

University Athletic Committee
March 25, 2014
3:30 PM
Bowman Room Jamerson Athletic Center

Members Present: Whit Babcock, Tom Burbey, John Clary, Rick Ferraro, Robena Hughes, Art Keown, Katherine Lafon, Margarita McGrath, Lu Merritt, Patty Perillo, Glenn Reynolds, Susanna Rinehart, Stephen Schoenholtz, Susan Sumner, Terry Swecker, Mallory Taylor, Joe Tront.

Members Absent: Richard Benson, Michael Cole, Bob Denton, Larry Killough, Chris Lomaka, Susan Short,

Representatives: Savita Sharma for Dwight Shelton.

Guest Present: **Bridget Burgger-McSorley**, Director of Compliance and Athletics Title IX, **Katie Cross**, Interim Director of SAASS, **Chris Helms**, Associate Athletic Director, Olympic Sports, **Jon Jaudon**, Associate AD, Administration, **Sharon McCloskey**, Sr. Associate Director of Athletics/SWA, **Lisa Rudd**, Associate AD for Finance.

Recorder: Joyce Wynn, Athletics

BUSINESS

Joe Tront, Chairman, called the meeting to order at 3:30 pm.

The agenda was accepted as presented (motion was proposed, seconded and approved).

Minutes for the February 11, 2014 meeting were approved (motion was proposed, seconded and approved).

Title IX Consultant Report – Bridget Brugger McSorley

Handout

- Recap History
 - Civil Rights Act 1964 prohibits discrimination based on race, color, religion, sex.
 - 1972 Educational Amendment, a federal law that prohibits sex discrimination in the provision of education opportunities in an educational institution that is a recipient of federal funds.
 - Benefits and opportunities for athletic programs.

Review from Helen Grant.

1. Effective Accommodations of Interest and Abilities.

- Roster as of the first date of competition.
- Athletic participation opportunity per gender are proportionate to our undergraduate enrollment. This past year we were 2% over on the female side.
- Recommendation #1: VT should revise the current roster management plan to allow more male participants and decrease the minimums required for some female teams. Again, the roster management plan, once revised, should continue to be strictly enforced to maintain proportionality.
- We have already addressed this in the roster management plan for fall 2014.

Question – This is a snapshot of one year. Does this change percentage wise much from year to year.

Not too much. Our roster management plan is given a year in advance to allow our coaches to plan rosters.

That roster management plan actually begins with the Undergraduate enrollment assessments.

Question – Do you have to be right on the percentage?

Most reviewers tell you that you should be within 1%.

2. Athletics Financial Assistance.

- You want your male and female percentages to be proportioned to your actual scholarship dollars.
- There was a (+) 1.9% difference favoring the women, which is .9% above the 1% allowable by OCR.

3. Benefits.

- There are 11 benefits that are examined and the range is from facilities, equipment, travel and per diem, academic tutoring, sports medicine.
- Equipment – We have been asked to make available sports bras to women's cross country/track and swimming teams.
- Facilities – There is a plan in place to provide the softball team an indoor practice facility.
- Publicity – The Marketing/Promotions staff should meet with the Head Tennis and Track Coaches to discuss ideas for advertising home competitions for each team.
- Support Services – Three men's teams are provided Directors of Operations, but only one women's team. This is a Title IX disparity. VT should consider providing two more women's teams with Directors of Operations.

Question – Could we be in compliance if we had one for several different women's sports?

Yes but OCR will always look and compare the services being received in each sport and are they comparable.

Question – Don't we have coaches that do what the director of operations does but do not have that title?

I would say that is accurate.

Question – You said there were 11 standards but only 4 were named. Does that mean we were in compliance for the other 7?

Yes.

Question – What is the time line for you to satisfy the recommendations?

It is an internal decision. They are only recommendations.

Question – So if these are all recommendations is there an actual report that needs to go back to OCR in response on an annual basis?

No. The OCR suggest that we bring in outside consultants every couple of years to review progress, which we do.

Academic Progress Report (ARP) – Chris Helms

Handout

The NCAA has instituted a number of reform initiatives to encourage improved academic performance and progress toward graduation for all student-athlete.

- Academic Standards
- Initial Eligibility
- Continuing Eligibility
- Accountability
- The APR, (Academic Progress Rate) is a multi-year measurement of a team's student-athlete academic progress and retention. The APR is designed to track student athletes who receive athletics financial aid and are enrolled full time. The report is based on two factors: eligibility and retention.
- During each regular academic semester of full time enrollment a student athlete can earn two points towards his/her team's APR score. Two points in the fall and two in the spring.
- 930 is the minimum number a team must meet in order not to get penalized. 930 is supposed to equal a 50% graduation rate.
- The NCAA has developed an incentives-disincentives program that rewards those sport teams that do well academically and penalizes those that do not.
- Contemporaneous Penalties
- Historical Penalties
- Penalties are progressive and cumulative
- The first level of the new structure limits teams to 16 hours of practice a week over five days, with the lost four hours to be replaced with academic activities. This represents a reduction of four hours and one day per week of practice time.
- The second level adds competition reductions, either in the traditional or nontraditional season, to the first-level penalties.
- The third level, where teams could remain until their rate improves, provides for a menu of penalty options, including coaching suspensions, financial aid reductions and restricted NCAA membership. The Committee

on Academic Performance has the discretion to apply appropriate penalties once teams have fallen below the benchmark for three consecutive years.

Question – Have they plugged it in yet?

We have been at this for 10 years.

Question – I saw an article last week that said had this 930 been in effect many teams would not have been in the post-season.

Yes. The old number use to be 925 and last year they raised it to 930. They gave a three year window to phase into 930. But had it been 930 this year, there were 7 football programs that would not have been bowl eligible and 99 basketball teams that would not have been eligible for the NCAA field. By 2014-2015 the phase in will be completed and 930 is the number.

- Four year rolling average makes up the APR. The NCAA has recently added a transfer adjustment, professional adjustment, medical waivers, and delayed graduation points.
- At Virginia Tech the University Register's Office is the one that is responsible to submit this information to the NCAA.

Question – When do the delayed points get added in?

The year the student graduates.

- The current year will not be reported to the NCAA till the fall of 2014.
- The 2012-2013 rates will be issued in June 2014 when the APR goes public.
- You can go to the NCAA website and see any school's totals.
- Over the course of 10 year's we have had 6 sports receive public recognition 15 times. Men's Golf and Men's Cross Country received that this year.

Question – For the places we lose points is there any common theme?

I cannot answer that generally. There have been examples of sport programs that lost transfers. The majority of our lost points come in transfers (retention) and not eligibility.

Question – Students that receive a 50% scholarship how do you treat the points system there?

It is all or nothing. A student can be on just a book scholarship and they are treated the same as a full scholarship student athlete.

Question – How do we fare with other ACC schools?

There is no institutional APR so you would have to compare sport by sport.

Question – If you have a team that is 921 how does that get fixed?

You start by looking at the trends that created the deficiency. You analyze the trend and have a conversation with the coach and the sport administrator who oversees that area.

Athletic Budget Review - Lisa Rudd

Slide presentation:

- **Business Office Staff**
 - Business Manager
 - Assistance Business Manager
 - Accounting Service Specialist
 - Administrative Service Manager
 - Financial Service Specialist
- **Budget - Operating**
 - 44.4M
 - Major revenue streams
 - 37% - ACC Revenue
 - 25% - Ticket money
 - Football 22%
 - Basketball 3%
 - 14% - Student Fee
 - 11% - Sport Marketing Contract
 - 1% Concessions
 - 1% Coke
 - 5% Other

- 6% Chick-fil-a kick off game (One time)

Question – When you say the numbers are netted down. Is that the gross income on concessions or gross profit?
The gross income.

- Major expenses
 - 48% - Salaries & Benefits
 - 10% - Team & Recruiting Travel and Meals
 - 7% - Administrative Charges (money goes back to the University)
 - 7% - Facilities & Utilities
 - 6% - Projects (Marching Virginian Field)
 - 5% - Game Operations
 - 2% - Postage, printing, copiers, telecommunications
 - 2% - Sports Equipment
 - We do have a Nike contract allotment so we spend more than we are allocated
 - 13% - Other

Questions – This is your overall budget. Do you actually have a budget that you try to keep your expense within certain percentages?

We have lots of spreadsheets. We actually have a big fund structure that goes along with our operating budget. I do Banner Web Reports to monitor at high level and my Business Manager oversees detailed level.

Question – If you had a revenue source, how does that extra money get divided up?

We plan for that. Say if I go to the ACC finance meeting in February and they say they are giving me extra money. If I need to use that money I can go to the budget office and tell them I have extra and can I have a revenue budget and that amount to use on a specific project? We can do a budget revision through the budget office. We actually need permission to create revenue and an expense budget.

Question – Are you able to roll over year to year and create reserves?

End of year is creative financing. When you are an auxiliary like us you get to make that decision. Maybe we have money because some payments did not go through. Do we pull that money and give it to them or do we let it drop into our reserve. I do an analysis if it looks like we have some unspent areas. I will create some Hokiemark transactions if I need to so I can pull that money back. But I am also trying to add money into our reserve.

- **Budget - Maintenance Reserve**
Student fees slotted for basic building renovations
- **Budget – Debt Service**
Student Fees slotted over in 1996 for various projects, ends in 2016.
- **Budget – Lane Stadium – South End Zone, West Side**
Football Ticket sales (Suites, club seat and tickets)
- **Budget – Capital Assessment Fee**
\$3.00 per game football ticket currently supporting Hahn Hurst Basketball Practice Facility debt.
- **Budget – Scholarships**
Supported by Hokie Club donations and endowments
Supports about 300 total Student-Athletes
Limitations by NCAA maximums
75% out of state and 25% instate

Question – Who gets the scholarship money?

Money goes into one big bucket. Fees are slightly different but tuition is generally the same for all colleges.

Question – Payments twice a year or three times?

Fall, Spring, Summer and now Winter Session.

Remark – You are presenting a bill to the Hokie Club for whole amount and we get money from foundation in the money we raise.

We do a direct transfer out of the Hokie Club Gift Fund.

Remark – Our investment results for the foundation were excellent this past year. We were number 1 in the ACC, SEC, Big Ten and Ivy League.

Question – Full Scholarship does that mean 2 semesters or 2 semesters plus summer?

2 semesters

Question - What percentage do you fund for summer aid?

We can only fund up to the same percentage that the student athlete received during the regular fall/spring year.

Question – What percent of student athletes go to summer school?

About 40 percent.

Question – What budget is OK you have concerns about?

Scholarships because they keep going up much faster than donations are coming in. The return on our investment income on our reserves has just disappeared. The ACC revenue has been very helpful in our operating budget.

Question – How much debt do you have outstanding?

Are you talking about the 20 year period? 50M to 60M

Question – Can you refinance?

Yes they do refinance it periodically.

Questions for the Athletic Director (Whit Babcock)

Question: How did you manage to get Buzz Williams?

I did not contact or have a third party contact any coach while our coach was playing in the ACC tournament. We felt that we needed a coach in the best league in the country that could get us to the top half or above, get us to the NCAA tournament and still graduate kids. I had a couple of coaches that I had worked with and asked who was out there, what do we need to pay, who could we consider to help develop our list. It came down to previous relationships that I had at the University of Cincinnati.

Question: It seems that behind Athletics there is always big money. There are people who have the President and the Athletic Director and they are calling the shots. Is that true?

It does exist but it does not here.

Question: Was Buzz looking?

One thing that is a great asset of the ACC is the level of competition. But also the fact that our games are on ESPN and from a recruiting stand point and a visibility stand point those of you that are sports fans and as for me that is the first channel that I hit. Buzz did not say this but right now Marquette does not have a president or an athletic director and Virginia Tech does have a lot to offer. He did take a pay cut to come here.

Joe dismissed the meeting at 4:55 pm.