

2014-15 Report of the Faculty Athletics Representative  
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## Executive Summary

- UNI self-reported 8 secondary violations and requested 20 waivers for student-athletes. All seem to have been handled appropriately.
- Adam Koch (men's basketball) received a \$7,500 NCAA Postgraduate Scholarship.
- Brooke Brown (women's basketball) received a \$5,000 Missouri Valley Conference Postgraduate Scholarship.
- The Spring 2015 and Fall 2014 GPA calculations show that student-athletes have equivalent or slightly higher GPAs than the overall student body. For Fall 2014, the student-athlete GPA was 3.09 compared to 3.02 for all students; for Spring 2015, the student-athlete GPA was 3.11 compared to 3.05 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 12<sup>th</sup> highest GPA among all Division-I women's basketball teams for the 2014-15 academic year.
- The Academic Progress Rates (APR) for all sports was 979, which is well above the NCAA minimum of 930 for 2014-15.
- The Federal Graduation Rates (FGR) for student-athletes of 68% is slightly higher than the overall UNI student body at 66%.
- 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. Last year I noted concerns about the men's basketball team, so I am pleased to see their 100% FGR for the current cohort.
- Women's basketball, soccer, 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: 4.8% for student-athletes and 15.1% 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.

## 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, 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

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

My last day in the FAR position was July 31, 2015.

## **Missouri Valley Conference Responsibilities**

I served on two Missouri Valley Conference (MVC) sub-committees during 2014-15: 1) Equity and Diversity and 2) Sportsmanship. Each met via conference call. The Equity and Diversity Committee met on October 1, 2014 and April 27, 2015; the Sportsmanship Committee met on October 6, 2014 and April 22, 2015 (Jean Berger represented me on the April conference call due to a scheduling conflict).

The Equity and Diversity Committee administers two \$1,000 diversity grants annually to support professional development of females and minorities. Recipients for 2014-15 were Brooke Buzard (Bradley Director of Marketing and Media) to attend a National Association of Collegiate Marketing Administrators (NACMA) conference and Stephanie Sledge (Drake Director of Student-Athlete Services) 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 Sarah Solinsky, Evansville's 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 every four years.

We reviewed data from the MVC Race and Gender Demographics Report, which will now be prepared annually (ad hoc in the past). We reviewed scholarship, recruiting, and operating expense ratios. We reviewed anti-violence initiatives, including the NCAA publication "Athletics Role in Support of Healthy and Safe Campuses" and the White House campaign "It's On Us." We discussed three potential emerging sports: sand volleyball, rugby, and triathlon. Missouri State is adding sand volleyball beginning in 2015-16.

The Sportsmanship Committee followed up on the men's and women's basketball coaches' recommendation to discontinue the pre-game handshake and replace it with video board messaging. In Spring 2014, the Conference office received complaints about "unsportslike" match behaviors in women's tennis. The staff discussed the situation with the appropriate athletic administrators at the schools involved. No further issues were observed by MVC staff at the individual championships in October 2014.

I attended the fall athletic administration meetings of the Missouri Valley Conference in St. Louis, Missouri, from October 26-28, 2014. The faculty athletics representatives reviewed the academic support staff survey discussed at the Spring 2014 meetings. We reviewed articles related to NCAA and national issues, including excerpts from the North Carolina academic misconduct investigation report. UNI's next FAR will be involved in ongoing discussions with other MVC FARs about the role of the FARs on campuses regarding compliance matters, specifically compliance education.

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.

Strategic planning consultant Ed Bond reported on the strategic planning survey sent to presidents, JC members, head coaches, and SAAC in October. Responses revealed that conference members are not in agreement about "who we are and what we aspire to be." There are more areas of agreement than disagreement, however, especially regarding the role of athletics on campus, the role of the Conference, and membership criteria. Top priorities are to secure new revenue, establish digital television production capabilities, and keep pace with peer conference on key matters such as the cost of attendance.

I did not attend the Missouri Valley Football Conference (MVFC) administrator meetings in St. Louis, Missouri, on February 12, 2015 due to a scheduling conflict. I have reviewed the minutes and spoken with Athletic Director Troy Dannen about the topics discussed at the meeting. The discussions focused on 1) a review of the MVFC mission and vision statements, 2) officiating, 3) national issues such as cost of attendance (COA) and concussion protocols, 4) ESPN television agreement, 5) scheduling, 6) compliance, 7) marketing, and 8) finances.

I attended the Missouri Valley Conference athletic administrator meetings in Kansas City, Missouri, from May 26-28, 2015. Faculty athletics representatives attended a presentation conducted by two NCAA staff members about academic misconduct. FARs discussed time demands on student-athletes with special attention to travel time, cost of attendance issues, and exit interviews. FARs plan to discuss exit interviews in greater detail at a future meeting.

The JC discussed MVC finances. The NCAA distributions from the men's basketball tournament have increased over the past few years due to the successes of MVC teams in the NCAA tournament, yet future distributions are projected to decline. Most MVC schools plan to provide cost of attendance (COA) scholarships to men's and women's basketball; some MVC schools may include additional sports. The JC approved the following vision statement: "The Missouri Valley Conference will be nationally recognized for excellence in basketball and for a culture that supports and enhances each member institution's pursuit of success for its athletics programs and student-athletes."

## Compliance Council

I chair the Athletic Department's Compliance Council.

The primary purpose of the UNI Athletic Compliance Council is to ensure that the University of Northern Iowa maintains institutional control of its athletics program. The Council is 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)

2014-15 membership is as follows:

Lisa Jepsen, Faculty Athletics Representative, Chair

Jean Berger, Deputy Athletic Director and Senior Woman Administrator

Jill Bevard, Clerk III, Financial Aid

Stacia Eggers, Assistant Athletic Director for Academic Services

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

Andrea Greve, Athletic Academic Advisor

Ben Messerli, Assistant Athletic Director for Compliance

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

Colby Reinking, Admissions Counselor

Justin Schemmel, Deputy Athletic Director for Internal Operations

Dan Schofield, Associate Director, Admissions

Diane Wallace, Assistant Registrar

Danielle Weide, Admissions Counselor

Stacia Eggers and Andrea Greve 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.

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

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

Elizabeth Minard and Jill Bevard 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, Colby Reinking, 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 NCAA 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 24, 2015. The accomplishments and action items from the retreat are as follows:

Follow-up from 2014 retreat:

*\*Justin Schemmel created a new form for all student-athletes to complete prior to dropping a class. The form is working well.*

*\*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 contacted LAC director Dr. Deedee Heistad to discuss offering an in-person LAC class available to all UNI students during the June or July sessions. A class was offered during June and was well received by the student-athletes who were enrolled.*

*\*Lisa Jepsen will discuss with the IAAC ways to improve the response rate to exit interviews. For 2014-15, we offered the exit interview online. The response rate was almost 40%, which is somewhat higher than in past years.*

*\*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 conveyed the need to have a backup person from the Registrar's Office, and a new person will begin cross-training in August or September 2015.*

*\*Jean Berger will continue to track problems with the Student Information System (SIS). Jean continues to do so.*

Action Items/Updates from 2015 retreat:

*\*Lisa Jepsen will follow up with Dr. Deedee Heistad to see if the same LAC class could be offered in the June 2015 session.*

*\*UNI's next FAR can work with the IAAC to see if the current procedures for student-athlete exit interviews are sufficient. They might consider shortening the survey, which may improve the response rate. The next FAR will be involved in ongoing discussions of exit interviews with other MVC FARs.*

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



\*Compliance has invested Jump Forward, a new software program to automate forms, improve efficiency, enhance communication, reduce paperwork, organize recruiting data, and provide a centralized database of student-athlete records.

\*Compliance staff held about 75 educational sessions in 2014-15, including many meetings focused on individual teams. The response was very positive, and the staff plans to expand educational sessions in 2015-16.

## **Intercollegiate Athletic Advisory Council**

I chaired the University's Intercollegiate Athletic Advisory Council (IAAC), often call an "Athletics Board" at other institutions, for the 2014-15 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, (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 2014-15 membership of the IAAC was as follows:

<b>Voting Representation</b>	<b>Name</b>	<b>Title/Organization</b>	<b>E-mail</b>	<b>Term</b>
<i>Administrative</i>	Joel Haack (fall) John Fritch (spr)	Dean, College of Humanities, Arts & Sciences	<b>haack@cns.uni.edu</b> <b>john.fritch@uni.edu</b>	June '12-May '15
<i>College of Education</i>	Tim Gilson	Assoc Professor, Educ Leadership & Postsecondary Educ	<b>tim.gilson@uni.edu</b>	June '13-May '16
<i>College of Business Administration</i>	Rex Karsten	Professor, Management	<b>rex.karsten@uni.edu</b>	June '14-May '17
<i>College of Humanities &amp; Arts &amp; Sciences</i>	Elizabeth Sutton	Assoc Professor, Art	<b>elizabeth.sutton@uni.edu</b>	June '14-May '17
<i>College of Humanities, Arts &amp; Sciences</i>	Ronnie Bankston	Assoc Professor, Communication Studies	<b>ronnie.bankston@uni.edu</b>	June '13-May '16
<i>College of Social and Behavioral Sciences</i>	Elaine Eshbaugh	Assoc Professor, Gerontology	<b>elaine.eshbaugh@uni.edu</b>	June '14-May '17
<i>Faculty Senate</i>	Kevin Finn	Assoc Professor, Phys Ed	<b>kevin.finn@uni.edu</b>	June '14-May '15
<i>Non-Voting Faculty</i>	William Koch	Instructor, Languages & Literatures	<b>william.koch@uni.edu</b>	June '13-May '16
<i>Professional &amp; Scientific</i>	Lisa Krausman	Admin. Dietician/Purchasing Mgr, Residence Administration	<b>lisa.krausman@uni.edu</b>	June '12-May '15
<i>Student</i>	Carl Reitz	Northern Iowa Student Government (NISG)	<b>reitzc@uni.edu</b>	June '14-May '15
<i>Student</i>	Brook Brown Max Martino	SAAC	<b>brownbaf@uni.edu</b> <b>martinom@uni.edu</b>	June '14-May '15
<b>Non-Voting Rep</b>	<b>Name</b>	<b>Title/Organization</b>	<b>E-mail</b>	<b>Term</b>
<i>Faculty</i>	Lisa Jepsen	Faculty Athletics Representative	<b>lisa.jepsen@uni.edu</b>	July '11-June '16
<i>Community</i>	TBD	Community Representative		June '12-May '15
<i>University Relations</i>	Jess Betts	Marketing Specialist	<b>jess.betts@uni.edu</b>	
<i>Ex-officio</i>	Troy Dannen	Athletic Director	<b>troy.dannen@uni.edu</b>	
	Jean Berger	Deputy Athletic Director/SWA	<b>jean.berger@uni.edu</b>	
	Justin Schemmel	Deputy AD for Internal Operations	<b>justin.schemmel@uni.edu</b>	
	Ben Messerli	Assistant AD for Compliance	<b>ben.messerli@uni.edu</b>	
	Stacia Eggers	Assistant AD for Academic Serv	<b>stacia.eggers@uni.edu</b>	
	Andrea Greve	Athletics Academic Advisor	<b>andrea.greve@uni.edu</b>	
	Diane Wallace	Registrar's Office	<b>diane.wallace@uni.edu</b>	

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 Kevin Finn as its 2014-15 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 2014-15 year, the committee moved the student-athlete exit interviews online. I thank Prof. Rex Karsten for his time in this endeavor. Ben Messerli explained the monthly educational compliance sessions for each team, Steve Schofield discussed marketing for athletics, and Kerry Dickerson discussed the Panther Scholarship Club. We received updates about the TIER efficiency study as they related to athletics, reviewed the academic majors of all student-athletes to investigate whether UNI student-athletes tend to cluster in a few majors (UNI student-athletes are broadly distributed across all majors with the exception of a few majors related to physical education and fitness; details provided on p.27), heard about a potential partnership between the Athletic Academic Advisors, the Academic Learning Center, and Tim Kidd, Chair of Faculty Senate to investigate standardizing academic tutor applications and training across campus, and learned about a new partnership between the Athletic Department and ESPN3 – the Athletic Department will be producing competitions for tv and streaming. The Athletic Department will pursue working with the Department of Communication Studies to involve UNI students in these productions.

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

UNI self reported eight violations from July 1, 2015 through June 30, 2015. Four different sports and a variety of student-athletes, coaches (head, assistant, and volunteer), University staff, and Athletic Department administrators were involved.

Most of the violations were very minor, including offenses such as exceeding one practice time by 15 minutes, an employee tweeting on social media about a prospective student-athlete, and a student-athlete's family receiving two tickets they should not have. The most common penalty was a letter of admonishment and enhanced rules education.

One violation involved a student-athlete who enrolled as a non-degree seeking graduate student, which is a common practice for UNI graduate students. The NCAA does not allow non-degree seeking student-athletes to practice. Our Compliance Council has discussed that student-athletes cannot register as non-degree seeking graduate students.

I signed 20 waivers prepared by the Director of Compliance; 19 were granted, and one was denied. Of those granted, five were related to medical conditions and/or injuries, two involved allowing coaches to support charity fundraisers at area high schools, eight involved requests for graduate students to practice with a team, and four involved academic requests – three for high-GPA student-athletes and one for a student-athlete with less than one semester remaining until

graduation. All waivers contained appropriate supporting documentation. I see no patterns in the waivers that concern me.

## **Other Duties**

During the 2014-15 academic year, I participated in the following activities as FAR:

- \*Interviewed candidates for the position of Athletic Academic Advisor to replace Kara Park (September 2014)
- \*Served on Provost's Committee for Competitive Scholarship Mentoring
- \*Provided to Athletic Department and coaches a list of faculty members who have volunteered to speak to potential incoming students
- \*Served on UNI Athletic Hall of Fame selection committee (attended individual athletes' ceremony October 31, 2014; wrestling team ceremony January 4, 2015; and selection meeting February 25, 2015)
- \*Represented athletics on TIER Sounding Board committee
- \*Administered NCAA coaching exam (June 25, June 30, July 23, July 30, November 7, 2014; January 27, May 19, May 20, June 8, June 16, July 28, 2015)
- \*Spoke to softball team (August 25, 2014) and women's basketball team (August 27, 2014) during fall team meetings
- \*Attended Athletics Department all-staff fall meeting (August 26, 2014)
- \*Attended Welcome Back Picnic for all student-athletes (September 7, 2014)
- \*Met with AD Troy Dannen and SWA Jean Berger to discuss results of 2013-14 student-athlete exit interviews (October 1, 2014)
- \*Traveled with football team to Southern Illinois University (November 14-15, 2015); invited and accompanied by Dr. Tim Kidd, Chair of Faculty Senate
- \*Traveled with men's basketball team to Drake University (January 9-10, 2015)
- \*Attended Women at Play scholarship fundraiser (January 23, 2015)
- \*Attended women's volleyball end-of-year banquet (February 8, 2015)
- \*Attended men's basketball end-of-year banquet (April 18, 2015)
- \*Attended Rally in the Valley scholarship fundraiser (April 25, 2015)
- \*Administered NCAA Goals survey to women's swimming and diving team (April 16, 2015) and men's outdoor track and field teams (April 14, 2015)
- \*Administered UNI Student Satisfaction survey to women's soccer team (April 14, 2015)
- \*Represented UNI at the Missouri Valley Hall of Fame induction ceremonies and other MVC events at the men's basketball tournament (March 4-8, 2015)
- \*Traveled to Missouri Valley Conference championship tournament in St. Louis, Missouri, for men's basketball (March 4-8, 2015)
- \*Traveled to Missouri Valley Conference championship tournament in St. Charles, Missouri, for women's basketball (March 12-14, 2015)

## **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 Andrea Greve 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 Brooke Brown (basketball), Jake Farley (football), Adam Koch (basketball), Max Martino (basketball), and Holly Salzbrenner (outdoor track & field) for NCAA Postgraduate Scholarships. Adam Koch received the \$7,500 award for men's basketball. Adam is currently enrolled in dental school at Creighton University.

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

[http://unipanthers.com/news/2015/7/29/MBB\\_0729155257.aspx?path=mbball](http://unipanthers.com/news/2015/7/29/MBB_0729155257.aspx?path=mbball)

We nominated Brooke Brown and Max Martino for the Missouri Valley Conference Postgraduate Scholarships. Brooke won the \$5,000 scholarship. Brooke will enroll in dental school at the University of Iowa this fall. We nominated Brooke Brown and Max Martino for the Dr. Charlotte West leadership award administered through the Missouri Valley Conference.

Information about the Missouri Valley Conference Postgraduate Scholarship and the lists of winners can be found at the following website:

<http://www.mvc-sports.com/awards/excellenceaward/#.VbILmc4cOfQ>

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 Brooke's MVC Postgraduate Scholarship can be found at the following website:

[http://unipanthers.com/news/2015/7/29/WBB\\_0729155643.aspx](http://unipanthers.com/news/2015/7/29/WBB_0729155643.aspx)

Four teams earned national academic honors based on their team GPAs. Women's basketball earned a Women's Basketball Coaches Association Academic Team Top 25 Honor Roll Award with a 3.52 team GPA: [http://unipanthers.com/news/2015/7/15/WBB\\_0715152842.aspx](http://unipanthers.com/news/2015/7/15/WBB_0715152842.aspx).

Women's swimming and diving earned a College Swimming Coaches Association of America's Scholar All-America team with a 3.48 team GPA:

[http://unipanthers.com/news/2015/7/7/WSWIM\\_0707153657.aspx](http://unipanthers.com/news/2015/7/7/WSWIM_0707153657.aspx).

Women's volleyball earned an American Volleyball Coaches Association Team Academic Award with a 3.39 team GPA: [http://unipanthers.com/news/2015/7/29/WVB\\_0729154926.aspx](http://unipanthers.com/news/2015/7/29/WVB_0729154926.aspx).

Men's basketball earned a National Association of Basketball Coaches Team Academic Excellence Award with an average GPA exceeding 3.0 based on all team members who competed during the season: [http://unipanthers.com/news/2015/7/28/MBB\\_0728154519.aspx](http://unipanthers.com/news/2015/7/28/MBB_0728154519.aspx)

For the 2014-15 academic year, 13 student-athletes participated in the University Honors Program. Student-athletes in men's basketball, football, men's golf, women's soccer, women's swimming and diving, and men's and women's track and field 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 2015</b>	<b>Fall 2014</b>
Basketball, Men's (BBM)	3.01	3.07
Basketball, Women's (BBW)	3.61	3.47
Cross Country, Men's (XCM)	3.26	3.11
Cross Country, Women's (XCW)	3.68	3.61
Football (FB)	2.80	2.77
Golf, Men's (GM)	2.92	3.05
Golf, Women's (GW)	3.23	3.10
Soccer, Women's (Soc)	3.26	3.19
Softball (SB)	3.24	3.34
Swimming and Diving, Women's (Swim)	3.41	3.45
Tennis, Women's (Ten)	3.29	2.83
Track and Field, Men's (TFM)	3.06	3.08
Track and Field, Women's (TFW)	3.51	3.41
Volleyball (VB)	3.29	3.32
Wrestling (W)	2.90	2.90
All Student-Athletes	3.11	3.09
All Male Student-Athletes	2.89	2.89
All Female Student-Athletes	3.38	3.33
All Minority Student-Athletes	2.82	2.76
All Minority Male Student-Athletes	2.67	2.63
All Minority Female Student-Athletes	3.22	3.16
All International Student-Athletes	3.44	3.26
All UNI Students	3.05	3.02
All UNI Male Students	2.88	2.83
All UNI Female Students	3.19	3.16
All UNI Minority Students	2.78	2.74
All UNI Minority Male Students	2.65	2.61
All UNI Minority Female Students	2.89	2.85
All International Students	2.79	2.69

### Historical Team GPAs (By Semester)

Team	S14	F13	S13	F12	S12	F11	S11	F10	S10	F09
BBM	3.21	3.06	2.69	3.09	2.78	2.98	3.21	3.23	2.80	2.99
BBW	3.56	3.57	3.51	3.59	3.27	3.53	3.36	3.30	3.48	3.43
XCM	3.01	2.90	3.11	3.47	3.42	3.36	3.23	3.30	3.21	3.02
XCW	3.36	3.28	3.52	3.30	3.40	3.37	3.54	3.38	3.26	3.30
FB	2.78	2.72	2.60	2.58	2.57	2.59	2.77	2.70	2.74	2.55
GM	2.97	2.97	2.98	2.92	3.13	3.01	3.19	3.05	2.89	2.90
GW	3.27	2.92	3.11	3.06	3.26	3.40	3.22	3.34	3.46	3.44
Soc	3.17	3.16	3.27	3.12	3.25	3.34	3.20	3.26	3.24	3.16
SB	3.32	3.22	3.25	3.32	3.41	3.42	3.25	3.28	3.30	3.31
Swim	3.47	3.33	3.56	3.43	3.30	3.32	3.34	3.43	3.31	3.38
Ten	2.96	2.95	3.44	3.24	3.66	3.56	3.36	3.49	3.45	3.49
TFM	2.91	2.90	2.94	3.00	3.14	3.01	3.08	3.07	2.89	2.84
TFW	3.27	3.24	3.29	3.25	3.27	3.24	3.48	3.31	3.37	3.23
VB	3.38	3.40	3.56	3.52	3.59	3.49	3.26	3.23	3.28	3.25
W	2.59	2.75	2.84	2.66	2.53	2.70	2.57	2.51	2.60	2.60
All UNI Students	3.04	3.00	3.05	3.06	3.00	2.99	3.00	2.98	3.02	2.97

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

2014-15	2013-14	2012-13	2011-12	2010-11	2009-10	2008-09	2007-08	2006-07
12 <sup>th</sup>	7 <sup>th</sup>	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>2013-2014 (N)</b>
Basketball, Men's	995 (51)	1000 (13)
Basketball, Women's	987 (59)	1000 (14)
Cross Country, Men's	971 (26)	938 (8)
Cross Country, Women's	1000 (34)	1000 (8)
Football	962 (315)	962 (81)
Golf, Men's	1000 (17)	1000 (3)
Golf, Women's	1000 (39)	1000 (9)
Soccer, Women's	993 (105)	974 (31)
Softball	992 (70)	984 (17)
Swimming and Diving, Women's	991 (87)	1000 (23)
Tennis, Women's	945 (30)	923 (7)
Track and Field, Men's Indoor	986 (126)	978 (36)
Track and Field, Men's Outdoor	985 (122)	979 (37)
Track and Field, Women's Indoor	979 (108)	982 (28)
Track and Field, Women's Outdoor	986 (107)	982 (28)
Volleyball	1000 (55)	1000 (14)
Wrestling	974 (99)	991 (27)
All Teams	978(1450)	979(384)

\*The multiyear average includes the following years: 2010-11, 2011-12, 2012-13, and 2013-14.

The 2012-13 minimum APR was 925. The minimum APR increased 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 2013-14, UNI's women's cross country, women's golf, women's volleyball, men's basketball, and men's golf teams were honored with this award.

All UNI teams exceeded the current 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 2013-14 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	945	955	967	958	964	947	984	995	942
BBW	990	995	996	970	1000	971	957	975	987	969
XCM	965	993	957	983	1000	NA	988	962	971	1000
XCW	993	976	995	992	1000	983	962	1000	1000	995
GM	971	967	1000	NA	987	986	965	990	1000	983
GW	1000	980	1000	986	1000	975	985	1000	1000	1000
Soc	NA	989	992	976	995	976	NA	976	993	NA
SB	986	996	991	972	1000	990	1000	984	992	993
Swim	NA	NA	994	NA	NA	985	977	1000	991	NA
Ten	1000	1000	992	NA	NA	NA	992	1000	945	976
TFMI	NA	980	971	950	1000	NA	978	NA	986	975
TFMO	965	981	980	957	1000	NA	980	NA	985	971
TFWI	993	957	987	978	1000	969	980	NA	979	976
TFWO	993	962	994	986	1000	974	984	NA	986	977
VB	984	1000	986	988	1000	995	990	983	1000	1000

### Multiyear 2013-14 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	972	945	939	953	955	944	962	949	947	943

### Multiyear 2013-14 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	947	971	972	945	970	979	935	986	974

### 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 2015 that include the graduation rates for the freshman cohort class of 2008-09. The most recent FGR allows those freshmen six years by which to graduate (through August 2014). Thus, the most recent FGR four-year rolling average includes the freshmen classes of 2005-06, 2006-07, 2007-08, and 2008-09. Like the APRs, FGRs include student-athletes who receive athletic financial aid (walk-ons are not included).

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

	<b>2008-09</b>	<b>2007-08</b>	<b>2006-07</b>	<b>2005-06</b>
<b>Four-Year Averages</b>				
Student-Athletes	68%	67%	70%	73%
Student Body	66%	67%	67%	67%
<b>Individual Years by Gender and Ethnicity</b>				
All Student-Athletes	74%	63%	61%	73%
All Male Student-Athletes	61%	43%	53%	65%
All Female Student-Athletes	86%	84%	71%	82%
All Minority Student-Athletes	56%	25%	55%	40%
All Non-Minority Student-Athletes	79%	71%	68%	76%
All UNI Students	64%	66%	66%	67%
All UNI Male Students	61%	63%	59%	64%
All UNI Female Students	65%	69%	71%	69%
All UNI Minority Students	50%	42%	45%	47%
All UNI Non-Minority Students	65%	67%	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 about 10 students. The average cohort size of the overall student body for minorities is about 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	08-09 Cohort	07-08 Cohort	06-07 Cohort	05-06 Cohort	04-05 Cohort
Basketball, Men's	62%	42%	54%	45%	45%
Basketball, Women's	88%	80%	77%	71%	83%
Football	64%	64%	67%	67%	62%
Golf, Men's	50%	67%	80%	75%	75%
Golf, Women's	64%	55%	55%	78%	71%
Soccer, Women's	88%	87%	84%	81%	64%
Softball	74%	71%	70%	67%	67%
Swimming and Diving, Women's	83%	82%	80%	81%	62%
Tennis, Women's	67%	67%	100%	100%	80%
Track & Field and Cross Country, Men's	63%	63%	68%	71%	55%
Track & Field and Cross Country, Women's	81%	86%	80%	83%	74%
Volleyball	90%	100%	91%	100%	100%
Wrestling	41%	46%	65%	65%	73%
Overall	68%	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	08-09 Cohort	07-08 Cohort	06-07 Cohort	05-06 Cohort	04-05 Cohort
Basketball, Men's	75%	60%	73%	63%	75%
Basketball, Women's	94%	93%	92%	92%	100%
Football	69%	72%	76%	77%	69%
Golf, Men's	100%	100%	100%	100%	100%
Golf, Women's	100%	100%	100%	100%	100%
Soccer, Women's	100%	100%	94%	94%	94%
Softball	95%	100%	100%	89%	83%
Swimming and Diving, Women's	95%	90%	85%	82%	73%
Tennis, Women's	100%	100%	100%	100%	100%
Track & Field and Cross Country, Men's	66%	70%	68%	73%	71%
Track & Field and Cross Country, Women's	92%	96%	93%	96%	95%
Volleyball	100%	100%	100%	100%	100%
Wrestling	52%	55%	74%	71%	79%
Overall	80%	82%	84%	83%	81%

### FGRs by Team, Single-Year Freshmen Cohorts

Team	08-09	07-08	06-07	05-06	04-05
Basketball, Men's	100%	33%	60%	50%	0%
Basketball, Women's	100%	100%	100%	33%	50%
Football	56%	61%	60%	78%	56%
Golf, Men's	NA	0%	100%	NA	NA
Golf, Women's	67%	100%	25%	100%	33%
Soccer, Women's	100%	87%	83%	83%	100%
Softball	67%	100%	67%	83%	50%
Swimming and Diving, Women's	67%	86%	67%	100%	50%
Tennis, Women's	100%	0%	100%	100%	100%
Track & Field and Cross Country, Men's	71%	33%	50%	75%	100%
Track & Field and Cross Country, Women's	89%	83%	50%	80%	100%
Volleyball	100%	100%	80%	100%	NA
Wrestling	43%	14%	67%	43%	75%
Overall	68%	63%	61%	71%	66%

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

Team	08-09	07-08	06-07	05-06	04-05
Basketball, Men's	100%	33%	67%	33%	0%
Basketball, Women's	100%	83%	100%	50%	50%
Football	54%	52%	45%	76%	64%
Golf, Men's	NA	0%	50%	NA	100%
Golf, Women's	75%	100%	25%	100%	NA
Soccer, Women's	100%	87%	83%	88%	100%
Softball	67%	100%	71%	88%	67%
Swimming and Diving, Women's	67%	86%	57%	100%	33%
Tennis, Women's	100%	33%	100%	100%	100%
Track & Field and Cross Country, Men's	55%	60%	40%	75%	100%
Track & Field and Cross Country, Women's	80%	87%	50%	80%	100%
Volleyball	100%	100%	80%	100%	NA
Wrestling	43%	20%	67%	38%	60%
Overall	68%	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 provide this information to the next FAR who can 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 (MVFC). [Note that 2014-15 FGRs for MVC, MVFC, and MAC teams were not yet publicly available on the NCAA website when I updated this section, so these tables are the same ones I reported last year.]

**FGRs for Missouri Valley Conference Teams (2007-08 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 2014	13	272	1,797	4.8%	15.1%
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
2014-15	13	7	3	Football, Track & Field (men's)
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%

Note: 2014-15 retention data will be available in September of 2015.

## 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](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**

<b>Team</b>	<b>2014-15</b>	<b>2013-14</b>	<b>2012-13</b>	<b>2011-12</b>	<b>2010-11</b>
Basketball, Men’s	10	16	9	10	13.5
Basketball, Women’s	12.5	12.5	10	6.5	12.5
Cross Country, Men’s	6	5	6.5	4	4.5
Cross Country, Women’s	6	5	6.5	4	5
Football	5.5	2.5	6	5	5
Golf, Men’s	14	17	16	15	16
Golf, Women’s	17	18	16	16	17.5
Soccer, Women’s	7	4.5	6.5	6	6.5
Softball	9	10.5	8.5	13	8.5
Swimming and Diving, Women’s	9.5	9.5	5.5	7	8
Tennis, Women’s	8.5	12.5	11	10.5	11
Track & Field, Men’s Indoor and Outdoor	16	16	10.5	13	11.5
Track & Field, Women’s Indoor and Outdoor	16	16	10.5	13	11.5
Volleyball	12	14	12	9	9.5
Wrestling	4.5	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 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

	2014-15	2013-14	2012-13	2011-12	2010-11
Minority Student-Athletes as a Percentage of Student-Athletes*	24%	20%	18%	22%	21%
All Minority Students as a Percentage of All Students	9%	8%	8%	7%	7%

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

### Residency Composition

	2014-15	2013-14	2012-13	2011-12	2010-11
Out-of-State Student-Athletes as a Percentage of Student-Athletes*	40%	34%	32%	41%	44%
All Out-of-State Students as a Percentage of All Students	12%	11%	10%	9%	9%

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

### Academic Majors

	2014-15		2013-14		2012-13	
	Student-Athletes**	Student Body	Student-Athletes**	Student Body	Student-Athletes**	Student Body
CBA	17.7%	19.0%	17.6%	19.3%	18.9%	19.1%
CHAS	28.7%	33.5%	29.4%	33.7%	29.0%	34.7%
COE	34.0%	21.3%	33.4%	21.1%	32.6%	20.5%
CSBS	13.0%	16.6%	9.9%	17.1%	12.9%	17.4%
UC***	6.6%	9.6%	9.4%	8.8%	6.6%	8.3%

\*\*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 organized a variety of events in 2014-15, 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, Hygiene Hijack, Hy-Vee fitness camp at Lowell Elementary School, children's hospital toy drive, and the Honorary Sideline Coach Program.

2014-15 SAAC Co-Presidents Brooke Brown (women's basketball) and Max Martino (men's basketball) have been recognized for their scholarship, leadership, and community service. Brooke received a Missouri Valley Conference 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 2014-15 academic year included a Boys & Girls Club mentoring night, career night, children's hospital toy drive, Dance Marathon, Family Reading Night, Hygiene Hijack, Hy-Vee Fitness Camp at Lowell Elementary School, Panther Reading Program, Pro-Joe Challenge Dodge Ball Tournament, Relay for Life, and Special Olympics.

In the 2014-15 academic year, student-athletes performed over 1,500 hours of community service (an exact count was not available at the time of this report). In previous years, student-

athletes performed 1,365.5 hours (2013-14), 1,289.5 hours (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 year the Intercollegiate Athletics Advisory Council (IAAC) moved the exit interview to an online format. I receive the names of all student-athletes who are no longer participating in their respective sports and send them an email with a link to the survey. The student-athletes could be leaving their teams 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.

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 identities of the student-athletes 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. For the 2014-15 academic year, the first year using the online format, the response rate was almost 40%.

I have reviewed all of the 2014-15 surveys. Unfortunately, we are missing representation from a few teams. Further, some teams have only one or two student-athletes eligible to participate in the survey, so I am cautious about drawing team-specific conclusions.

For key questions such as whether student-athletes were able to participate in the full social life at UNI, 67 percent responded "almost always" or "sometimes," 90 percent responded that athletic administrators were "almost always" or "sometimes" accessible, and 81 percent responded that athletic administrators supported their team "almost always" or "sometimes."

The academic advisors received high marks. I am encouraged that 95% percent of student-athletes responded that they had "enough time to study." I was a bit surprised that one-third of the respondents said that their participation in athletics affected their choice of major because

this percentage is higher percent than in past years. The students were members of many different teams. I encourage the next FAR to monitor the results of this question.

For questions concerning behavioral issues such as hazing or substance abuse, 100% reported that hazing was “never” or “infrequently” a problem, 95% reported that the use of banned substances was “never” or “infrequently” a problem, 57% reported that alcohol was “never” or “infrequently” a problem, and 90% reported that drug use was “never” or “infrequently” a problem. The survey does not identify whether students are answering for themselves individually or for student-athletes as a whole.

As I mentioned last year, I think the questions about specific compliance rules such as the 20-hour per week practice rule need to be rewritten. One student-athlete mentioned confusion in interpreting these questions. I am more comfortable analyzing the question that asks “did you have an adequate understanding of NCAA rules,” to which 100% of the student-athletes answered yes. This year members of the compliance staff met individually with each team. The results of these meetings, as evaluated by the student-athletes, are quite encouraging, as 90% reported that the rules education meetings were “effective” or “somewhat effective.”

I encourage the next FAR to work with athletic administrators to consider shortening the exit interview survey, as I think participation rates would increase with a shorter survey.

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/Recruiting Impact of Athletics**

Admissions – the Athletic Department provided about 500 tickets to home football games for campus visitors who attended a Panther Open House; head men’s basketball coach Ben Jacobson gave a welcoming address as several open houses

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 2014-15: 4 graduate students in student affairs completed internships with Stacia Eggers/Andrea Greve, 4 undergraduate students worked with tutoring, Honorary Sideline Coach Program, new student orientation, and community service projects; the Athletic Department sponsors 5 graduate assistantships (for non student-athletes) and employs approximately 300 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) – 330 students participated in the 2014 Panther Marching Band; they represented approximately 49 different majors from all colleges; 120 students (total) participated in the two 2014-15 pep bands for men’s and women’s basketball; the Athletic Department funded two graduate assistantships (\$34,288 for the 2014-15 year) for the athletic bands (one of these was formerly funded by the Graduate College), \$20,000 in band scholarships (for the 2014-15 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; the Athletic Department supported “Band Day” at a November football game by providing over 300 tickets to high school students to perform with the Panther Marching Band; Prof. Danny Galyen called the event “one of our most significant recruiting events”

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 2014-15 there are 60 undergraduate, 9 master’s, and 4 doctoral student in this department; approximately 50% of faculty research in this department includes 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; these activities range from strength and conditioning and performance to administrative experiences; 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) – 18 graduate students pursuing work to be strength and conditioning professionals; 13 undergraduate



students attending strength and conditioning meetings, volunteering, and pursuing work to be strength and conditioning professionals; 21 internships; 2 strength and conditioning conferences held at UNI

## References

I consulted with the following people in producing this report:

Jean Berger, Deputy Athletic Director and Senior Woman Administrator  
Jill Bevard, Clerk III, Financial Aid  
Don Bishop, Head Athletic Trainer  
Troy Dannen, Athletic Director  
Stacia Eggers, Assistant Athletic Director for Academic Services  
Fabio Fontana, Associate Professor, Physical Education  
Danny Galyen, Associate Professor, School of Music  
Andrea Greve, Athletic Academic Advisor  
Robin Lund, Chair and Associate Professor, Physical Education  
Mickey Mack, Professor, Physical Education  
Ben Messerli, Assistant Athletic Director for Compliance  
Elizabeth Minard, Assistant Director of Gift Aid & Multicultural Relations, Financial Aid  
Jessica Moon, Director, University Honor's Program  
Colby Reinking, Admissions Counselor  
Justin Schemmel, Deputy Athletic Director for Internal Operations  
Dan Schofield, Associate Director, 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, Assistant Registrar  
Danielle Weide, Admissions Counselor

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, Athletic Compliance Council, and Faculty Senate.

August 30, 2015