%	71%	82%	79%
All Minority Student-Athletes	25%	55%	40%	60%
All Non-Minority Student-Athletes	71%	68%	76%	73%
All UNI Students	66%	66%	67%	67%
All UNI Male Students	63%	59%	64%	62%
All UNI Female Students	69%	71%	69%	70%
All UNI Minority Students	42%	45%	47%	45%
All UNI Non-Minority Students	67%	68%	68%	68%

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 students. 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, 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 Averages

Team	07-08 Cohort	06-07 Cohort	05-06 Cohort	04-05 Cohort
Basketball, Men's	42%	54%	45%	45%
Basketball, Women's	80%	77%	71%	83%
Football	64%	67%	67%	62%
Golf, Men's	67%	80%	75%	75%
Golf, Women's	55%	55%	78%	71%
Soccer, Women's	87%	84%	81%	64%
Softball	71%	70%	67%	67%
Swimming and Diving, Women's	82%	80%	81%	62%
Tennis, Women's	67%	100%	100%	80%
Track & Field and Cross Country, Men's	63%	68%	71%	55%
Track & Field and Cross Country, Women's	86%	80%	83%	74%
Volleyball	100%	91%	100%	100%
Wrestling	46%	65%	65%	73%
Overall	67%	70%	71%	66%

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 Averages (Including Transfer Students)

Team	07-08 Cohort	06-07 Cohort	05-06 Cohort	04-05 Cohort
Basketball, Men's	60%	73%	63%	75%
Basketball, Women's	93%	92%	92%	100%
Football	72%	76%	77%	69%
Golf, Men's	100%	100%	100%	100%
Golf, Women's	100%	100%	100%	100%
Soccer, Women's	100%	94%	94%	94%
Softball	100%	100%	89%	83%
Swimming and Diving, Women's	90%	85%	82%	73%
Tennis, Women's	100%	100%	100%	100%
Track & Field and Cross Country, Men's	70%	68%	73%	71%
Track & Field and Cross Country, Women's	96%	93%	96%	95%
Volleyball	100%	100%	100%	100%
Wrestling	55%	74%	71%	79%
Overall	82%	84%	83%	81%

FGRs by Team, Single-Year Freshmen Cohorts

Team	07-08	06-07	05-06	04-05
Basketball, Men's	33%	60%	50%	0%
Basketball, Women's	100%	100%	33%	50%
Football	61%	60%	78%	56%
Golf, Men's	0%	100%	NA	NA
Golf, Women's	100%	25%	100%	33%
Soccer, Women's	87%	83%	83%	100%
Softball	100%	67%	83%	50%
Swimming and Diving, Women's	86%	67%	100%	50%
Tennis, Women's	0%	100%	100%	100%
Track & Field and Cross Country, Men's	33%	50%	75%	100%
Track & Field and Cross Country, Women's	83%	50%	80%	100%
Volleyball	100%	80%	100%	NA
Wrestling	14%	67%	43%	75%
Overall	63%	61%	71%	66%

GSRs by Team, Single-Year Freshmen and Transfer Student Cohorts

Team	07-08	06-07	05-06	04-05
Basketball, Men's	33%	67%	33%	0%
Basketball, Women's	83%	100%	50%	50%
Football	52%	45%	76%	64%
Golf, Men's	0%	50%	NA	100%
Golf, Women's	100%	25%	100%	NA
Soccer, Women's	87%	83%	88%	100%
Softball	100%	71%	88%	67%
Swimming and Diving, Women's	86%	57%	100%	33%
Tennis, Women's	33%	100%	100%	100%
Track & Field and Cross Country, Men's	60%	40%	75%	100%
Track & Field and Cross Country, Women's	87%	50%	80%	100%
Volleyball	100%	80%	100%	NA
Wrestling	20%	67%	38%	60%
Overall	63%	59%	76%	73%

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.

I have requested more detailed information for all teams whose FGRs are less than 50%. I will consult with the IAAC and the Athletic Department to discuss strategies to improve graduation rates.

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 Mid-American Conference (MAC), and our football team competes in the Missouri Valley Football Conference.

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

Team	Bradley	Drake	Evansville	IL State	IN State	Loyola	MO State	UNI	Southern Illinois	Wichita State
BBM	67	57	43	67	33	82	56	42	36	25
BBW	73	73	77	80	82	67	37	80	33	62
GM	100	100	63	63	NA	80	75	67	100	33
GW	100	83	100	86	50	71	57	55	100	60
Soc	NA	85	70	80	56	NA	81	87	NA	NA
SB	80	73	75	59	59	89	88	71	94	83
Swim	NA	NA	62	72	NA	NA	61	82	72	NA
Ten	100	100	100	50	NA	NA	NA	67	60	43
TFXCM	100	73	100	67	75	83	NA	63	54	62
TFXCW	80	79	83	81	77	69	65	81	86	59
VB	83	86	80	75	75	83	73	89	89	75

FGRs for Missouri Valley Football Conference Teams (2007-08 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	67	47	63	66	68	69	64	54	63	49

FGRs for Mid-American Conference Teams (2007-08 Cohort)

Team	Central Michigan	Eastern Michigan	Kent State	Northern Illinois	Ohio Univ	Old Dominion	U of Buffalo	Mis-souri	UNI
Wrestling	56	48	55	56	70	19	56	39	46

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 2013	20	257	1,722	7.8%	14.9%
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
2013-14	20	11	1	Basketball (women's and men's), Football, Track & Field (men's and women's), Wrestling
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

	2013-14	2012-13	2011-12	2010-11	2009-10	2008-09
Student-Athletes	97.0%	97.8%	95.0%	96.0%	97.9%	97.7%
All Students	84.7%	82.9%	81.4%	82.0%	82.5%	82.3%

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. Absences can be self-reported to Athletics Academic Advisors, sport supervisors or the head coach.

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 most summer activities are voluntary, no suspensions may be served during voluntary summer workouts. Unexcused absence sanctions for missed summer classes may 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 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.”

The 2014-15 student handbook can be found at the following website:
http://www.nmnathletics.com/fls/26200/site_files/pdf/Student-Athlete-Handbook.pdf?DB_OEM_ID=26200

The University of Northern Iowa has a new “Class Attendance and Make-up Work” policy that affects student-athletes who must miss class due to travel for athletic competitions. The policy can be found at <https://www.uni.edu/policies/306> and is quoted here:

3.06 Class Attendance and Make-Up Work

Purpose:

It is the expressed focus of the University of Northern Iowa to further the educational development of each of its students. On occasion events will necessitate a student’s absence from class. This policy delineates the responsibilities of faculty members and students relating to class attendance and make-up work.

Definition:

The term “faculty member(s)” when used in this policy includes all regular, full-time faculty and all part-time course instructors, regardless of any other University employee classification which applies to the individual who teaches on a part-time basis.

Policy:

A. General Provisions

1. Faculty members who choose to have policies related to attendance and make-up work must distribute those policies by the end of the first week of instruction.
2. Students must adhere to each faculty member’s policies regarding attendance and make-up work.
3. Faculty members who require attendance at activities or events that may conflict with a student’s otherwise regularly scheduled classes are expected to be reasonable in setting these requirements. If a faculty member will require student attendance at an activity or event outside of the regularly scheduled class period, the affected students must be provided with written notice at least 10 university class days in advance of the event during the fall or spring semester and by the third day of the course for any summer term class. The faculty member must provide each student with a notice that can be given to the faculty member who instructs another course affected by the required attendance of the student. It is then the student’s obligation to notify the other faculty member. In the case of extracurricular activities, a semester-long schedule should be prepared and distributed to the participating students at the beginning of the semester. It is the student’s obligation to provide the schedule to his/her other faculty members. A student may not be penalized for missing a course activity which is outside of their regularly scheduled class time and conflicts with his/her other scheduled courses. If a faculty member has course activities which require attendance outside of scheduled class time, that faculty member must either provide the student an opportunity to make up the missed activity or event, or have in place a make-up policy that does not unjustly penalize a student for the missed activity or event.

B. Absences

Occasionally, students will have reasonable cause to miss class. In order for both faculty members and students to plan effectively for these absences, the following procedures have been developed. Faculty members are encouraged to take into account the reason for an absence and make appropriate accommodations. Students are still responsible for demonstrating achievement of course learning goals, even when absences are necessary or reasonable. In situations with many absences, it may be most appropriate for the student to withdraw and retake the course in a future semester.

1. In the case of mandatory excused absences, students must be allowed to make up missed work, complete an equivalent assignment, or the professor and the student may mutually agree to waive the assignment without penalty. Faculty members have the discretion to determine what constitutes an appropriate make up work assignment. Some course requirements may not require a make-up, such as in cases where the class work has a very minimal point value or where the course requirement of minimal point value is a part of a series of dropped assignments.
 - a. The following absences must be excused:
 - Required university related absences, including but not limited to athletic games/matches/meets or their equivalents,
 - Absences due to military duty or veteran status, including service-related medical appointments where failure to appear might result in a loss of benefits.
 - Absences because of pregnancy or childbirth for as long as the student’s doctor deems the absences medically necessary. When a student returns to school, she must be allowed to return to the same academic and extracurricular status as before her medical leave began.
 - Legally mandated absences such as jury duty or court subpoena.

b. Students participating in required university or legally mandated absences must inform each faculty member of their known and anticipated absences as far in advance as possible. Failure to inform faculty beforehand, when it is clearly possible to do so, may be treated as an unexcused absence.

c. Faculty are not required to offer make-up work for extra credit tasks or assignments.

2. Except as outlined in B1, faculty members have the discretion to determine the reasonableness of absences due to extenuating circumstances, either predetermined or unexpected. Such absences include but are not limited to: non-university sanctioned educationally appropriate events and activities (e.g. attendance at a professional conference, lecture on campus); illness; significant personal emergency; bereavement; obligatory religious observances, etc.

a. When an absence is deemed “reasonable”, the faculty member provides the student an opportunity to make up missed work, or has in place a make-up policy that does not unjustly penalize a student for the absence.

b. Remedies for missed work due to a “reasonable” absence include but are not limited to replacement assignments; policies which may allow students to drop a certain number of assignments or exams; policies which might average a score for a missed exam or account for it in other ways, etc.

c. In each of these remedies, a “reasonable” standard should apply. In determining whether a remedy is reasonable, consideration should be given to the published syllabus.

C. Make-up Work Grievances Arising from Absences

Should a faculty member refuse to allow a student to make up missed work, the faculty member’s decision can be appealed by the student using the grievance process outlined in Section 7 of 12.01 Student Academic Grievance Policy.

Faculty Senate, approved December 2, 2013

President’s Cabinet, approved March 3, 2014

President and Executive Management Team, approved March 4, 2014

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	2013-14	2012-13	2011-12	2010-11
Basketball, Men’s	16	9	10	13.5
Basketball, Women’s	12.5	10	6.5	12.5
Cross Country, Men’s	5	6.5	4	4.5
Cross Country, Women’s	5	6.5	4	5
Football	2.5	6	5	5
Golf, Men’s	17	16	15	16
Golf, Women’s	18	16	16	17.5
Soccer, Women’s	4.5	6.5	6	6.5
Softball	10.5	8.5	13	8.5
Swimming and Diving, Women’s	9.5	5.5	7	8
Tennis, Women’s	12.5	11	10.5	11
Track and Field, Men’s Indoor and Outdoor	16	10.5	13	11.5
Track and Field, Women’s Indoor and Outdoor	16	10.5	13	11.5
Volleyball	14	12	9	9.5
Wrestling	5	4.5	2.5	4

I continue to be concerned about the number of class days that are missed by several teams, including men’s and women’s golf, men’s basketball, and track and field. Missed class days will vary from year to year based on both non-conference and conference schedules. Coaches have no discretion on conference schedules. The IAAC monitors travel schedules for all teams, with a specific faculty member assigned to each team.

Demographic Characteristics of Student-Athletes

Racial/Ethnic Composition

	2013-14	2012-13	2011-12	2010-11
Minority Student-Athletes as a Percentage of Student-Athletes*	20%	18%	22%	21%
All Minority Students as a Percentage of All Students	8%	8%	7%	7%

*Includes only student-athletes receiving athletic financial aid.

Residency Composition

	2013-14	2012-13	2011-12	2010-11
Out-of-State Student-Athletes as a Percentage of Student-Athletes*	34%	32%	41%	44%
All Out-of-State Students as a Percentage of All Students	11%	10%	9%	9%

*Includes only student-athletes receiving athletic financial aid.

Academic Majors

	2013-14		2012-13		2011-12		2010-11	
	Student-Athletes**	Student Body	Student-Athletes**	Student Body	Student-Athletes**	Student Body	Student-Athletes**	Student Body
CBA	17.6%	19.3%	18.9%	19.1%	20.9%	19.1%	19.7%	20.4%
CHAS	29.4%	33.7%	29.0%	34.7%	30.5%	33.8%	25.1%	32.5%
COE	33.4%	21.1%	32.6%	20.5%	31.5%	20.8%	30.0%	20.9%
CSBS	9.9%	17.1%	12.9%	17.4%	12.9%	16.9%	11.4%	16.4%
UC***	9.4%	8.8%	6.6%	8.3%	4.2%	9.4%	13.8%	9.8%

**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 with members of the Girl Scouts as a part of the National Girls and Women in Sports Day, and the Honorary Sideline Coach Program.

2013-14 SAAC Co-Presidents Kayla McCormick (women's swimming and diving) and Adam McDonnell (men's track and field) have been recognized for their scholarship, leadership, and community service. Kayla received the 2014 Lux Service Award (<https://www.uni.edu/deanofstudents/luxrecipients>). Adam received the Missouri Valley Conference Dr. Charlotte West Award and the NCAA Postgraduate Scholarship Award. Details are previous cited in this report.

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 2013-14 academic year included Blue Zones, Character Counts, Girl Scouts, Hygiene Hijack, Mentors in Violence Prevention, National Walk to School Day, NCAA Step Up Program (bystander intervention), NCAA Student Athlete Leadership Forum, Panthers Against Bullying, Panther Reading Program, President's Homecoming Event, Pro-Joe Challenge Dodge ball Tournament, Relay for Life, Soles 4 Souls, Special Olympics, UNI Dance Marathon, and "You Can Play" Project (LGBT/diversity advocacy).

In the 2013-14 academic year, student-athletes performed 1,365.5 hours of community service. In previous years, student-athletes performed 1,289.5 (2012-13), 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 2014 President's Higher Education Community Service Honor Roll. Additional details can be found at <http://uni.edu/newsroom/uni-named-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 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 Russ Campbell collected all the information for the 2013-14 surveys. As the FAR, I read the 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. We plan to switch to an online survey for the 2014-15 academic year.

I have reviewed all of the 2013-14 surveys. The academic advisors received high marks. Some members of some teams requested more food, better uniforms, and better hotel accommodations when traveling. No student-athletes reported that athletics influenced their academic major. A few members of several teams rated their "understanding of and experience with compliance with" the 8- and 20-hour rules as "sometimes" or "rarely." I am not certain how to interpret their answers, but I will compare their responses to those for 2014-15, when our compliance team will meet with each team individually. For key questions such as whether student-athletes were able to participate in the full social life at UNI, 70 percent responded "almost always" or "sometimes," 83 percent responded that athletic administrators were "almost always" or "sometimes" accessible, and 100 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

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

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 2013-14: 4 graduate students in student affairs completed internships with Stacia Eggers/Kara Park, 4 undergraduate students worked with tutoring, Honorary Sideline Coach Program, new student orientation, and community service projects; the Athletic Department sponsors 7 graduate assistantships (for non student-athletes) and employs approximately 327 student workers (none are student-athletes), of whom about 50 are long-term employees (working 4-5 years for the Athletic Department while an undergraduate student)

Athletic Bands (Marching and Pep Bands) – 280 students participated in the 2013 Panther Marching Band; they represented approximately 47 different majors from all colleges; 120 students (total) participated in the two 2013-14 pep bands for men’s and women’s basketball; the Athletic Department funded two graduate assistantships (\$35,024 for the 2013-14 year) for the athletic bands (one of these was formerly funded by the Graduate College), \$15,500 in band scholarships (for the 2013-14 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; 100% of students have at least 3 clinical experiences on campus; strength of program is high level of hands-on experience afforded to undergraduates; for 2013-14 there are 67 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 Chicago Bears, Cleveland Indians, Denver Broncos, Detroit Lions, Mayo Clinic, New York Giants, Professional Baseball Athletic Trainer’s Society, 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; two current examples are a study of the relationship between exercise attire and personal perceptions such as self-esteem and body image and a study of the effect of distractions such as reading on perceived enjoyment and exercise intensity while working out on an elliptical exercise machine; 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, Infinity flooring, CoachMePlus, and Vitargo Global Sciences 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; 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 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, whereas UNI plays FCS-level football. Iowa is a member of the Big Ten Conference, and ISU is a member of the Big Twelve 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.

FY2013 EADA Data			
University	Revenues	Expenses	Student Fees (annual)
Bradley ⁺	\$13,646,628	\$13,646,628	no data
Drake ⁺	\$16,120,104	\$16,120,104	no data
Evansville ⁺	\$10,456,637	\$10,456,637	no data
Illinois State ^{+*}	\$19,567,197	\$19,567,197	\$8,830,465
Indiana State ^{+*}	\$11,685,797	\$11,685,797	\$7,271,934
Loyola ⁺	\$12,508,656	\$12,508,656	no data
Missouri State ^{+*}	\$15,126,504	\$15,126,504	\$0
North Dakota State [*]	\$18,861,510	\$18,702,969	\$1,062,557
South Dakota State [*]	\$13,027,700	\$13,027,700	\$2,288,528
Southern Illinois ^{+*}	\$21,221,264	\$21,221,264	\$9,019,671
U of Northern Iowa ^{+*}	\$14,623,381	\$14,487,768	\$1,468,392
U of South Dakota [*]	\$10,291,561	\$10,291,561	\$1,088,795
Western Illinois [*]	\$11,894,172	\$11,894,172	\$3,728,030
Wichita State ⁺	\$22,676,172	\$22,676,172	no data
Youngstown State [*]	\$13,632,988	\$13,632,988	\$0

FY2013 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 5th out of the 10 Missouri Valley Football Conference schools (in order of expenses: Southern Illinois, Illinois State, North Dakota State, Missouri State, UNI, Youngstown State, South Dakota State, Western Illinois, Indiana State, and South Dakota) and 6th out of the 10 Missouri Valley Conference schools (in order: Wichita State, Southern Illinois, Illinois State, Drake, Missouri State, UNI, Bradley, Loyola, 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.

Additional Information

At UNI, many student-athletes receive no athletic scholarship or only a partial scholarship. Student-athletes who do not receive any scholarship monies pay \$1,252,368 in tuition; student-athletes who receive only partial scholarships pay \$696,968 in tuition. Thus, student-athletes pay \$1,949,366 in tuition.

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.

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 (now Beth Discher), Assistant Athletic Director for Business
Forrest Dolgener, Chair and Professor, Physical Education
Stacia Eggers, Athletic Academic Advisor
Fabio Fontana, Assistant Professor, Physical Education
Mickey Mack, Professor, Physical Education
Kara Park (now Andrea Greve), Athletic Academic Advisor
Denise Parks (now Jill Bevard), Financial Aid
Colby Reinking, Admissions Counselor
Justin Schemmel, Director of Athletic Compliance
Dan Schofield, Admissions
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
Danielle Weide, Admissions Counselor
Juanita Wright (now Elizabeth Minard), Financial Aid

I distribute this report to the President, Provost, Vice President for Administration and Finance, and Athletic Director. I solicit input from the Intercollegiate Athletic Advisory Council, Compliance Council, and Faculty Senate.

February 11, 2015