2011-2012 ANNUAL REPORT
OF THE
ATHLETIC COUNCIL
UNIVERSITY OF MASSACHUSETTS AMHERST

Presented at the
727th Regular Meeting of the Faculty Senate
May 2, 2013

MEMBERSHIP LIST

Representing the Faculty
Marilyn Billings (Spring 2011)
    Dayo Gore
    Samuel Hazen
Nelson Lacey (Co-Chair)
    Tracy Schoenadel
Rebecca Spencer (Co-Chair, Spring 2012)
    Rod Warnick (Co-Chair – Fall 2011)
    Patricia Vittum (Secretary)

Representing the Alumni
    Robert Goodhue
    George Richason
    James Sullivan
    Ed Ward

Representing the Students
Nicholas J. Avanzato
    Evan Briere
    Emily Boucher
    Sarah Curran-Hayes
    Zach Hathaway
    Ben Johnson
    Cameron Morley

Ex-Officio Members
Ernest May (voting, Faculty Senate)
    John McCutcheon (non-voting, Director of Athletics)
    Steve Upton (voting, University Advancement designee)
    Glenn Wong (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 eight regularly scheduled meetings during the academic year 2011/2012. Each of five subcommittees (Finance, Facilities, Compliance, Academics, and Equity) met outside the regularly scheduled meeting times to focus on issues within their purview. A sixth subcommittee (Vision) was inactive this year. A summary of each of the subcommittee reports appears within this report. The subcommittee reports are attached as an appendix.

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 sub-committees, and (4) reports from invited guests. Last year’s Athletic department representatives included Athletic Director John McCutcheon, Executive Associate Athletic Director Jaime Sequin, Associate Athletic Director Elaine Sortino, Associate Athletic Director Kim Callicoate, Associate Athletic Director Joan Hopkins, and Head Football Coach Charlie Molnar.

Last year’s special invited guests included Chair of the Program and Budget Council Anarag Sharma, Director of UMass Marching Band Tim Anderson, Director of the Campus Recreation Center John Blihar, Chair of the Athletic Pride and Development Select Committee Emily Grey, Nelligan Sports Marketing Representative Pam Batalis, Librarians Abby McClane and Anne Moore, Executive Director of UMass Alumni Association and Assistant Vice Chancellor for University Relations JC Schnabel, Rules Committee Member Ralph Whitehead, and Interim Director of Facilities Planning Shane Conklin.

In addition to issues that faced the Council on an on-going basis, five topics dominated the agenda over 2011/2012:

1. Conference realignment and Football’s move to the FBS division
2. Pro-forma financials and athletic budget reports
3. NCAA Audit and Support Services Review and implications for student athletes
4. Priority registration process for student-athletes and RAM monitoring
5. Gender equity and diversity planning

B. Council Structure. The membership list of the Council includes eight faculty members (appointed by the Faculty Senate), four 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 of six (6) subcommittees. These appointments are listed in this report.

C. Attendance Records. Attendance records for the 2011-12 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>
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<tbody>
<tr>
<td>Billings (F).................2/8</td>
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<tr>
<td>Goodhue (A).................5/8</td>
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<td>May (X)......................7/8</td>
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<td>McCutcheon (X)............7/8</td>
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<td>Warnick (F).................8/8</td>
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<td>Richason (A)..............8/8</td>
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<td>Schoenadel (F).....6/8</td>
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<td>Sullivan (A)............0/8</td>
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<thead>
<tr>
<th>Student Representative Attendance (Student appointments began in October)</th>
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<tr>
<td>Avanzato ...................8/8</td>
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<tr>
<td>Boucher.....................5/8</td>
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<tr>
<td>Hathaway ...................2/4</td>
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<td>Hayes .........................7/7</td>
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<td>Johnson ....................7/8</td>
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<td>Morley .....................6/7</td>
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D. Meetings Schedule – 2011-2012 Academic Year. Council meetings took place on:

- In Fall Semester 2011: Friday, September 9; Friday, October 7; Friday, November 4; Friday, December 9
- In Spring Semester 2012: Friday, February 10; Friday, March 9; Friday, April 6; Friday, May 4.

II. OVERVIEW OF THE ATHLETIC COUNCIL’S 2011/2012 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.

The 2011-12 year was dominated by the move by the football program to the FBS division. In late
2010, the Athletic Director John McCutcheon and Executive and Associate Athletic Director, Jaime Seguin
presented the current state of conference realignment to the full Athletic Council. The extended
conversation continued into the next academic year. AD John McCutcheon kept the Athletic Council
informed of the financial aspects of the move to FBS and of ongoing changes to the conferences. The
finance subcommittee was provided a detailed pro-forma analysis of the expected financial impacts,
in April. The Athletic Council worked closely with the just formed Ad Hoc Committee on FBS football,
and committed to doing so throughout the spring and the fall semester and one joint meeting between the
Ad Hoc Committee on FBS Football and the Finance Subcommittee of the Athletic Council was held in
April 2012.
III. Subcommittee Reports

1. Finance: Goodhue, Johnson, Lacey, May, Richason, Schoenadel, Ward, and Warnick
2. Compliance: Billings, Schoenadel, Spencer, Vittum, Wong, Warnick
3. Academics: Billings, Goodhue, Hazen, Jones, Richason, Spencer
4. Facilities: Vittum, Ward, Warnick
5. Equity: Billings, Hazen, Lacey, Schoenadel, Sortino, Spencer

Athletic Council Finance Committee Report

I. Jointly Held with the Ad Hoc Committee on FBS Football
April 6, 2012, Mullins Center Green Room

Attendees – Finance Subcommittee: May, Goodhue, Ward, Schoenadel, Warnick, Johnson (Student), Lacey (Co-Chair), and Richason (Co-Chair). Staff Present: McCutcheon and Seguin. Guest: Whitehead (Rules Committee Representative).

Meeting was called to order by Nelson Lacey, Co-Chair and George Richason, Co-Chair of the AC Finance Subcommittee. Each member introduced themselves. Lacey also serves as the Co-Chair of the Ad Hoc Committee on FBS Football. May indicated that Page and Bogartz would not be attending due to other commitment. Whitehead was in attendance and represented the Rules Committee and attended at the request of Max Page. Warnick and Johnson (student member) were present for the meeting from the Ad Hoc FBS Football Committee.

Lacey indicated that the bulk of this meeting would be directed to reviewing the budgets from the past year (FY 12) and the upcoming budget review for next year (FY 13). He then turned the meeting over to Athletic Director McCutcheon and Executive Associate Athletic Director Seguin to present the Athletic Department Budgets. Seguin distributed the following documents (this included 9 pages of documentation) for review:

(These spreadsheets are not attached and are available upon request)

1. Revenue and Expense Summary – FY 12 Budget – FY 12 Projections – FY 13 Budget
2. FY 12 Expenses – By Team and By Department
3. FY 13 Expenses – By Team
4. FY 13 Expenses (Continued) – Administrative
5. FY 12 Expenses Football – including Expense Budget and FY 12 Expense Projections
6. FY 13 Expenses Football – FY 13 Pro Forma Expense Projections and FY 13 Expense Projections

Budgeting Process. Seguin explained the budgeting process of the Athletic Department (AD). The process is not unlike other administrative units on campus in that it must develop budget numbers for the coming year and adjust according to the directions of the UMass Office of Budget and Finance, based on projected numbers of support. May expressed that the AD does not report through normal academic channels and reports directly to the Chancellor. The discussion then revolved around the fact that the AD reports in a way similar to other administrative units on campus.
Summary Budget Detail. Seguin and McCutcheon indicated that three additional breakouts have now been included since the Fall Presentation. These include more detail on one and two year projections. Seguin proceeded to review each line (including their organization content), line item descriptions, variances and changes through time.

FY 12 Budget – FY 12 Projections – FY 13 Budget

Each of the major columns represents the FY 12 Budget, the FY 12 Projections (meaning actual projected expenditures) and FY 13 Budget. Budgets are set in the previous year for the coming year as guidelines within which to operate. Each budget column also include a percent column representing common size, allowing comparisons from year-to-year based on the overall budget figures.

Line 1. State and University Subsidy: variance from $10.3 million to $10.6 million was the result of the approval and funding of the COL/merit increases. State subsidy will likely decline slightly as a percentage of the total budget in FY13 as the increases in other revenue sources increase.

Line 2. State and University Subsidy: one time budgeted for $619.4K but increased to $1,304K. This included a $678K buyout of football coaches; $425K bridge funding for scholarships; and one time funding of a number of smaller items including facility improvements, the re-instituted Stockbridge Golf Program, and Licensing agreements.

Line 3. Waivers: Board of Education Out of State Waivers explained.

Line 4. Student Fees: includes all UG student fees collected. The fee per student is $401/student per academic year. This was considered to be low compared to competitive other schools. This breaks out to $200 per semester. UNH for example has a fee in excess of $700 per year.

Lines 5-16. These include all forms of event revenue. These sources of revenue come primarily from the revenue producing sports; championship competition; corporate sponsorships; ticket sales; guarantee revenue; conference and NCAA revenue sharing/distribution; and facility rentals as noted in these sections.

Lines 17-21. These include other sources or revenue for the department including UMAA Foundation; beginning carryover balance; and Campus Recreation revenues – including salaries; membership sales; and beginning fund balance. Several items were held constant, including facility rental, camps, ticket revenues for men’s lacrosse and women’s softball.

Line 22. Total Revenues for the AD – Budgeted FY 12 - $26.5 million; FY 12 Projected $27.5 million; and FY 13 Budgeted $27.6 million.

Note 1. Football costs are incurred immediately for scholarships and coaching salaries before additional revenue sources are obtained.

Note 2. Guarantee Revenue (Other Sports). Not projected as it is difficult to determine if this income will be there based on the teams’ performances and related post season play.

Note 3. This FY 12 year should realize some income in these categories if teams continue to do well such as income from NIT for men’s basketball as well as potential income from men’s and women’s lacrosse and other championships should they occur in the coming months. Numbers that are posted are known while other income will add to the revenue sources. Revenue sharing from conference and post season competition is formula based and varies from conference to conference and post-season...
appearances by sport. A typical arrangement on conference post season play might be a 30% equity share and 70% share for teams in the conference for distribution backed to the respective schools as is the case in some NCAA arrangements such as men’s basketball.

Note 4. Corporate sponsorships in the wake of the downturn in the economy have not fared as well as planned. Several larger accounts have pulled back in SBLI and Sprint. The hiring of Nelligan Sports as an outsourcing company that sells corporate sponsorships should help and these numbers actually would have been worse if they were not providing the sales leadership here. This company has also helped to place more local advertising and leverage national accounts through corporate programs and also has worked to free up marketing staff in the AD to focus more on game day activities and experiences for the fan base.

**Expenses**

Lines 1 - 8. These include the major expense categories for the operation of the AD. Items include compensation, scholarships, sport programming operation, post season operations, facilities and game operations, administrative operations and campus recreation operations (including compensation and operating).

Line 2. Compensation was 3% higher due (of total budgets) to COLA/Merit/Buyout and grievance expenses that were approved and unexpected when pro formas were estimated. Over $700K of these increased expenses are considered to be one-time and not re-occurring. The FY 12 budget was $8.5 million, FY 12 projected is $9.6 million and FY 13 is projected to be $9 million, reflecting a lower projected cost due to one time expenses being paid out in FY 12.

Line 8. Total Expenses = Total Revenues; budgets are balanced.

Note 1. Campus Recreation payroll is $600K and most of this is student payroll expenses.

Note 2. Game day operations will decrease in FY 13 due to games being played at Gillette. Game day expenses include such fees as $3,000 per game for basketball or hockey rental of the Mullins Center and $1,000 for practices.

Note 3. There will likely be some reductions in media and marketing expenses due to outsourcing of some of these functions. This is reflected in the FY 13 budget, line 6 – Administrative Operating Expenses.

**FY 12 Expenses Detail by Team**

These expense sheets include detail by team of expenses for compensation, scholarships, operating and total overall budgeted and projected expenses for FY 12.

Line items per team noted here in Lines 1-19.

Line 20. Totals for each column will match those items listed on Page 1 Summary Budget.

Note 1. Football Compensation reflected one-year buyout projections. The projected amount less buyout of $678.6K would bring the projected expenditures in line for football.
Note 2. Scholarships can vary based on in-state versus out-of-state recruitment, team roster management, and whether all scholarships are filled per team. Women sports traditionally do not always use all of the scholarship monies allocated.

Note 3. Each coach is given an operational budget for which they base their scheduling, travel, recruiting, officials and equipment payments and each coach is expected to stay within these budgeted areas.

Line Items F12 Expenses Continued – Page 3. These line items include the administrative expenses or what might be also called fixed expenses for operating the AD. (Lines 1 – Line 23).


Lines 6 – 19 – includes AD administrative operational budget covering academics through ticket operations. Some of these expenses are not easy to estimate. For example, utilities and custodial recharges come back to the department for operating facilities and rate increases and increased use has seen these expenses increase by nearly $100K. The utility recharge costs for utilities and custodial for Mullins, Boyden and Recreation Center now exceed $500K per year.

Note 1. It would be difficult to assign fixed expenses to specific teams. For example, how much the operations of the Academics Center should be distributed to each team, how much media relations or sports medicine or strength and conditioning should be assigned for each team? These are expenses associated with the total operation of the AD without reference to the use by any one particular team. This is because these expenses are not budgeted coded in this manner.

FY 13 Budget – Budget by Teams

The expense budgets by team for FY 13 were then presented. This covered lines 1 – 20. The columns presented included Total Compensation FY13; Total Scholarships FY13; Total Operating FY13; Total Budget FY 13; and projected Roster Management Numbers. Gender equity numbers were discussed an UMass is currently at nearly a 50-50 split female to male students. These items were listed and presented on page 4 of the budget packet. Women represent 49.4% of the rosters and men 50.6%. Gender equity will continue to evolve as more scholarships are added for women sports over the transition period.

FY13 Administrative Budget. These included Total Compensation FY13; Total Scholarship FY13; and Total Operating FY13 and Total Budget FY 13 (a total of the previous three columns) for major administrative categories.

The total budgeted expenses for FY13 include $9.8 million for Total Compensation; $8.5 million got Total Scholarships; $9.3 million for Total Operating for a Total Budget for FY13 of $27.64 million as currently planned.

It was indicated that these are the working budgets for FY13 and the final numbers may and will likely change based on the final budget parameters given to the AD as the budget moves forward. The timing is dictated on what the total overall University budget is set based on legislative approval and then the actual numbers will continue to evolve in the late spring to early summer period. The AD receives an annual audit review – a 3 or 4 day process by external state auditors during the summer to close out the previous fiscal year.
FY12 Expenses Football

Substantial detail was given specifically to the football budget form FY12. The presentation included three columns of data including: 1) FY12 Original Pro Forma Expense Projections; 2) FY12 Expense Budget; and 3) FY12 Expense Projections. These numbers include Lines 1-14 that covered all expenses items in detail from Line 1 -- Athletic Student Aid (Academic Year) to Line 14 -- Other Operating Expenses.

The initial (pro forma) estimate for FY12 (when projected in 2010) came in at $4.42 million and was adjusted to FY12 to $4.47 million at the beginning of FY12. The FY12 expense projections came in at $5.196 million. The line item with the biggest overall impact on the near final projections was the $1.762 in total compensation that included the one-time buyouts of the previous coaching staff. This was estimated to be $678.6K. Only slight variations were noted in other categories – athletic aid was up about $100K; recruiting was down about $65K; team travel up about $50K; equipment up $28K; game expenses down $14K; marketing up $14K and other expenses down $53K.

The AD provided an estimate of the administrative fixed expenses specific to football. These were projected to be $1.01 million and are projected to hold steady from the budgeted pro forma and expense budget to FY12 Expense Projections.

FY12 Football Revenue

The FY Football Revenue included the following items; University One-Time Support; Department Support; Transition Funding; University Out of State Waivers; Sponsorship; Ticket Sales; Guarantees; Contributions; Endowment and Investment Income; and assorted Other Revenues sources. The columns of financial data included the FY12 Original Revenue Projections; FY12 Revenue Budget (established at the beginning of FY 12); and FY12 Revenue Projections.

Not projected were the one-time support expenses for coaching staff buyouts of $678.6K. Departmental support came in about $200K higher than expected. Transitional bridge funding for scholarships and other incurred startup revenue funding was $425K.

Sponsorship was about 50% of what was expected – budgeted at $300K and is projected to be $147K. The poor economy continues to affect the expenditures by corporate sponsors.

Ticket sales were budgeted to be $288K and the projections appear to be close to $234K. Guarantees were estimated to be $310K and held steady in the projections. Contributions and endowment sources were up from the budgeted line items in the projections.

While the bottom-line projections for FY12 were $6.2 million for football compared to the $5.5 million budget estimate; $678.6K was for the one-time buyouts of the coaching staff. Without these expenses, the variance would be about $100K from the projected budgeted FY12 expenses for football.

FY13 Expenses Football

The FY13 expenses for football were presented in Lines 1-14 with two major columns – FY13 Pro Forma Expense Projections and FY13 Expenses Budget Projections.

The Pro Forma Budget for Football for FY13 was estimated to be $6.47 million that was set in the Fall of 2010 and the adjusted FY13 budget is now expected to be $6.73 million. This $230K increase was
affected by the increase in scholarships (going from 71.5 to 81.5 scholarships); slight increase in the projected compensation for coaching; an un-projected guarantee to Indiana for Football; and some concern with the cost of travel which is reflected in higher charter costs for team travel. Team charter companies are now fewer in number and this has contributed to the increased costs here for all chartered flights. Budgeted savings appear in equipment and uniforms (down about $53K); other expenses (down about $53K) and fixed costs from administrative football specific budget – down about $150K.

It was explained that football game operations revenue include a split between UMass and Gillette up to $300K with different financial breakdowns determining the split based on ticket and sales revenue scenarios. These splits would differ based on the outcomes depending upon if there were outcomes were short of or exceeded the revenue price point of $300K.

**FY13 Football Revenue**

The FY 13 Football Revenue included 11 line items covering University Support; Department Support; Bridge Funding; University Waivers; Sponsorships; Ticket Sales; Guarantees; Contributions; Endowment and Investments; and Other Sales.

The Pro Forma Estimates developed in the Fall of 2010 indicated a $6.523 million revenue estimate. The FY13 Projections for Revenues now suggests a $6.734 million revenue projection – a difference of $211K.

University support will remain constant from the estimate at $875,276. Department support will increase slightly from $2.62 million to $2.68 million based on student enrollment projections. No bridge funding is expected in FY13.

Sponsorships have been corrected and budgeted down, based on current experience from $400K to $227K.

Ticket sales are estimated to come in at $1.115 million up from the $1 million estimated in 2010 in the pro forma projections. The increased projections for FY13 are up with revised estimates from additional revenue sources since agreements have been made with Gillette. They revenues include income from VIP Suites, Parking and Seat Licensing revenues as additional revenues not projected in the Pro Forma in 2010.

Guarantees from UConn and Michigan are now estimated to be $875K.

McCUTCHEON explained that to better plan for ticket sales projections, a variety of different scenarios were presented in the financials at different attendance projection levels. The results of these estimates may be found in the financials presented to the Faculty Senate.

**Special Notes.**

McCUTCHEON and Seguin concluded their presentation and the following were emphasized during the presentation.

Two areas not specific know at the time of the preparation of the pro formas in 2010 were the anticipated funding of the COLA/Merit/Buyout Expenses and the Campus Recreation Payroll Budget. The payroll
increases were about 3% across the board for COLA and Merit and the buyout expenses were already noted.

They also felt that revenue projections once a full year of the full scale operation at Gillette is experience that the projections will be much better at two years out.

McCutcheon concluded by stating that the FY13 budget is still a work-in-progress and if the 2% to 4% cut must be made in all account areas it translates in to 4.5% to 9% dollar cut for AD or a real dollar cut of $500K to $1 million. The AD could absorb a cut in the University Support area; however, a reduction in all items could not.

Questions and Discussion.

Question – What would be the comparison of FCS costs for football versus FBS costs for football? A bit of discussion transpired on this issue and those real numbers were not readily available as the situation in this budget presentation. One possible comparison would be to examine the FY 2011 costs for football versus the FY 2013 costs for football if those numbers were available. However, there are a number of differences including compensation for more coaches and the increase costs for scholarships. Other noted differences would be the likely changes in the differences between revenue potential in each situation.

Question -- What would be the break-even projections for ticket sales? A simple break-even is not possible based on different ticket prices; however, the estimates of different attendance projection scenarios should provide some guidance to the estimates.

Question – Game Themes. A question arose from AC and AC Finance Subcommittee about the quality of the competition and opportunity to theme games. Ben Johnson indicated that SGA is working to develop programs to get students involved. Three of the games are already currently themed; opening day versus Indiana; band day; and homecoming. This leaves three additional games to theme or program for promotional efforts. The last game of the season is scheduled for November 23, 2012 – a Friday night game over the Thanksgiving Break that is likely to be televised. The AD Marketing is also working on those areas.

Attachments – Financial Statements for the AD – 9 Pages. For attachments see email sent by J. Seguin. Statements also available by line item numbered from AC Finance Committee.
Athletic Council Subcommittee on Compliance

Overview. The meeting for the overview of the Fall Semester 2011 AC Subcommittee on Compliance was held on Thursday, January 26, 2012 beginning at 2:32 PM in the Mark McCormack Conference Room, ISOM 236. The meeting concluded at 3:48 PM. Faculty and alumni members attending included: Spencer, Schoenadel, Billings, Wong, Vittum, and Warnick and no student members were present as none have been assigned to this committee. Staff members present included: Callicoatte; C. Ford and graduate assistant L. Hosmer. Members not presented included: Upton (previous commitment).

Agenda

1. Additions/Corrections to the Spring Semester 2011 Minutes. Minutes from the Spring Semester 2011 held in April 2011 were reviewed and approval was unanimous. A few minor typos were made.

2. Compliance Department Update – Kim Callicoate updated the committee on the progress of compliance meetings and reports in the following areas.

Addendum reports are available for the detailed progress on some of these items from the Compliance Office in Boyden.

a. Violation Summary. There were seven minor violations reported from September 2011 through early January 2012. There was one each in softball, track, field hockey, women’s basketball, baseball, crew and two in track. One is pending in men’s swimming. Most of these dealt with variety types of contact regarding communication between a coach and perspective student athlete. Each, self-reported violation had an effective institution action and none required a conference action or NCAA sanction.

Violations were discussed as part of the review process by the MAC. The MAC and A10 both have rigorous review processes and the MAC will require another full compliance review in late July/September 2012 time frame much like the same review that was recently conducted by the A10 in the summer of 2011.

b. Waivers – NCAA Eligibility and Medical. One medical hardship case for softball was granted. These waivers are not easy and often challenging and the A10 review has been very rigorous, too. The Student Welfare Committee, with team members Joan Hopkins, Jeff Smith, Elaine Sortino and Carol Ford reviewing has helped the Compliance staff assure more success in these filings. The new reviewer at the A10, J. Redman is an athletic trainer and requires a more critical review process. Several others including one in men’s basketball are being considered and some of the initial inquiries and reviews here may be successful, but they still need to be filed.

c. APR Reports. Kim Callicoate shared the NCAA Division I 2010-2011 Academic Progress Report (APRs) are now official and may be found at the NCAA web site. All of the teams are in good standing and some teams have perfect scores. The UMass overall APR is higher than the previous year and the multi-year score is not at about 978.5. The 925 is the minimum score to remain compliant. Eleven (11) teams’ APRs are higher than the previous year average. Four teams had perfect scores – women’s crew; men’s ice hockey; softball and women’s cross country.

d. Coaches Meeting Agendas. Kim reviewed the Coaches Meeting agendas from the Fall Semester meetings of the coaches and staff and indicated what topics and guest speakers were brought in to speak to the coaches and staff. The topics included health services, housing, hazing, off-campus
housing and newsletter reviews. The newsletters from the Compliance Office were also shared with the committee from the Fall Semester presentations. Those agendas and the topics reviewed are available from the Compliance Office.

e. **A10 Compliance Review.** The A10 Conference Office performed a Compliance Review this past summer. There were no major infractions or areas of concerned noted in the report. We will ask Kim to present the findings to AC on Friday, February 10th.

f. **Pending NCAA Legislation.** Two major pieces of legislation were being reviewed by the NCAA. First, sometimes referred to as “pay of play” – a miscellaneous grant of up to $2K per player has been tabled and sent back to committee for further review. If this passes it is to only affect the major revenue sports – most likely football and basketball.

The BOT and the presidents have asked that a two-year moratorium on adding any new legislation and to operate under the current rules for the next two years without major actions. Many want to see the regulations simplified and other more strict admission guidelines imposed.

3. **FAR Report and Update.** Glenn Wong, (Professor of Sport Management and current UMass FAR) provided an update on the FAR (faculty athletic representative) issues he dealt with over the Winter and Fall Semesters. Glenn continues to see overall more faculty representative involvement since the arrival of Bernadette McGade, the new A10 Commissioner. The A10 winter meetings had in fact just concluded the previous week with John McCutcheon, Elaine Sortino and Glenn Wong attending and playing significant leadership roles. Each of our members chaired their respective groups (AD, SWA and FAR) and this will next rotate to other schools. Glenn spoke to the details of the A10 meetings including the sessions on NCAA Governance, A10 Governance Reports and respective details within each session. Eight separate reports were shared including the status of the post-presidential retreat reform on NCAA athletics; leadership council; legislative council; championship and sports management council; amateurism; recruiting and athletics personal issues; academics; and A10 SAAC meetings. Each of our chairs also delivered special governance reports.

The governance issues also looked closely at academic matters; graduation rates; and initial eligibility issues. A new initial eligibility index will soon be employed – class of 2015 that will be comprised of 50% regression analysis and 50% standard deviation of the grade points. These criteria will bring about substantial change with eligibility as the standards may be much more rigorous. Glenn shared the scores and GPAs that will make it more difficult to be immediately eligible. In addition to the scores, more attention will be given to the number of core courses completed by the junior year or high school year of potential recruits.

The A10 Conference is also planning to increase the number of post graduate A10 scholarships from 4 to 10 scholarships. This will be a significant increase in recognition of scholarship aid to student athletes who plan to attend graduate school. Each scholarship is worth approximately $7,000.

Another major issue address at the A10 Conference was the number of class days missed. A chart of the schools and the days missed was shared with the intent of raising awareness around scheduling and trying to include more opportunities and flexibility into the scheduling processes. Currently, the schools and days missed are not identified; however, the intention is to move it forward and do so in future reports. Some schools, simply due to location must travel more than others and the NCAA Championships do also compromise the scheduling from time to time especially given their timing at the end of the semester or school year.
Glenn also shared a letter from the A10 membership (Xavier University) regarding the concerns about representation at the NCAA Presidents’ Retreat.

Glenn served on the A10 Strategic Planning Committee, the Revenue Distribution Committee and the Television Committee got the A10. Other duties completed during the year included the Head Football Coach Search Committee; the Selection Committee for the Outsourcing Company; the UMass FBS Upgrade Committee and MAC Conference representation. Glenn served as a member of the Compliance Committee, the A10 Compliance Review in July 2011 and made an appearance before the Faculty Senate.

3. **Professional Athlete Career Counseling Panel and Transfer Appeals Committee.** No transfer appeal cases were heard during the 2010-2011 academic year. Glenn commented that UMass and only two other schools have a Professional Athlete Career Counseling Panel – BC and Duke. One initial contact by a football player was made; however, no professional advice or meeting sessions have occurred. Glenn feels the professional athlete consulting issues will become more pronounced in the coming years as a new cottage industry begins to unfold around the prospects of players with professional aspirations.

4. **Gender Equity and Scholarship Upgrade Implementation.** The increase in scholarship aid to both men and women will occur within the next two to eight years. Football plan will be implemented within the next two years and the plan for females will be implemented over the next eight years. The plan has been approved by the Chancellor and the administration. The reason for the longer phase in for the women was the larger amounts of unused scholarship funding for female student athletes ($300,000) and the proportions of in-state and out-of-state student athletes. The planned implementation for men’s football will be to increase from 71.5 to 81.5 to 85 scholarships over the phase in period.

4. **Old Business.** Marilyn Billings indicated that the new Ad Hoc Committee on FBS Football has not been formed and will be introduced at the next faculty senate meeting. The configuration of the committee was discussed.

The next Athletic Council meeting will be held on February 10, 2012 and Ernie May will be providing an update. The next meeting time for the AC Subcommittee Compliance Meeting would likely take place in late April 2012 and if possible in the Boyden Gym Conference Room.

The meeting was adjourned at 3:48 PM.

Respectfully submitted,

Rod Warnick, Chair
Overview. The meeting for the overview of the Fall Semester 2011 AC Subcommittee on Compliance was held on Friday, October 12, 2012 beginning at 9:48 AM in the Boyden Gym Conference Room. The meeting concluded at 11:00AM. Faculty and alumni members attending included: Spencer, Schoenadel, Billings, Wong, Vittum, Upton and Warnick and no student members were present as none have been assigned to this committee. Staff members present included: Callicoatte and C. Ford.

Agenda

1. Additions/Corrections to the Fall Semester 2011 Minutes. No additions or corrections to the minutes were made due to the fact that the report had been filed with the Athletic Council in the May 2012 meeting for Fall Semester update.

2 Compliance Department Update – Kim Callicoate updated the committee on the progress of compliance meetings and reports in the following areas.

Addendum reports are available for the detailed progress on some of these items upon request from the Compliance Office in Boyden.

a. Violation Summary. There were a total of 10 minor violations reported from September 2011 through June 31, 2012 – the reporting and monitoring period observed here. There was one each in softball, track, field hockey, women’s basketball, baseball, crew and two in track in the Fall Semester and one updated in women’s lacrosse from October 2011 and then one each in men’s soccer and football. Most of these dealt with variety types of contact regarding communication between a coach and perspective student athlete and are considered minor violations. Six of these violations required NCAA action for reinstatement purposes of athletes involved and all involved institution action. Each violation had an effective institution action and while some required a conference action or review and reinstatement none involved an extensive NCAA sanction or review.

Communications and the advent of TWITTER™ has increased the review and reporting of more minor violations with more public disclosures.

The MAC will require another full compliance review in here in 2012 time frame much like the same review that was recently conducted by the A10 in the Summer of 2011.

b. Waivers – NCAA Eligibility and Medical. A number of medical hardships are under review and we were updated on the reviews of baseball players, a track and field athlete and one men’s basketball player where a medical redshirt was granted and he will be back playing with the team this year. The new reviewer at the A10, J. Redmond has experience as an athletic trainer and requires a more critical review process.

Three initial eligibility waivers were filed this past fall. One from women’s basketball (full approval); another regard NCAA approval of college prep courses at Newton South High school, which may eventually yield a full qualifier and another for a women’s soccer student-athlete. The
NCAA approved a waiver regarding official visits at Gillette, as the site is more than 30 miles away from the campus were also discussed.

c. **APR Reports.** Kim Callicoate shared the NCAA Division I 2010-2011 Academic Progress Report (APRs) that are now official. All of the teams are in good standing and some teams have perfect scores with the exception of two teams that are at or near the 925 APR cutoff rate. Also discussed were the changes to the APR in the coming year that will move the 925 APR rate up to 930. This means increasing the graduation rate from 50% to 60% in the coming year. The new rate going forward after this year will be 930 while a two-year rolling average may be used to transition into the new standard. The UMass overall APR is higher than the previous year and the multi-year score is at 978.5. Six teams have perfect scores of 1000 for 2010-2011, including men’s ice hockey, men’s indoor track, women’s rowing, women’s cross-country, women’s softball, and women’s outdoor track. Two teams warranted more careful monitoring including men’s basketball and men’s football. However, the four-year average for men’s basketball is up considerably to 939 and for the current year is projected to be even higher with bonus points being achieved from last year (2 points); this year (2 points) and additional points in the coming year (2 points). Linda Reed, Registrar’s Office, has been especially helpful in identifying who the student athletes are who are close to graduation with a bit more effort. Several examples were discussed here.

Football requires additional special monitoring since the transition from FCS to FBS level. Furthermore, it is much more difficult to change the APR rates dramatically when there are large cohorts of students to monitor. The rate for the most current year is around 917/918 and although the 2010/2011 rate was 946 the multi-year has dipped due to eligibility and fewer bonus points that have more of an impact on smaller teams like basketball. Part of this dip for football is both a result of a new coach, player departures with this transition and the move from FCS to FBS football divisions. The recruitment of new FBS players has been very encouraging and are academically much better students.

Linda Reed, Registrar’s Office has also helped to continue to monitor progress here and reach out to those athletes who are very close to completion.

d. **A10 Compliance Review.** The A10 Conference Office performed a Compliance Review in the Summer of 2011 and the MAC Commissioner and his office will be on campus from October 22-23, 2012 for another review. This review will be very similar to the A10 Review conducted most recently. Kim and Carol provided an overview of the A10 Compliance Review and the recommendations that have been implemented since that review. The implementation of the recommendations included:

1) **Online Compliance Manual** – it is now online and includes Inside Athletics Compliance and all access information about compliance.
2) **Update of Financial Aid** – includes update NAAC standards that have been added to the System Manual under the appropriate bylaws; and revised policies and procedures to better outline detailed monitoring of student-athlete and team financial aid to ensure adherence to all limits and guidelines
3) **Recruiting** – sections updated in the manual here but procedures were reviewed and deemed to be in good standing
4) **Facilities Use** – procedures for renting space in the Rec Center, Mullins and Boyden were reviewed and update especially in light of facility use for outside groups and in light of new legislation affecting both Football and Women’s Basketball
5) **Camps and Clinics** – updated manual for policy and forms and tighter regulations on men’s basketball camp employees. Critical issue appears to be hire camp staff who bring prospects to camps. Any and all AAU Events are more carefully monitored.
6) **Investigations** – this included updates to the policy manual including written policy and procedures for ethical conduct; procedural steps for reporting major violations; timelines to be followed in investigations; and responsibilities of each individual in the investigative process.

7) **Rules Education** – reinforcement or regular compliance meetings but also included more time available to spend with staff and educating a broader set of staff and other offices about compliance issues and the need to set up separate and more detailed meetings for football now that it is at the FBS level with its higher profile.

8) **Extra Benefits** – update manual here that includes different forms and procedures for student-athletes, boosters and staff and their respective guests

9) **Playing and Practice Seasons** – update procedures and manual on these areas

10) **Student-Athlete Employment** – updated manual and procedures for student athlete employment and the appropriate monitoring

11) **OVERVIEW** – Kim and Carol indicated to the committee in the review of the A10 recommendations that the recommendation tasks specific to this review had those items completed in the previous year since the A10 Review in 2011 were noted in BOLD BLACK and those recommendation tasks completed in the last 2-3 months (Summer 2012) were noted in BOLD RED. Overall the committee expressed support and complimented the staff on the updates to the Compliance Manual and procedures as fitting with the department vision of “doing it the right way.”

e. **Coaches Meeting Agendas**. Kim reviewed the Coaches Meeting agendas from the Spring Semester meetings of the coaches and staff and indicated what topics and guest speakers were brought in to speak to the coaches and staff. The topics included more rules education, updates from the A10 Review, coaching working groups with particular emphasis on meeting relations especially with new social media such as TWEETING. The newsletters from the Compliance Office were also shared with the committee from the Fall Semester presentations. Those agendas and the topics reviewed are available from the Compliance Office.

f. **Pending NCAA Legislation**. Kim reviewed some of the new potential rule proposals and many appear to affect the increased amount of interaction with prospects. These rule proposals may extend the recruiting time and age to high school sophomore year and as early as June 15th instead of just juniors and seniors and what may occur in the recruiting period. Official visits may occur as early as January 1 of the Junior Year and related recruiting issues and associated costs. The rationale appears to be the ability to communicate earlier and to increase the emphasis on academics to increase and improve eligibility. Additional proposals may affect tryouts when and where and who may attend and under what conditions, for example after a physical.

g. **Enforcement Issues**. One new piece of legislation may be that the Head Coach may not be held liable for any and all actions of the Head Coach, this will increase the responsibility and accountability of the Head Coach and any sanctions will follow the coach as he changes positions. Most critical though is that the Head Coach is responsible for all staff.

h. **Penalty System**. The penalty classification system is likely to change from Level 1 and Level 2 to four (4) levels with major, sub-major and two (2) levels of secondary violations.

3. **FAR Report and Update**. Glenn Wong, (Professor of Sport Management and current UMass FAR) provided an update on the FAR (faculty athletic representative) issues he dealt with over the past academic year, 2011-2012. Glenn identified nine (9) major issues for the report.

a. **Compliance Waivers and Violations**. Glenn provided review and guidance on these matters.

b. **Ad Hoc FBS Football Committee**. Glenn reported on the update of these meetings and indicated that the next meeting will be held on October 24, 2012. A list of questions for the Athletic Department has been developed for review.
c. **Campus Compliance Committee.** Glenn reported on the Campus Compliance Committee and why it continues to be important in maintaining strong and transparent lines of communication between the Registrar’s Office, Financial Aid, the Bursar’s Office, Admissions and the FAR. Glenn emphasized the importance of these lines of communication in better adherence to compliance and eligibility issues for student athletes and also the magnitude of the changes at the NCAA level in terms of regulation changes and updates.

d. **Compliance Review of MAC on October 22-23, 2012.** Glenn will be meeting with the Chancellor, helping with the prep work there, and meeting with the MAC Compliance staff and representatives.

e. **Hockey Search Committee.** Glenn reported on the process for the selection of the UMass Ice Hockey Coach over the summer of 2012.

f. **FARs Role in Athletics.** Glenn perceived the involvement of FARs to be more involving and flexible within individual campuses in the future and also more involving at the conference level. He has believes that the role will evolve more with the move to FBS and the reclassification of the football program.

g. **FARs Role in A10 Conference.** AFR’s role in the A10 is changing as well and the conference is requiring more faculty involvement and is being more reflective. The AFR appears to be evolving into a more important role and meeting with the conference on a more regular basis. He commented on the UMass role in the latest conference meetings in January 2012 where Elaine Sortino chaired the SWA sessions, John McCutcheon chaired the AD sessions and he chaired the FARs.

h. **Learning and Communication Outcomes from A10 Conference Meetings.** Glenn also felt that the committee structure is now playing a bigger role in the A10 Conference Meetings and there is more emphasis on strategic planning and revenue distribution. Revenue has typically been based on participation and now may be more tied to success in conference successes and playoffs. He indicated that Chancellor Holub was able to negotiate that three (3) presidents, 2 ADs and 1 FAR be part of the Median Negotiation package for the A10 Conference and this resulted in a package deal with ESPN, Fox Sports and NBC. The new media package should be helpful to all conference schools.

i. **Other Issues** – AFRs will likely play a more important role in the academic segments of conference issues especially with important new academic issues coming down from the NCAA and also with Rules Infractions as the FARs may now be part of the Committee on Infractions.

A10 will be increasing the number of post-graduate scholarships and this may help even better athletes to the conference in coming years. Other issues mentioned included more focus on conference branding, missed class time by student athletes and conference post season tournaments scheduling with NCAA playoffs.

3. **Professional Athlete Career Counseling Panel and Transfer Appeals Committee.** No transfer appeal cases were heard during the 2010-2011 academic year.

Glenn commented that UMass and only two other schools have a Professional Athlete Career Counseling Panel UMass is the only school in the Northeast with such a panel. While it is informal or dormant now, he expects that in the future we may be more active as a result of athletes like Victor Cruz (Football) and Jonathan Quick (Ice Hockey). He expects that professional positions will be created that assist in the screening for potential student athletes who may become professional athletes.
4. **New Business.** Marilyn Billings indicated that the Faculty Senate voted to join the Faculty Senate Association called the “Council of Intercollegiate Athletics”. We were invited to join since our upgrade to FBS Football and the representative to the COIA will be Ernie May, Secretary of the Faculty Senate.

The meeting was adjourned at 11:13 AM.

Respectfully submitted,

Rod Warnick, Chair
Appendix Materials from Spring Semester 2012 of the Athletic Council
Compliance Subcommittee

Spring Semester 2012
January 2012 through June 2012

Packet of Material Supplied here by the
Athletic Department Compliance Department and Available Upon Request
UMass Athletic Council  
Academics Subcommittee Report  
2011-2012  
May 3, 2012

Academic support services for UMass Athletes facilitate the academic performance of student athletes by providing academic counseling, tutoring, and other resources. Academic Support Services are overseen by Joan Hopkins who works with a staff of 5 counselors and 2 interns.

An audit of academic services for student athletes was completed in June 2011. This provides a reference point for record of services and quality of services. The present report focuses on responses to the audit and other changes over the past academic year.

Recruitment of High Quality Student-Athletes
As commended in the 2010-2011 Audit, student-athletes at UMass continue to have a strong record of academic performance. This can be attested to by:

- 128 athletes were named to the A10 Commissioner’s Honor Roll, reflecting a GPA of 3.5 or greater.
- The student-athletes as a group continue to earn above a 3.00gpa every semester.

Response to NCAA Academic Audit
The Audit Team recommended the following changes to the Athletic Department and relevant progress in these areas over the past year is noted:

1. Enhanced staffing.

   The report noted the need for additional staff, particularly specialists for at-risk students. Due to across-the-board budget cuts, staff was further reduced for next year, resulting in 1 less intern on staff. As a result, individual counselors will be increasing their student-athlete load in the sports most academically at-risk. A search to replace the Learning Specialist position vacated last year is in process.

2. Facilities improvements

   The audit provided several areas in which facilities could be improved. One such improvement was the replacement of an air conditioner unit in the study hall area. This represents a significant improvement as the space was at times unusable due to extreme heat. One more air conditioner is still needed and requested and will be added as funding becomes available.

3. Enhancement of services

   The audit recommended enhancing existing services such as better distribution of services to athletes away from campus, extended hours of on-site services, and possibly working with Du Bois library to integrate services. A number of service improvements have been made in response to this recommendation:
- Study hall hours were extended from 9pm to 10pm in the evening. The additional hours have been extensively used. Notably it allows for tutoring for some athletes (e.g., football) after late-evening practices.
- Academic services were provided, for the first time, via Skype: Athletes at the A10 basketball tournament received tutoring in this way. While this is a promising direction for extending services, logistical issues included limited wi-fi access and last-minute scheduling of practice time at the tournament made it challenging to line-up tutors who would be available in Amherst to Skype with them.
- Joan Hopkins, Associate Athletic Director for Academic Support Services, has been in communication with the DuBois library regarding integration of services. However, space availability does not seem to fit the needs of the Athletic Support staff. Communication is ongoing regarding whether writing services may be enhanced by collaboration with the Writing Center.

4. Full implementation of RAM

The audit lauded the success of the RAM program and recommended it be made available to athletes both semesters. While RAM continued to be successfully used this year, benefitted by Coach Molnar (football) having athletes register in practice, RAM has yet to be extended to out-of-season athletes where it is equally needed.

5. Benchmarking

The audit presented the most comprehensive survey of student-athletes in recent years. Future tracking of satisfaction was recommended. It was deemed too soon to conduct another survey but the program will continue to consider this in the future, perhaps every 4-5 yrs.

6. Tutor evaluation system

The audit recommended better evaluation of tutors based on mixed responses regarding tutor quality. Academic services have always had tutor evaluations and no changes have been made. However it was noted that over 70% of student-athletes use tutors continuing to suggest this is an important area of academic service of athletes.

7. Further review of the student athlete survey for additional feedback One note in this regard was the suggestion of monitoring of the following indicators:
- Number of student athletes graduating on time. This number is consistently high, but has not been precisely tracked and will be attempted to be tracked in the future.
- Distribution of student-athletes by major. This has always been tracked and is presented in an annual report to the athletic director.
- Number of student-athletes graduating with secured employment. This has not been tracked until this year. Seniors now receive a survey once a year querying their employment plans post-graduation. In this regard, Maroon Connections continues to be a vehicle for career development planning for the student athletes. Events geared towards classes (freshman, sophomore, juniors, seniors) allows for targeted topics. Participation was approximately 84% of all athletes this year.
Athletic Council Subcommittee on Facilities

Facilities Sub-Committee Report to the Athletic Council
May 9, 2012

Overview. The facilities sub-committee met on April 25th 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 2011- and May 2012. He also provided a list of anticipated facility upgrades.

Projects Completed 2011-2012

Mr. Markowski indicated that there were not as many major projects completed as previous years, but there were several smaller projects.

Improvements to Baseball Field. Earl Lorden Field received several improvements including a windscreen on the outfield fence, a concrete patio and protective fencing for the dugouts, and an artificial turf halo around home plate. The windscreen was funded by baseball parents and the remaining improvements were funded using $10,000 of baseball funds and $22,000 of university funds.

Improvements and Maintenance to Mullins Basketball Court. The basketball court in the Mullins Center was resurfaced and the paint scheme was changed. The $23,000 cost was funded by $18,000 of university funds and $5,000 of Mullin Center funds.

Projects Underway in 2011-2012 and Beyond

Basketball Practice Facility. The basketball practice facility is in the final planning stage. The building will contain practice courts, locker rooms, offices, and training rooms. The project will begin construction in early 2013 with a 2014 completion. The cost will be approximately $20 million with over $10 million of the cost already committed through fundraising.

McGuirk Stadium Improvements. The McGuirk Stadium upgrades are also in the final planning stage. The improvements will consist of a new press box and a facilities building. The facilities building will contain coaches’ offices, weight training room, athletic training room, and locker rooms. The project will begin construction in early 2013 with a 2014 completion. These improvements will allow the football team to play games in Amherst in the fall of 2014. Total cost will be approximately in the range $30 to $34 million. Fundraising for the project is underway.

Crew Boathouse Project. The crew boathouse project is moving forward rapidly. The lease for UMass to rent the space is finalized. The building will be located at Sportsman Marina in Hadley. The space will consist of boat storage, locker rooms, meeting rooms, and coaches’ offices. Construction is scheduled to begin late 2012 with a 2013 completion date.
Projects in Planning Stages

Field Turf Replacement. The field turf at McGuirk Stadium and the astro turf at Garber Field are wearing out. Although they are only five years old they are used so heavily they will not last the projected ten years. The turf itself will cost approximately $1 million.

The scoreboard at Garber Field needs replacing and a new scoreboard will cost approximately $200,000 with most of the cost covered by advertising.

Baseball Field Improvements. A new backstop for Lorden Field is being designed.

Additional Issues – Facility Operations

The A-10 track & field meet, The NCAA and CAA lacrosse championships for men, and the NCAA lacrosse play-in game for women were hosted by UMass during this academic year. In 2012-2013, UMass will host the A-10 championships in field hockey, women’s lacrosse, and softball. UMass also continues to host summer sports camps. Next year, UMass will host a USA Lacrosse Camp, one of the largest in the nation and particularly in the New England and northeast Region.

Mr. Markowski reported that staffing becomes very tight when multiple events are held on the same day such as the championships in the Spring Semester that taxes our facilities coverage and response time.

Respectfully submitted, Ed Ward
Equity, Minority Opportunities and Student-Athlete Welfare
Equity Subcommittee Report of the Athletic Council

2011-2012

The role of the Equity Minority opportunities and Student-Athlete Welfare Sub-committee 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 reported to the EADA indicated that there were 10,122 males (51%) and 9,697 females (49%) full time undergraduate students enrolled at the University of Massachusetts for Fall of 2011.

The roster numbers for all sports for the 2011-12 academic year, based on the first date of competition totaled 359 men (49.1%) and 373 women (50.9%). It should be noted that the totals on each roster for all sport programs, also includes those student-athletes who have medical exceptions or have exhausted their eligibility. The participation numbers for the academic year 2011-2012 were in compliance with Title IX.

Student-Athlete Minority Opportunity
The Department of Athletics provides the NCAA annually with information on ethnicity of student-athletes.

That information showed that the total minority percentage of student-athletes for 2011-12 was 16.1%. Further defined by gender, the total was 23.3% (84 male), and 9.1% (34 female) minority student-athletes.

There were 195 male student-athletes receiving aid in 2011-12, of which 75 were minorities for a total of 38.4%. On the female side, there were 175 receiving scholarships, of which 24 were minorities for a total of 13.7%.

The overall total of male and female minority student-athletes on aid is 99, which represents 26.7%.

Scholarships
The amount of scholarship dollars provided to student-athletes for the 2011-12 academic year is as follows:

<p>| | |</p>
<table>
<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>Males</td>
<td>$4,349,890 (56.95%)</td>
</tr>
<tr>
<td>Females</td>
<td>$3,287,970 (54.05%)</td>
</tr>
</tbody>
</table>

It should be noted that these figures include all scholarships, winter session aid, summer session aid, and books. The Department anticipated this increase on the men’s side with the move to Division 1A Football.
**Student-Athlete Welfare**

**Student Athlete Welfare Group**

This Committee continues to be a vital resource in the department for discussing and promoting opportunities to enhance student-athlete welfare. As changes have occurred on campus, the committee presently consists of the Associate Directors for Academics, Compliance, and Sports Medicine, and is chaired by the SWA. They meet monthly to address and discuss all issues that affect our student-athletes.

**Diversity Committee**

This group held a number of meetings throughout the academic year, and was made up of an administrator, support staff, coaches, and student-athletes. The group developed a form of the “Amazing Race” which used members from different teams paired up and competing in each other’s sports. This was held during the May end of the year student-athlete BBQ.

The group met four times throughout the academic year. The group continues to work at developing a constituency that will be proactive in creating an awareness of our differences, and an atmosphere that fosters inclusion. We are fortunate to have among our membership representation from the Center for Student Development.

**Exit Interviews**

The Athletic Department continues its practice of conducting exit interviews with student-athletes who have exhausted their eligibility. The Department conducted the exit interview online. This continues to have a positive impact in the number of exit interviews completed. **80 out of 103** student-athletes completed their interview for a final total of **77.6%**. (See attachments)

**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 group met 10 times during the academic year, and participated on many levels of campus and community service. SAAC participated in many activities among which were:
- Step Out Walk to Fight Diabetes
- Relay for Life Cancer Awareness Walk
- Shriners Hospital Toy Drive
- Crocker Farms Elementary School

**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, the Springfield Newspapers, and continues to use the NCAA Diversity and Inclusion Participant Profiles.
In 2011-12 the department consisted of **149 full and part time employees**, of whom **19** were **minority** (12.8%); **women** made up 36.9% of our staff.

**In 2011-12 23 full time positions** were filled in Athletics and the breakdown is as follows:

19  male  
4    female  
4 male minorities  

15 of these positions were coaches:

3 female  
4 minority male
The Visions Subcommittee of the Athletic Council did not meet in the 2011-2012 as the strategic plan had been completed and endorsed in a previous reporting period.

Financial Statements of the Athletic Department

Reviewed by the Finance Subcommittee of the Athletic Council

The Finance Subcommittee of the Athletic Council reviewed the projected/actual 2011-2012 (FY 2012) and the projected 2012-2013 (FY 13) during the course of the academic year and those full reports may be found at the Faculty Senate website.

http://www.umass.edu/senate/fs/fs_minutes_12-13.htm

and also available at the Faculty Senate Home Page under “News and Updates” at

Athletic Department Financial Overview FY11 - FY12