

Faculty Senate Meeting
April 17, 2012
New Business

University Athletics Committee Reporting

Reappointment of Dr. David Dosser as ECU Faculty Athletics Representative

The minutes of the April 12, 2012 University Athletic Committee include a recommendation to have the Faculty Senate endorse the Chancellor's reappointment of Dr. David Dosser as the Faculty Athletics Representative for East Carolina University. The members of the Committee have received very positive feedback and reported their own positive impressions of Dr. Dosser arrived at through considerable interactions and observation of his significant efforts (see FAR reports e.g. <http://www.ecu.edu/cs-acad/fsonline/customcf/fsminute/fsm1011.pdf>)

The text of the National Collegiate Athletic Association Bylaws related to the Faculty Athletics Representative is included below.

"4.02.2 Faculty Athletics Representative. A faculty athletics representative is a member of an institution's faculty or administrative staff who is designated by the institution's president or chancellor or other appropriate entity to represent the institution and its faculty in the institution's relationships with the NCAA and its conference(s), if any (see also Constitution 6.1.3). (Revised: 3/8/06)

6.1.3 provides the following guidance to its member institutions: "Faculty Athletics representative. A member institution shall designate an individual to serve as faculty athletics representative. An individual so designated after January 12, 1989, 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. (Adopted: 1/11/89)"

The ECU Faculty Athletics Representative position is described in brief below and in more detail in the attachment (ECU Faculty Athletics Representative Position Description).

The Faculty Athletics Representative (FAR) provides oversight and advice in the administration of East Carolina University Athletics program and plays a strategic role to ensure athletic integrity, institutional control of intercollegiate athletics, and enhancement of the student-athlete experience. The FAR is appointed by the Chancellor for a three-year term. The position is provided with .50 release from teaching duties. Representative duties/responsibilities:

- a) Periodically reviews appropriate records to ensure that decisions related to admissions, academic advising, evaluation of academic performance, and the extent of academic support services are made in ways that are consistent with the primary academic mission of East Carolina University.
- b) Provides advice to the Chancellor and Provost that reflects the traditional values of the faculty, and which is rooted in the academic ethic of East Carolina University.
- c) Serves on the University Athletics Committee.
- d) Reports regularly to the faculty senate regarding matters of academic integrity, academic preparation, and other matters related to the intercollegiate athletics program.
- e) Represents ECU at C-USA meetings four times a year.
- f) Promotes a balance between academics, athletics and the social lives of student athletes.

EAST CAROLINA UNIVERSITY
Faculty Athletics Representative
Position Description

The faculty athletics representative provides oversight and advice in the administration of the institutional athletics program and plays a strategic role to ensure academic integrity, institutional control of intercollegiate athletics, and enhancement of the student-athlete experience.

Qualifications:

- a) Shall be a member of the faculty or an administrator who holds faculty rank and shall not hold an administrative or coaching position in the athletics department.
- b) Shall be a faculty member who is interested in the welfare of student-athletes.
- c) Shall hold permanent tenure.
- d) Shall be knowledgeable regarding the athletics program.
- e) Shall be appointed by the Chancellor.

Duties/Responsibilities:

- a) Shall periodically review appropriate records (for both individual student-athletes and for sport/teams) to ensure that decisions related to admissions, academic advising, evaluation of academic performance, and the extent of academic support services are made in ways that are consistent with the primary academic mission of East Carolina University.
- b) Shall be involved in the assurance of the academic integrity of the athletics program and in the maintenance of the welfare of the student-athlete.
- c) Shall provide advice to the Chancellor that reflects the traditional values of the faculty and which is rooted in the academic ethic of East Carolina University.
- d) Shall meet regularly with the Director of Athletics regarding academic integrity, compliance, and the student-athlete experience.
- e) Shall serve as Chair of the University Athletics Committee.
- f) Shall report periodically to the faculty senate regarding matters of academic integrity, academic preparation, and other matters related to the intercollegiate athletics program.
- g) Shall represent East Carolina University as a delegate to the annual National Collegiate Athletic Association (NCAA) conventions and attend any special meetings of the NCAA, and shall attend Conference USA meetings.
- h) Shall be involved in the monitoring and maintenance of the personal welfare of the student-athletes.
- i) Shall meet with the Student-Athlete Advisory Committee, and should regularly attend committee meetings and consult with committee officers.

- j) Shall participate in exit interviews with student-athletes as they depart the athletics program and shall participate in the review of results of the exit interviews.
- k) Shall play a central role in any major institutional inquiry into alleged or suspected rules violations, and the preparation of any infractions reports submitted to the conference or the NCAA.
- l) Shall receive the results of any periodic reviews of the athletics department that may be conducted.
- m) Shall play a role in NCAA athletics certification program reviews.
- n) Shall, at the beginning of each academic year, address student-athletes as a group or in individual team meetings, to emphasize the primacy of the academic mission of the institution and the responsibility of student-athletes within the institution.
- o) Shall encourage student-athletes to prepare for careers outside (or in some instances, associated with) their experiences as intercollegiate athletes.
- p) Shall, together with athletics administration, ensure that appropriate standards of student-athlete conduct are established (for both on- and off-campus behavior), clearly communicated and consistently enforced.
- q) Shall be involved in certifying student-athletes as eligible for practice, financial aid or intercollegiate competition.
- r) Shall promote a balance between academics, athletics and the social lives of student athletes.
- s) Shall have a role in institutional searches for key athletics department personnel.
- t) Shall be the representative of East Carolina University and its faculty in the relationship between the NCAA and East Carolina University.
- u) Shall be informed of the results of any drug testing of student athletes.
- r) Other duties as required.

6/30/00

APPENDIX B

Checklist of Faculty Athletics Representative Duties

1. Develop a written job description, which accurately and fully describes the duties and responsibilities.
2. Obtain approval of this job description from the chief executive officer and faculty governance structure.
3. Identify the resources needed to successfully meet the responsibilities and arrange for these resources to be made available.
4. Learn the rules, especially those contained in NCAA Bylaws 14, 13 and 15 (in that order of priority).
5. Establish control or oversight of academic eligibility decisions.
6. Together with the chief executive officer and the director of athletics, develop a comprehensive plan for the institutional control of intercollegiate athletics and ensure that appropriate and explicit assignments of both responsibility and authority are made.
7. Be visible to the student-athletes. Participate in orientation activities at the beginning of the year and exit-interview activities at the end of the year. Support the student-athlete advisory committee and other similar activities on the campus.
8. Report all secondary and major violations to the NCAA (or conference, if applicable). Be knowledgeable about all institutional investigations and have access to all infractions reports before they are submitted to the NCAA (or conference, if applicable).
9. Establish solid working relationships with the director of athletics, the compliance coordinator, the director of admissions, the registrar and the director of student financial aid.
10. Be active in working with the institution's athletics board or committee and report regularly to the institution's faculty governance structure.
11. Be positive about the good things in intercollegiate athletics, but do not attempt to be an apologist for those things that are problematic and require change.
12. Participate on search committees for senior athletics department administrators and head coaches.
13. Be cautious when accepting perks, which could be misunderstood by the campus or external communities.

APPENDIX C

Statement of the Role of the Faculty Athletics Representative

Introduction

This statement has been developed to emphasize the strategic role that the faculty athletics representative (FAR) should play to ensure academic integrity, facilitate institutional control of intercollegiate athletics and enhance the student-athlete experience. Although chief executive officer (CEO) control of the intercollegiate athletics program is essential, this goal is more likely to be attained through appropriate delegation of both responsibility and authority on the campus. Of all of the major participants in the administration of the intercollegiate athletics program, those who represent the faculty are most likely to be independent of the financial and other pressures that create enormous incentives for competitive success in the revenue-producing sports. Senior faculty members are able to provide significant leadership in the governance of athletics programs on their campuses if they are empowered by their CEOs and their faculty governance structures to do so, and if they are provided adequate institutional support to fully discharge their responsibilities.

The common bond that links FARs across all NCAA member institutions is a commitment to academic integrity. Beyond this goal, FAR roles vary both among and within divisional classifications.

The roles of faculty-dominated athletics boards or committees also may differ. In this statement, the "role of the FAR" should be broadly interpreted to include the activities of the athletics boards and committees that also are charged to represent faculty perspectives in the governance of intercollegiate athletics.

Obviously, this statement is not intended to be binding on either individual FARs or member institutions. It does contain, however, guidelines that merit diligent consideration on the part of those who select or appoint the FAR and on the part of the faculty members who are asked to consider such appointments.

Academic Integrity

The academic integrity of an intercollegiate athletics program may be evaluated in a number of ways, including a review of: the admissions profiles of recruited student-athletes vs. all students who are admitted to the institution; courses and academic programs selected by student-athletes; the semester and cumulative records of academic performance of student-athletes and the rates at which they graduate. The FAR periodically should review appropriate records (for both individual student-athletes and for sport teams) to ensure that decisions

related to admissions, academic advising, evaluation of academic performance and the extent of academic support services are made in ways that are consistent with the primary academic mission of the institution.

The FAR should ensure that the institution has in place effective mechanisms for evaluating whether student-athletes have met all of the academic eligibility requirements for practice, financial aid and intercollegiate competition established by the NCAA, the conference (if any) and the institution. The FAR need not perform these certifications personally, but should ensure that all certifications for both initial and continuing academic eligibility have been performed correctly, and with adequate documentation.

The FAR should assume an advisory and reporting role with respect to the academic preparation and performance of student-athletes. The FAR may prepare (or request on the basis of FAR specifications) periodic reports on the academic preparation and performance of student-athletes. Such reports should be carefully reviewed by the FAR and discussed with the CEO, the faculty and the athletics department.

Compliance

Institutional control of intercollegiate athletics is a campus-wide responsibility. Unless the institution has designated an athletics compliance coordinator who reports directly to the CEO (or another senior-level administrator outside the athletics department), the FAR and the director of athletics should assume joint responsibility for ensuring compliance with all NCAA, conference (if any) and institutional rules. Consistent with the guidelines provided by the NCAA's principles of institutional control discussion document, FAR responsibilities should include oversight of compliance-related activities undertaken within the athletics department and coordination of the compliance-related activities of the campus units located outside the athletics department. Such efforts could focus on academic-eligibility certifications (noted above), rules education and staff training, rules interpretations, and periodic spot-checks of records to ensure that all institutional compliance systems are engaged and functioning. Even if the institution has appointed a compliance coordinator who reports directly to the CEO, the FAR should retain significant responsibilities for institutional-control structures and activities.

The FAR should play a central role in any major institutional inquiry into alleged or suspected rules violations and in the preparation of any infractions reports submitted to the conference (if any) or the NCAA.

The FAR should receive the results of any periodic audits of the athletics department that may be conducted.

The FAR should play a major role in any NCAA athletics certification program reviews.

Intercollegiate athletics programs offer privileges that include financial assistance, team membership, competitive opportunities and numerous additional support services. Such privileges create a heightened visibility of student-athletes both on and beyond the campus. Hence, student-athletes must accept some additional responsibilities for their behavior that are not imposed on

students generally. The FAR, together with the athletics administration, should ensure that appropriate standards of student-athlete conduct are established (for both on- and off-campus behavior), clearly communicated and consistently enforced.

Student-Athlete Experience

The FAR should promote a balance between academics, athletics and the social lives of student-athletes, which affords them opportunities to enjoy the full range of collegiate experiences available to students generally. Examples of such activities include a review of travel and competition schedules (to minimize missed class time), reviews of athletics scholarship cancellations or reductions (which might inappropriately limit opportunities for student-athletes to complete their degrees), periodic reviews of the mechanisms used to monitor the hourly and weekly limitations on athletically related activities, and actions to encourage the availability of posteligibility financial support for student-athletes. The FAR should participate in student-athlete exit interviews, facilitate student-athlete participation on athletics boards and committees, and inform student-athletes about the FAR role as an independent source of counsel, assistance and information.

The FAR should encourage and facilitate interactions between student-athletes and the mainstream of institutional activities. At the beginning of each academic year, the FAR should address student-athletes as a group, or in individual team meetings, to emphasize the primacy of the academic mission of the institution and the responsibilities of student-athletes within that setting. Further, the FAR should utilize every opportunity to reinforce the principle that student-athletes are students who are to be afforded opportunities to participate in a variety of institutional experiences.

The FAR should encourage student-athletes to prepare for careers outside (or in some instances, associated with) their experiences as intercollegiate athletes. To this end, the FAR should ensure that testing, counseling, evaluation and other career-planning services are made available to student-athletes.

Communication/Administration

The FAR should play a central role in discussions of matters related to intercollegiate athletics at athletics board or committee meetings and at faculty or institutional senate meetings. At these meetings, the FAR should provide periodic reports related to matters of academic integrity, academic preparation and performance of student-athletes, rules compliance or violations, and other matters related to the intercollegiate athletics program. Faculty and other members of the institutional community should have an opportunity to learn about the work of the FAR and to raise relevant questions or concerns with the FAR. The FAR should serve as a member, or as chair, of the institution's athletics board or committee.

The FAR should have access to complete budgetary information about the athletics department.

The FAR should play an important role in the shaping of institutional voting decisions on conference and NCAA legislation.

The FAR, as an appointee of the CEO, must have access to the CEO and must be recognized as a key advisor on athletics-related matters by the CEO and others involved in the administration of intercollegiate athletics. The FAR also must have access to a working relationship with the director of athletics and his or her staff. The FAR should have a major role in institutional searches for key athletics department personnel.

Institutional Resources/Compensation

The CEO must ensure that the FAR and the faculty members who share the responsibilities identified above are allocated the time and institutional resources consistent with their duties. This support could include clerical staff, release time from teaching or other duties, and additional compensation during the academic or fiscal year. In addition, deans, department chairs and other institutional administrators should acknowledge that the FAR's activities described above require a significant commitment of time and energy. No faculty member should accept appointment to the position of FAR without a commitment of institutional resources consistent with these responsibilities and a pledge of institutional recognition of the time and energies required for these duties to be effectively discharged.

Athletically related perquisites (team travel, tickets, etc.) provided to the FAR should be subject to annual approval by the CEO. Where possible, it would be desirable to have the expenses associated with such perquisites paid through the office of the CEO, not the athletics department.

Lee, Lori

From: Altman, Stacey R
Sent: Friday, April 13, 2012 2:38 PM
To: Walker, Marianna; SCB
Cc: Olson, Mary; Sheerer, Marilyn; Lee, Lori
Subject: RE: DR. Dosser

Marianna,

I will be bringing forward a recommendation from the UAC that the FS endorse the reappointment of Dr. David Dosser as the FAR next Tuesday at the FS meeting. If there is a preferred format (other than was described below), please advise.

Also, we had a very good meeting yesterday. In the Academic Integrity SubCommittee (the faculty members of the UAC) part of the meeting, an interesting development occurred. In brief... so concerned are the faculty about the academic record (particularly the freshmen) of the football team, that we would also like to make a recommendation that Coach Holland be asked to direct the head coach (in conjunction with others from athletics?) of the football team for a written plan to address those concerns. The list of concerns regarding individual athletes from that team was the longest one we have seen in some time and some of us have been on that Committee for a pretty long time (enough to see a few coaches come through). It may very well be that the team/coach/etc are addressing the concerns, but the faculty would like to see some tangible measure of accountability for a number of reasons (foremost the welfare of the individual athletes, however the welfare of (risk to) the institution is also at issue here - mission/reputation/revenue). I am not sure that is something to bring before the Senate at this time but there was very strong support for doing so and/or looking into further. I am happy to receive your thoughts or that the Chancellor's as it relates to this issue. It would be fitting to bring it forward at this meeting as David has been a strong supporter of faculty engagement in this important aspect of our university. It seems to me that it also helps the Chancellor with "institutional control" if such engagement is present. But, again, I understand timing and other considerations must be factored in.

Stacey

From: Walker, Marianna
Sent: Tuesday, April 10, 2012 2:17 PM
To: SCB
Cc: Olson, Mary; Sheerer, Marilyn; Altman, Stacey R; Lee, Lori
Subject: RE: DR. Dosser

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I suggest that I ask the University Athletics Committee to consider Professor Dosser's reappointment and bring a report to the senate. The committee is meeting this Thursday and they would need the FAR position description, including term length, as soon as possible. Since the agenda has already been approved, the Chair of the University Athletics committee could ask to have it considered as new business on April 17. Stacey Altman is copied on this email so she is aware of what is being asked of the committee and Faculty Senate.

Best wishes,

Marianna

Marianna Walker, Ph.D.
Chair of the Faculty
Associate Professor
Bremer Distinguished Scholar in Language Learning and Literacy Disorders Department of
Communication Sciences and Disorders East Carolina University walkerm@ecu.edu
(252)744-6096

From: SCB
Sent: Monday, April 09, 2012 3:15 PM
To: Walker, Marianna
Cc: Olson, Mary; Sheerer, Marilyn
Subject: DR. Dosser

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Cheers,
sb

athletics

Lee, Lori

From: Walker, Marianna
Sent: Monday, April 16, 2012 8:46 AM
To: Altman, Stacey R
Cc: Lee, Lori
Subject: RE: DR. Dosser

Thanks Stacey for taking care of David's endorsement. I'll defer to Lori Lee relative to the documentation and format for the report. Also, it would be helpful to have a description of the position and David's vitae or description of his qualifications (and vitae - if asked for). Regarding the second issue, you could bring a resolution for that as well, or could simply state that the committee will undertake this issue are part of the new business next year, of course, in response to concerns that have been expressed by the faculty this year.

Also, please be aware that there is a possibility that the senators will vote against having new business brought to the floor this week, since there is a long agenda. However, hopefully this won't happen. If it does, we can address this next week, if needed at the FS organizational meeting.

Thanks again,

Marianna

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