

## UNIVERSITY ATHLETICS COMMITTEE Meeting Minutes

Thursday, April 13, 2023

### Hybrid Meeting: In-Person at Creativity and Innovation District Living-Learning Program Residence Hall – 185 Kent Street + Zoom

**Members Present:** Travis Burns, Erin Carleton, Alexander Efird, John Galbraith, Leanna House, Jen Irish, David Crotts (for Ken Miller), Phil Miskovic, Jayden Payoute, Jim Petrine, Robin Queen, Liesel Ritchie, Bridget Ryan-Berman, Susan Short, Becki Smith, David Tegarden, Danny White, Chris Wise

**Absent with notification:** Sarah Armstrong, Whit Babcock, Heather Gumbert

**Absent:** Allison Bowersock, Rachel Holloway, Robin Russell, Eric Stanley, Ken Stiles, Joe Tront, Brad Wurthman

**Guests:** Tim Baird, Bridget Brugger-McSorley

Susan Short called the meeting to order at 3:35 p.m. A quorum was present.

#### 1. Adoption of Agenda

A motion was made and seconded to adopt the agenda. The motion carried.

#### 2. Announcement of approval and posting of minutes of March 16, 2023

Susan Short noted that these minutes have been voted on electronically and can be publicly accessed on the Governance Information System on the Web

(<http://www.governance.vt.edu>).

**3. Guest Presentation/Welcome** - Tim Baird, Faculty Principal, CID Living Learning Community provided a welcome and overview of the Living-Learning Program Residence Hall. Tim described the three separate LLCs that are located in this space – Studio 72, Innovate, and Rhizome. He indicated that between 160-180 student-athletes (mainly freshman) are housed in this residence hall. He also discussed his role as faculty principal and his family's experiences of living in this facility.

**4. Guest Presentation** – Bridget Brugger-McSorley, senior associate athletic director/strategic affairs, provided a presentation that included information related to Title IX in athletics, gender equity, participation/roster management plan, and sexual discrimination programming and responsibilities. (See attached slide deck for additional information.) Bridget indicated that she works directly with Gary Bennett to develop prevention programs particularly regarding various topics including relationship violence. She indicated that the university's position related to transgender participation reflects the current NCAA policy.

**5. Faculty Athletics Representative Update/Missed Class Policy** – Jen Irish, FAR, presented the revised missed class policy and procedures documents for consideration by the UAC.

Members had the opportunity to discuss recommended revisions during the March UAC meeting and provided follow-up recommendations and revisions that were included in the revised policy. Upon a motion by the work group and seconded by David Tegarden, the missed class policy was approved with one dissenting vote. Susan acknowledged the contributions and thanked the work group led by Jen Irish. Additional members included Sarah Armstrong, John Galbraith, Derek Gwinn, and Robin Queen. (Approved Scheduling Policy and Procedures document included in attachments.)

6. **Athletic Director Update** – Danny White provided a brief update on behalf of Whit Babcock. He shared that over the next three days (April 14<sup>th</sup> – 16<sup>th</sup>) that the athletic department would be hosting 25 different events. Data related to the athletic department’s digital footprint/presence during the women’s basketball NCAA title run were discussed. It was interesting to learn about the significant number of Facebook users/followers that were digitally engaged throughout the ACC and NCAA tournament championship events.
7. **Additional/Future Topics** – A potential topic for a future meeting would focus on club/rec sports including an overview of various sports/teams/national championships.
8. Susan announced that the May 4<sup>th</sup> UAC meeting, if held, will be virtual only. The meeting adjourned at 5:15 p.m.

2022-23 University Athletics Committee Meeting Schedule

Thursday, **May 4<sup>th</sup> – 3:30 p.m. – 5:00 p.m.** (Virtual Only)

# Athletics Department Scheduling Policy and Procedures

## A. Goals

Virginia Tech athletic schedules are to be developed within the framework of each sport's budget, consistent with the objectives of each sport's program, and in accord with the applicable regulations of the Atlantic Coast Conference (Conference, hereafter). In constructing schedules, the primary goals are to:

- Minimize student-athletes' absences from classes and campus life;
- Attain proper spacing of athletic contests in the context of student-athlete recovery and wellbeing; and

## B. General Guidelines

1. All scheduling should adhere to NCAA and Conference bylaws, to include the requirement that mandatory practice sessions, workouts, and non-traditional contests not be allowed to interfere with any student-athlete's classes, except those in conjunction with an away-from-home, regular season contest (according to NCAA bylaws).
2. Maximum allowable class absences: A student-athlete should not miss more than 17% of any one course in a given semester. To accommodate most class schedules, specifically 3-credit courses meeting Monday-Wednesday-Friday or Tuesday-Thursday, competition and travel schedules should:
  - a. Not result in more than seven absences per semester of the same course on Mondays, Wednesdays and Fridays, and
  - b. Not result in more than five absences per semester of the same course on Tuesdays and Thursdays.

Any exceptions must have the prior approval of the University Athletics Committee (see University Athletics Committee Competition Scheduling Oversight Procedures). These exceptions could include team exceptions to items 4a. and 4b. and student-athlete specific exceptions (e.g., related to courses that meet less than twice per week, or on weekends). Team requests for exceptions should be submitted to the Faculty Athletics Representative (FAR) by the Senior Associate Athletic Director/Sports Administrator. Individual requests for exceptions should be submitted to the FAR by the Student-Athlete Academic Support Services Director (or designee). Make up of missed work due to class absence is at the discretion of the individual professors.

3. No contests will be permitted on the day prior to final exams ("reading day"), during final exam week, or on commencement day with the exception of those contests dictated by the NCAA or Conference. Where events during finals week are dictated by the Conference,

every effort will be made to reschedule. If rescheduling is not possible, permission to participate during exam week must be given by the Provost (or designee) (see University Athletics Committee Competition Scheduling Oversight Procedures). Requests for permission must be submitted by the Senior Associate Athletic Director, Student-Athlete Services/University Affairs (or designee) to the Vice Provost for Undergraduate Academic Affairs (or designee) at least 6 weeks prior to the start of final exams. Rescheduling of exams is at the discretion of the individual professors.

## **C. Specific Factors to be Considered**

1. Balance between the number of home and away contests.
2. Proper spacing of athletic contests in the context of student-athlete recovery and wellbeing.
3. Minimizing the number of consecutive days student-athletes are away from campus for away contests.
4. Efficient management of each sport's travel budget.
5. Number of class absences caused by away and home contests.
6. Balance among outstanding, average and weak opponents (Conference requirement).
7. Availability of facilities for home contests.
8. Multiple-contest trips.
9. NCAA limits on season length and number of contests.
10. Dates of Conference and NCAA Championship Tournaments.
11. Coaches (or designee) should plan the travel schedule to arrive at a suitable time and to minimize classes missed.
12. No contests other than Conference Championship events shall be scheduled on the day prior to exams, during exams, or on Commencement Day. See Section B above for the approval process.

## **D. Sports Scheduling Procedures**

1. Tentative scheduling requests prepared by coach (or designee) and submitted with proposed budget to the respective Senior Associate Athletic Director/Sport Administrator.
2. Finalized team schedules should be submitted by the Senior Associate Athletic Director/Sports Administrator to the Student-Athlete Academic Support Services Director (or designee) and the Faculty Athletics Representative, and are due by July 1st for Fall semester competitions and by September 1st for Spring semester competitions.
  - a. Any home athletic competition that will, or has the potential to, impact campus operations (e.g., early campus closure and class cancellation) should be reported by the Director of Athletics (or designee) to the President; the FAR will notify the Provost and Faculty Senate President. Such reports are due by July 1st for Fall semester competitions and by September 1st for Spring semester competitions.
3. A list of squad members who will miss class along with team travel dates/times and travel locations must be submitted at least 2 days prior to competition to the Director of Student-Athlete Academic Support Services (or designee) and respective Sport Administrator.

4. The number of actual class days missed by sport will be reported by the Senior Associate Athletics Director, Compliance (or designee) immediately following each semester to the Faculty Athletics Representative, who will report aggregate results to the University Athletics Committee.
5. Any commitment to return a home contest to the visitor's campus or offering of a guarantee to a visiting team must be approved by the Senior Associate Athletic Director/Sport Administrator and AD or designee.

## **E. Home Contest Change**

Should it become necessary to change the date or time of a previously scheduled sport home contest, it is the responsibility of the head coach to notify their respective Senior Associate Athletic Director/Sport Administrator so communication can occur through the Senior Associate Athletic Director for External Operations.

## **F. Approval and Revisions**

Approved September 16, 1998 by the University Athletics Committee.

- Revision 1

Review of entire policy, update maximum allowable class absences (Section B.2), update exceptions and approvals procedures, and update points of contact and responsible parties.

Approved April 13, 2023 by the University Athletics Committee.

These policies and procedures must be reviewed every four years; they can be reviewed earlier as needed.

# University Athletics Committee Competition Scheduling Oversight Procedures

## 1. Purpose

Virginia Tech holds paramount the academic success of its student-athletes. These University Athletics Committee (UAC) procedures are intended to foster student-athlete academic success while supporting their participation in competition and related travel.

## 2. Summary of Athletics Department Scheduling Policy and Procedures

Athletics Department Scheduling Policy and Procedures (Approved by UAC on April 13, 2023) states that:

- Mandatory practice sessions, workouts, and non-traditional contests shall not be allowed to interfere with any student-athlete's classes, except those in conjunction with an away-from-home, regular season contest (according to NCAA bylaws).
- **Maximum allowable class absences:** A student-athlete should not miss more than 17% of any one course in a given semester. To accommodate most class schedules, specifically 3-credit courses meeting Monday-Wednesday-Friday or Tuesday-Thursday, competition and travel schedules should:
  - Not result in more than seven absences per semester of the same course on Mondays, Wednesdays and Fridays, and
  - Not result in more than five absences per semester of the same course on Tuesdays and Thursdays.
- No contests will be permitted on the day prior to final exams ("reading day"), during final exam week, or on commencement day with the exception of those contests dictated by the NCAA or Conference.

## 3. Establishment of Academic Success Subcommittee

A subcommittee of the UAC shall be established to facilitate student-athlete academic success. Subcommittee membership comprises the Faculty Athletics Representative (FAR) as chair and at least two faculty representatives from the UAC (volunteers approved by the UAC chair or appointed by the UAC chair).

## **4. Periodic Evaluation of Academic Success and Wellbeing**

In order to identify student-athlete academic success and wellbeing (e.g., mental health) as they are affected by scheduling, the Academic Success Subcommittee (subcommittee) will review at least every three years:

- Actual missed class information provided by the Athletics Department (see Athletics Department Scheduling Policy and Procedures),
- Actual academic performance information (including GPA, Academic Progress Rates (APR), percentage of student-athletes on academic probation, percentage of student-athletes on academic watchlist) provided by the Student-Athlete Academic Support Services (SAASS), and
- A summary of aggregated and anonymized key findings from student-athlete exit interviews and annual surveys provided by the FAR as a metric for wellbeing.

The subcommittee will report findings to the UAC.

## **5. Review and Approval of Exceptions**

### **5.1 Exceptions to University Policy, including Requests to Schedule Competitions during Final Exams**

Requests for exceptions to university policy require Executive Vice President and Provost (or designee) approval. Exception requests are submitted by the Senior Associate Athletic Director, Student-Athlete Services/University Affairs (or designee) to the Vice Provost for Undergraduate Academic Affairs. Once received, the request is reviewed by the Vice Provost for Undergraduate Academic Affairs and the Academic Success Subcommittee. The subcommittee provides a timely review of the request using the following elements:

1. The sports administrator and coach's justification for scheduling during final exams.
2. The final exam schedule for the date(s) student-athletes would be traveling/competing.
3. Potential number of students to be affected. When possible, an assessment of the individual student-athletes' exam schedules will be provided by the SAASS Director.

Based on this review, the subcommittee and Vice Provost for Undergraduate Academic Affairs will make a recommendation. If the recommendation is unanimous for approval, the UAC will forward their recommendation to the Executive Vice President and Provost (or designee) for endorsement. If the recommendation is unanimous for denial, the Senior Associate Athletics Director, Compliance is consulted prior to forwarding the recommendation to the Executive Vice President and Provost (or designee) for endorsement. If the recommendation is not unanimous, the recommendation is forwarded to the Executive Vice President and Provost for final decision. The final decision is communicated to the Senior Associate Athletic Director, Student-Athlete Services/University Affairs (or designee) and to the UAC.

All decisions for approval apply only to those student-athletes whose grade(s) in the conflicting class(es) is(are) not in jeopardy (current grade standing expected to meet degree-program

requirements) and whose overall academic performance is expected to meet minimum NCAA academic standards at the time of competition, as determined by SAASS staff member assigned to the team. All student-athletes approved to participate must work with SAASS to meet their academic obligations during final exams. If a final exam or other end-of-term project cannot be rescheduled, to allow a student-athlete to compete, academic work will take precedence over competition and the student-athlete is not approved to participate.

## **5.2 Exceptions to Athletics Department Policy on Maximum Allowable Class Absences**

Requests for exceptions to the Athletics Department's maximum allowable class absence policy are submitted to the FAR by a Senior Associate Athletic Director/Sports Administrator for teams or by the SAASS Director (or designee) for individual student-athletes. Once received, the request is reviewed by the Academic Success Subcommittee. In cases where precedent has been established, the FAR may choose to approve exceptions without convening the subcommittee. All decisions will be reported to the UAC (identifying information redacted in the case of individuals).

### **5.2.1 Team Exceptions**

In the case of exceptions for teams, the subcommittee provides a timely review of the request using the following elements:

1. Potential number of students to be affected.
2. Academic performance of potentially affected students.
3. The sports administrator and coach's justification for scheduling that exceeds absence policy limits.
4. Input from the SAASS staff member(s) assigned to the team.

Based on this review, the subcommittee will make a recommendation. If the recommendation is unanimous for approval (denial), the request for exception is approved (denied). If the recommendation is not unanimous, the recommendation is forwarded to the Vice Provost for Undergraduate Academic Affairs for final decision. All decisions for approval apply only to those student-athletes whose grade(s) in the conflicting class(es) is(are) not in jeopardy. The final decision is communicated to the Senior Associate Athletic Director/Sports Administrator and to the UAC.

### **5.2.2 Individual Exceptions**

In the case of exceptions for an individual student, the subcommittee provides a timely review of the request using the following elements:

1. Significance of the scheduled class to progress toward degree. For example, the subcommittee will consider whether the specific class is required for the student's major or minor along with whether the student has access to the class via another class section or in another semester.
2. Academic performance of the affected student.
3. Input from the SAASS staff member assigned to the student-athlete.



Based on this review, the subcommittee will make a final recommendation by majority vote. All decisions for approval are contingent upon the student-athlete engaging with SAASS to meet their academic obligations and maintaining satisfactory grade(s) in the conflicting class(es). The final decision is communicated to the SAASS Director (or designee). Annually, the Faculty Athletics Representative will anonymize and summarize individual exception requests.

### **5.3 Other Exceptions**

The Faculty Athletics Representative (FAR) will be responsible for collaborating with Athletics Compliance on athletics travel and competition that is consistent with University and Athletics Department policy and procedures, but requires a waiver from the NCAA or Conference.

## **6. Approval and Revisions**

Approved April 13, 2023 by the University Athletics Committee.

These procedures must be reviewed every four years; they can be reviewed earlier as needed.

# TITLE IX IN ATHLETICS



## **GENDER EQUITY**

1. Participation
2. Scholarships
3. Treatment areas



## **SEXUAL DISCRIMINATION**

1. Prevention/education
2. Response
3. Support

# GENDER EQUITY

## ■ **PARTICIPATION**

- Prong I – proportionality
  - Athletic population totals proportional to UG enrollment by gender
  - Roster management plan

## ■ **SCHOLARSHIPS**

- Academic year scholarships totals proportional to UG enrollment by gender

## ■ **TREATMENT AREAS**

## GENDER EQUITY: PARTICIPATION ROSTER MANAGEMENT PLAN

2021-22 Plan					
	MEN			WOMEN	
Baseball		35	Basketball		15
Basketball		15	Golf		10
Football		118	Lacrosse		38
Golf		10	Softball		28
Soccer		29	Soccer		30
Swim/Dive		34	Swim/Dive		40
Tennis		10	Tennis		11
Cross Country		15	Cross Country		25
Track Indoor		48	Track Indoor		44
Track Outdoor		48	Track Outdoor		44
Wrestling		30	Volleyball		18
<b>Totals</b>		<b>392</b>			<b>303</b>
					<b>56.4%</b>
					<b>43.6%</b>
UG 2021					57.0%
					43.0%
<b>Difference</b>					<b>-0.6%</b>
					<b>0.6%</b>

## SEXUAL DISCRIMINATION

- Prevention/education
  - SMART, One Love, Title IX/VAWA, speakers
  
- Response protocols
  - Responsible employee, Clery
  
- Support
  - CAMP, Women's Center, Cook Counseling, Dean of Students, VTPD