2013-2014 ANNUAL REPORT
OF THE
ATHLETIC COUNCIL
UNIVERSITY OF MASSACHUSETTS AMHERST

Presented at the
749th Regular Meeting of the Faculty Senate
May 7, 2015

MEMBERSHIP LIST

Representing the Faculty
Tim Anderson
Samuel Hazen
Nelson Lacey (Co-Chair)
Anne Moore
Tracy Schoenadel (Co-Chair)
Rebecca Spencer
Patricia Vittum
Rod Warnick (Secretary)

Representing the Alumni
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George Richason
JC Schnabel
Ed Ward
Michelle Whitcomb-Borkhuis

Representing the Students (Graduate and Undergraduate)
Ryan Dizoglio
Matt Georgian
Joseph Gikonyo
Emily Hajjar
Lauren Skesavage
Lindsay Vitale

Ex-Officio Members
Diane Barstow (voting, University Advancement Designee)
Ernest May (non-voting, Faculty Senate)
John McCutcheon (non-voting, Director of Athletics)
Rebecca Spencer (voting, NCAA Faculty Athletic Representative)
I. ATHLETIC COUNCIL OVERVIEW

According to Section 3: paragraph 5-3-1 of the Bylaws of the University of Massachusetts at Amherst’s Faculty Senate, 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 NCAA, 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 Undergraduate Senate, 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 seven regularly scheduled meetings during the academic year 2013/2014. Each of five subcommittees (Finance, Facilities, Compliance, Academics, and Equity) met outside the regularly scheduled meeting times to focus on issues within their purview. Each subcommittee report appears as part of this report.

The Council’s meetings were organized around an agenda that included but was not limited to (1) brief overviews from representatives of the Athletic department, (2) discussion of items of current interest to the Council, (3) reports from the sub-committees, and (4) reports from invited guests. Last year’s Athletic department representatives included Athletic Director John McCutcheon, Executive Associate Athletic Director Jaime Seguin, Associate Athletic Director/Head Athletic Trainer Jeffrey Smith, Associate Athletic Director of Marketing and Sales Todd McDonald, and the following head coaches: Carla Tagliente (Field Hockey), James Dietz (Crew), Greg Cannella (Men’s Lacrosse), Kristi Stefanoni (Softball), Angela McMahon (Woman’s Lacrosse), and Mark Whipple (Football).

Last year’s special invited guests included Kumble Subbaswamy, Chancellor; Cleve Carrens, Project Manager of the Champion’s Center; Phil Buttafuoco, Gillette Stadium Representative; and John Blihar, Director of Campus Recreation.
In addition to issues that faced the Council on an on-going basis, four topics dominated the agenda over 2013/2014:

1. Priority Registration and impact on student athletes
2. Conference realignment and football’s move to the FBS division
3. Pro-forma financials and athletic budget reports
4. The Ad Hoc FBS Football Committee

B. Council Structure. The membership list of the Council includes eight faculty members (appointed by the Faculty Senate), five 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 eight 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 (or more) of five subcommittees. These appointments are listed in this report.

C. Attendance Records: Attendance records for the 2013-14 year (meetings attended/meetings eligible as member) for each member of the Council:

<table>
<thead>
<tr>
<th>Faculty (F), Alumni (A), and Ex-Officio (X)</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Goodhue (A)..........................5/7</td>
<td>Spencer (X) .........................7/7</td>
</tr>
<tr>
<td>May (X)................................6/7</td>
<td>Vittum (F) .........................6/7</td>
</tr>
<tr>
<td>McCutcheon (X)..................7/7</td>
<td>Moore (F) .........................5/7</td>
</tr>
<tr>
<td>Ward (A) ............................7/7</td>
<td>Anderson (F) ....................2/7</td>
</tr>
<tr>
<td>Warnick (F)..........................7/7</td>
<td>Lacey (F) .........................7/7</td>
</tr>
<tr>
<td>Richason (A)..........................6/7</td>
<td>Barstow (X) .......................5/7</td>
</tr>
<tr>
<td>Schoenadel (F)....................6/7</td>
<td>Hazen (F) .........................6/7</td>
</tr>
<tr>
<td>Schnabl (A) ..........................3/7</td>
<td></td>
</tr>
</tbody>
</table>

Student Representative Attendance (Student appointments began in October)

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
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<tbody>
<tr>
<td>Dizoglio..................0/7</td>
<td></td>
</tr>
<tr>
<td>Georgian................5/7</td>
<td></td>
</tr>
<tr>
<td>Gikonyo....................0/7</td>
<td></td>
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<tr>
<td>Hajjar.....................6/7</td>
<td></td>
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<tr>
<td>Skesavage................3/7</td>
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</tbody>
</table>

D. Meetings Schedule – 2013-2014 Academic Year. Meetings took place on:

Fall Semester 2013: September 6, October 11, November 15 (cancelled), and December 6

Spring Semester 2014: January 31, February 28; March 28, and April 25.
II. OVERVIEW OF THE ATHLETIC COUNCIL’S 2013/2014 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 among its 21 athletic teams and nearly 700 student athletes. The University maintains its long tradition of balance between academics and athletics.

The 2013-14 year continued to be dominated by the move by the football program to the Football Bowl Subdivision (FBS) and working with the Ad Hoc Committee on FBS Football to make transparent the financial aspects of the football program. In 2013-2014, the Athletic Director John McCutcheon, and Associate Athletic Director, Jaime Seguin continued to keep the Athletic Council informed of the financial aspects of the move to FBS Football and of ongoing changes to the conference realignment possibilities and the respective challenges. The Finance Subcommittee was provided a detailed pro-forma analysis of the expected financial impacts and the reports were both thorough and open to full transparency and in context of the programmatic changes. Some Athletic Council members were representatives on the Ad-Hoc Committee on FBS Football and those activities are reflected in the committee’s report.

But other important accomplishments were noted by the Council during the academic year. These include but are not limited to (in no particular order) new coaches for football and softball, a new boathouse for crew, the celebration of the life of Elaine Sortino, new capital projects, the marketing of UMass Athletics, the current state of UMass athletic facilities, the review of the “football video” regarding practice techniques, conference realignment, changes in the NCAA governance structure, assessing and monitoring of student athlete health and welfare, gender equity, and the use of the UMass Campus Recreation Center.

Highlights from the 2013-2014 Academic Year for the Athletic Council included:

1. Continued review and advancement of the RAM system (priority registration) for student athletes in both semesters – including competing and non-competing semesters and the advancement of a proposed recommendation to extend to both semesters.
2. Proposed recommendation for joint Ad Hoc FBS Football Committee meetings with AC Finance Subcommittee meetings for efficiency and timely meeting purposes without duplication and redundancy of reporting and accountability purposes.
3. Facility presentation and discussions of the final project designs and location of the McGuirk Athletic Support Building and Press Box, the completion and design of the UMass Rowing Team Boathouse, and review and siting of the proposed Champions Center that began construction during this review period.
4. Discussions on concussion research and the how to lessen this risk for student athletes.
5. Chancellor Subbaswamy’s visit and his expressed support and dedication to high quality athletics and the move to FBS Football as part of the commitment and timing of the issue.
6. Continued and on-going discussion about the various conference realignment issues and the impacts on UMass with regard to A10 Conference, MAC, Hockey East and various other sport team impacts.
7. Discussion on campus recreation and the overall increased use of the center and the status of sports clubs. A report by the Student Athlete Advisory Committee regarding their projects and activities over the course of the previous year.

The minutes of the Athletic Council are all posted online at the Faculty Senate site and may be reviewed for more detailed discussion and review of topics, invited guests and vote outcomes of the councils and its recommendations.
Appendices – Athletic Council Subcommittee Reports

Academic Year 2013 – 2014

1. Compliance Members: Spencer (FAR), Schoenadel (Co-Chair), Hazen, Vittum, Warnick (Co-Chair), Schnabl. STAFF: Callicoatte, (Associate AD of Compliance), Ford (Assistant AD of Compliance), Green (Compliance Office Assistant)

2. Equity Members: Spencer (FAR), Schoenadel (Chair), Hazen, Vittum, Lacey, Anderson, Moore. STAFF: Seguin (Deputy Athletics Director/Senior Woman Administrator), Hopkins (Associate Athletic Director for Academic Support)

3. Facilities Members: Goodhue, Warnick, Moore, Schnabl, Ward (Chair), Georgian, Goodhue. Staff: Markowski (Associate Athletic Director Facilities and Operations)


5. Finance Members: Richason (Co-Chair), Ward, Goodhue, Schoenadel, Warnick, Spencer, Lacey (Co-Chair). STAFF: McCutcheon (Director of Athletics), Seguin (Deputy Athletics Director/Senior Woman Administrator)
The meeting was called to order at 1:30PM in the Boyden Gym Conference Room and was completed at 2:30PM. The following agenda items were review and three staff members from the compliance office were presented to share and review this information – Callicoatte, Ford and Green.

**Agenda Items**

1. **Update NCAA Inquiry – January 2013 – Final Decision.**
The NCAA Official response to the inquiry submitted in January 2013 was a finding of no infractions regarding practice time or withholding of meal vouchers of the UMass Football Program during the 2012-2013 time period. The letter of no finding was presented to the University in the summer of 2013.

2. **Chancellor’s Charge – Review of Football Practice Videos**
The Compliance Subcommittee completed it review and charge from the Chancellor in the Fall Semester 2013 by review of the situation and recommended that an outside consultant be retained to review and interview players regarding the situations raised as a result of the taping. The subcommittee was heavily involved in the review process and this required regular meetings and an extensive set of interviews of staff and review of the video tapes and reporting by the Athletic Department Compliance Office. The Compliance Subcommittee’s recommendation to hire an outside investigator was made after careful consideration and the discussion by the full committee was accepted by the Chancellor’s office. The subcommittee’s recommendation was received by the administration under the guidance of Susan Pearson who then retained a legal team to review the situation. An outside investigation team from a representative law firm was engaged and interviews with players and staff did occur over the winter months. The outside investigator reported to the Chancellor’s office and the outcome of this report is unknown to the committee as of this meeting. It is expected to be filed during the summer of 2014 perhaps as early as May 2014. The Compliance Subcommittee agreed that the charge from the Chancellor was fulfilled and also felt that sufficient inquiry into the charge was undertaken to determine if any wrong-doing in this matter may be determined through this consultant review process.

**Compliance Office Update – (Callicoatte and Ford)**

**Violation Reports.**
The Compliance Office has reviewed three (3) Level I and Level II violations during the 2013-2014 academic year to date. One each in women’s softball, women’s tennis and men’s soccer. Institutional action was taken on each case and players were reinstated. The full violations report for the period of July 1, 2013 to June 31, 2014 is available from the UMass Athletic Compliance Office.
Some discussion was also reviewed regarding recent changes by the NCAA regarding more flexible rules on food reimbursements at any time during the participation period and the need to expand the number of meals to three meals per day and two snacks per day. Discussion how this might be handled and abused was reviewed. This appears to not create challenges for UMass as student athletes on scholarship are now offered full meal plans.

Special Assistance Fund.
The FY2014 SAOF Fund Report was presented by Karen Greene, Compliance Office for UMass Athletics and the budget was at $412,325 for the 2014 fiscal year. To date the special needs fund has spent $344,675 with one of the largest expenditures being used to purchase supplemental insurance covering 71 student athletes and involving 37 international student athletes, 31 Pell grant student athletes and two (2) summer school student athletes. The clothing and travel fund category accounted for $15,242 for special needs and this portion of the budget has been depleted. An additional emergency fund of $7,500 was budgeted with $3,846 for any student athlete needing assistance with travel costs for medical or sick leave purposes. An additional $20,000 was budgeted for a senior banquet and $19,783 has been spent while the largest budget item of $182, 859 being spent on improving the academic support services for the student-athletes. Of this later fund, $124,079 has been spent on computers for study labs, testing materials and fees and student athlete sashes and fees for graduation.

The Athletic Department will hold its first All Sports banquet on Monday, April 28th and will be presenting the Sammie Awards and the first ever FAR Award for the top academic performance.

Waiver Update -- Medical Hardship Cases.
The waiver update was presented by Carol Ford. She indicated that a number had been complete (6 waivers) had been processed to date; five (5) additional medical hardship cases were set up and ready for review by Kim Callicoatte, Director and Jeff Smith, Sports Medicine Director and four (4) additional cases were waiting to be completed and setup for review.

It appears that waivers will not be granted this year to use Gillette for visiting recruiters to visit the complex as the home field with McGuirk being the home field venue now back online. The full special assistance fund is available from the Compliance Office for detailed review.

APR Reports.
The 2012-2013 APR Reports by team were presented by Kim Callicoatte and two teams are in the caution area and the Chancellor, the A10 Office and the FAR have all been notified. Those teams are women’s soccer at a 915 APR for the most recent year; and football at 928. An APR of 930 is the minimum required before scholarships and post-season tournament play are withheld; however, the APR rate is based on a four-year rate and both teams are projected to be passable. The current multi-year rates for women’s soccer is 944 and men’s football is 932 and these are in the acceptable range. The Compliance Office is estimating a single year rate of 980 for women’s soccer for 2013-14 and for men’s football single year rate will be around 935 even though there has been a coaching change. Of these two teams, women’s soccer is of the most concern due in part to the smaller team size and the influx of international players; however, careful reviews and projections suggest that the APR for this year is projected in the acceptable range and the projection is to lose only one point overall at this
stage. Seven teams (men’s baseball and outdoor track and women’s cross country, rowing, tennis, and indoor/outdoor track) all maintained a perfect 1000 APR score for 2012-2013. The full APR report is available from the Compliance Office for detailed review.

**Coaches Meeting Agendas.**
The winter coaches meeting compliance newsletter was shared and members have had an open invitation to attend these meetings. A considerable amount of the reviews by compliance this past year has focused on meals associated with competition both at home and away games. Sample agendas and coaches newsletter samples are available from the Compliance Office.

**New or Newly Implemented NCAA Legislation.**
The bulk of the discussion centered around the pending vote (by this it is meant that the NCAA Board of Directors will likely determine) regarding the distribution of votes and weightings of the votes to provide the power conferences (Big 5) with autonomy in regard to legislative issues. There was some additional discussion about paying of student athletes and unionization vote by players. Nothing has been resolved or voted on but impending new legislation may be implemented in as little as two years instead of the five-year estimate noted by some.

4. **FAR Report and Update. Rebecca Spencer, (UMass FAR)**

Rebecca Spencer provide a detailed FAR Report (attached here). It was reviewed by the Committee and comments were made regarding her commitment to the position in her first year. She participated in violation, investigations and waiver reviews, athletic department search committees, review of pending NCAA legislation, A10 meetings; A10 post-graduate scholarship meetings; and attendance at Student-Athlete Advisory Committee meetings and other meetings including monthly meetings with AD John McCutcheon, Faculty Senate and Compliance Department meetings.

5. **Professional Athlete Career Counseling Panel and Transfer Appeals Committee Update. (Spencer)**

No meetings of the Professional Athlete Career Counseling Panel were held this past year to date. This panel was formed by Glenn Wong and has met only special request or a needs basis. No meetings of the Transfer Appeals Committee were held during this period; although a student who was granted a transfer appeal to the University of Georgia has decided to return to UMass to participate in the Spring Semester 2014.

6. **Other Old Business and New Business (Warnick)**

No old or new business was brought forward at this time.

Respectfully Submitted,
Tracy Schoenadel, Co-Chair of Compliance Subcommittee
Rebecca Spencer, FAR
Rod Warnick, Co-Chair of Compliance Subcommittee
Attachment – FAR Report filed by Rebecca Spencer.

Faculty Athletics Representative
Annual Report
2013-2014

Provided by Faculty Athletics Representative
Rebecca Spencer

Position Summary (from job description): The Faculty Athletics Representative champions academic integrity, promotes the welfare of student-athletes, and helps ensure institutional control of intercollegiate athletics. More specifically, the Faculty Athletics Representative works with the Chancellor and the Director of Athletics to maintain appropriate University oversight of intercollegiate athletics; assists the Chancellor and Director of Athletics in determining institutional positions on proposed NCAA and conference legislation; serves on search committees for selected senior athletics administrators and head coaches; monitors decisions regarding eligibility of student-athletes; is a resource and is available to student-athletes; and participates in all investigations and reports of possible NCAA violations.

Primary activities of the Faculty Athletics Representative (FAR) in 2013-2014

Orientation as new FAR
Being new to the FAR position as of June 2013, I had a number of initial meetings to orient to the current issues and introduce myself to the people involved. These included Glenn Wong (outgoing FAR), Kim Callicoatte (Associate Director of Compliance), Linda Reed (Registrar’s Office), and Jill Redmond (A-10 Assistant Commissioner). I also attended a Coaches’ Meeting and team meetings for a number of sports to introduce myself and the FAR role.

Additionally, as a new FAR, it was important to attend the Faculty Athletics Representatives Association (FARA) annual meeting to get an outside perspective as to the scope of FAR responsibilities and best practices in these roles. Topics covered at the sessions I attended were:
• “Getting off the ground as a FAR: An orientation session for new FARs” by members of the FARA Executive Committee
• “NCAA Sport Science Institute: Educational outreach, scientific advancement and the moral imperative” by Dr. Brian Hainline, Chief Medical Officer for the NCAA
• “Connecting on Campus” by Division I FAR panel
• “Institutional Performance Program” by FBS FARA representative Peggy Leo

Violations, investigations, and waivers
The FAR is the institutional representative for approval of waivers. As such, I reviewed many (secondary) violations and waivers over the year. As FAR, I also reviewed and approved Academic Progress Rate (APR) reports, the men’s basketball schedule, and extended absence for team travel.
Additionally, at the request of the Chancellor, I worked with the Compliance subcommittee and the Compliance Office to investigate the possibility of misconduct by former football coach Charley Molnar. Following many hours of interviews, research, and reporting, the investigation was turned over to an independent investigator. I worked with Kim Callicoate to assist the investigator in locating interviewees.

**Athletics Department search committees**

I served on the advisory committee for the selection of the new head football coach. Following meetings, application reviews, and interviews, this process resulted in the hiring of new head football coach, Mark Whipple.

**Review NCAA legislation**

This year, the NCAA considered restructuring Division I. For this reason, I attended the NCAA Annual Meeting in January to learn from and be part of the dialogue. While many underlying issues were considered (e.g., what should be the role of student-athletes in legislative decisions? Should Athletic Directors have a greater role?) Immediate outcomes were few. However, it did become clear that there would not be a ‘split’ of Division I schools. The role of various stakeholders in NCAA governance is still under consideration.

**A-10 meetings**

The A-10 FARs meet twice each year (October and January; the October meeting is always a conference call and the January meeting, which typically occurs in-person, was also held by phone due to weather). At both meetings, the NCAA Division I governance reform was a topic of discussion. Particularly of interest was how various outcomes would affect the A-10 in particular. Also of interest to the A-10 FARs was the development of the new Institutional Performance Program, what information should be gathered and how such information should be used. At the January meeting, we discussed the missed class time survey and potential ways that missed class time can be reduced conference-wide.

Finally, the A-10 Postgraduate Scholarship Program has been expanded. I was elected to Subcommittee of Council of FARs for review of the Scholarship Program. Duties here have included: revising and clarifying selection criteria and I will contribute to scholar selection in the coming month.

**Student-Athlete Advisory Committee**

As a way of monitoring and seeking to improve student-athlete welfare, I attended the monthly meetings of the Student-Athlete Advisory Committee (SAAC). In these meetings, the team representatives have discussed the need for more support for the teams and “buddy teams” as a way to improve support across teams. There has also been discussion of the resources needed to improve the student-athlete experience including: More tutor access (following recent reductions), new gear, and improved facilities.

**Other roles and responsibilities**

As FAR, I attended monthly meetings of the Athletic Council and Faculty Senate. Additionally, I met with John McCutcheon on a monthly basis and with Kim Callicoatte as needed.
The role of the Equity, Minority Opportunities, and Student-Athlete Welfare Subcommittee is to monitor and report on Title IX compliance, gender, minority, and student-athlete welfare within the Athletic Department.

**Participation**

Information provided by the University of Massachusetts Office of Institutional Research and stated on the Equity in Athletics Disclosure Act (EADA) report (FY14) indicated that there were 10,557 males (51.8%) and 9,827 females (48.2%) full-time, baccalaureate, degree-seeking undergraduate students enrolled at the University of Massachusetts for Fall of 2013.

Based on the following EADA participation guidelines a participant is a student-athlete who, as of the day of a varsity team’s first scheduled contest in the traditional season:

- is listed as a team member;
- practices with the varsity team and receives coaching from one or more varsity coaches; or
- receives athletically-related student aid.

Any student who satisfies one or more of the criteria above is a participant, including a student on a team the institution designates or defines as junior varsity, freshman, or novice, or a student who does not play in a scheduled contest, whether for medical reasons or to preserve eligibility (i.e., a redshirt). Student-athletes who participate in more than one sport should be counted in each sport. Male practice players are NOT to be included as participants.

Using the EADA guidelines, the duplicated participation for all sports for the 2013-14 academic year were 385 men (50.3%) and 381 women (49.7%). The unduplicated participation for all sports for the 2013-14 academic year were 335 men (53.43%) and 292 women (46.57%).

<table>
<thead>
<tr>
<th></th>
<th>Participation</th>
<th>Enrollment</th>
<th>Title IX Analysis</th>
<th>Number of Roster Spots</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number</td>
<td>Percentage</td>
<td>Number</td>
<td>Percentage</td>
</tr>
<tr>
<td>Women</td>
<td>381</td>
<td>49.7%</td>
<td>9862</td>
<td>48.2%</td>
</tr>
<tr>
<td>Men</td>
<td>385</td>
<td>50.3%</td>
<td>10583</td>
<td>51.8%</td>
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We could have added 6 additional men to participate in men’s athletics or decreased our number of women participants by 5 to reach proportionality, but we are within the range allowed by the Office of Civil Rights (OCR).
**Student-Athlete Minority Opportunity**

The Department of Athletics provides the NCAA with information on ethnicity of student-athletes through submission of the annual Sports Sponsorship Report. The data for 2013-14 show a total minority percentage of 29.19% (183/627). Further defined by gender, the total for males was 33.14% (113) and 23.65% (70) for females.

In regard to student-athletes receiving athletic aid, there were a total of 143 minority student-athletes in 2013-14 receiving athletic aid, which corresponds to 22.81%. The percentage for males was 26.69% (91) and 17.57% (52) for females receiving athletic aid awards.

<table>
<thead>
<tr>
<th></th>
<th>% of Minority Student-Athletes</th>
<th>% of Minority Student-Athletes on Aid</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>23.65%</td>
<td>17.57%</td>
</tr>
<tr>
<td>Men</td>
<td>33.14%</td>
<td>26.69%</td>
</tr>
<tr>
<td>Total</td>
<td>29.19%</td>
<td>22.81%</td>
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</table>

**Scholarships**

The amount of scholarship dollars provided to student-athletes for the 2013-14 academic year is as follows:

<table>
<thead>
<tr>
<th>Sex</th>
<th>Amount</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Males</td>
<td>$5,139,676</td>
<td>(57%)</td>
</tr>
<tr>
<td>Females</td>
<td>$3,924,589</td>
<td>(43%)</td>
</tr>
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</table>

It should be noted that these figures include all scholarships, winter session aid, summer session aid, and books. We would have needed to add $262,947 to the female expenditures and subtracted $344,358 to get to proportionality given the amount spent on scholarships. While some of the discrepancy is due to coaches of women’s sports not using all of their scholarship allotment, it is mostly due to the increase in athletic scholarships for football. The Department anticipated this increase on the men’s side with the move to FBS Football and is making strides to correct the imbalance.

<table>
<thead>
<tr>
<th></th>
<th>Participation Percentage</th>
<th>Scholarship Percentage</th>
<th>Difference</th>
<th>Amount of Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>49.7%</td>
<td>43%</td>
<td>-6.7%</td>
<td>+262,947</td>
</tr>
<tr>
<td>Men</td>
<td>50.3%</td>
<td>57%</td>
<td>+6.7%</td>
<td>-344,358</td>
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</table>

We are scheduled to arrive back at proportionality in 2019 (could be as early as 2017). This will require approximately $750,000 in additional scholarships for women. We are doing this at the rate of an additional 6 per year (~$242,000) for the next 3-4 years. The funding for achieving gender equity is unclear, as the football proforma indicated that this money would come from ticket sales, which has not yet materialized. Up until FY2014, this money was provided in the form of institutional support.
Student-Athlete Welfare Group and Diversity Committee:

These committees were created to be a vital resource in the department for discussing and promoting opportunities to enhance student-athlete welfare and diversity. Both committees are chaired by the Associate AD for Student-Athlete Welfare (Jeff Smith) and are comprised of various administrative staff such as the Associate Athletic Director for Academics, Compliance, and Sports Medicine.

Exit Interviews

The Athletic Department continues its practice of conducting exit interviews with student-athletes who have exhausted their eligibility. These interviews were provided to all student-athletes who completed eligibility in their respective sport(s) via an online survey instrument. In addition, 10% of all seniors were interviewed in-person by members of the Faculty Athletic Committee.

Student-Athlete Advisory Committee

The Athletic Department continues to sponsor this committee to enhance the total student athlete experience. The group increases the awareness of opportunities through the sharing of information, discussing issues regarding student-athlete welfare, and fostering a positive student-athlete image. The Student-Athlete Advisory Committee (SAAC) met 10 times during the school year, five times each semester. There was an average of 15-25 representatives at each meeting.

Athletic Department Staffing

The Athletic Department remains committed in its efforts to encourage and recruit minority applicants. Whenever a search is conducted, the department advertises positions with the NCAA Black Coaches Association (this organization is currently in transition and not available to advertise with moving forward), the Springfield Newspapers, and continues to use the NCAA Diversity and Inclusion Participant Profiles. The Athletic Department will continue to work with the UMass Equal Opportunity and Diversity Office (EO&D) to try and find new advertising mediums and ways to attract a diverse pool of candidates for all open positions.

In 2013-14 the department consisted of:

Administrative Personnel:
- 107 full-time and part-time employees
  - 66 male and 41 female (38.3%)
  - 10 minority employees (9.35%)

Coaching Staff:
- 59 coaches
  - 38 male and 21 female (35.5%)
  - 9 minority employees (15.25%)
The facilities sub-committee met on May 17th to discuss issues regarding athletic and recreational facilities on the Umass-Amherst campus. Dan Markowski Associate Athletic Director Director/Facilities & Operations provided an update on facility improvements that were completed or underway between June 2013- and May 2014. He also provided a list of anticipated facility upgrades.

Projects Completed 2013-2014

Mr. Markowski indicated that there were not as many projects completed as previous years. Earl Lorden Field received a new infield and the entire field was sprinklered at a cost of $60,000. Funds were provided by the baseball alumni fund. The rowing boathouse is complete. The building is located at Sportsman Marina in Hadley. The project is 72 feet by 80 feet with three bays for boat storage, locker rooms, meeting rooms, coaches’ offices, and docks. Rent is $150,000 annually paid by the Athletic Department.

Projects Underway

The basketball practice facility is under construction. The 50,000 square foot building will contain practice courts for both men & women, locker rooms, offices, and training rooms. The project began construction spring 2014 with completion scheduled for spring 2015. The cost will be approximately $28.5 million with $13 million of the cost committed thru fundraising.

The Mcguirk Stadium upgrades are under construction. The improvements will consist of a new press box and a facilities building. The 55,000 square foot facilities building will contain coaches’ offices, weight training room, athletic training room, and locker rooms. The project began construction summer 2013 with a summer 2014 completion. These improvements will allow the football team to play games in Amherst in the fall of 2014. Total cost will be approximately $34.5 million. The fundraising goal for the project is $8M with $3M raised to date.

Projects in Planning Stages

Turf replacement is scheduled for both Garber Field and Mcguirk Stadium. The Mcguirk surface will be replaced this summer with field turf. The cost will be $750,000-$850,000 paid for with university funds. Garber Field will receive Astroturf. The cost will be approximately $1,100,000 paid for with university funds.

Additional Issues

This year athletics hosted the A-10 field hockey, track and field, and high school basketball championships. During 2014-2015 Umass will host the A-10 softball championship along with three football games at Mcguirk stadium. The department also hosted various lacrosse, field hockey,
basketball, soccer camps and tournaments. These events provide funds for maintenance of athletic facilities. Coaches’ clinics provided $170,000 of revenue this year. Mr. Markowski stated that staffing may be an issue with the new athletic facilities opening and additional assistance being given to club teams.
FALL 2013 HIGHLIGHTS

- The cumulative grade point average for all sports teams at UMass for Fall 2013 was 3.078.
- 4 men’s teams and 10 women’s teams had a semester GPA over a 3.0.
- 460 student-athletes had a GPA of 3.0 or above and were named Maroon Scholars.
- 231 student-athletes earned Dean’s List recognition, a 3.5 grade point average or above.
- 21 student-athletes earned a perfect 4.0 grade point average during the Fall Semester.
- 60 student-athletes are members of the Commonwealth Honors College.
- 48 student-athletes were named to the A-10 Commissioner’s Honor Roll.

SPRING 2014 HIGHLIGHTS

- The cumulative grade point average for all sports teams at UMass for Spring 2014 was 3.070.
- 5 men’s teams and 10 women’s teams had a semester GPA over a 3.0
- 350 student-athletes had a GPA of 3.0 or above and were named to Maroon Scholars.
- 165 student-athletes earned Dean’s List recognition, a 3.5 grade point average or above.
- 23 student-athletes earned a perfect 4.0 grade point average
- 60 student-athletes are members of the Commonwealth Honors College.
- 148 student-athletes were named to the A-10 Commissioner’s Honor Roll

TUTORING

This academic year was the first time we only allowed each student-athlete one tutor instead of unlimited – unless they had an academic need. If they wanted a second tutor they were referred to on-campus tutoring areas. The decrease in tutoring saved our budget $11,000. There is much opposition from the coaches to this policy because there are few-to-none universities that limit the tutoring of their student-athletes and it becomes a negative point during their recruiting visits. Our Carr Report also included a comment that they had never reviewed a Division I FBS program who limited their student-athletes to tutoring opportunities. We may want to review this policy.

<table>
<thead>
<tr>
<th>Top 5 Majors Among Student-Athletes 2014</th>
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<tbody>
<tr>
<td><strong>Major</strong></td>
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<tr>
<td>1</td>
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LIFE SKILLS AREA

Your Winning Season Class
We offered seven sections of the class in Fall 2013 with three different choices of times. Each section had about 30 students. There were a total of 4 instructors from Academic Services. The class met twice a week for eight weeks.

Maroon Connections
The mandatory sessions in the 2013-2014 school year were:

Freshmen: YWS/The Money Game
Sophomores: Resume Boot Camp/The Money Game
Juniors: Social Media/Your Elevator Speech
Seniors: Social Media/Your Elevator Speech

CHAMPS Cup
The CHAMPS Cup was awarded to the Rowing Team in 2013
<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
<th>Sport</th>
</tr>
</thead>
<tbody>
<tr>
<td>10/9/2013</td>
<td>Wildwood Elementary Walk to School</td>
<td>Baseball, M. Basketball, Ice Hockey, W Lacrosse, W Soccer, Softball, W Swimming, Tennis, M Track, W Track, M Cross W Cross</td>
</tr>
<tr>
<td>9/12/2013</td>
<td>Hall of Fame Kickoff Event for JDRF - Clinic for Kids</td>
<td>M. Basketball</td>
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<tr>
<td>9/14/2013</td>
<td>Basketball clinic for Children at the Big E</td>
<td>M. Basketball</td>
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<tr>
<td>9/23/2013</td>
<td>P.S.A. Dream Big Photoshoot</td>
<td>M. Basketball</td>
</tr>
<tr>
<td>10/20/2013</td>
<td>JDRF Walk to Cure Diabetes</td>
<td>M. Basketball</td>
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<tr>
<td>9/26/13</td>
<td>Speaking to Weymouth School Youth Football</td>
<td>Football</td>
</tr>
<tr>
<td>9/28/2013</td>
<td>MASS Impact Day: Montague Elementary Gardening</td>
<td>Football</td>
</tr>
<tr>
<td>9/7/2013</td>
<td>Sell, Move, and Deliver Furniture to Community</td>
<td>M. Lacrosse</td>
</tr>
<tr>
<td>9/8/2013</td>
<td>13.1 Mile Walk with Donations going to Pediatric Cancer Research</td>
<td>W. Lacrosse</td>
</tr>
<tr>
<td>9/28/2013</td>
<td>MASS Impact Day of Service</td>
<td>Rowing</td>
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<tr>
<td>10/4/2013</td>
<td>FOX 25 News Broadcast at UMASS</td>
<td>Rowing</td>
</tr>
<tr>
<td>10/7/2013</td>
<td>Crocker Farms Elementary Breakfast</td>
<td>W. Soccer</td>
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<tr>
<td>10/27/2013</td>
<td>March of Dimes 5K Run</td>
<td>Tennis</td>
</tr>
<tr>
<td>2/15,2/21,2/22,2/26,3/9</td>
<td>Collecting Food for Amherst Survival Center</td>
<td>Multiple</td>
</tr>
<tr>
<td>2/28-4/11</td>
<td>Swimming Spring Clinic</td>
<td>M Swim</td>
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<tr>
<td>3/7/2014</td>
<td>Ware Community Reading Day</td>
<td>Multiple</td>
</tr>
<tr>
<td>4/4/2014</td>
<td>Crocker Farms Breakfast</td>
<td>Multiple</td>
</tr>
<tr>
<td>4/22/2014</td>
<td>Yogathon for Breast Cancer Awareness</td>
<td>W Tennis</td>
</tr>
<tr>
<td>4/26-4/47</td>
<td>Wounded Warrior Project: Ice Stars</td>
<td>ROWING</td>
</tr>
</tbody>
</table>
The Finance Subcommittee of the Athletic Council reviewed the projected/actual 2013-2014 and projected 2014-2015 during the course of the academic year and those full reports may be found at the Faculty Senate website. The subcommittee met jointly with the Ad Hoc FBS Football Committee when possible and some of the findings are available through their reporting as well.

The subcommittee met twice during the year. These meetings were open to both the subcommittee and with the Ad Hoc Committee on Football. The main agenda items of both meeting was to go through the detailed financial reports as prepared by the Athletic Department. Those statements are attached below. The expenses and revenues are presented in a way to facilitate an open discussion about the future of the football program, and the data were distilled and assembled to meaningful detail about the Athletic Department, and the football program.

Meetings of the Finance subcommittee (some concurrently with the Ad Hoc Committee on Football)

John McCutcheon (Athletic Director) reported to committee that final audited numbers for FY13 will be available sometime in November, with some estimation of football revenues offered concurrently. Numbers available now are identical to those provided to committee last spring.

Co-Chair Nelson Lacey opened floor to questions.

Ernie May requested that AD McCutcheon provide a status report re: game attendance.

 McCutcheon reported estimated home game attendance as follows: slightly more than 15,000 at first game; 16,000 second game; group sales at most recent game 21,707 (subject to audit); this puts team in “pretty good shape”; anticipate attendance in 16,000 range for upcoming game; team is likely to hit 15,000 average for year.

Nelson Lacey noted that estimates for this season based on projected attendance; given what we know thus far (first half of home slate is done, with three to go), when we get those numbers we are tracking fairly close.

Dick Bogartz commented on Coach Charley Molnar’s video presentation estimating 40,000-50,000.

AD McCutcheon reported awareness at Gillette of long-range nature of transition.

Max Page inquired whether with updates to stadium, the team could host all home games at UMass?

AD McCutcheon responded yes, that number of seats are not the deciding factor (in terms of use of UMass stadium), but adequacy of press box and opposing team locker room.
Max Page then posed a question re: possibility of Division IV. AD McCutcheon reported that a breakaway is not a real possibility; conversations coming out of that group is looking for more legislative power within 11 FBS group; real conversation is not about divisional structure but rather about governance structure of NCAA moreover. McCutcheon noted that none of those schools want to do anything that will impact men’s basketball structure.

Max Page asked McCutcheon what concerns exist regarding NCAA governance.

McCutcheon reported that 25 years ago, the NCAA functioned via town meeting style, with each school having one vote; currently, presidents assume control with a corporate structure and Board of Directors comprised wholly of college presidents. McCutcheon noted that while the old structure might not have worked very well, there are more problems with the current structure. Movement is not to take control away from presidents, but to make board more inclusive via integration of athletic directors and mid-level administrators.

Dick Bogartz posed a question regarding strike of Grambling State University football players.

McCutcheon noted that the conditions Grambling players functioned under were abysmal. Athletes lacked custodial services in locker room; laundry wasn’t being done; mold on pads and locker rooms; players faced 15-hour bus commutes to games, etc.

Ernie May noted that the highest paid state employee in almost every state is the football coach or the basketball coach. In Massachusetts, it is the UMass Medical School Dean, who has two salaries. There are people who think we need to change our model to be competitive.

Discussion shifted to issue of feasibility of cost-benefit analysis, and whether such an analysis should evaluate tangibles and intangibles (and how). Lacey and Page outlined the difficulty of measuring the intangibles. Schoenadel noted that cost-benefit analysis must evaluate tangibles and intangibles, and that evaluation of intangibles is not difficult, as this is precisely the provenance of the McCormack Center Sports Management Department.

Page noted that the first report avoided the intangibles, and that this is an important issue. Discussion ensued as to whether public impression of the football program is positive or negative.

Ernie May reported that opinion leaders in the state seem to indicate that the current state of the football program is negative, based on attendance and win/loss ratio, as manifest in NY Times article—a picture of an empty stadium for the paper of record for the entire world is a negative.

Discussion then shifted to issue of branding the university. May noted the concerted effort to brand the university as the Commonwealth’s flagship over the last two years, and how the football team fits into that brand, as UMass is not playing flagships.

Sean O’Connor noted that it’s not hard to measure intangibles. Page responded by noting that while it’s not impossible, it is very complicated, as even the economists are in disagreement.
McCutcheon reported that competitively, the football team is not where it can be, with time.

May commented that while UMass academic departments outrank UConn in just about every department where we both have departments; this is untrue in athletics, where UConn far outpaces UMass.

Page highlighted former Chancellor Holub’s question of how we go beyond being UMass, a fine research university, to achieving a higher level of athletics. For purposes of this committee, in two months, we can’t measure intangible benefits or burdens, but we can present different sides, and this is invaluable.

May asked McCutcheon where he sees things going for the football program in the next 6-12 months?

McCutcheon reports that this is a 5-7 year transition, noting that changes don’t happen as fast with a sport like football as it does in basketball. McCutcheon noted that when the transition started, UMass had nothing in terms of facilities; in terms of attracting student-athletes, it’s going to take the completion of the building, in large part, as well as time to get the classes in to build the program.

McCutcheon noted that the school is the best recruiting tool, and always has been, but a number of different components are essential if you want to build the program.

Max Page asked whether any there were additional donations.

AD McCutcheon: “We can provide a report of all designated gifts to the committee.”

Max Page asked whether the marketing budget is the same this year as last year, or if funds are coming from additional sources.

John McCutcheon: Budget is the same, marketing may be more effective.

Ernie May questioned McCutcheon regarding his perspective on John Lombardi’s recently published proposal.

John McCutcheon: I don’t know if the mechanics of the structure are the same, but the issues are the same. External operation of the football team from the university provides a means to pay players.

Discussion ensued regarding feasibility of exploring intangible costs.

Lacey noted that while looking at intangibles is important and interesting, but not feasible to provide a comprehensive report in anticipation of December Faculty Senate meeting.