

2016-2017 Report of the Faculty Athletics Representative
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Faculty Athletics Representative Role

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 Council.
2. The FAR chairs 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.
6. 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.
7. The FAR serves on committees that hire head coaches and senior athletic administrators.
8. The FAR serves on MVC committees, occasionally as chair. The FAR casts the institutional vote on all matters.
9. 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

Missouri Valley Conference Responsibilities

I served on two Missouri Valley Conference (MVC) sub-committees during 2016-2017: 1) Equity and Diversity; and 2) Conference Relations.

I attended the fall athletic administration meetings of the Missouri Valley Conference in St. Louis, Missouri, in October, 2016, with AD David Harris and SWA Christina Roybal. I also attended the Missouri Valley Football Conference (MVFC) administrator meetings in Chicago, in February, with head football coach Mark Farley and David Harris. In May, I attended the Missouri Valley Conference athletic administrator meetings in Chesterfield, MO, with David Harris and Christina Roybal.

Topics discussed by FARs at these MVC and MVFC meetings included:

- Academic ethics/integrity
- NCAA graduate transfer rule

- Exit survey procedures
- Annual student-athlete surveys
- Administering compliance exams to coaches
- Communicating with student-athletes about the role of the FAR
- FAR travel budgets
- Presenting annual reports to faculty senate and other parties on campus
- Structure of athletics-related committees on campus
- Working with faculty to resolve conflicts
- Making various parties on campus aware of policies regarding student-athletes
- Nominating student-athletes for scholarships
- Voting and choosing MVC scholarship recipients
- Time management/scheduling policies for student-athletes

Compliance Council

The primary purpose of the UNI Athletic Compliance Council (chaired by the FAR) 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

2016-2017 membership was as follows:

Elaine Eshbaugh, Faculty Athletics Representative, Chair

Tim Bakula, Interim Director, Financial Aid

Jill Bevard, Clerk III, Financial Aid

Stacia Eggers, Associate Athletic Director for Student Services

Curt Nielsen, Representative from Intercollegiate Athletic Advisory Council (IAAC)

Andrea Greve, Athletic Academic Advisor & Life Skills Coordinator

Ben Messerli, Assistant Athletic Director for Compliance

Colby Reinking, Admissions Counselor

Christina Roybal, Senior Woman Administrator

Dan Schofield, Associate Director, Admissions

Heather Soesbe, Associate Director, Financial Aid

Jadyn Spencer, Athletic Academic Advisor

Diane Wallace, Assistant Registrar

Danielle Weide, Admissions Counselor

Stacia Eggers, Andrea Greve, and Jadyn Spencer 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. Curt Nielsen, faculty in the College of Education, is the liaison between the Compliance Council and the IAAC.

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

Tim Bakula, Heather Soesbe, 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 also serve on the financial aid appeals committee.

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 prospective 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.

Intercollegiate Athletic Advisory Council

The FAR chairs the University's Intercollegiate Athletic Advisory Council (IAAC), often called an "Athletics Board" or "Athletics Council" at other institutions.

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>

IAAC membership for the previous year was as follows:

Voting Representation	Name	Organization	Term
<i>Administrative</i>	John Fritch	CHAS	June 2015-May 2018
<i>Faculty</i>			
	Curt Nielsen	COE	June 2016-May 2019
	David Surdam	CBA	June 2014-May 2017
	Elizabeth Sutton	CHAS	June 2014-May 2017
	Eugene Wallingford	CHAS	June 2016-May 2019
	Seth Brown	CSBS	June 2015-May 2018
<i>Faculty Senate</i>	Russ Campbell	University Faculty Senate	June 2016-May 2017
<i>Professional & Scientific</i>	Lisa Krausman	Admin Dietician/Purchasing	June 2015-May 2018
<i>Student</i>	Danielle Massey	NISG	June 2016-May 2017
	Sydney Wolfe	SAAC	June 2016-May 2017
	Jamison Whiting	SAAC	June 2016-May 2017
<i>Non-Voting</i>			
	Elaine Eshbaugh	FAR (CSBS)	Committee Chair
	Bob Lee	Community	June 2015-May 2018
	William Koch	Instructor, CHAS	June 2016-May 2019
	Jess Betts	Marketing specialist	
	David Harris	Athletic Director	
	Christina Roybal	SWA	
	Stacia Eggers	Academic Services	

	Andrea Greve	Academic Services	
	Jadyn Spencer	Academic Services	
	Ben Messerli	Compliance	
	Diane Wallace	Registrar's Office	

Compliance Report

NCAA Compliance: Violations and Waivers

UNI self-reported ten violations from July 1, 2016 through June 30, 2017. Seven different sports were involved in these violations. Of the ten, three were classified as “no violation” at the conclusion of investigation.

Most of the violations were minor, including a team exceeding the daily practice limitation by 30 minutes, a football recruit being present on the sidelines without accompaniment, and a recruit being shown on the videoboard during an athletic contest. The most common penalty was a letter of admonishment and enhanced rules education.

The faculty athletics representative signed 16 waivers prepared by compliance. Fifteen of these waivers were accepted by the NCAA. Three of the approved waivers were medical hardship waivers, whereas one was a medical sixth year waiver. All waivers contained appropriate supporting documentation. At this time, there do not appear to be any concerning patterns in violations and waivers.

It should be noted that Compliance staff makes frequent efforts to educate coaches and student-athletes on rules and regulations to avoid violations. Educational sessions occur on a monthly basis.

Demographic Characteristics of Student-Athletes

Compliance Council monitors demographic factors related to student-athletes. The demographic statistics continue to show that the student-athlete population is more diverse than the overall student body population at UNI. Student-athletes are more likely to be from outside the state of Iowa and/or to be a racial/ethnic minority than students who are not student-athletes.

Compliance Council also monitors the distribution of the undergraduate majors of the student-athletes and compares it to the overall student distribution. This is a safeguard to ensure that there is not a “clustering” of student-athletes in certain majors, which could indicate an issue that may require further investigation. The percentage of student-athletes with majors in the College of Business Administration (CBA) is similar to the general student population. It should be noted that there is a higher percentage student-athletes in the College of Education (COE) and a lower percentage in the College of Humanities, Arts, and Sciences (CHAS) and the College of Social and Behavioral Sciences (CSBS) when compared to the general student population. A total of 69 different majors are represented by UNI’s student-athletes.

Racial/Ethnic Composition

	2016-17	2015-16	2014-15	2013-14	2012-13	2011-12	2010-11
Minority Student-Athletes as a Percentage of Student-Athletes*	22%	22%	24%	20%	18%	22%	21%
Minority Students as a Percentage of All Students	10%	10%	9%	8%	8%	7%	7%

*Includes only student-athletes receiving athletic financial aid.

Residency Composition

	2016-17	2015-16	2014-15	2013-14	2012-13	2011-12	2010-11
Out-of-State Student-Athletes as a Percentage of Student-Athletes**	32%	32%	40%	34%	32%	41%	44%
All Out-of-State Students as a Percentage of All Students	10%	11%	12%	11%	10%	9%	9%

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

Academic Majors

	2016-17		2015-16		2014-15		2013-14	
	Student-Athletes**	Student Body	Student-Athletes**	Student Body	Student-Athletes**	Student Body	Student-Athletes**	Student Body
CBA	21.1%	19.7%	19.3%	19.4%	17.4%	19.0%	17.6%	19.3%
CHAS	29.2%	33.5%	29.7%	32.7%	28.2%	33.5%	29.4%	33.7%
COE	34.5%	21.7%	38.6%	22.2%	32.9%	21.3%	33.4%	21.1%
CSBS	7.6%	16.1%	8.3%	16.3%	10.9%	16.6%	9.9%	17.1%
UC***	7.6%	9.0%	4.1%	9.4%	10.6%	9.6%	9.4%	8.8%

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

***Unspecified College

Scholarships and Academic Honors

The Faculty Athletics Representative processes 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. 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.

This year, the Athletic Department nominated Amie Held (volleyball) for the Missouri Valley Conference Postgraduate Scholarship. Also, we nominated Angie Davison (women's basketball) for the Dr. Charlotte West leadership award administered through the Missouri Valley Conference. Conference FARs vote based on specified criteria to determine the recipients of the Missouri Valley Conference Postgraduate Scholarship and the Dr. Charlotte West leadership award. Notably, Davison received the Dr. Charlotte West Award. However, she was not eligible to be nominated for NCAA Woman of the Year (as would be typical procedure) because she does not graduate until December of 2017. She will be nominated for NCAA Woman of the Year in 2018.

UNI's women's swimming & diving team tallied a GPA of 3.71 for the 2016-17 season, which ranked No. 2 in the nation according to the College Swimming & Diving Coaches Association of America (CSCAA).

UNI's women's basketball team compiled a 3.609 GPA for the 2016-17 academic year. This was the eighth-best GPA in Division I women's basketball. Women's basketball at UNI has a consistent record of being named to the Women's Basketball Coaches Association Academic Top 25 Team Honor Roll.

UNI's volleyball program earned the American Volleyball Coaches Association (AVCA) Team Academic Award for the 2016-17 season. The team compiled a 3.420 cumulative GPA during the 2016-17 season. This marks the sixth consecutive season that the Panthers have earned the AVCA Team Academic Award.

It should be noted that 13 student-athletes participated in the University Honors Program in 2016-2017. Sports represented include women's track and field, men's track and field, softball, swimming and diving, women's soccer, women's basketball, men's basketball, men's golf, and football.

Academic Reports

The Department of Athletics through the Compliance Council tracks the grade point averages (GPA), and Academic Progress Rates (APR), Federal Graduation Rates (FGR), and Graduation Success Rates (GSR) for student-athletes. In addition, the Compliance Council tracks the percentage of admitted students with a Regents Admissions Index (RAI) of less than 245. This data is monitored for changes across time and compared to data from the general student body.

All academic data should be interpreted in light of the NCAA Academic-Based Revenue Distribution plan, which will begin distributing funds in May/June of 2020. In order to receive this revenue (which will be directly paid to the Missouri Valley Conference and evenly divided between the ten conference members), institutions must meet one of the following criteria: 1) APR for previous year is equal to or greater than 985 (average of single-year rate for all teams), 2) Graduation Success Rate for most recently available year is equal to or greater than 90% (average of single-year rate for all teams), and 3) Difference between student-athlete and student-body rates for most recently published Federal Graduation Rate is equal to or greater than 13 percentage points (with the student-athlete rate exceeding the student-body rate). Note that the first two criteria are averages at the team—rather than individual—level.

According to unofficial calculations, UNI would have met the criteria for the previous year by meeting the first benchmark (987). Compliance council will continue to monitor UNI's status in terms of meeting at least one of the three criteria each year.

Grade Point Averages by Team and Demographic Factors

Team	Spring 2017	Fall 2016
Basketball, Men's (BBM)	2.87	2.78
Basketball, Women's (BBW)	3.61	3.61
Cross Country, Men's (XCM)	3.27	3.08
Cross Country, Women's (XCW)	3.58	3.54
Football (FB)	2.99	2.83
Golf, Men's (GM)	3.16	3.35
Golf, Women's (GW)	3.57	3.50
Soccer, Women's (Soc)	3.40	3.38
Softball (SB)	3.33	3.22
Swimming and Diving, Women's (Swim)	3.71	3.56
Tennis, Women's (Ten)	3.38	3.33
Track and Field, Men's (TFM)	3.01	2.92
Track and Field, Women's (TFW)	3.24	3.32
Volleyball (VB)	3.42	3.42
Wrestling (W)	2.80	2.75
All Student-Athletes	3.18	3.12
All Male Student-Athletes	2.97	2.86
All Female Student-Athletes	3.42	3.40
All Minority Student-Athletes	2.84	2.61
All Minority Male Student-Athletes	2.76	2.46
All Minority Female Student-Athletes	3.08	3.25
All International Student-Athletes	2.95	3.10
All UNI Students	3.09	3.05
All UNI Male Students	2.90	2.84
All UNI Female Students	3.24	3.21
All UNI Minority Students	2.80	2.74
All UNI Minority Male Students	2.64	2.54
All UNI Minority Female Students	2.93	2.90
All International Students	2.94	2.86

Typically, student-athlete GPAs at UNI are similar to GPAs of the general student population. Overall, UNI student-athletes achieved a slightly higher GPA than the general student population in both fall 2016 and spring 2017.

Historical Team GPAs (By Semester)

Team	S17	F16	S16	F15	S15	F14	S14	F13	S13	F12	S12	F11	S11	F10
BBM	2.87	2.78	3.10	3.03	3.01	3.07	3.21	3.06	2.69	3.09	2.78	2.98	3.21	3.23
BBW	3.61	3.61	3.48	3.65	3.61	3.47	3.56	3.57	3.51	3.59	3.27	3.53	3.36	3.30
XCM	3.27	3.08	3.17	3.20	3.26	3.11	3.01	2.90	3.11	3.47	3.42	3.36	3.23	3.30
XCW	3.58	3.54	3.56	3.63	3.68	3.61	3.36	3.28	3.52	3.30	3.40	3.37	3.54	3.38
FB	2.99	2.83	2.82	2.70	2.80	2.77	2.78	2.72	2.60	2.58	2.57	2.59	2.77	2.70
GM	3.16	3.35	3.32	2.98	2.92	3.05	2.97	2.97	2.98	2.92	3.13	3.01	3.19	3.05
GW	3.57	3.50	3.40	3.57	3.23	3.10	3.27	2.92	3.11	3.06	3.26	3.40	3.22	3.34
Soc	3.40	3.38	3.05	3.02	3.26	3.19	3.17	3.16	3.27	3.12	3.25	3.34	3.20	3.26
SB	3.33	3.22	3.01	3.17	3.24	3.34	3.32	3.22	3.25	3.32	3.41	3.42	3.25	3.28
Swim	3.71	3.56	3.53	3.44	3.41	3.45	3.47	3.33	3.56	3.43	3.30	3.32	3.34	3.43
Ten	3.38	3.33	3.27	3.10	3.29	2.83	2.96	2.95	3.44	3.24	3.66	3.56	3.36	3.49
TFM	3.01	2.92	2.94	2.87	3.06	3.08	2.91	2.90	2.94	3.00	3.14	3.01	3.08	3.07
TFW	3.24	3.32	3.46	3.47	3.51	3.41	3.27	3.24	3.29	3.25	3.27	3.24	3.48	3.31
VB	3.42	3.42	3.37	3.44	3.29	3.32	3.38	3.40	3.56	3.52	3.59	3.49	3.26	3.23
WR	2.80	2.75	2.65	2.90	2.90	2.90	2.59	2.75	2.84	2.66	2.53	2.70	2.57	2.51
All UNI Students	3.09	3.05	3.09	3.06	3.11	3.09	3.04	3.00	3.05	3.06	3.00	2.99	3.00	2.98

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/about/resources/research/academic-progress-rate-explained>

The APR, or Academic Progress Rate, holds institutions accountable for the academic progress of their student-athletes through a team-based metric that accounts for the eligibility and retention of each student-athlete for each academic term.

The APR is calculated as follows:

- Each student-athlete receiving athletically related financial aid earns one point for staying in school and one point for being academically eligible.
- A team’s total points are divided by points possible and then multiplied by 1,000 to equal the team’s Academic Progress Rate.
- In addition to a team’s current-year APR, its rolling four-year APR is also used to determine accountability.

While the APR is intended as an incentive-based approach, it does come with a progression of penalties for teams that under-perform academically over time.

The first penalty level limits teams to 16 hours of practice per week over five days (as opposed to 20 over six days), with the lost four hours to be replaced with academic activities.

A second level adds additional practice and competition reductions, either in the traditional or non-championship season, to the first-level penalties. The third level, where teams could remain until their rate improves, includes a menu of possible penalties, including coaching suspensions, financial aid reductions and restricted NCAA membership. The Division I Committee on Academics, which oversees Division I's academic infrastructure, has the discretion to apply appropriate penalties once teams have fallen below the benchmark for three consecutive years.

As mentioned previously in this report, the NCAA will begin instituting a program that will financially reward universities based on APR (as well as GSR).

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 Single Year and Multiyear APRs

Team	Multiyear* Rate (N)	2015-2016 (N)
Basketball, Men's	985(52)	939(13)
Basketball, Women's	996(58)	1000(14)
Cross Country, Men's	975(30)	1000(10)
Cross Country, Women's	1000(43)	1000(18)
Football	963(328)	944(79)
Golf, Men's	1000(15)	1000(4)
Golf, Women's	1000(35)	1000(7)
Soccer, Women's	993(104)	1000(23)
Softball	1000(65)	1000(16)
Swimming and Diving, Women's	995(96)	1000(26)
Tennis, Women's	972(28)	1000(7)
Track and Field, Men's	971(136)	993(34)
Track and Field, Women's	991(114)	985(34)
Volleyball	1000(53)	1000(12)
Wrestling	981(106)	966(30)
All Student-Athletes (at individual level)	977(1263)	980(327)
All Team Average (used for Academic Distribution beginning in 2020)	989	988

*The multiyear average includes the following years: 2012-13, 2013-14, 2014-15, and 2015-16.

Graduation Rates

The NCAA developed the Division I Graduation Success Rate in response to college and university presidents who wanted graduation data that more accurately reflect the mobility among all college students today.

Both the Graduation Success Rate and the Academic Success Rate account for the academic outcomes of student-athletes who transfer from one institution to another. The rate compiled using the federal government's methodology does not count transfers in and counts transfers out as graduation failures. Regardless of which rate is used, student-athletes are shown to graduate at a higher rate than their peers in the general student body.

Quoted directly from the NCAA's website:

Similar to the APRs, the FGRs are also reported with a one-year lag. Each school submits data by June 2017 that include the graduation rates for the freshman cohort class of 2010-11. The most recent FGR allows those freshmen six academic years to graduate. Like the APRs, FGRs include student-athletes who receive athletic financial aid (walk-ons are not included).

FGRs, Four-Year Averages by Demographic Factors

	2010-11	2009-10	2008-09	2007-08	2006-07	2005-06
Four-Year Averages						
Student-Athletes	66%	66%	68%	67%	70%	73%
Student Body	65%	66%	66%	67%	67%	67%
Demographic Factors						
All Student-Athletes	66%	68%	74%	63%	61%	73%
All Male Student-Athletes	57%	58%	61%	43%	53%	65%
All Female Student-Athletes	77%	77%	86%	84%	71%	82%
All Minority Student-Athletes	25%	35%	56%	25%	55%	40%
All Non-Minority Student-Athletes	71%	80%	79%	71%	68%	76%
All UNI Students	65%	68%	64%	66%	66%	67%
All UNI Male Students	61%	65%	61%	63%	59%	64%
All UNI Female Students	67%	69%	65%	69%	71%	69%
All UNI Minority Students	57%	43%	50%	42%	45%	47%
All UNI Non-Minority Students	66%	70%	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. Of particular concern is the recent trend of graduation rates among minority student-athletes. At 25% for the most recent cohort, this graduate rate is much lower than the campus-wide graduation rate for minority students (57%). The Department of Athletics and Compliance Council, with support from the Registrar’s Office, have explored the 2010-11 cohort of minority student-athletes. According to IPEDS data, only eight incoming student-athletes who received aid identified as an ethnic minority in 2010-11. Six of these student-athletes self-identified as Black/African American, one identified as Hispanic/Latino, and one identified as American Indian/Alaskan Native. Two student-athletes in this cohort graduated, whereas four did not graduate and did not leave eligible. The remaining two left academically eligible with athletic eligibility remaining. It should be noted that this is a surprisingly small cohort of minority student-athletes when compared to other years. The Department of Athletics and Compliance Council will continue to closely monitor the graduation rate of minority student-athletes.

FGRs by Team, Four-Year Averages

Team	2007-2010 Cohort	2006-2009 Cohort	2005-2008 Cohort	2004-2007 Cohort	2003-2006 Cohort	2002-2005 Cohort
Basketball, Men's	78%	67%	62%	42%	54%	45%
Basketball, Women's	79%	88%	88%	80%	77%	71%
Football	54%	57%	64%	64%	67%	67%
Golf, Men's	60%	75%	50%	67%	80%	75%
Golf, Women's	88%	60%	64%	55%	55%	78%
Soccer, Women's	91%	88%	88%	87%	84%	81%
Softball	64%	73%	74%	71%	70%	67%
Swimming and Diving, Women's	79%	68%	83%	82%	80%	81%
Tennis, Women's	67%	63%	67%	67%	100%	100%
Track & Field and Cross Country, Men's	67%	57%	63%	63%	68%	71%
Track & Field and Cross Country, Women's	83%	86%	81%	86%	80%	83%
Volleyball	100%	91%	90%	100%	91%	100%
Wrestling	38%	42%	41%	46%	65%	65%
Overall	68%	66%	68%	67%	70%	71%

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	2007-2010 Cohort	2006-2009 Cohort	2005-2008 Cohort	2004-2007 Cohort	2003-2006 Cohort	2002-2005 Cohort
Basketball, Men's	88%	82%	75%	60%	73%	63%
Basketball, Women's	100%	100%	94%	93%	92%	92%
Football	66%	62%	69%	72%	76%	77%
Golf, Men's	100%	100%	100%	100%	100%	100%
Golf, Women's	100%	100%	100%	100%	100%	100%
Soccer, Women's	100%	100%	100%	100%	94%	94%
Softball	93%	94%	95%	100%	100%	89%
Swimming and Diving, Women's	100%	94%	95%	90%	85%	82%
Tennis, Women's	88%	86%	100%	100%	100%	100%
Track & Field and Cross Country, Men's	79%	67%	66%	70%	68%	73%
Track & Field and Cross Country, Women's	90%	93%	92%	96%	93%	96%
Volleyball	100%	100%	100%	100%	100%	100%
Wrestling	50%	55%	52%	55%	74%	71%
Overall	82%	80%	80%	82%	84%	83%

FGRs by Team, Single-Year Freshmen Cohorts

Team	10-11	09-10	08-09	07-08	06-07	05-06
Basketball, Men's	100%	100%	100%	33%	60%	50%
Basketball, Women's	50%	50%	100%	100%	100%	33%
Football	44%	53%	56%	61%	60%	78%
Golf, Men's	50%	100%	NA	0%	100%	NA
Golf, Women's	100%	100%	67%	100%	25%	100%
Soccer, Women's	100%	80%	100%	87%	83%	83%
Softball	40%	100%	67%	100%	67%	83%
Swimming and Diving, Women's	100%	50%	67%	86%	67%	100%
Tennis, Women's	67%	50%	100%	0%	100%	100%
Track & Field and Cross Country, Men's	100%	57%	71%	33%	50%	75%
Track & Field and Cross Country, Women's	50%	91%	89%	83%	50%	80%
Volleyball	100%	100%	100%	100%	80%	100%
Wrestling	50%	50%	43%	14%	67%	43%
Overall	66%	68%	68%	63%	61%	71%

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

Team	10-11	09-10	08-09	07-08	06-07	05-06
Basketball, Men's	100%	100%	100%	33%	67%	33%
Basketball, Women's	67%	50%	100%	83%	100%	50%
Football	48%	48%	54%	52%	45%	76%
Golf, Men's	50%	100%	NA	0%	50%	NA
Golf, Women's	100%	100%	75%	100%	25%	100%
Soccer, Women's	100%	80%	100%	87%	83%	88%
Softball	50%	100%	67%	100%	71%	88%
Swimming and Diving, Women's	100%	50%	67%	86%	57%	100%
Tennis, Women's	67%	50%	100%	33%	100%	100%
Track & Field and Cross Country, Men's	100%	62%	55%	60%	40%	75%
Track & Field and Cross Country, Women's	50%	91%	80%	87%	50%	80%
Volleyball	100%	100%	100%	100%	80%	100%
Wrestling	50%	40%	43%	20%	67%	38%
Overall	66%	66%	68%	63%	59%	76%

Because many UNI teams have graduating cohorts of three or fewer seniors, the graduation rate can vary dramatically year to year and should be interpreted with caution.

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.

More than one-half of the athletes with an RAI < 245 earned a GPA of greater than 2.5 after one year. This likely reflects careful monitoring by the athletic academic advisors and coaches.

More information about how RAI is calculated can be found here: <http://www.regents.iowa.gov/RAI/>

The RAI combines factors that strongly predict success at the Regent Universities: ACT or SAT test score, high school rank, high school cumulative grade-point average, and the number of completed high school core courses.

There are two RAI formulas for computing students' RAI scores, the Primary RAI formula (for students whose high school provides class rank) and the Alternative RAI formula (for students whose high school does not provide class rank).

The table below reports the number of students admitted with an RAI < 245 and tracks their academic progress; it includes both aid 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 2016	26	345	2,000	7.3%	17.7%
Fall 2015	13	259	1,916	5.0%	13.5%
Fall 2014	13	262	1,797	5.0%	14.6%
Fall 2013	17	328	1,722	5.2%	19.0%
Fall 2012	17	225	1,704	9.2%	10.8%
Fall 2011	21	225	1,937	9.3%	11.6%
Fall 2010	14	285	1,978	4.9%	14.4%
Fall 2009	15	298	1,946	5.0%	15.3%

*Contains IR corrected data for RAI total student body from Fall 2011 to Fall 2015.

Details of Student-Athletes Admitted with RAI < 245

Year	Number	GPA 2.5 or above*	Academic Issues**	Teams
2016-17	26	15 (58%)	4 (15%)	Football, Softball, Wrestling
2015-16	13	4 (31%)	3 (23%)	Football, Track & Field (men's & women's), Tennis
2014-15	12	4 (33%)	3 (25%)	Football, Track & Field (men's)
2013-14	17	9 (53%)	1 (6%)	Football, Track & Field (men's and women's), Wrestling
2012-13	17	7 (41%)	3 (18%)	Basketball (women's), Football, Soccer (women's), Track & Field (men's), Track & Field (women's), Wrestling
2011-12	21	6 (29%)	3 (14%)	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	6 (43%)	7 (50%)	Football, Soccer (women's), Softball, Track & Field (men's), Wrestling
2009-10	15	4 (27%)	6 (40%)	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 and/or those who received a warning, were placed on probation, or were suspended.

Retention Rates

UNI student-athletes have significantly higher retention rates when compared to the general student population. The table below compares student-athletes who receive athletic financial aid to the entire student body. Please note that these retention rates apply to the transition from freshmen to sophomore year.

Retention

	2015-16	2014-15	2013-14	2012-13	2011-12	2010-11	2009-10
Student-Athletes	97.3%	96.8%	97.0%	97.8%	95.0%	96.0%	97.9%
All Students	85.9%	80.1%	84.7%	82.9%	81.4%	82.0%	82.5%

Note: 2016-17 retention data not available until after 2nd week census (September) Fall 2017 semester.

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
8. team's regular season scheduled contests.
9. Scrimmages and exhibition games shall not be used to satisfy suspensions.
10. Suspension from practice will be for the next scheduled practice.
11. 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.
12. The student athlete and the head coach will be notified in writing by the UNI Department of Athletics after the second absence.
13. 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 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

Missed Class Days Due to Team Travel

Team	2016-17	2015-16	2014-15	2013-14	2012-13	2011-12
Basketball, Men's	11	9	10	16	9	10
Basketball, Women's	12.5	13	12.5	12.5	10	6.5
Cross Country, Men's	6	8.5	6	5	6.5	4
Cross Country, Women's	6	8.5	6	5	6.5	4
Football	3	2.5	5.5	2.5	6	5
Golf, Men's	17	X	14	17	16	15
Golf, Women's	18	X	17	18	16	16
Soccer, Women's	10	X	7	4.5	6.5	6
Softball	8	10.5	9	10.5	8.5	13
Swimming and Diving, Women's	12	X	9.5	9.5	5.5	7
Tennis, Women's	12	X	8.5	12.5	11	10.5
Track & Field, Men's Indoor and Outdoor	17	17	16	16	10.5	13
Track & Field, Women's Indoor and Outdoor	17	17	16	16	10.5	13
Volleyball	10	10	12	14	12	9
Wrestling	4	X	4.5	5	4.5	2.5

X = Data unavailable for 2015-2016.

Missed class days will vary from year to year based on both non-conference and conference schedules. Coaches may have no discretion on conference schedules. Changes in travel schedules which will increase missed classes must be approved by the Faculty Athletics Representative.

Student Athlete Advisory Committee

The Student Athlete Advisory Committee (SAAC) is composed of student-athlete representatives chosen 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 athletic 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 2016-17, including an all student-athlete fall welcome back picnic, Junior Panther Night, Hygiene Hijack, Hy-Vee fitness camp at Lowell Elementary School, and the annual Pro-Joe Challenge Dodgeball Tournament.

Honorary Sideline Coach Program

The Honorary Sideline Coach Program is 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 and are recognized at each event. Student-athletes can nominate a favorite professor who has helped make their experience at UNI a positive one.

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 2016-17 academic year included a Boys & Girls Club mentoring night, Toys for Tots toy drive, Dance Marathon, Hygiene Hijack, Hy-Vee Fitness Camp at Lowell Elementary School, Panther Reading Program, Pro-Joe Challenge Dodgeball Tournament, Relay for Life, and Special Olympics.

In the 2016-17 academic year, student-athletes performed 2,050 hours of community service. In previous years, student-athletes totaled 2,050 hours (2015-16), 1,692.5 hours (2014-15), 1,365.5 hours (2013-14), 1,289.5 hours (2012-13), 1,463 hours (2011-12), and 1,448 hours (2010-11). Since the Athletics Department began tracking the number of volunteer hours in 2010-11, student-athletes have recorded 9,308.5 hours. The volunteer commitments of student-athletes each year contribute to the national recognition received by UNI.

Note

The Report of the Faculty Athletics Representative was developed in consultation with Athletics Compliance Council and Department of Athletics staff. Special thank you to Stacia Eggers, Andrea Greve, Ben Messerli, Dan Schofield, and Diane Wallace for their contributions of data to this report.

This report is distributed to the President, Provost, Vice President for Administration and Finance, and Director of Athletics. Input is solicited from the Intercollegiate Athletic Advisory Council and Faculty Senate.