

2011-12 Report of the Faculty Athletics Representative
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Executive Summary

- UNI self-reported four secondary violations and requested three waivers for student-athletes. All seem to have been handled appropriately.
- Benjamin Boothby received an NCAA Postgraduate Scholarship.
- The Spring 2012 and Fall 2011 preliminary GPA calculations suggest that student-athletes have slightly higher GPAs than the overall student body, but we should wait for official student body GPA calculations to ensure accuracy.
- The women's basketball team GPA continues to rank among the best in the nation for Division-I women's basketball teams.
- The most recently available Academic Progress Rates (APR) are higher than the four-year averages for 12 of the 17 sports, which means that next year's four-year averages will increase for these teams. The current year's APR for the men's cross country team has increased, which is important so that they meet the minimum four-year average APR next year. Men's wrestling is the only team with a current APR below the minimum, but their multiyear rate is still above the minimum. The Athletic Department should monitor this team closely.
- The most recently available Federal Graduation Rates (FGR) are higher for student-athletes than the overall UNI student body: 73% for student-athletes and 67% for the student body.
- The men's basketball team has the lowest FGR of any sport. The only senior from last year's team has graduated, and all four seniors on this year's team are on track to graduate, so I anticipate that the team's FGR will improve substantially over the next two years. Still, the Athletic Department should monitor this team closely.
- The men's track and field FGR is increasing dramatically, which likely reflects the positive academic influences of the relatively new coaching staff.
- The percentage of student-athletes admitted with a Regent's Admissions Index (RAI) below 245 is less than the overall percentage of students admitted with an RAI below 245: 8.1% for student-athletes and 13.4% for the student body.
- The most recently available retention rates for student-athletes are higher than for the student body: 95.0% for student-athletes and 81.4% for the student body.
- The student-athlete population continues to add to the diversity of the student body because the student-athlete population has a higher percentage of minority students and a higher percentage of out-of-state students than the overall student body.
- I encourage people to understand the differences between the budget numbers reported to the NCAA and those reported to the EADA before drawing comparisons across universities.

Faculty Athletics Representative (FAR) Job Description

General Description

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

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

Specific Responsibilities at University of Northern Iowa (UNI)

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

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

In addition to these committee responsibilities, the FAR shall:

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

Updated July 2, 2011

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

Missouri Valley Conference Responsibilities

I served on two MVC sub-committees during 2011-12: 1) Equity and Diversity and 2) Sportsmanship. Each met via conference call.

The Equity and Diversity Committee administers diversity grant to support professional development of females and minorities. The grants were not used this year. Kathy Jones (SWA Southern Illinois) used the \$1,000 NCAA seminar grant to attend the NCAA Equity and Inclusion Forum. Jen Jones (SWA Bradley) will attend next year. We reviewed the MVC Annual Gender Equity Report, noting no major changes in participation ratios. We reviewed data from the MVC Race and Gender Demographics Report, which will now be prepared annual (ad hoc in the past). The most significant change was the increase in the number of African-American head coaches in the MVC. We discussed the ongoing debate about classifying tumbling/stunts/competitive cheer as an emerging sport.

The Sportsmanship Committee unanimously supported strict enforcement of the new NCAA Soccer Rules Committee legislation 12.14.3 that “no player, coach or team representative shall approach or speak to the center referee during a stoppage in play or interval between periods, unless summoned by the referee. ... This change is intended to encourage sporting behavior and prohibit inappropriate contact intended to influence the referee during the game.” Committee members reviewed several best practices articles. The Committee noted two issues in men’s basketball – a public criticism incident during the MVC tournament and a report of negative recruiting; we will wait for the coaches/administrator’s May meeting to see if further review or discussion is warranted.

I attended the fall athletic administration meetings of the Missouri Valley Conference in St. Louis, Missouri, from October 24-26, 2011. The faculty athletics representatives clarified the eligibility for the Dr. Charlotte West award and the NCAA Woman of the Year award, agreed to accept unofficial transcripts from MVC scholarship applicants, and discussed a recent *Chronicle of Higher Education* article about student-athletes clustering in specific majors. The faculty agreed that schools should look at the distributions of majors for their student-athletes in comparison to the distribution of majors in their student bodies. The joint meetings that included all athletic directors, senior women administrators, and faculty athletics representatives focused on 1) the decreasing distributions to the MVC from the NCAA men’s basketball tournament and the financial effect on the MVC budget; 2) the impact of proposed NCAA reforms, particularly APR increases; and 3) how the MVC office should approach potential changes to conference members that could come up based on future changes to other conferences.

I was unable to attend the Missouri Valley Conference football administrator meetings in St. Louis, Missouri, on February 12, 2012, because I had the flu. Athletic Director Troy Dannen and Head Football Coach Mark Farley attended. The minutes of the meetings indicate that the focus was on 1) expanding the playoffs to include 24 teams; 2) how proposed changes to NCAA legislation could affect teams, including increases to APR, multi-year scholarships, and the \$2,000 miscellaneous expenses allowance; and 3) future schedules.

I attended the spring athletic administration meetings of the Missouri Valley Conference in Kansas City, Missouri, from May 14-16, 2012. The faculty athletics representatives discussed several issues including our role in monitoring APR reports. We suggested that the MVC Postgraduate Awards be divided to offer two \$5,000 for the top two female candidates and two \$5,000 for the top two male candidates rather than one award of \$10,000 for only the top male and female candidate. The joint meetings that included all athletic directors, senior women administrators, and faculty athletics representatives focused on four main issues: 1) upcoming changes to NCAA legislation, including how the APR penalties might affect the MVC men's basketball tournament; 2) the changing conference landscape, including whether the MVC would consider expanding its membership; 3) the loss of State Farm's title sponsorship for the MVC men's basketball tournament and the commissioner's ongoing efforts to recruit a St. Louis company to take over title sponsorship; and 4) the projected sharp decline in NCAA men's basketball tournament payments earned by MVC and the dramatic impact to the MVC budget. Most topics were continuing discussions from the fall meetings last October.

NCAA Recertification

I was appointed to the Steering Committee for UNI's Athletic Department Recertification for the 2010-11 academic year. At that time I was also asked to chair the subcommittee for Governance and Commitment to Rules Compliance. Although the FAR is not permitted to chair a subcommittee, my duties began the year before I assumed the role of FAR, so I remained the subcommittee chair throughout the onsite visits. I met with the NCAA Peer Review Committee several times throughout their on-campus visit, which took place September 27-29, 2011.

The NCAA noted 54 issues after we submitted our initial report. The Peer Review Committee focused on 18 issues during their on-campus visit. Only three remained by the end of their visit. We submitted a plan to address the remaining three issues by the December 16, 2011 deadline. These issues were discrepancies in the office facilities for men's and women's head basketball coaches, inequities in the distribution of courtesy cars among head coaches, and monitoring minority issues among athletic staff. UNI's athletic program was recertified without conditions on February 23, 2012.

Links to many of the recertification reports can be found at the following website:

http://www.unipanthers.com/ViewArticle.dbml?DB_OEM_ID=26200&ATCLID=205145901

Gender equity is important to the UNI Athletic Department. One aspect of gender equity is for percentages of male and female athletes to mirror the percentages of male and female students at UNI. The UNI student body is typically about 57 percent female. The Athletic Department is working to get within 5 percent of the student body percentage, meaning that the target participation level for the 2012-13 academic year is to have 52 percent female student-athlete participation. UNI is very close to achieving the short-term goal and working toward a longer-term goal of mirroring the gender mix of the student body. UNI has made great strides in only a few years. As recently as five years ago, the student-athlete participation level was only 40 percent female.

As a part of UNI recertification, we filed plans of improvement that mention specific actions related to gender equity. The plans of improvement can be found at the "UNI Cycle 3 Plans of Improvement" link at the above-referenced website.

Compliance Council

I chair the Athletic Department's Compliance Council.

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

Membership is as follows:

Lisa Jepsen, Faculty Athletics Representative, Chair

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

Stacia Greve, Athletic Academic Advisor

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

Daren Koudele, Director of Athletic Compliance (now Ashley Shells)

Kara Park, Athletic Academic Advisor

Denise Parks, Financial Aid

Dan Schofield, Admissions

Diane Wallace, Registrar's Office

Juanita Wright, Financial Aid

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

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

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

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

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

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

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

The Compliance Council met monthly for approximately 90 minutes during the fall and spring semesters. We held a summer retreat on June 13, 2012. The action items from the retreat are as follows:

- *The Compliance Officer will speak to high school guidance counselors when they meet at UNI in September and April of the next academic year.
- *The Compliance Officer will try to find ways to speak to junior college academic advisors.
- *Compare the Regents Admissions Index (RAI) averages for student-athletes receiving scholarships to those not receiving scholarships ("walk ons"). Is there a statistical difference?
- *Discuss the timing of awards of athletic financial aid for the summer terms.
- *Stacia Greve will meet with the new director of the Department of Residence to discuss imposing a \$200 limit for U-bill charges for student-athletes, perhaps as a pilot program for campus.
- *Jean Berger will track problems with the Student Information System (SIS).
- *Diane Wallace will implement a hold to prevent all student-athletes from changing classes after the first week of classes. They must meet with Stacia or Kara to change classes. The purpose of the hold is to prevent student-athletes from making changes to their schedules that could negatively affect their academic eligibility.
- *Financial Aid (Juanita or Denise) will inquire whether the SIS can generate a report that lists all charges *before* financial aid is posted to a student's account.

Intercollegiate Athletic Advisory Council (IAAC)

I chaired the University's Intercollegiate Athletic Advisory Council (IAAC), often call an "Athletics Board" at other institutions, for the 2011-12 academic year because most of the faculty representatives were new to the committee, and we were preparing for the on-campus visit of the NCAA Reaccreditation team.

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

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

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

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

Voting Representation	Name	Title/Organization	E-mail	Term
<i>Administrative</i>	Joel Haack	Dean, College of Humanities, Arts & Sciences	haack@cns.uni.edu	June '09-May '12
<i>College of Education</i>	Tim Gilson	Asst Professor, Educ Leadership & Postsecondary Educ	tim.gilson@uni.edu	June '10-May '13
<i>College of Business Administration</i>	Rex Karsten	Assoc Professor, Management	rex.karsten@uni.edu	June '11-May '14
<i>College of Humanities & Arts & Sciences</i>	Russ Campbell	Assoc Professor, Mathematics	russell.campbell@uni.edu	June '11-May '14
<i>College of Humanities, Arts & Sciences</i>	Ronnie Bankston	Assoc Professor, Communication Studies	ronnie.bankston@uni.edu	June '10-May '13
<i>College of Social and Behavioral Sciences</i>	Kay Weller	Assoc Professor, Geography	kay.weller@uni.edu	June '11-May '14
<i>Faculty Senate</i>	Forrest Dolgener	Professor, Health, Physical Educ & Leisure Services	forrest.dolgener@uni.edu	June '11-June '13
<i>Non-Voting Faculty</i>	Mark Jacobson	Instructor, Computer Science	jacobson@cs.uni.edu	June '10-May '13
<i>Professional & Scientific</i>	Lisa Krausman	Administrative Dietician/Purchasing Mgr, Residence Administration	lisa.krausman@uni.edu	June '12-May '15
<i>Student</i>	Dakotah Reed	Northern Iowa Student Government (NISG)	dakotah@uni.edu	June '12-May '13

<i>Student</i>	Jacqui Kalin	SAAC	kalinj@uni.edu	June '12-May '13
Non-Voting Representation	Name	Title/Organization	E-mail	Term
<i>Non-Voting Faculty</i>	Lisa Jepsen	Faculty Athletics Representative	lisa.jepsen@uni.edu	July '11-June '16
<i>Non-Voting Community</i>	TBA			June '12-May '15
<i>Non-Voting University Relations</i>	Jess Betts	Assistant Marketing Specialist	jess.betts@uni.edu	
<i>Non-Voting Ex-officio</i>	Troy Dannen	Athletic Director	troy.dannen@uni.edu	
	Jean Berger	Sr. Associate Athletic Director	jean.berger@uni.edu	
	Ashley Shells	Asst Athletic Director for Compliance	ashley.shells@uni.edu	
	Stacia Greve	Athletics Academic Advisor	stacia.greve@uni.edu	
	Kara Park	Athletics Academic Advisor	kara.park@uni.edu	
	Diane Wallace	Registrar's Office	diane.wallace@uni.edu	

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

The agendas and minutes are posted at the above-mentioned website. One of the main topics discussed during the 2011-12 meetings was how the many proposed changes to NCAA legislation would affect UNI. As it turned out, most of the proposed legislation did not pass during the 2011-12 academic year. The committee was apprised of how the Athletic Department would implement the \$500,000 budget cut that was announced during the Spring 2012 semester and how potential changes to “set asides” in financial aid could affect the department.

NCAA Compliance: Secondary Violations and Waivers

UNI self reported four secondary violations. One concerned a team that conducted more than four hours of countable athletically related activities per day. The coach received rules education and a letter of admonishment. The team was required to use an alternate practice log initially by student-athletes each week. A second concerned the posting of instructional videos on “YouTube.” The videos were immediately removed, and the staff member received rules education and a letter of admonishment. A third concerned a coach who posted electronic recruiting solicitation comments with his/her name and contact information in violation of NCAA electronic transmissions and publicity legislation. The coach received rules education and a letter of admonishment. The fourth occurred when UNI facilities were used to host an athletic tournament including high school teams which turned out to be a violation of NCAA rules because the teams included potential recruits for UNI. The appropriate staff person received rules education, and the Director of Compliance will review all facility rentals in the future. I see no patterns in the four incidents; each incident involved a different team, and no incident appears to involve intentional deception.

I signed three waivers prepared by the Director of Compliance, all of which were granted. One involved a freshman who received misadvising from his/her high school guidance counselor which would have rendered him/her academically ineligible for the 2011-12 season. One involved a fifth-year student-athlete (graduate student) who suffered a season-ending injury early in the 2011-12 season; he/she was granted a sixth year in which to compete during the 2012-13 season. The third involved a prospective student-athlete who, as a high school student, attended an off-campus UNI athletic event. The prospective student-athlete and his/her mother engaged a volunteer coach in a discussion after the event. The head coach did not know about the conversation and subsequently recruited the student-athlete. All waivers contained appropriate supporting documentation. I see no patterns in the waivers that concern me.

Other Duties

During the 2011-12 academic year, I participated in the following activities as FAR:

- *Chaired the search for the Head Coach, Women's Swimming and Diving Team
- *Served on the Provost's Committee for Competitive Scholarship Mentoring
- *Served on the UNI Athletic Hall of Fame selection committee
- *Represented UNI at the Missouri Valley Hall of Fame induction ceremonies and other MVC events at the men's basketball tournament (March 1-3, 2012)
- *Traveled with the UNI men's basketball team to Brazil (July 30-August 9, 2011)
- *Traveled with the UNI women's basketball team to their game against Iowa State University (December 20, 2011)

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 Greve, and Kara Park to identify the most talented students who are eligible. For some awards, the student must be pursuing a graduate program. Our nominees excel in both their academic and athletic endeavors and devote substantial time to community service.

We nominated Benjamin Boothby, football, Alexandria Uding, women's soccer, Jarred Herring, men's track and field, and Jill Lageshulte, women's track and field, for NCAA Postgraduate Scholarships. Ben Boothby received the \$7,500 award. He will be attending Des Moines University's medical school. Alexandria Uding was a finalist.

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

<http://www.ncaa.org/wps/wcm/connect/public/ncaa/resources/latest+news/2012/march/ncaa+announces+postgrad+scholars+for+fall+sports>

We nominated Alexandria Uding and Jarred Herring for the Missouri Valley Conference Postgraduate Scholarships. We nominated Jill Lageshulte and Jarred Herring for the Dr. Charlotte West leadership award administered through the Missouri Valley Conference.

For the 2011-12 academic year, 22 student-athletes participated in the University Honors Program. Student-athletes in men's and women's basketball, football, men's golf, volleyball, men's and women's track and field, women's soccer, and women's swimming and diving earned this honor.

Over the past two academic years, two additional student-athletes have received prestigious NCAA scholarships. Lindsey Swanson received the Ethnic Minority and Women's Enhancement Postgraduate Scholarship for Careers in Athletics for 2009-10, the first recipient from UNI. Josh Mahoney won the 2009-10 NCAA Postgraduate Scholarship and the 2010 Walter Byer's Postgraduate Scholarship. The Walter Byers award is the highest academic honor given by the NCAA to one outstanding male and female student-athlete. Student-athletes from all divisions (Divisions I, II, and III) compete for one award. Additional details can be found at <http://www.ncaa.org/wps/wcm/connect/public/NCAA/Resources/Latest+News/2010+news+stories/November/2010+Byers+scholars+to+be+honored>.

On April 13, 2011, Ryan Mahaffey (football) received the Alliant Energy Erroll B. Davis, Jr. Achievement Award. This award recognizes academic achievement in engineering or business administration, leadership in campus and community organizations, and potential for future career success. Additional details about the award can be found at <http://business.uni.edu/web/pages/news.cfm?ID=879>.

Academic Reports

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

Grade Point Averages

Team	Spring 2012	Fall 2011
Basketball, Men's (BBM)	2.78	2.98
Basketball, Women's (BBW)	3.27	3.53
Cross Country, Men's (XCM)	3.42	3.36
Cross Country, Women's (XCW)	3.40	3.37
Football (FB)	2.57	2.59
Golf, Men's (GM)	3.13	3.01
Golf, Women's (GW)	3.26	3.40
Soccer, Women's (Soc)	3.25	3.34
Softball (SB)	3.41	3.42
Swimming and Diving, Women's (Swim)	3.30	3.32
Tennis, Women's (Ten)	3.66	3.56
Track and Field, Men's (TFM)	3.14	3.01
Track and Field, Women's (TFW)	3.27	3.24
Volleyball (VB)	3.59	3.49
Wrestling (W)	2.53	2.70
All Student-Athletes	3.02	3.06
All Male Student-Athletes	2.74	2.75
All Female Student-Athletes	3.33	3.37
All Minority Student-Athletes	2.51	2.58
All Minority Male Student-Athletes	2.40	2.47
All Minority Female Student-Athletes	2.87	2.94
All International Student-Athletes	3.54	3.48
All UNI Students ⁺	3.00	2.99
All UNI Male Students ⁺	2.81	2.79
All UNI Female Students ⁺	3.16	3.14
All UNI Minority Students ⁺	2.69	2.67
All UNI Minority Male Students ⁺	2.55	2.56
All UNI Minority Female Students ⁺	2.81	2.77
All International Students ⁺	2.71	2.60

⁺Preliminary calculations

Historical Team GPAs (By Semester)

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

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

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

Academic Progress Rate (APR)

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

Quoted directly from the NCAA's website:

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

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

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

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

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

Current APRs

Team	Multiyear* Rate (N)	2010-2011 (N)
Basketball, Men's	970 (52)	1000 (12)
Basketball, Women's	991 (59)	1000 (14)
Cross Country, Men's	904 (19)	958 (6)
Cross Country, Women's	1000 (29)	1000 (9)
Football	953 (325)	955 (74)
Golf, Men's	1000 (19)	1000 (5)
Golf, Women's	993 (37)	1000 (10)
Soccer, Women's	982 (85)	966 (22)
Softball	978 (72)	968 (17)
Swimming and Diving, Women's	988 (85)	1000 (20)
Tennis, Women's	976 (33)	933 (8)
Track and Field, Men's Indoor	950 (115)	980 (25)
Track and Field, Men's Outdoor	959 (113)	979 (24)
Track and Field, Women's Indoor	989 (118)	982 (28)
Track and Field, Women's Outdoor	993 (116)	1000 (27)
Volleyball	1000 (54)	1000 (14)
Wrestling	939 (94)	891 (25)

*The multiyear average includes the following years: 2007-08, 2008-09, 2009-10, and 2010-11.

The current minimum APR is 925. The minimum APR will increase to 930 next year (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 2010-11, UNI's men's golf, women's cross country, and women's volleyball teams were honored with this award. For 2009-10, women's cross country and women's volleyball teams were honored. For 2008-09, women's tennis and women's volleyball teams were honored. Based on their perfect scores, we expect the men's basketball, women's basketball, women's cross country, men's golf, women's golf, women's swimming and diving, women's outdoor track and field, and women's volleyball teams to be honored next year.

The only UNI team with a multiyear average below the current minimum is men's cross country. A plan of improvement is in place for men's cross country addressed through the Academic Performance Program that was filed with and accepted by the NCAA. The plan cited recruiting

mistakes and a lack of monitoring of student academic progress as key reasons explaining the low APR. The current coaching staff is different from the coaching staff in place when the team earned low APR averages. The team's APR averages for the most recent three years are much higher, and the team should be in good standing when the most recent statistics are released in the spring of 2013.

In the past four years (the years included in the multiyear average), UNI has had four teams with an APR below 930: men's basketball's APR for 2007-08 was 900, men's cross country's APR for 2007-08 was 700 and for 2008-09 was 813, men's indoor track's APR for 2007-08 was 900, and wrestling's APR for 2010-11 was 891.

Listed below are APR comparisons for the sports in which we compete in the Missouri Valley Conference. Not all Missouri Valley schools offer all sports. UNI's wrestling team competes in the Western Wrestling Conference (although we are joining the Mid-American Conference (MAC) beginning with the conference tournament this year (2012-13)), and our football team competes in the Missouri Valley Football Conference (formerly the Gateway).

Multiyear APRs for Missouri Valley Conference Teams

Team	Bradley	Creighton	Drake	Evansville	IL State	IN State	MO State	UNI	Southern Illinois	Wichita State
BBM	970	975	977	956	973	929	902	970	908	954
BBW	986	989	1000	995	969	990	959	991	941	984
XCM	992	992	991	992	1000	1000	NA	904	993	948
XCW	1000	984	974	1000	995	996	987	1000	968	981
GM	978	984	967	972	993	NA	985	1000	960	1000
GW	1000	1000	990	1000	994	992	984	993	977	984
Soc	NA	991	992	978	983	966	982	982	NA	NA
SB	982	986	992	987	990	987	974	978	996	987
Swim	NA	NA	NA	996	994	NA	969	988	978	NA
Ten	1000	1000	983	983	1000	NA	NA	976	976	1000
TFMI	NA	NA	979	NA	984	962	NA	950	981	964
TFMO	NA	NA	979	NA	988	962	NA	959	981	954
TFWI	992	NA	972	NA	987	980	955	989	972	961
TFWO	992	NA	973	NA	987	984	960	993	972	961
VB	977	1000	995	995	1000	989	986	1000	1000	1000

2010-11 APRs for Missouri Valley Conference Teams

Team	Bradley	Creighton	Drake	Evansville	IL State	IN State	MO State	UNI	Southern Illinois	Wichita State
BBM	958	1000	944	1000	1000	946	953	1000	837	941
BBW	980	1000	1000	1000	1000	1000	956	1000	947	957
XCM	964	967	975	967	1000	1000	NA	958	1000	969
XCW	1000	917	1000	1000	1000	986	1000	1000	944	1000
GM	1000	1000	969	967	1000	NA	1000	1000	972	1000
GW	1000	1000	955	1000	1000	1000	958	1000	1000	1000
Soc	NA	1000	1000	973	980	963	960	966	NA	NA
SB	972	962	1000	1000	987	988	957	968	1000	1000
Swim	NA	NA	NA	1000	992	NA	959	1000	978	NA
Ten	1000	1000	1000	1000	1000	NA	NA	933	1000	1000
TFMI	NA	NA	988	NA	991	958	NA	980	1000	982
TFMO	NA	NA	988	NA	1000	952	NA	979	1000	959
TFWI	1000	NA	972	NA	985	963	973	982	971	972
TFWO	1000	NA	972	NA	985	979	973	1000	972	978
VB	957	1000	1000	1000	1000	1000	981	1000	1000	1000

2010-11 APRs for Missouri Valley Football Conference Teams

Team	IL State	IN State	MO State	North Dakota State	South Dakota State	So IL	UNI	Western IL	Youngs-Town State
Football	943	924	926	964	957	947	953	948	930

2010-11 APRs for Western Wrestling Conference Teams

Team	North Dakota State	Northern Colorado	UNI	US Air Force Academy	South Dakota State	Utah Valley	Wyoming
Wrestling	937	899	939	978	943	912	957

Graduation Rates

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

Quoted directly from the NCAA's website:

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

Similar to the APRs, the FGRs are also reported with a one-year lag. Data are submitted by each school by June 2012 that include the graduation rates for the freshman cohort class of 2005-06. The most recent FGR allows those freshmen six years by which to graduate (through August 2011). Thus, the most recent FGR four-year rolling average includes the freshmen classes of 2002-03, 2003-04, 2004-05, and 2005-06. Like the APRs, FGRs include student-athletes who receive athletic financial aid (walk-ons are not included).

Federal Graduation Rate (FGR) Comparisons and Demographics

	2005-06	2004-05	2003-04	2002-03	2001-02
Four-Year Averages					
Student-Athletes	73%	71%	75%	62%	56%
Student Body	67%	67%	66%	63%	65%
Individual Years by Gender and Ethnicity					
All Student-Athletes	73%	70%	75%	64%	56%
All Male Student-Athletes	65%	62%	71%	52%	58%
All Female Student-Athletes	82%	79%	80%	76%	52%
All Minority Student-Athletes	40%	60%	90%	50%	20%
All Non-Minority Student-Athletes	76%	73%	73%	66%	61%
All UNI Students	67%	67%	66%	63%	65%
All UNI Male Students	64%	62%	63%	61%	61%
All UNI Female Students	69%	70%	69%	65%	68%
All UNI Minority Students	47%	45%	50%	46%	39%
All UNI Non-Minority Students	68%	68%	67%	64%	67%

The overall comparisons between student-athlete graduation rates and UNI student-body graduation rates suggest that student-athletes graduate at similar or higher rates. I am encouraged that the graduate rates for student-athletes for the three most recent years are substantial higher than the two prior years, suggesting that the current academic support efforts by the athletic administration, particularly the athletic academic advisors, and better recruiting and monitoring by coaches, seem to be successful in helping student-athletes graduate.

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

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

FGRs by Team, Single Year Freshmen Cohorts

Team	05-06 Cohort	04-05 Cohort	03-04 Cohort	02-03 Cohort	01-02 Cohort
Basketball, Men's	45%	45%	60%	33%	29%
Basketball, Women's	71%	83%	92%	92%	90%
Football	67%	62%	64%	61%	63%
Golf, Men's	75%	75%	67%	NA ⁺	NA ⁺
Golf, Women's	78%	71%	86%	83%	88%
Soccer, Women's	81%	64%	53%	47%	14%
Softball	67%	67%	68%	61%	61%
Swimming and Diving, Women's	81%	62%	60%	62%	67%
Tennis, Women's	100%	80%	33%	0%	0%
Track & Field and Cross Country, Men's	71%	55%	33%	0%	13%
Track & Field and Cross Country, Women's	83%	74%	60%	63%	63%
Volleyball	100%	100%	100%	100%	100%
Wrestling	65%	73%	67%	58%	56%
Overall	71%	66%	63%	58%	58%

⁺No students in this cohort

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, Single Year Freshmen and Transfer Student Cohorts

Team	05-06	04-05	03-04	02-03	01-02
Basketball, Men's	63%	75%	91%	78%	67%
Basketball, Women's	92%	100%	100%	100%	100%
Football	77%	69%	63%	65%	70%
Golf, Men's	100%	100%	100%	NA ⁺	NA ⁺
Golf, Women's	100%	100%	100%	100%	100%
Soccer, Women's	94%	94%	95%	100%	100%
Softball	89%	83%	83%	76%	88%
Swimming and Diving, Women's	82%	73%	69%	73%	80%
Tennis, Women's	100%	100%	67%	50%	50%
Track & Field and Cross Country, Men's	73%	71%	62%	50%	67%
Track & Field and Cross Country, Women's	96%	95%	87%	91%	92%
Volleyball	100%	100%	100%	100%	100%
Wrestling	71%	79%	77%	79%	81%
Overall	83%	81%	77%	75%	81%

⁺No students in this cohort.

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

Listed below are FGR comparisons for the sports in which we compete in the Missouri Valley Conference. Not all Missouri Valley schools offer all sports. UNI's wrestling team competes in the Western Wrestling Conference (although we are joining the Mid-American Conference (MAC) beginning with the conference tournament this year (2012-13)), and our football team competes in the Missouri Valley Football Conference (formerly the Gateway).

FGRs for Missouri Valley Conference Teams (2005-06 Cohort)

Team	Bradley	Creighton	Drake	Evansville	IL State	IN State	MO State	UNI	Southern Illinois	Wichita State
BBM	38	63	64	43	58	23	80	45	54	30
BBW	75	92	69	58	73	88	50	71	38	91
GM	100	100	67	73	60	NA	56	75	50	44
GW	100	63	NA	100	67	NA	71	78	100	60
Soc	NA	100	79	67	78	57	87	81	NA	NA
SB	65	62	75	73	65	78	76	67	89	68
Swim	NA	NA	NA	63	71	NA	61	81	60	NA
Ten	100	100	100	100	83	NA	NA	100	57	57
TFXCM	89	60	75	83	62	67	NA	71	31	50
TFXCW	67	100	86	75	73	79	74	83	78	72
VB	92	83	67	79	83	78	88	100	77	75

FGRs for Missouri Valley Football Conference Teams (2005-06 Cohort)

Team	IL State	IN State	MO State	North Dakota State	South Dakota State	So IL	UNI	Western IL	Youngstown State
Football	53	52	65	57	69	67	67	56	57

FGRs for Western Wrestling Conference Teams (2005-06 Cohort)

Team	North Dakota State	Northern Colorado	UNI	South Dakota State	US Air Force Academy	Utah Valley	Wyoming
Wrestling	70	60	65	48	NA	50	47

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
2012-13	18	NA	NA	NA	NA
2011-12	21	260	1,942	8.1%	13.4%
2010-11	14	285	1,978	4.9%	14.4%
2009-10	15	298	1,946	5.0%	15.3%

Details of Student-Athletes Admitted with RAI < 245

Year	Number	GPA 2.5 or above*	Academic Issues**	Teams
2012-13	18	NA	NA	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 falling, 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

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

Missed Class Policy and Travel Absences

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

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

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

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

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

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

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

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

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

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

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

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

- *First Unexcused Absence* – Reported to Sport Administrator and Head Coach.
- *Second Unexcused Absence* – Letter to Student Athlete and Head Coach. Parents/guardians of the student athlete will be notified.
- *Third Unexcused Absence* – Student Athlete will be suspended from one (1) practice beginning with the next scheduled practice.

No athletically-related activities are allowed for a 24-hour period, including strength and conditioning activities, film sessions, individual workouts or any other activity that is required by the coaching staff.

- *Fourth Unexcused Absence* – Suspension from 10% of the team's regular season scheduled competitions beginning with the next scheduled competition, which could also include post season.

If a student athlete self-reports the first unexcused absence, the first absence will be waived. Summer school classes are included and sanctions will be applied beginning with the fall semester.

Suspension Criteria:

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

Process to Appeal Unexcused Absences

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

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

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

http://www.nmnathletics.com/fls/26200/site_files/pdf/Student-Athlete-Handbook.pdf?DB_OEM_ID=26200

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

Missed Class Days Due to Team Travel

Team	2012-13	2011-12	2010-11	2009-10
Basketball, Men's	9	10	13.5	14
Basketball, Women's	10	6.5	12.5	10.5
Cross Country, Men's	6.5	4	4.5	4
Cross Country, Women's	6.5	4	5	4
Football	6	5	5	4
Golf, Men's	17	15	16	13
Golf, Women's	18*	16	17.5	16
Soccer, Women's	6.5	6	6.5	5
Softball	8.5	13	8.5	11.5
Swimming and Diving, Women's	5.5	7	8	9
Tennis, Women's	12*	10.5	11	10
Track and Field, Men's Indoor and Outdoor	10.5	13	11.5	11
Track and Field, Women's Indoor and Outdoor	10.5	13	11.5	11
Volleyball	12	9	9.5	13.5
Wrestling	4.5	2.5	4	6

*tentative

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

I have requested that the Coach Bermel (men's and women's golf coach) speak to the IAAC at an upcoming meeting this fall to discuss the burden that the travel schedule places on the student-athletes. I am also concerned about the number of faculty complaints that I receive concerning this sport. I am concerned that faculty may pre-judge UNI golfers to be less-serious-students because they miss so much class. Such a stereotype could be damaging to the students.

In the golfers' defense, the teams maintain high GPAs, high APRs, and high graduation rates, so perhaps Coach Bermel is careful to recruit strong students who will be able to handle the high number of missed classes without sacrificing their GPAs.

Demographic Characteristics of Student-Athletes

Incoming Freshman Average ACT Score

	2011-12	2010-11	2009-10	2008-09	2007-08
Male Student-Athletes*	22	22	22	21	20
Female Student-Athletes*	23	23	24	22	24
All Male Students	24	24	24	24	23
All Female Students	23	23	23	23	23

*Includes only student-athletes receiving athletic financial aid.

Racial/Ethnic Composition

	2011-12	2010-11	2009-10	2008-09	2007-08
Minority Student-Athletes as a Percentage of Student-Athletes*	22%	21%	22%	21%	18%
All Minority Students as a Percentage of All Students	7%	7%	7%	6%	6%

*Includes only student-athletes receiving athletic financial aid.

Residency Composition

	2011-12	2010-11	2009-10	2008-09
Out-of-State Student-Athletes as a Percentage of Student-Athletes*	41%	44%	42%	41%
All Out-of-State Students as a Percentage of All Students	9%	9%	9%	10%

*Includes only student-athletes receiving athletic financial aid.

Academic Majors

	2011-12		2010-11		2009-10	
	Student-Athletes**	Student Body	Student-Athletes**	Student Body	Student-Athletes**	Student Body
CBA	20.9%	19.1%	19.7%	20.4%	19.7%	20.8%
CHAS	30.5%	33.8%	25.1%	32.5%	26.5%	32.7%
COE	31.5%	20.8%	30.0%	20.9%	31.1%	20.3%
CSBS	12.9%	16.9%	11.4%	16.4%	11.9%	16.0%
Unspecified College	4.2%	9.4%	13.8%	9.8%	10.8%	10.2%

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

The demographic statistics clearly 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. The differences for CHAS come from differences in majors in the humanities and arts, not the sciences (we have data prior to the merger of the two colleges). 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 (SAAC)

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

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

Honorary Sideline Coach Program

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

Professors who have participated have mentioned that the experience “increased my respect for the coaches here at UNI, and I enjoyed seeing the teamwork of our athletes...I have been very impressed with the time-management skills and work ethic of student-athletes at UNI. Our athletes are quality students and quality people.” Another mentioned how much he enjoyed inviting his high-school-aged son to join him on the sidelines of a football game. He commented, “In general, I think UNI has about the right emphasis on sports in most areas. I have always liked the term ‘student-athlete,’ and I think we mostly subscribe to what that implies...The number one priority for student-athletes must be their education.”

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 2011-12 academic year included African-American read-in, Blue Zones basketball project, Camp Embracing Memories, Girl Scout pen pal group, Junior Panther Day, Just Read!, National Girls and Women in Sports Day, National Walk to School Day, Relay for Life, Safe Date Tailgate, Soles4Souls, Special Olympics, Toys for Tots shoe drive, UNI Dance Marathon, and Variety Children’s Charity of Iowa Telethon.

In the 2011-12 academic year, student-athletes performed 1463 hours of community service. In the 2010-11 academic year, student-athletes performed 1448 hours. The volunteer commitments of student-athletes contributed to the national recognition received by UNI. “The University of Northern Iowa has been named to the 2012 President’s Higher Education Community service Honor Roll, the highest federal recognition a college or university can receive, for its commitment to volunteering, service-learning and civic engagement.” Additional details can be found at <http://www.uni.edu/newsroom/stories/uni-named-to-presidential-honor-roll-for-community-service-1>.

Exit Interviews

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

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

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

Over the past few years, the response rate has been around 30% of eligible participants. The IAAC has discussed ways to improve the participation rate, including administering the survey online rather than in person. In our fall 2012 Missouri Valley Conference meetings, the FARs discussed how they administer exit exams. Some schools have higher response rates, but they appear to achieve these rates by having athletic administrators contact the student-athletes; the administrators sometime give the exit surveys. The IAAC has been reluctant to involve administrators because the administrators are the ones being evaluated. We believe that faculty are the in the best position to administer the survey without altering the students' responses. Some schools make the survey available to all students, including those currently participating. Some schools have all students participate but have those concluding their athletic participation complete the survey in person, whereas the other students complete it online. I will recommend to the IAAC that we continue to explore ways to improve the participation rate without involving coaches or athletic administrators.

I have reviewed the exit interviews conducted toward the end of the Spring 2012 semester for the 2011-12 academic year. The responses to the individual questions indicate that UNI's departing student-athletes are usually "satisfied" or "extremely satisfied" with their experiences as a student-athlete. Depending on the individual question, 80-95% of the responses indicate that their UNI experiences "met" or "exceeded their expectations." With a few exceptions, hazing, athletic gambling, use of banned substances, use of illegal drugs, and discrimination are "never a problem" or are "infrequently a problem." The use of alcohol was more commonly described as

a problem, as about half of the student-athletes responded that it was “sometimes,” “frequently,” or “always” a problem.

The open-ended comments suggest some opportunities for athletic department administrators to show more support to the lower-profile sports. Two student-athletes requested greater access to athletic trainers. The athletic academic advisors received positive comments for their helpfulness. I hesitate to draw strong conclusions from such small sample sizes, but I will continue to track the comments from year to year to look for any patterns that should be addressed.

Information about past exit interviews is available through the previously-mentioned website that contains UNI’s recertification documents. Exit interviews are described in the link to “Student-Athlete Well-Being Draft in PDF Format” under the “Read the Reports” section at http://www.unipanthers.com/ViewArticle.dbml?DB_OEM_ID=26200&ATCLID=205145901.

Academic Impact of Athletics

Athletic Administration – about 10 undergraduate students per year complete internships with media relations; many work with related outside companies such as Around the Corner and Panther Sports Properties; for 2011-12: 3 undergraduate movement and exercise science students completed internships with Senior Athletic Administrator Jean Berger, 3 graduate students in student affairs completed internships with Stacia Greve/Kara Park, 4 undergraduate students worked with tutoring, new student orientation, and community service projects; the Athletic Department sponsors 10 graduate assistantships (for non student-athletes) and employs 293 student workers (none are student-athletes)

Athletic Bands (Marching and Pep Bands) – 238 students participated in the 2011 Panther Marching Band; they represented approximately 30 different majors from all colleges; 131 students (total) participated in the two 2011-12 pep bands for men's and women's basketball (66 students in one band; 65 in the other; the bands are not sport specific); the Athletic Department funded two graduate assistantships (\$33,920 for the 2012-13 year) for the marching band, \$8,000 in band scholarships (for the 2011-12 year), and \$600 for Pepsi products for band members; in the past, the Athletic Department funded \$5,000 in scholarships for the volleyball pep band (which no longer exists); in past years the Graduate College had funded a marching band graduate assistantship

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

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

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

Sports Psychology – undergraduate movement and exercise science majors complete a research experience (PEMES 3193) by working on a team with about six undergraduate students and a faculty member; about 18-20 students per semester participate; many of the teams include student-athletes; many of the projects have an athletic component; one example is a study of whether the color of a track affects the speed of a runner; 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) – 42 graduate students work in the lab; partnerships with Power lift, Polar electro, and Infinity flooring companies; opportunities for movement and exercise science majors preparing to be strength and conditioning coaches

Budget

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

General Overview

The Athletic Department receives revenues from three sources: monies that it raises (often called "generated" revenues), student activity fees, and general education funds (GEF). The Athletic Department does not track the distribution of funds by its revenue source. So, for example, the Athletic Department does not attribute specific expenses to generated revenues, student fees, or general funds. Revenues come in to the department from three sources, and the Athletic Department pays the year's expenses from these revenues. The Athletic Department does not run a "deficit" in the sense that its annual expenses do not exceed its revenues from the three above-mentioned sources. Some faculty have used the term "deficit" to refer to the fact that the Athletic Department receives general fund support. I am concerned that the term "deficit" could inaccurately be interpreted to mean that the Athletic Department does not balance its budget each year. The Athletic Department lives within its budget for each fiscal year.

Data Sources

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

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

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

Comparisons to Other Universities

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

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

FY2011 EADA Data			
University	Revenues	Expenses	Student Fees
Bradley	\$14,738,406	\$14,568,442	no data
Creighton	\$14,823,506	\$14,823,506	no data
Drake	\$13,039,059	\$13,039,059	no data
Evansville	\$ 9,713,546	\$ 9,713,546	no data
Illinois State*	\$16,719,530	\$16,603,093	\$8,324,068
Indiana State*	\$10,634,924	\$10,593,239	\$5,780,135
Missouri State*	\$13,829,559	\$13,829,559	\$0
North Dakota State*	\$15,351,245	\$15,351,245	\$1,065,740
South Dakota State*	\$13,127,986	\$13,127,986	\$2,310,914
Southern Illinois*	\$20,562,625	\$20,562,625	\$9,196,113
U of Northern Iowa*	\$14,902,771	\$13,723,907	\$1,263,343
U of South Dakota*	\$ 8,551,777	\$ 8,551,777	\$1,011,683
Western Illinois*	\$10,841,836	\$10,841,836	\$3,409,457
Wichita State	\$18,812,360	\$18,284,085	\$2,178,419
Youngstown State*	\$12,468,802	\$12,468,802	\$0

FY2011 Revenue and Expense Data from EADA; Student Fee data from internal survey
 *=Missouri Valley Football Conference member school

UNI's expenses rank 5th out of the 10 Missouri Valley Football Conference schools (in order of expenses: Southern Illinois, Illinois State, North Dakota State, Missouri State, UNI, South Dakota State, Youngstown State, Western Illinois, Indiana State, and South Dakota) and 7th out of the 10 Missouri Valley Conference schools (in order: Southern Illinois, Wichita State, Illinois State, Creighton, Bradley, Missouri State, UNI, Drake, Indiana State, and Evansville).

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

References

I consulted with the following people in producing this report:

Jean Berger, Senior Associate Athletic Director for Student Services and Senior Women's Administrator
Don Bishop, Director of Athletic Training Services
Steve Corbin, Professor and Department Head, Marketing
Troy Dannen, Athletic Director
Greg Davies, Assistant Athletic Director for Business
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Ashley Shells, Director of Athletic Compliance
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Kelli Snyder, Assistant Professor, Athletic Training and Program Director
Joan Thompson, Health Educator & Victim Services Advocate
John Valentine, Director and Professor, School of Music
Diane Wallace, Registrar's Office
Juanita Wright, Financial Aid

I thank the previous FAR, Dr. Anne Woodrick, Professor of Anthropology, for her patience in answering my many questions and for her guidance.