

**2004-2005 ANNUAL REPORT**  
of the  
**ATHLETIC COUNCIL**  
**UNIVERSITY OF MASSACHUSETTS AMHERST**

Presented at the  
647<sup>th</sup> Regular Meeting of the Faculty Senate  
December 15, 2005

**MEMBERSHIP LIST**

**Representing the Faculty**

Carol Barr (Co-Chair)  
Nelson Lacey (Co-Chair)  
John Brigham (on sabbatical)  
Frank Lattuca  
M.J. Peterson  
Patricia Vittum  
Ernest Washington  
Marc Weinberger (Secretary)

**Representing the Alumni**

Robert Goodhue  
George Richason  
Ed Ward

**Representing the Students**

Marsha Bryant, GSS  
Tamatha Gaumnitz  
Whitney Keller  
Brian Long, SGA  
Christine Tocco

**Ex-Officio Members**

Ernest May (voting, Faculty Senate)  
John McCutcheon (non-voting, Director of Athletics)  
Phil Roland (voting, University Advancement designee)  
Glenn Wong (voting, NCAA Faculty Representative)

Submitted November 2005

## I. ATHLETIC COUNCIL OVERVIEW

According to Section 4: paragraph 5-4-1 of the Bylaws of the University of Massachusetts at Amherst's Faculty Senate (May, 2004), The Athletic Council ...

*“shall implement the “Statement of Athletic Policy” adopted by the Board of Trustees on February 14, 1957, and any resolution which the board may adopt thereafter. Consistent with present policies on admissions and academic standards, the Intercollegiate Athletic Program shall be developed to a point where it is representative of the best efforts of the University, with aims and ideals of achievement comparable to those expected of the academic departments. This development shall proceed in accord with policies and regulations of the National Collegiate Athletic Association, and all athletic conferences in which the University maintains membership. The Intramural Athletic Program shall be staffed and equipped to meet the needs of all students who desire to participate, and the University shall encourage participation through a varied program including sports with carry-over value for life after graduation. All athletic accounts shall be open to review by the President of the Student Government Association or a designee. This Council shall submit an annual report both to the Faculty Senate and the Student Government Association, which shall include a detailed breakdown of all athletic program budgets.*

**A. Introduction.** In accordance with its mission, The Athletic Council (hereafter the Council) held eight regularly scheduled meetings during the academic year 2004/2005. Each of six subcommittees (Finance, Facilities, Compliance, Academics, Equity, and Visions) met to focus on issues within their purview. A summary of each of the subcommittee reports appears within this report.

The Council's meetings were organized around an agenda that included but was not limited to (1) briefs from representatives of the Athletic Department, (2) discussion of items of current interest to the Council, (3) reports from the six sub-committees, (4) reports from invited guests, and (5) reports from coaches. Last year's Athletic Department representatives included John McCutcheon (Director of Athletics), Thor Bjorn (Associate Athletic Director), Elaine Sortino (Associate Athletic Director and Senior Women's Administrator), Betsy Mosher (Associate Athletic Director for Compliance), Carol Ford (Athletic Compliance Coordinator), Jaime Seguin (Assistant Athletic Director/Business and Personnel), Jason Yellin (Assistant Athletic Director for Media Relations), Tamra Geryk (Assistant Athletic Director/Marketing & Promotions), and Garrett Waller (Assistant Athletic Director for Advancement). Last year's invited guests included Trustee Robert Sheridan (Chair of the Athletic Committee), John Lombardi (Chancellor), Michael Gargano (Vice Chancellor for Student Affairs), Anne Peramba (Associate Director of Financial Aid), Linda Reed (Undergraduate Registrar's Office), and Raul Lorenzo (Undergraduate Admissions Office). The Council heard from the following coaches last year: Don Brown (Football) and Travis Ford (Men's Basketball).

In addition to issues that faced the Council on an on-going basis, these topics dominated the agenda over 2004/2005:

1. athletic facilities including the Recreation Center project
2. priority registration for student-athletes
3. dual advising for student-athletes (by their academic departments as well as the athletic academic support services unit)

The Council also reviewed issues critical to the status of the UMass Athletic programs including the Student-Athlete Misconduct Policy, Drug and Alcohol Policy and Official Visit Policy put in place as a result of NCAA emergency legislation during the Summer of 2004.

**B. Council Structure.** The membership list of the Council included eight faculty members (appointed by the Faculty Senate), three members appointed by the Alumni Association, four ex-officio members (Director of Athletics, NCAA Faculty Athletics Representative, Secretary of the Faculty Senate, and a designee from the office of the Vice Chancellor for University Advancement) and five student members (with one student slot reserved for the SGA president or designee, and one student slot reserved for the president of the Graduate Student Senate or a designee). The full roster of the Athletic Council appears on the cover page of this document. Each member of the Athletic Council is also appointed to one of six (6) subcommittees. These appointments are listed in this report.

**C. Attendance Records.** Attendance records for the 2004-2005 year (meetings attended/meetings eligible as member) for each member of the Council:

**Faculty, Alumni, and Ex-Officio**

Barr.....	8/8	Richason.....	8/8
Brigham.....	(on sabbatical)	Roland .....	2/8
Goodhue .....	7/8	Vittum .....	6/8
Lacey.....	8/8	Ward.....	8/8
Lattuca.....	4/8	Washington.....	7/8
May .....	5/8	Weinberger.....	6/8
McCutcheon .....	8/8	Wong .....	8/8
Peterson .....	7/8		

**Students**

Bryant.....	7/8
Gaumnitz .....	2/7
Keller ....	1/2
Long.....	4/8
Tocco.....	2/6

**D. Meetings Schedule – 2004-2005 Academic Year.** Council meetings took place on:

Friday, September 10, 2004; Friday, October 15; Friday, November 19; Friday December 10; Friday, February 4, 2005; Friday, March 4, Friday, April 8; Friday, May 6.

**II. OVERVIEW OF THE ATHLETIC COUNCIL'S 2004/2005 ACTIVITIES**

The Athletic Council is responsible for making recommendations on policy and providing advice on general operations of the Department of Athletics at the University of Massachusetts Amherst. The Department of Athletics has long been visible regionally and nationally, achieving success both in the classroom and on the playing fields. The University maintains its long tradition of balance between academics and athletics.

During the 2004-05 year, the Athletic Council focused a lot of our attention and work toward getting the Recreation Center back on-line. We were appreciative of Trustee Bob Sheridan joining the Council at our December meeting to listen to our concerns regarding this project. Trustee Sheridan invited the Co-Chairs of the Council to attend the May 2005 meeting of the Athletic Committee of the Board of Trustees to communicate our message first-hand. Chancellor Lombardi and Vice Chancellor Gargano also attended a meeting of the Council in which the Recreation Center was a major issue of discussion. The Council is encouraged by the fact that the Recreation Center project is back on-line – a facility badly needed by the students and University community.

The Council was also involved in ongoing discussions surrounding dual advising of student-athletes. Dual advising is important in that the Athletic Department Academic Support staff can assist student-athletes with requirements needed under the NCAA academic legislation for continuing eligibility, while academic department advising can provide the student-athletes with assistance regarding course selection and progression of courses depending upon career interests. A limited dual advising program was put in place in Fall 2004 for freshmen and incoming student-athletes. This system was expanded to include all student-athletes during the spring 2005 advising period.

**III. ATHLETIC COUNCIL SUB-COMMITTEE REPORTS**

The Athletic Council has six sub-committees, with five to eight members appointed (by the Co-chairs) to each. Each sub-committee meets, on average, once per semester, and more often whenever circumstances dictate a higher level of discussion or activity.

Each council member served on at least two if not three sub-committees. In addition, at least one member of the Department of Athletics is assigned (by the Director of Athletics) to work directly with each sub-committee. Each of these department liaisons

has been very co-operative and provided all information that was requested, as well as unsolicited information that could further enhance understanding of the items under discussion.

Final reports from each of the six sub-committees follow.

**A. Academics.** {Membership: Marcia Bryant, M.J. Peterson, Whitney Keller, George Richason, Patricia Vittum, Ernie Washington, and Marc Weinberger {Chair}. Athletic Department liaison: Michael Jenkins {Associate Athletic Director of Academic Enhancement}}.

Role of the Academics Sub-Committee: The Academics Sub-Committee oversees the academic performance of team members. This includes team graduation rates, team GPA, and academic progress. The Academic Sub-Committee also addresses issues pertinent to the academic performance and support provided to student-athletes. The following highlights the issues brought before and discussed by the sub-committee over the academic year 2004-2005:

#### Sub-Committee on Academics Report

The major issue on the agenda for the Academic Sub-Committee in 2004-05 was the implementation of dual advising for student-athletes in their academic majors as well as through the athletic department. Discussions by the chair of this Sub-Committee, academic deans, and the athletic department continued in June and September 2004 (see Appendix A). This led to initiation in fall 2004 of a limited dual advising program for freshmen and incoming student-athletes. This system was expanded to include all student-athletes during the spring 2005 advising period.

The only meeting of the full Academic Sub-Committee occurred on February 18, 2005. The agenda for that meeting is attached (Appendix B).

At the February Sub-Committee meeting we were briefed about a very promising plan to roll out a full implementation of dual advising during the spring 2005 semester. The Athletic Department administrators and staff and the others across campus involved with this major change should be applauded for their efforts. The Sub-Committee looks forward to future reports about the process and its outcome on student-athletes. We are hopeful that the quality of their academic experience will be enhanced.

As we have learned in our Athletic Council meetings, the issue of academic standards and quality of the student-athletes' academic experience have been prominent topics of interest to the current national NCAA leadership. To this end, the NCAA is implementing important changes on the reporting of academic progress of schools and teams in real time in an Academic Progress Report (APR). This change has potential for

both positive and negative consequences. On the positive side, the new standards are designed to increase graduation rates by insuring that student-athletes meet more stringent degree progress targets and grade point averages while members of their teams. While maintaining the sanction of individual athlete ineligibility for failure to meet these standards, sanctions have also been expanded to schools in the form of loss of scholarships and other penalties in sports that have too many student-athletes failing to meet the standards. Since the progress data is reported on a real-time basis there is likely to be significant pressures by coaches and administrators to make sure that these standards are met. The anticipated positive outcome should be that more students will graduate and have higher grade point averages. However, the potential unintended consequence of these new standards is pressure to direct student-athletes into easy courses and independent studies of possibly questionable merit to keep them eligible and avoid team and school penalties.

This Sub-Committee is concerned that an unintended consequence of the new NCAA academic performance reporting will be more extreme cases of distortions of academic standards to meet reporting standards. The onus to assure that this does not happen at UMass falls on the campus and to this Faculty Senate Council and in particular on this Academic Sub-Committee.

The Sub-Committee recognizes the legitimate freedom of choice that student-athletes have to choose classes that are in their best academic interest. Independent studies in particular can play an important role in deepening or broadening an academic program and when initiated in a student's major by academic advisors these are often enriching experiences. What we seek to avoid is the blatant abuse of independent studies in which student-athletes who may have been irresponsible by 'blowing off' classes are miraculously rescued with precisely the number of independent studies and grades to keep them eligible. We specifically wish to discourage the initiation of such courses outside the student-athlete's major and for the primary purpose of maintaining eligibility.

We all have a role to play in avoiding abuses. However, the Athletic Support staff and the Athletic Department may face stronger pressures to maintain eligibility for key student-athletes and to avoid sanctions from the new NCAA Academic Progress Rate (APR) standards. To maintain trust across campus and to discourage distortions of a student-athlete's academic program for the main purpose of maintaining eligibility, we urge a climate of low tolerance for abuse by administrators and staff in the Athletic Department as well as by faculty and staff across the campus who might be asked to assist in academically questionable schemes.

Appendix A

August 2004

To: John McCutcheon, Elaine Sortino, Mike Jenkins, Pamela Marsh-Williams, Kregg Strehorn

From: Marc Weinberger, Academic Sub-Committee of the Athletic Council

Thank you for meeting back in June to talk about advising for student-athletes. I hope everyone is having a welcome summer break at some point.

I am following up on that June meeting between all of us. There seemed to be support for a model that assures stronger academic advising for student-athletes. This is a theme that was also clear when I met back in May with the Undergraduate Deans.

There were two outcomes from our June meeting that were intended to move the issue toward improving the current system of advising for student-athletes.

The first was to be an exchange of names of incoming student-athletes between the Athletic Department and the Undergraduate Advising Center. It is my understanding that Kregg contacted Matt Comer to obtain this list. I will be anxious to learn whether this simple step has been useful or if it needs further work.

The second outcome was to be a broader meeting with those of us who were at the June meeting but also with Undergraduate Deans responsible for advising in the academic majors. I hope to get a meeting together during the week before classes begin with a goal of deciding which group(s) of student-athletes to focus on, when and how we might implement and what system of information sharing we need to institutionalize.

As a starter, it has been suggested that we begin with freshmen, transfers, undeclared and students in difficulty. This will require some information from Athletics and coordination with the academic advising areas.

Initial Categories of Student-Athletes to Focus on:

- Incoming freshmen and transfer student-athletes with major or college selected. Need list from Athletics by major.
- Incoming freshmen and transfer student-athletes ... late admits. Need list from Athletics by major.
- Student-athletes in difficulty or reinstated regardless of class year. Need list from Athletics by major.

**Sen. Doc. No. 06-012**

- Undeclared student-athletes for any reason in any class year. Need list from Athletics by major.

If you have any thoughts on the topic or when you think might be best for a meeting with Academic Deans, let me know.

Cheers.

-Marc Weinberger

Appendix B

Athletic Council Academic Sub-Committee  
February 18, 2005  
SOM 205

Present: E. Sortino, M. Jenkins, M. Komer, E. Washington, M.J. Peterson, M.  
Weinberger

Agenda

1. Academic advising for student-athletes
  - Summary of where we are
  - Steps for the future implementation
2. Independent studies with student-athletes

**B. Compliance.** {Membership: Robert Goodhue, Nelson Lacey, Frank Lattuca, Patricia Vittum, Mark Weinberger, Glenn Wong {Chair}. Athletic Department liaison: Betsy Mosher {Associate Athletic Director for Compliance}}.

Role of the Compliance Sub-Committee: The Compliance Sub-Committee reviews the Department of Athletics' efforts to comply with NCAA regulations and mandates. The sub-committee meets near the end of each semester to review the functions of the Athletic Department Compliance Office. That office (currently Betsy Mosher, Carol Ford, and Drew Ingraham, Intern) meets monthly to review student eligibility, reporting of possible infractions, record keeping, and communicating changes in regulations to coaches. Each member of each coaching staff must complete an annual exam that tests knowledge of recruiting regulations, along with other NCAA-mandated rules. A member of the Compliance Office and the Faculty Athletics Representative or a designee proctors this exam.

The Compliance Office meets regularly with the coaching staff of all sports to discuss and review NCAA legislation and compliance activities.

#### Sub-Committee on Compliance Report

#### **Meeting of May 25, 2005**

The following were PRESENT at the meeting: FAC Members-Glenn Wong and Marc Weinberger. Athletic Department Staff-Betsy Mosher, Carol Ford and Drew Ingraham.

Glenn Wong sent Betsy Mosher a proposed agenda prior to the meeting. In preparation for this meeting, Betsy Mosher, Associate Athletic Director, Carol Ford, Compliance Coordinator and Drew Ingraham, Intern, finalized the agenda and prepared the materials that are attached to this report (hereinafter collectively referred to as the "Attachment")

1. A wide ranging discussion of APR (Academic Progress Rate), the new NCAA legislation relating to academic performance and retention, and whether it is in the jurisdiction of the Compliance Subcommittee or the Academics Subcommittee. It was agreed that there are various issues, and APR may be considered by both subcommittees.
2. Review of Coaches meeting (see Agendas in attachment).
3. Review of Violation and Waiver Report Summary (see attachment). A revised version, without names will be forwarded to G. Wong. Carol Ford discussed the changed procedures for medical hardship waiver request. Both increased documentation and contemporaneous medical documentation make these waivers more difficult to process and have approved.

4. Alcohol and Drug and student misconduct violations were reviewed in detail, since this is the first year that both of these policies have been in place (see attachment). Observation by subcommittee members included the fact that 29 males and 1 female violated the alcohol and drug policy. The testing policy is for drugs (both recreational and performance enhancing), but if a student-athlete is involved in alcohol and the information comes to light (such as by arrest), then the student-athlete may be penalized for being in violation of the alcohol and drug policy. Most of the violations were for recreational drugs. In fact, the student-athlete may be in violation of both the alcohol and drug policy and the student misconduct policy. It was also noted that there were three second positive tests for drugs. It was also mentioned that there have been one or two appeals. The variety of sports involved was also noted, since some felt that only student-athletes in certain sports would be involved. In terms of the student misconduct policy, those 9 out of 10 violations occurred during the fall semester. Was this a result of the student-athlete now knowing about the policy? The Compliance Subcommittee will continue to monitor this.

Carol Ford and Betsy Mosher were commended for the detailed record keeping and report. The committee wants to continue to monitor the number and type of violations both from the alcohol and drug policy, as well as the misconduct policy. Glenn Wong will contact Jeff Smith for a more detailed report of the results of the 2005-6 alcohol and drug policy program.

5. Some issues involving various campus offices were discussed (Financial Aid, Bursars, Admissions and Registrars Offices.) There are problems with financial aid and the bursars' office relative to billing, paying of bills and releasing balances to student-athletes (before all the bills are in). The athletic department is working with these offices to resolve these problems. It may be helpful in the future to have a designated athletics representative in the bursars' office. There are problems in the admissions process with highly selective majors, and the athletic department is working these departments. The transition to the new registrar is going smoothly.
6. New NCAA Legislation was reviewed (see attachment). Special mention of 6 (d) relative to the partial qualifier was mentioned-since UMass has already used this new rule. Also noted was item 6 (d), in which the Head Coach is now responsible of the compliance of his/her staff. Betsy did indicate that she was surprised that the Financial Aid Legislation had been delayed.
7. A further and detailed explanation and discussion of APR. Betsy noted the problems of releasing the data after only one year of information. The committee also discussed the potential abuse(s) of the use of independent studies, and the various ways to find information to evaluate where it is a problem.

**MINUTES of Faculty Athletic Council Subcommittee Meeting of December 13, 2004**

The following were in attendance: Pat Vittum, Marc Weinbuger, Glenn Wong, Athletic Department staff-Betsy Mosher, Carol Ford, Drew Ingraham, and Linda Reed from the Registrar's office.

1. Linda Reed reviewed her position and her work with the Athletic Department. In 1985-6, she started working with the athletic department. In 1994, she began working on freshman eligibility; however the NCAA has turned that over to the NCAA Clearinghouse. She continues to work on transfer eligibility, along with the Admissions Office.

Linda works with GPA's, credits, and percentage of degree requirements for continuing eligibility. Linda discussed GPA requirements and credit requirements, indicating that 24 credits are required for an academic year, with 18 credits during the fall and winter terms. By the third year, the student must have a major.

Linda also covered the prior approval process for summer school courses taken at other schools. She then discussed the definition of a full time student for an undergraduate-12 credits (except for seniors in their final semester) and graduate students-9 credits.

Linda reported that graduation rates for student-athletes at UMass are approximately 70%, while the general student body is 64%.

Linda discussed the APR report, which is the NCAA's new retention and eligibility rules.

2. Betsy Mosher provided an overview of the Alcohol and Drug Testing Policy and the Student Misconduct Policy.

3. Betsy Mosher and Carol Ford reviewed the violations report (see attachment).

4. The coaches meeting agendas were reviewed (see attachment s). Please note in the attachments the reporting requirements for Volunteer Coaches and clarification and modifications of the National Letter of Intent Policies and Provisions (see attachments).

5. Betsy reported on the Campus Compliance Meeting. This was attended by Betsy, Carol Ford, Linda Reed (Registrars), Raoul (Admissions), Anne Peremba (Financial Aid) and Glenn Wong (FAR). See attachment on "Coaches' Responsibility for Athletic Admissions".

6. Betsy then reviewed the NCAA's Legislative proposals.

7. Carol Ford reviewed the Special Assistance Fund (see attachment).

Respectfully submitted, Glenn M. Wong, Chair, FAC Subcommittee on Compliance

Note: Attachments referred to in this report follow.

**C. Equity.** {Membership: Carol Barr, Marsha Bryant, Patricia Vittum (Chair), Ernie Washington, Marc Weinberger, and Glenn Wong. Athletic Department liaison: Elaine Sortino {Associate Athletic Director and Senior Women's Administrator}}.

Role of the Equity Sub-Committee: The sub-committee is responsible for monitoring and reporting on Title IX compliance, gender issues, and minority issues within the Athletic Department.

#### Sub-Committee on Equity Report

The sub-committee met with Associate Athletic Director Elaine Sortino on Tuesday, 11 October 2005, and reviewed the documentation for the 2004-2005 year. (Present were Vittum, Washington, and Weinberger.) The primary charge of the sub-committee over the years has been to review the distribution of athletes (numbers of participants) and scholarship by gender and track the Department of Athletics' level of compliance with gender equity.

Since 1992 the federal government, through the Office of Civil Rights, has issued guidelines for compliance with gender equity in student-athletes at institutions that receive federal funding. Initially a school was considered to be in compliance with Title IX with respect to gender equity if the participation numbers or the scholarship dollar allocation came within five percentage points of the overall student body enrollment. Over the years the compliance target has gradually changed so that now schools are expected to be within one percentage point of the overall student body enrollment. Our athletic department is required to track participation numbers (defined by the NCAA as number of student-athletes on a team roster on the date of first competition) and scholarship distributions for each sport every year.

At our meeting, Elaine Sortino first presented the "roster management numbers" (Appendix A). Each head coach at UMass is given a target number of athletes they are expected to carry for each season. Coaches are consulted on an annual basis with regard to these target roster numbers. The initial roster management target numbers for the 2004-2005 academic year would have resulted in a 50-50 balance of female and male student-athletes. But the numbers are targets and it is impossible to predict what will happen in each program. This past year the actual number of participants on the first date of competition was lower than the targets in almost all sports. The ultimate distribution of number of participants in 2004-2005 was 48% females and 52% males. This still compared very favorably with the university-wide distribution, which was very nearly 50:50 for the same reporting period.

Elaine distributed another spread sheet which presented the participation numbers and scholarship dollars for each of the last five years (Appendix B). The discrepancies in scholarship allocation that appear in this spread sheet are primarily a result of a budget crisis that impacted the Department of Athletics during the early years of this decade.

Several sports were eliminated during that period, and scholarship money that had been allocated to those sports previously was not available for reallocation.

According to Elaine, John McCutcheon began to address the inequities in scholarship distribution shortly after his arrival on campus. He has committed to reinstating \$450,000 in scholarship money by FY 07, and some of that money is already moving into the system. We view this as a very positive step. While we would certainly prefer to be in full compliance in terms of scholarship money, our numbers are still better than those of most of our peer institutions. We are pleased that the commitment is there to continue to improve the scholarship dollar distribution, striving for the ultimate goal of matching university enrollment numbers.

Elaine also distributed a copy of the NCAA "Designation of 2005-2006 Demographics and Sports Sponsorship", a form that is submitted annually. Ordinarily the Equity Subcommittee does not see this report because it is filed in September of each year. The form records each varsity sport, the number of sports scheduled for the upcoming academic year, the number of participants in the previous year, the conference affiliation for each sport, and a breakdown by team of "ethnicity". The sub-committee was duly impressed with the thoroughness of the report but did not attempt to review or comment on "ethnicity" distributions.

We asked Elaine about "women coaching women". She reported that over 60% of the women who participate at the Division I level are being coached by men, while less than 1% (estimated) of men are being coached by women. UMass performs very well in this measure, as eight of our ten varsity sports are being coached by women, and until recently we had one of the few women coaching men (Judy Dixon, tennis).

Finally, we would like to recommend that the charge of the Equity Committee be expanded from considering gender equity issues to include ethnic equity issues. In addition, student-athlete welfare should be monitored by one of the Council's sub-committees, and we propose that this area be included in the charge of this sub-committee as well.

**D. Facilities.** {Membership: Bob Goodhue, Frank Lattuca, M.J. Peterson, Philip Roland, Ed Ward (Chair), and Ernie Washington. Athletic Department liaison: Dan Markowski {Assistant Athletic Director/Facilities & Operations } }.

Role of the Facilities Sub-Committee: The sub-committee is responsible for reviewing the condition of the various facilities, including all playing fields.

#### Sub-Committee on Facilities Report

The facilities sub-committee met on May 4<sup>th</sup> in the Boyden Conference Room to discuss issues regarding athletic and recreational facilities on the UMass-Amherst campus. Dan Markowski, Assistant Athletic Director/Facilities & Operations, provided an update on facility improvements that were completed or underway between June 2004 and May 2005. He also provided a list of anticipated facility upgrades.

#### Projects Completed 2004-05

The major project completed in the last year was the construction of the new Women's Swim Team locker room. The work consisted of new lockers, a new lounge, and a new study area. The majority of the work was done by the facilities staff and the cost of the project was \$22,000. The renovation was paid for by swim team alumni.

Another large project was the relocation of media relations from the northwest corner of the second floor of Boyden to the southwest corner second floor. The move took place May 4<sup>th</sup>. Media relations now has more space and newer furniture. The furniture and partitions were donated by the President's office due to its move from the Mass Ventures Bldg. in Hadley. The work was done by facilities staff and cost approximately \$2,000.

Additional work in Boyden included new lighting. Now that the lighting project is completed, sport themed murals and UMass logos will be added. The cost of the lighting was paid by the University and the additional cost is minimal.

#### Projects Underway 2004-05

Work on the new track and field facility is underway. The project is located next to the soccer complex. The plans call for a nine lane track with throwing and jumping areas. The track will be top quality and the A-10 championship will likely move to UMass when the project is completed. Construction began in April with completion in October. Estimated cost is \$2,900,000. Funds for the track were provided for in the bonds for the new campus power plant.

Also underway is the replacement of the lights on the lower Boyden recreational fields. The project will be completed by the end of June. The cost of the project is \$800,000 with Athletics providing \$200,000 and the state \$600,000.

### Projects in the Planning Stages

The Athletic Council was informed by Chancellor John Lombardi and Vice Chancellor Mike Gargano that the campus recreation center is once again a top priority. The fee assessed to fund a recreational center that has been used for other campus needs will be reallocated to pay for the recreational center. Currently an online survey of students is being undertaken to get their input regarding the location of the facility and what the components of the facility should be. The survey will be completed this summer. A committee has been formed to plan the recreational center and they are considering several options. One option is a large centralized facility, a second option is smaller facilities in different residential areas of campus, and the third option is a combination of the first two. The committee is expected to have a proposal by the fall.

Another major project is improvements to the football stadium. The project consists of lighting for night play and the replacement of the grass playing surface with Field Turf or another similar artificial grass surface. The lighting portion is estimated at \$1,200,000 with the turf portion estimated at between \$800,000 and \$1,500,000 depending on subsurface conditions. Funds will be raised by Athletics for this project and approximately \$400,000 has been raised to date. In the interim, the athletic department will rent lights for games on September 17<sup>th</sup> and 24<sup>th</sup>. The lights will cost \$70,000 with Student Affairs paying half of the cost.

An additional project entails replacement of the turf at Garber Field. The surface has reached its projected life span. Uneven areas and popped seams are becoming more prevalent and temporary repairs are becoming harder to accomplish. The field is used by many of our athletic teams and wear and tear are a by product of this use. The estimated cost of replacing the turf ranges from \$1,000,000 to \$1,500,000 depending upon how much subsurface repair is required. The project will be done in summer 2006 with state funds.

A final project consists of moving the academic enhancement area into the vacated media relations area. Along with taking over the media relations space, academics will occupy the adjacent classroom spaces. This will give them the entire northwest section of Boyden's 2<sup>nd</sup> floor. Work will be done in house with a cost of approximately \$2,000. When that project is complete the old academic area will be converted to office space.

### Additional Issues

Mr. Markowski informed the sub-committee of one major on going concern. He stated that the facilities area has dropped from 21 buildings and grounds employees to 9 currently. With the number of buildings and playing fields to be taken care of he feels the staff is being stretched very thin.

He also stated that additional sports camps from outside the University are being brought in to provide additional funds for the facilities area.

Respectfully submitted,  
Ed Ward

**E. Finance, Development, and Tickets.** {Membership: Carol Barr, George Richason {Chair}, Philip Roland, Ed Ward, and Glenn Wong. Athletic Department liaison: Jaime Seguin {Assistant Athletic Director/Business and Personnel}}.

Role of the Finance, Development, and Tickets Sub-Committee: This sub-committee reviews the distribution of funds from some of the sources of funding to the department (including state funds, trust funds, and student activity fees). This sub-committee also monitors the Development Office as well as ticket distribution policies. The obligation of this sub-committee is to correlate programs and financing, providing advice or recommendations as appropriate.

Sub-Committee on Finance, Development and Tickets Report

The Athletic Council's charge to the Finance, Development and Tickets (FDT) Sub-Committee is to correlate programs and financing. The FDT met during the fall semester with Jaime Seguin, Assistant Athletic Director/Business and Personnel, to discuss in general terms the Budget and procedures attendant to compliance with some. Since the athletic administration relating primarily to FDT has undergone considerable change (Director of Athletics and Budget/Personnel) it seemed best for our Sub-Committee to concentrate on changes (made or contemplated) in the financing of the athletic picture and the procedures employed to exercise some. It appears that we can expect good control of the relationship between projected budget and the expenditures process. More extensive changes may be contemplated as our revised staff works with the current budget process.

Ms. Seguin has provided to FDT a considerable body of detailed information that will answer questions about (1) overall revenue projections and expenses for FY05 as compared to FY04 (see Display 1); (2) FY05 Revenue mid-year review (see Display 2); and (3) Benefited and Non-Benefited salaries, scholarship allocation and operating projections (see Display 3).

The cooperation of the Athletic Administration has been commendable.

Respectfully submitted,  
George R. Richason, Jr. (Chair, FDT)

**F. Visions.** {Membership: Marsha Bryant, Robert Goodhue, Nelson Lacey, Frank Lattuca (Chair), Ernie May, M.J. Peterson, Philip Roland, and Ed Ward. Athletic Department liaison: John McCutcheon, Director of Athletics and Betsy Mosher, Associate Athletic Director for Compliance}}.

Role of the Visions Sub-Committee: This sub-committee reviews the Strategic Plan of the Athletic Department providing suggestions and feedback as appropriate.

#### Sub-Committee on Visions Report

The Visions Sub-Committee met on March 23, 2005. Betsy Mosher, Associate Athletic Director presented a summary of the Athletic Department's Strategic Plan and the action steps completed.

The Athletic Department created the 2002-07 strategic plan and during the initial year completed 49 action items from that plan. Additionally, the Senior Staff reviewed the timetable for each of the remaining action items: some items were removed from the list; others were confirmed at the present timetable or moved to be accomplished in future years.

The focus of the Strategic Plan produced 5 overriding goals:

- Provide University of Massachusetts Student-Athletes with the highest quality academic, athletic and social experience.
- Achieve competitive success in every program.
- Develop and maintain an environment that promotes sportsmanship, compliance equity and diversity.
- Enhance revenue streams and increase operating efficiencies.
- Provide superior leadership and management.

The Athletic Department for the period 2004/05 took action on two overriding goals of the Strategic Plan. These goals are *increasing operating efficiencies* and *providing superior leadership and management*.

Examples of the action steps taken:

- 4A-8. Increased the involvement of coaches in development and put a greater emphasis on restricted giving to specific sports while providing coaches with more frequent updates on donations to their programs. Meetings were held with each coach to discuss fundraising and philosophy (2004).
- 4A-15. Utilized the athletic department website and the availability of donor email addresses to enhance ways of giving. The department created an e-mail distribution list of donors and others who chose to sign up (2004).

- 4A-17. Re-evaluated membership dues structure for Varsity M (free lifetime) and created an effective Varsity M Club (2004).
- 4A-18. Created an effective annual campaign (2004).
- 4A-19. Created a major gifts program for capital and special projects (2004).
- 4C-9. Created a UMAA e-mail address for general correspondence and event sign-ups (2004).
- 4C-10. Created an online newsletter that highlights funding initiatives and exciting projects (2004).
- 5A-6. Created A-Z office manuals for each area that allow for yearly updates and incorporated area manual information into the updated Department policy Manual (2004).
- 5A-11. Developed a standardized template for communicating event programming with the Office of Advancement (2004).
- 5A-12. Athletic Department together with the Office of Advancement explored event programming communication with the Alumni Association and Faculty Senate (2004).

Following our meeting of March 23, 2004 the Chair of the Visions Sub-Committee met with the Athletic Director regarding the Strategic Plan. The Athletic Director encouraged the Visions Sub-Committee to work with Athletic Department Staff and to receive periodic briefs on the status of the plan. He also welcomes the Committee to provide suggestions regarding additional items that might be included as goals in the plan and to assist in prioritizing existing goals when necessary or when conditions might change that would warrant a shift in focus.

The Visions Sub-Committee wishes to thank Betsy Mosher, Associate Athletic Director and Drew Ingraham, Department Assistant for the time and work they put into compiling the information and materials distributed to members of our Committee. The Committee looks forward to working with them during 2005/06.

Respectfully,

Frank Lattuca, Chair

#### **IV. ATHLETIC DEPARTMENT BUDGET**

Pursuant to our charge as a Council, the next pages report the most recent budget figures of the UMass Athletic Department. Provided are both the figures for FY05, and the estimated budget for FY06.

## V. OTHER ISSUES

**A. Faculty Athletic Representative to the NCAA.** The university continues to be fortunate to have Glenn Wong serving in the capacity of Faculty Athletics Representative (FAR), a position mandated by the NCAA. Professor Wong, a sports attorney, keeps the Athletic Council (and the Department of Athletics) informed about the issues being discussed by FARs nationally, including such topics as freshman eligibility, refinement of core course requirements at the high school level, and various compliance issues.

**B. Athletic Council Co-Chair Activities.** In addition to preparing agendas and reports, the co-chairs are called upon to undertake additional duties during the course of the year. Brief highlights of each of these additional items are noted below.

1. Monthly meetings with the Athletic Director.
2. Representation at Athletic Luncheon for Honoring Academic Achievement by Student Athletes – Fall and Spring Semesters.
3. Letters of Congratulations to All-Americans, Academic All-Americans and Conference Achievements for Student Athletes and Coaches.
4. Representation on the NCAA Re-Certification process – serving as Chairs of 2 of the 3 standing committees.
5. Preparation of Annual Reports and Presentation to Faculty Senate.
6. In May, 2005, attended and spoke at the Athletic Committee of the Board of Trustees meeting.

## VI. SUMMARY

This report provides the “State of the Athletics Program” at the University of Massachusetts as seen through the eyes of the Athletic Council. While not a regulatory body, the Council is responsible for making recommendations on policy and providing advice on general operations of the Department of Athletics at the University of Massachusetts Amherst.

UMass Athletics continued its commitment to excellence, both on and off the field. As a group, UMass student-athletes shine on the playing field/court as well as in the classroom. We are proud of their accomplishments as well as the coaches who continue to produce quality teams and are recognized for their efforts in being awarded Coach of the Year honors.