

## **Executive Committee Meeting Monday, October 9, 2006**

Vice Chair David Kassoy called the meeting to order at 3:30.

The minutes of September 18, 2006 were accepted as distributed.

### Vice Chair's Report

- Kassoy met CU Foundation Marketing Communications Director Gigi Reynolds and there is interest in scheduling an appearance of CU Foundation President and CEO Wayne Hutchens with the Executive Committee next semester. The consensus of the committee was that it would be beneficial to have Hutchens come speak about the foundation, how it supports faculty and what BFA can do to work with them.

### Committee Reports

- Intercollegiate Athletics Committee (IAC) – Chair Bill McGinley was not present to give the report so Barbara Bintliff offered to give an update. Their agenda for AY 2006-2007 includes defining and developing the mission of IAC as it relates to the mission of the APBA; improving communication between IAC and APBA; investigating the campus perception of Division I student athletes and classroom performance; and exploring ways to bridge the norms and expectations in Division I athletic programs with their respective academic programs.
- Discussion of the Faculty Affairs Committee motion on faculty salaries was tabled until the next meeting when Bill Kaempfer has the necessary data documents available. Several points of discussion were raised which will be considered next week.

### New Business

#### Grievance Procedures – Paul Levitt

Levitt is concerned that the university system of grievance is failing. There are several grievance cases where P&T finds one way and the Provost finds another way. Levitt maintains that there is no appellate process and he feels that mediation or arbitration is needed. He proposed that when an impasse is reached there should exist an appellate group to mediate.

There followed discussion of the rights of grievants and “at will” employees. They have civil rights and there are procedures which grievants can follow if they so choose. The purpose of this discussion was to look into mediation and find a clear understanding of procedural rights to appeal the decision of the Provost.

It was agreed that discussion will be continued at the next meeting.

### Special Report

Kassoy introduced Mike Bohn and Ceal Barry. Bohn thanked the faculty and expressed his department's appreciation for the way faculty have engaged with the Athletic program, helping with recruiting, academic policy, and hiring practices. He then introduced Barry who discussed academic issues in the Athletic Department and handed out documents outlining the number of student-athletes in colleges, in majors, and GPAs by sport and gender.

- Barry outlined the breakdown of total student athletes who number 331.

- Concerning Honor Code/Classroom Behavior issues she asked faculty to handle and treat student-athletes as non-athletes.
- Faculty Feedback – Barry’s office has been sending out a questionnaire on attendance, grades on paper, quizzes and exams to faculty who teach student-athletes. The response from faculty has been outstanding, thorough, positive and constructive.
- Class Absence due to Team Travel – there is 95% cooperation from faculty in excusing athletes. There are cases where class attendance and participation are a large percentage of the grade and sometimes faculty recommend that the athlete drops the class. There followed discussion of how far this class absence should extend. In addition to the student-athletes there are trainers, managers, band members, cheerleaders, and hourly waged student employees who miss class. There are no support services in place for these non-athletes and their choice to miss class is a personal one. Faculty felt that it would be helpful to know from the Athletic Department at the beginning of the term that these trainers/managers are going to be absent and Barry agreed to do so.

Bohn brought handouts on reforms at CU bringing athletics into the campus and a copy of the Stampede publication which features an article on Ceal Barry. He said that contributions to the Athletic Department are up 74% from last year but ticket sales are flat. There followed many questions and answers:

- What is the graduation rate of student athletes? Bohn replied that it is 79% for football with a five-year window and almost 90% for all student-athletes. The four-year window is close to 68% which is just above the institutional average of 66%.
- It was a sad circumstance of letting go the men’s tennis team. Have their academic needs been maintained? Bohn responded that two students have stayed on to finish their degrees and scholarships are maintained.
- What about the finances of the struggling football program? Bohn said that ticket sales are in budget thus far and marketing efforts are in force to stay in budget to the end of the season.
- The problem of student athletes’ tardiness and sleeping in class was brought up. How should faculty handle this without giving other students the unfavorable impression that these athletes get preferential treatment? Bohn replied that they support faculty requiring athletes to conform like other students and they invite faculty to provide feedback on the questionnaire Barry’s office sends out or call her office.
- What are the plans to change the surface in the stadium? The Athletic Department is losing opportunities to generate revenues if they keep a grass surface. It could be a great venue for concerts, major events, intramurals, club teams, and outside organizations within the community and the State. Bohn answered that they are exploring putting in an artificial surface but they don’t yet have enough information to make a decision.
- While football and basketball drive the athletics program, running, cycling and skiing are paramount. Is it possible to shift emphasis to those areas? Bohn responded that while our cross country and ski teams are the elite teams in the country, the NCAA doesn’t sponsor cycling. It would be necessary to talk the NCAA into sanctioning cycling as a team sport. 40 schools would have to endorse cycling in order to create a championship.
- What is the opinion of Athletic Department employees on recent reforms that have been implemented? Bohn replied that there is a great sense of frustration and angst associated with these reforms but there is tremendous collaboration from the auditors and central administration to create a proper balance. Job satisfaction of new employees is 9-10; long term employees 2-3.
- In light of the President’s goal of accountability and transparency, what can faculty do to meet Bohn’s objectives of being aggressive leaders in this area? Bohn wants to better

engage faculty for them to feel connected to what athletics is doing. The priority is to better define ways to support avenues to be closer to the faculty!!

The following consent agenda appointment was approved:

Appointment of Stein Sture, CEAE, as an Other Units Rep on the Budget & Planning Committee – 2009.

There being no further business, the meeting was adjourned.