



2017-2018 Report of the Faculty Athletics Representative

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Faculty Athletics Representative Role

General Description

According to NCAA Bylaw 4.02.2, the “faculty athletics representative (FAR) is a member of an institution’s faculty or administrative staff who is designated by the institution’s chief executive officer or other appropriate entity to represent the institution and its faculty in the institution’s relationships with the NCAA and its conference(s).” In Bylaw 6.1.3 the NCAA further states that the faculty athletics representative “shall be a member of the institution’s faculty or an administrator who holds faculty rank and shall not hold an administrative or coaching position in the athletics department. Duties of the faculty athletics representative shall be determined by the member institution.”

The NCAA has provided some guidance on the typical responsibilities of the FAR. A pamphlet describing the role of the FAR, it states: “Working closely with the CEO and the director of athletics, the FAR works to support a campus environment in which the athletics program is maintained as a vital component of the educational program and in which student-athletes constitute an integral part of the student body.” The FAR has “responsibility in several areas, including the enhancement of academic integrity, institutional control, and student-athlete welfare [...]” The NCAA also notes that the FAR serves as the “principal advisor to the CEO on all matters related to intercollegiate athletics” and helps “monitor the coordination of compliance efforts and rules education among campus entities outside the athletics department.”

Specific Responsibilities at University of Northern Iowa (UNI)

The general scope of the FAR’s role at UNI is consistent with the description provided by the NCAA and summarized above. In addition, the FAR at UNI has certain other responsibilities. Committee responsibilities of the FAR are as follows:

1. The FAR chairs the UNI Athletic Compliance Council.
2. The FAR chairs the Intercollegiate Athletic Advisory Council (IAAC).
3. The FAR chairs the Student-Athlete Appeals Committee (non-financial aid issues).
4. The FAR will offer to report annually on athletics to the Faculty Senate and other appropriate institutional boards and committees.
5. The FAR will meet at a minimum, on a quarterly basis with the President to review and/or discuss issues pertaining to intercollegiate athletics and UNI student-athletes.
6. The FAR will prepare and submit an annual report no later than June 30 of each year⁺, to the President and Provost, that will summarize his/her activities. Copies of the report shall be filed with the President, Provost, Vice President for Administration and Finance, and the Director of Athletics.
7. The FAR serves on committees that hire head coaches and senior athletic administrators.
8. The FAR serves on MVC committees, occasionally as chair. The FAR casts the institutional vote on all matters.
9. The FAR serves on NCAA committees when appointed.

In addition to these committee responsibilities, the FAR shall:

1. Be responsible for the administration of the annual NCAA rules test, which all coaches must pass before recruiting off-campus.
2. Complete all NCAA and MVC Scholarship Nomination forms such as Walter Byers, NCAA and MVC Postgraduate Scholarships, etc., and should participate in the selection of nominees for other academic and athletic awards.
3. Be informed of any allegations of violations of NCAA, MVC, MVFC, BIG 12, or of any conference rules or regulations, and of any inquiries into alleged or suspected rules violations.
4. Be signatory to NCAA and Conference forms ensuring student-athletes meet all NCAA, Conference, and institutional requirements for eligibility, practice, financial aid, and competition.
5. Review and sign all requests for waivers and appeals of NCAA and Conference legislation, rules, or processes.
6. Receive and review the results of any audits of the Athletics Department.
7. Play a major role in any NCAA athletics certification program reviews.
8. Meet periodically with the Student Athletic Advisory Council (SAAC) and inform student-athletes about the FAR role as an independent source of counsel, assistance, and information for student-athletes and coaches.
9. Attend NCAA, FARA, Conference and compliance meetings on a regular basis.
10. Attend various awards ceremonies and other athletic-related activities.
11. Together with all members of the athletic administration, ensure that appropriate standards of student-athlete conduct, on and off campus, are established, clearly communicated, and consistently enforced.
12. Advocate for the welfare and well-being of student-athletes.
13. Accept any additional responsibilities or perform any other duties that relate to the intercollegiate athletics programs that are assigned by the president of the University or requested by the NCAA or Conference offices.

Updated July 2, 2011

Note: Conference membership updated July, 2018, by Elaine Eshbaugh.

Athletics Compliance Council

The primary purpose of the UNI Athletics Compliance Council (chaired by the FAR) is to ensure that the University of Northern Iowa maintains institutional control of its athletics program. The Council is responsible for the implementation and implication of NCAA legislation; institutional and athletic conference rules; procedural enhancements; coordination and communication of information among Council members, coaches, and University administrators; and relevant areas of concern regarding student-athletes. A description of the committee can be found at the following website:

http://www.uni.edu/senate/sites/default/files/compliance_team_description.pdf

2017-2018 membership was as follows:

Elaine Eshbaugh, Faculty Athletics Representative, Chair

Tim Bakula, Interim Director, Financial Aid

Jill Bevard, Clerk III, Financial Aid

Stacia Eggers, Associate Athletic Director for Student Services

Curt Nielsen, Representative from Intercollegiate Athletic Advisory Council (IAAC)

Andrea Greve, Athletic Academic Advisor & Life Skills Coordinator

Ben Messerli, Assistant Athletic Director for Compliance

Colby Reinking, Admissions Counselor

Christina Roybal, Senior Woman Administrator

Dan Schofield, Associate Director, Admissions

Joan Smothers, Athletics Eligibility Coordinator in Registrar's Office

Heather Soesbe, Associate Director, Financial Aid

Jadyn Spencer, Athletic Academic Advisor

Diane Wallace, Assistant Registrar

Danielle Weide, Admissions Counselor

Stacia Eggers, Andrea Greve, and Jadyn Spencer assist student-athletes with their academic schedules, arrange tutoring if requested, refer students to on-campus student resources such as Disability Services and the Academic Learning Center, and monitor NCAA academic eligibility, including progress toward their degrees.

Dr. Curt Nielsen, faculty in the College of Education, is the liaison between the Compliance Council and the IAAC.

Ben Messerli ensures that UNI is in compliance with all NCAA and athletic conference rules and regulations.

Tim Bakula, Heather Soesbe, and Jill Bevard process and monitor student-athletes' financial aid awards. They provide access to financial resources, inform students and families about their financial options, provide financial literacy education such as "Live Like A Student" and individual budget and loan counseling, and award financial aid to eligible students in a fair and consistent manner. They also serve on the financial aid appeals committee.

Dan Schofield, Colby Reinking, and Danielle Weide identify potential student-athletes in the admissions process, perform preliminary NCAA initial eligibility evaluations for incoming freshmen and transfer students, and serve as the contact people for admissions-related questions from prospective student-athletes, parents, coaches, and/or staff. They track all student-athletes who are admitted with a Regents Admission Index (RAI) less than 245, monitoring their GPAs and graduation rates.

Diane Wallace and Joan Smothers serve as the Registrar's Office contacts for student-athlete related questions from student-athletes, coaches, staff, and Athletic Department administrators. They monitor, report, and confirm to the Director of Compliance the initial academic eligibility and amateurism status of new students and the full-time status of all student-athletes as it pertains to eligibility for competition. They also determine and monitor the academic initial eligibility certification for transfer students. In addition, they determine, monitor, and certify continuing academic eligibility for student-athletes.

Intercollegiate Athletics Advisory Council

The FAR chairs the University's Intercollegiate Athletic Advisory Council (IAAC), often called an "Athletics Board" or "Athletics Council" at other institutions.

The Intercollegiate Athletics Advisory Council oversees all aspects of the University of Northern Iowa's athletic program. Its primary responsibility is to monitor policies and activities related to the academic quality and integrity of the institution and the welfare of student-athletes. It also (a) supports the development and maintenance of a competitive intercollegiate athletic program that reflects favorably upon the university, (b) formulates new policies regarding athletics and student athletes, and (c) supports the Provost, the Vice President for Administration & Finance, and the University Senate on matters regarding athletics and student athletes.

A description of the committee can be found at the following website:

<http://www.vpaf.uni.edu/iaac/default.asp>

IAAC membership for the previous year was as follows:

	Name		Organization		Term
<i>Administrative</i>	John Fritch		CHAS		June 2015-May 2018
<i>Faculty</i>					
	Curt Nielsen		COE		June 2016-May 2019
	David Surdam		CBA		June 2017-May 2020
	Michelle Swanson		CHAS		June 2017-May 2020
	Eugene Wallingford		CHAS		June 2016-May 2019
	Seth Brown		CSBS		June 2015-May 2018
<i>Faculty Senate</i>	Gretchen Gould		University Faculty Senate		June 2017-May 2018
<i>Professional & Scientific</i>	Lisa Krausman		Admin Dietician/Purchasing		June 2015-May 2018
<i>Student</i>	Justyn Chalupa		NISG		June 2017-May 2018
	Marshal Lamb		SAAC		June 2017-May 2018
	Savanna Hunt		SAAC		June 2017-May 2018
<i>Non-Voting</i>					
	Elaine Eshbaugh		FAR (CSBS)		Start Date: August 2015
	Bob Lee		Community		June 2015-May 2018
	William Koch		Instructor, CHAS		June 2016-May 2019
	Jess Betts		Marketing Specialist		
	David Harris		Director of Athletics		

	Christina Roybal		SWA/Sport Supervisor		
	Stacia Eggers		Academic Services		
	Andrea Greve		Academic Services		
	Jadyn Spencer		Academic Services		
	Ben Messerli		Compliance		
	Diane Wallace		Registrar's Office		
	Joan Smothers		Registrar's Office		

Compliance Report

NCAA Compliance: Violations and Waivers

UNI self-reported 12 violations from July 1, 2017 through June 30, 2018. Seven different sports were involved in these violations. Of the 12, two were classified as “no violation” at the conclusion of investigation.

Most of the violations were minor, including two violations involving Twitter/Social Media, a coach speaking publicly about the recruitment of an unsigned prospect, two teams having required workouts during a university holiday, and a student-athlete working out with a team without being enrolled full-time. The most common penalty was increased rules education on the violations and new legislation.

The faculty athletics representative signed ten waivers prepared by Compliance. Seven of these waivers were accepted by the NCAA and three were cancelled or withdrawn due to the waiver being unnecessary. Two of the approved waivers were for NCAA initial eligibility, whereas one was a medical sixth year waiver and two were for medical exemption status. All waivers contained appropriate supporting documentation. At this time, there do not appear to be any concerning patterns in violations and waivers.

Compliance staff makes frequent efforts to educate coaches and student-athletes on rules and regulations to avoid violations. Educational sessions occur on a monthly basis for all coaching staffs.

Demographic Characteristics of Student-Athletes

UNI reported that a total of 557 students participated in athletics in 2017-2018. Approximately 55% of students who participated in athletics received partial or full financial aid from athletics. The average high school core curriculum grade point average for incoming student-athletes enrolling in UNI was 3.43/4.00.

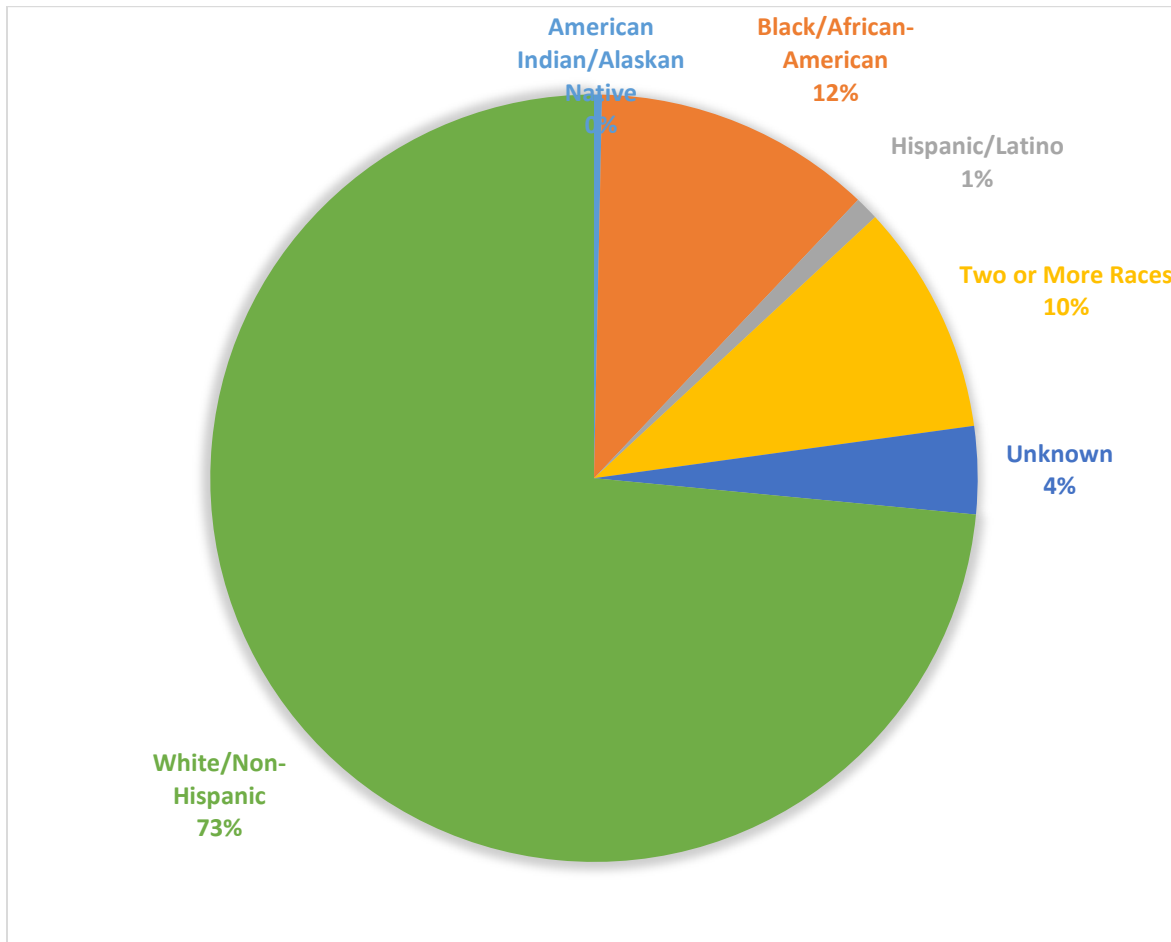
Compliance Council monitors demographic factors related to student-athletes. The demographic statistics continue to show that the student-athlete population is more diverse than the overall student body population at UNI.

In 2017-2018, nine international students participated as student-athletes. They represented Canada, Belgium, Brazil, the Netherlands, and United Kingdom.

Students Receiving Athletics Aid in 2017-2018 by Ethnicity and Gender

	Female	Male	Total
American Indian/Alaskan Native	1	0	1
Asian	0	0	0
Black/African-American	4	31	35
Hispanic/Latino	2	1	3
Native Hawaiian/Pacific Islander	0	0	0
Non Resident Alien (NCAA terminology)	0	0	0
Two or More Races	9	20	29
Unknown	5	6	11
White/Non-Hispanic	126	93	219
Total	147	157	304

Students Receiving Athletic Financial Aid in 2017-2018 by Ethnicity



Scholarships and Academic Honors

The Faculty Athletics Representative processes the nominations for UNI students to apply for several NCAA and Missouri Valley Conference academic awards. Students are eligible for the awards when they have concluded their athletic eligibility. For some awards, the student must be pursuing a graduate program. Our nominees excel in both their academic and athletic endeavors and devote substantial time to community service.

This year, the Department of Athletics nominated Ashley Norem (women's track and field) for the Missouri Valley Conference Postgraduate Scholarship. Also, we nominated Molly Lembezeder (swimming and diving) for the Dr. Charlotte West leadership award administered through the Missouri Valley Conference. Conference FARs vote based on specified criteria to determine the recipients of the Missouri Valley Conference Postgraduate Scholarship and the Dr. Charlotte West leadership award.

It should be noted that 13 student-athletes participated in the University Honors Program in 2017-2018. Honors program participation at UNI involves taking honors courses, participating in community service, and completing an honors thesis. Sports represented include swimming and diving, soccer, softball, men's track and field, men's golf, and women's golf.

Academic Reports

The Department of Athletics through the Compliance Council tracks the grade point averages (GPA), and Academic Progress Rates (APR), Federal Graduation Rates (FGR), and Graduation Success Rates (GSR) for student-athletes. In addition, the Compliance Council tracks the percentage of admitted students with a Regents Admissions Index (RAI) of less than 245. This data is monitored for changes across time and compared to data from the general student body.

All academic data should be interpreted in light of the NCAA Academic-Based Revenue Distribution plan, which will begin distributing funds in May/June of 2020. In order to receive this revenue (which will be directly paid to the Missouri Valley Conference and evenly divided between the ten conference members), institutions must meet one of the following criteria: 1) Graduation Success Rate for most recently available year is equal to or greater than 90% (average of single-year rate for all teams), 2) Difference between student-athlete and student-body rates for most recently published Federal Graduation Rate is equal to or greater than 13 percentage points (with the student-athlete rate exceeding the student-body rate), or 3) APR for previous year is equal to or greater than 985 (average of single-year rate for all teams).

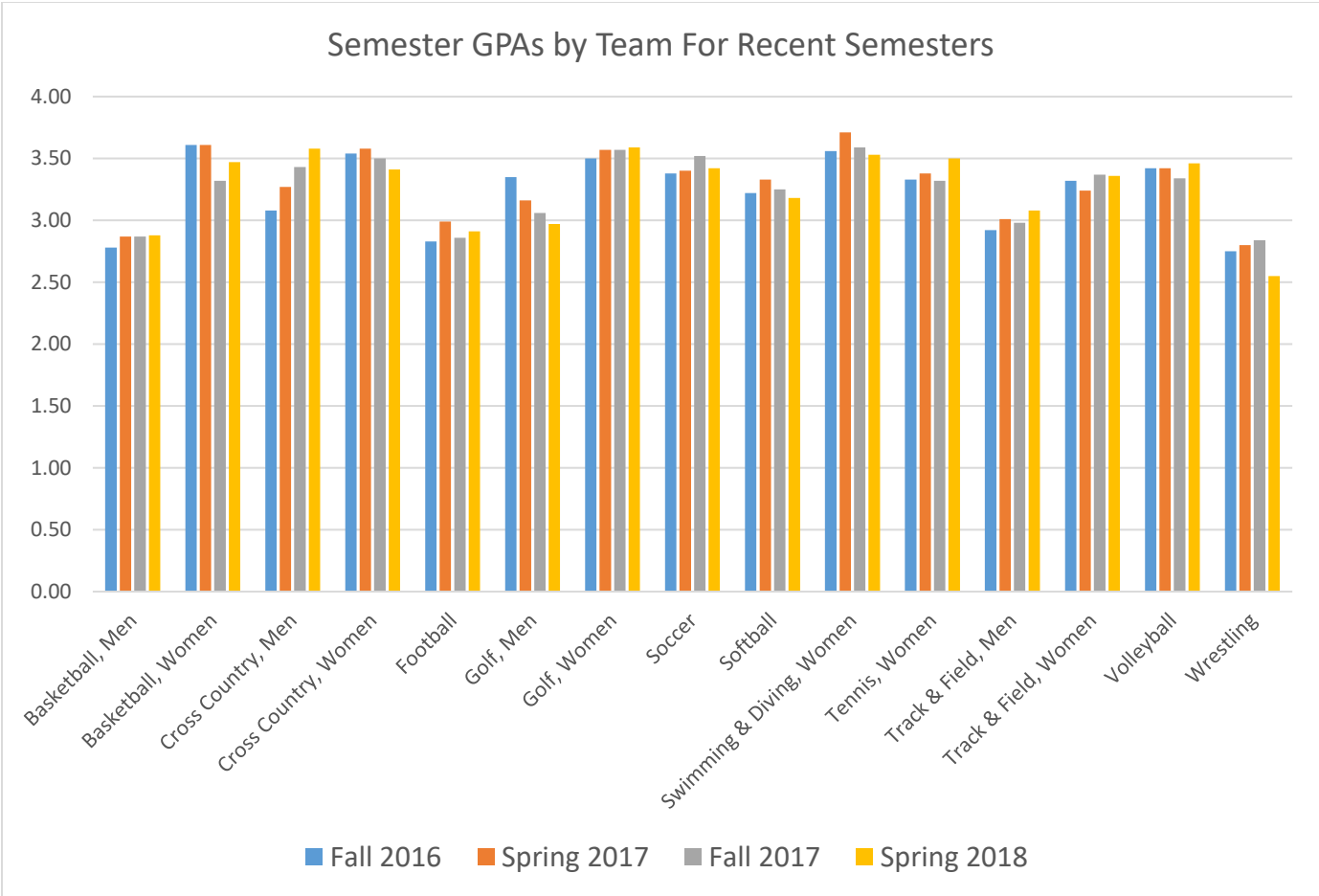
UNI would have met the criteria for the previous year by meeting the first benchmark (994). The institution did not meet the other benchmarks in 2016-2017. Compliance Council will continue to monitor UNI's status in terms of meeting at least one of the three criteria each year.

	Requirement	Institution Data	Requirement Met
GSR	90%	84%	N
FGR	>=13%	SA FGR = 66% Student body FGR = 65% Difference = 1%	N
APR	985	994 Points Earned: 1199 Points Possible: 1215 Eligibility Points Earned: 604 Eligibility Points Possible: 611 Retention Points Earned: 595 Retention Points Possible: 604	Y

Student-Athlete Grade Point Average

2017-2018 Semester Grade Point Averages by Team

Team	Fall 2017	Spring 2018
Basketball, Men's (BBM)	2.87	2.88
Basketball, Women's (BBW)	3.32	3.47
Cross Country, Men's (XCM)	3.43	3.58
Cross Country, Women's (XCW)	3.50	3.41
Football (FB)	2.86	2.91
Golf, Men's (GM)	3.06	2.97
Golf, Women's (GW)	3.57	3.59
Soccer, Women's (Soc)	3.52	3.42
Softball (SB)	3.25	3.18
Swimming and Diving, Women's (Swim)	3.59	3.53
Tennis, Women's (Ten)	3.32	3.50
Track and Field, Men's (TFM)	2.98	3.08
Track and Field, Women's (TFW)	3.37	3.36
Volleyball (VB)	3.34	3.46
Wrestling (W)	2.84	2.55
All Student-Athletes	3.15	3.15
General Student Population	3.07	3.09

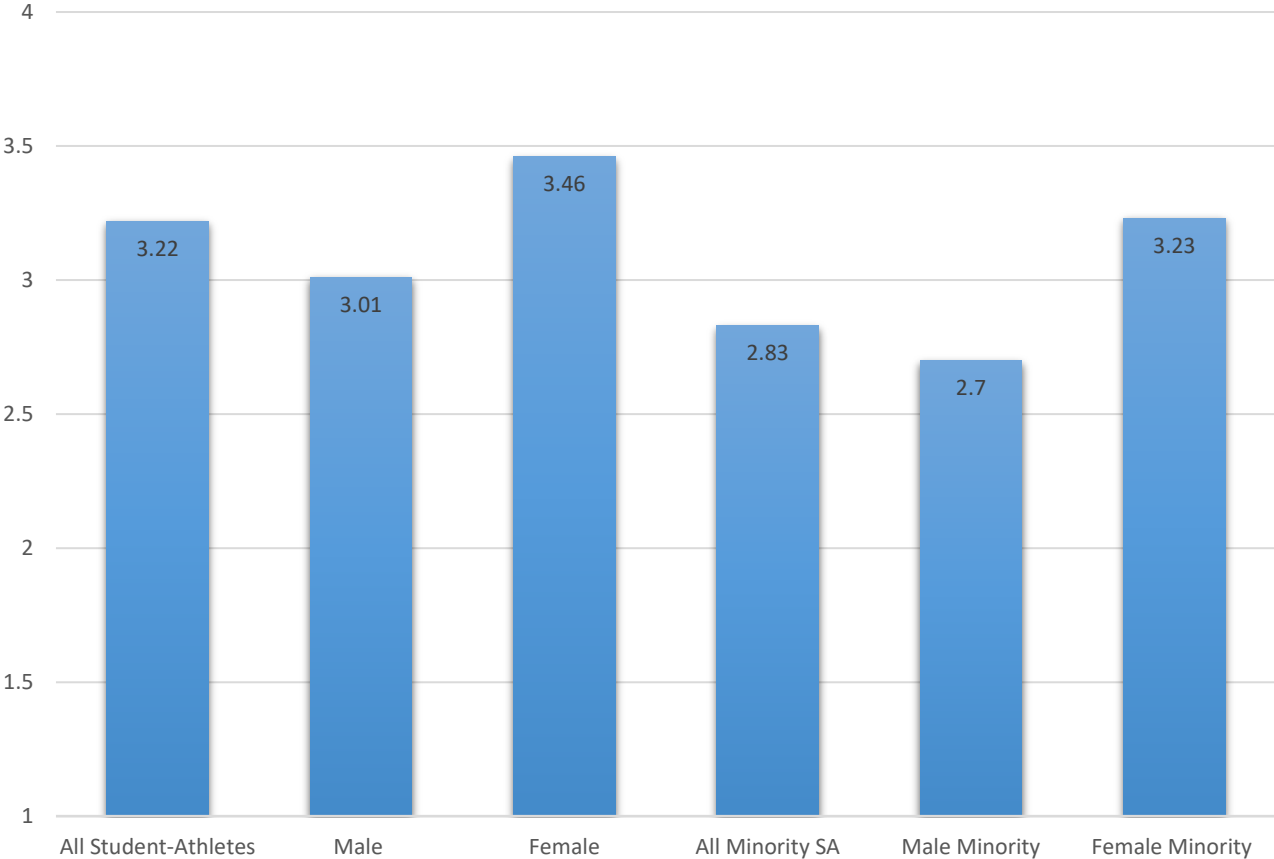


Overall, UNI student-athletes achieved a slightly higher GPA than the general student population in both Fall 2017 and Spring 2018.

Cumulative GPAs for Student-Athletes

Sport	Cumulative Totals			
	GPA through Spring 2018	SAs 3.0+ GPA (3.00-3.50)	SAs Above 3.5+ GPA	SAs Below 2.0 GPA
Basketball, Men	3.08	5	2	0
Basketball, Women	3.42	5	6	0
Cross Country, Men	3.38	1	7	0
Cross Country, Women	3.54	2	10	1
Football	2.99	25	15	3
Golf, Men	3.15	4	2	0
Golf, Women	3.61	4	8	0
Soccer	3.42	11	12	0
Softball	3.27	6	5	0
Swimming, Women	3.62	13	16	0
Tennis, Women	3.27	3	4	0
Track & Field, Men	3.13	15	13	2
Track & Field, Women	3.46	13	28	1
Volleyball	3.40	8	4	0
Wrestling	2.80	10	2	4
All Student-Athletes	3.22	122	117	10
Male	3.01	59	34	9
Female	3.46	63	83	1
Scholarship	3.25	86	89	6
Walk-On	3.22	37	29	4
Male Scholarship	2.99	36	20	6
Male Walk-On	3.10	24	14	3
Female Scholarship	3.45	50	69	0
Female Walk-On	3.48	13	15	1
Minority	2.83	20	7	7
Male Minority	2.70	11	2	6
Female Minority	3.23	9	5	1
International	3.08	5	2	0

Cumulative Student-Athlete GPA through Spring 2018



Academic Progress Rate

The APR, or Academic Progress Rate, holds institutions accountable for the academic progress of their student-athletes through a team-based metric that accounts for the eligibility and retention of each student-athlete for each academic term.

The APR is calculated as follows:

- Each student-athlete receiving athletically related financial aid earns one point for staying in school and one point for being academically eligible.
- A team's total points are divided by points possible and then multiplied by 1,000 to equal the team's Academic Progress Rate.
- In addition to a team's current-year APR, its rolling four-year APR is also used to determine accountability.

While the APR is intended as an incentive-based approach, it does come with a progression of penalties for teams that under-perform academically over time.

The first penalty level limits teams to 16 hours of practice per week over five days (as opposed to 20 over six days), with the lost four hours to be replaced with academic activities.

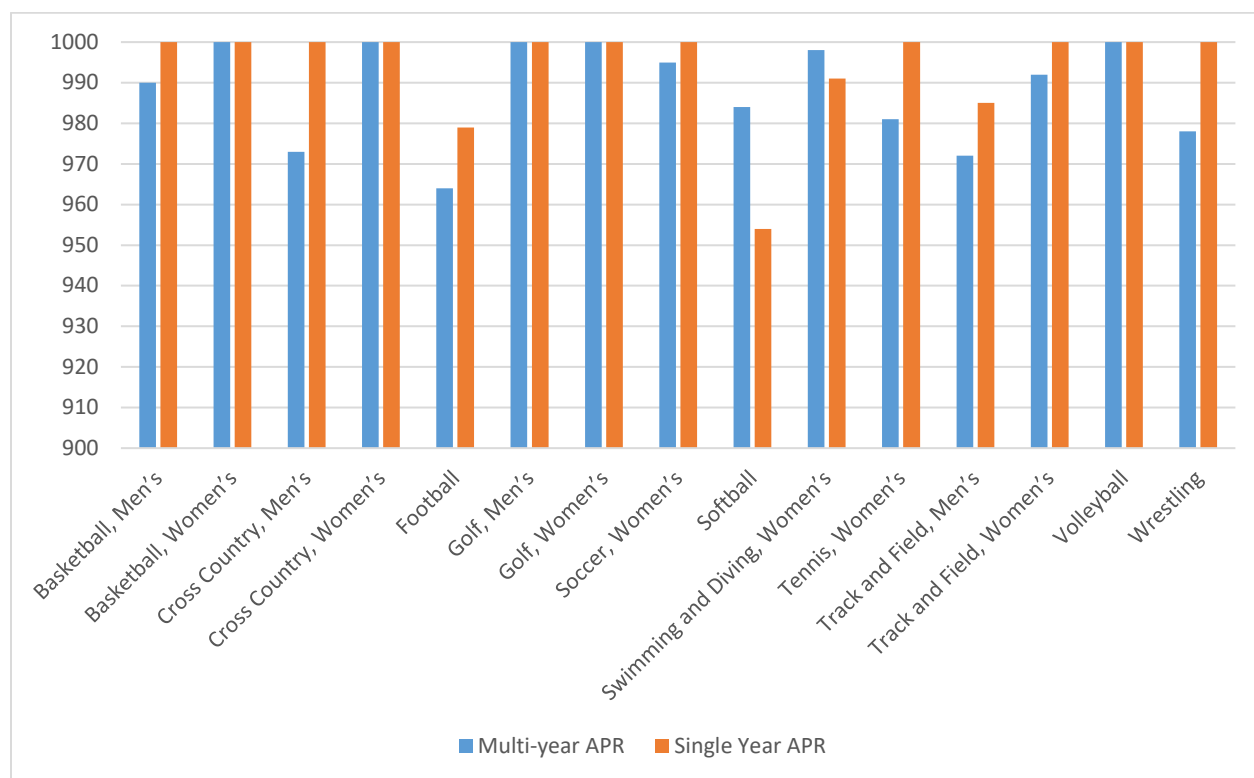
A second level adds additional practice and competition reductions, either in the traditional or non-championship season, to the first-level penalties. The third level, where teams could remain until their rate improves, includes a menu of possible penalties, including coaching suspensions, financial aid reductions and restricted NCAA membership. The Division I Committee on Academics, which oversees Division I's academic infrastructure, has the discretion to apply appropriate penalties once teams have fallen below the benchmark for three consecutive years.

As mentioned previously in this report, the NCAA will begin instituting a program that will financially reward universities based on APR.

The NCAA reports the current year (with a one-year lag) and a rolling average of the most recent four years. UNI's APRs by team are reported in the table below.

Current Single Year and Multiyear (4 Year) APRs

Team	Multiyear* Rate (N)	2016-2017 (N)
Basketball, Men's	990(52)	1000(13)
Basketball, Women's	1000(56)	1000(13)
Cross Country, Men's	973(28)	1000(5)
Cross Country, Women's	1000(49)	1000(13)
Football	964(325)	979(79)
Golf, Men's	1000(14)	1000(4)
Golf, Women's	1000(30)	1000(6)
Soccer, Women's	995(107)	1000(30)
Softball	984(67)	954(18)
Swimming and Diving, Women's	998(102)	991(29)
Tennis, Women's	981(27)	1000(6)
Track and Field, Men's	972(138)	985(34)
Track and Field, Women's	992(129)	1000(37)
Volleyball	1000(51)	1000(12)
Wrestling	978(102)	1000(20)
All Team Average (single year average to be used for NCAA Academic Distribution beginning in 2020)	989	994



*The multiyear average includes the following years: 2013-14, 2014-15, 2015-16, and 2016-17.

UNI's single year APR ranks in the top 25% of institutions in the MVC and in the top 21% of FCS institutions.

Graduation Rates (Graduation Success Rate and Federal Graduation Rate)

What is the Graduation Success Rate?

The NCAA Graduation Success Rate (GSR) is designed to show the proportion of student-athletes on any given team that earn a college degree. The NCAA has imposed a new set of academic standards that seeks to hold teams and institutions accountable for how well a student-athlete progresses toward a degree. The GSR was developed in response to colleges and universities who asked for an alternative rate that more accurately reflects the movement among college student-athletes. The GSR takes into account incoming transfers who graduate from a different institution than the one they started at and transfers who leave an institution in good standing.

How does it differ from the Federal Graduation Rate?

The Federal Graduation Rate (FGR) is compiled by the U.S. Department of Education and is used as an indicator of academic success for college student-athletes. FGR measures the percentage of first-time, full-time freshman who graduate within six years of entering their original four-year institution. The NCAA developed its GSR in response to criticism that the FGR understates the academic success of athletes because the FGR method does not take into account two important factors in college athletics:

- When student-athletes transfer from an institution before graduating and are in good academic standing (perhaps to transfer to another institution for more playing time),
- Those student-athletes who transfer to an institution (e.g. from a community college or another four-year college) and earn a degree.

The FGR treats transfers as nongraduates for the original institution the student-athlete attended, even if that student-athlete later graduates from another institution. Also, the FGR does not include that student-athlete in the graduation rates at the new institution where he/she does graduate.

The GSR takes into account both factors and gives credit to institutions for successful transfers, whether they are leaving or entering an institution. The GSR, like the FGR, starts with all freshmen who enter college in a given year. The GSR is different in that it excludes from the denominator those athletes who leave the institution in good academic standing and includes in the numerator those who transfer into the institution and go on to graduate. The GSR better accounts for the high mobility of student-athletes.

Graduation Rates (FGR and GSR)

Single Year FGRs of Student-Athletes and General Student Body by Cohort

	2010-11	2009-10	2008-09	2007-08	2006-07
Student-Athletes	66%	66%	68%	67%	70%
Student Body	65%	66%	66%	67%	67%

Student-Athlete Graduation Rates by Gender and Ethnicity

Female

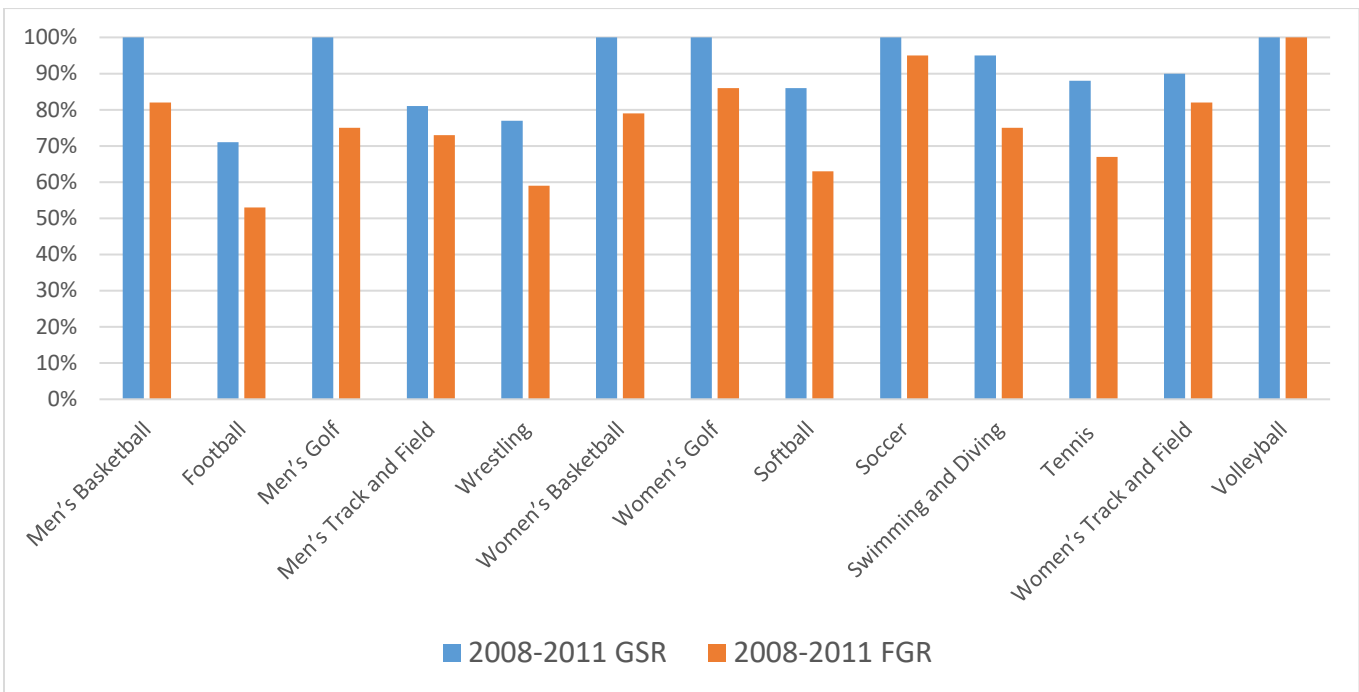
	Single Year FGR	Multi Year (4 Year) FGR	Multi Year (4 Year) GSR
American Indian/Alaskan Native	0% (n = 1)	0% (n = 1)	--
Asian	---	--	--
Black/African-American	100% (n = 1)	60% (n = 5)	67% (n = 6)
Hispanic/Latino	100% (n = 1)	100% (n = 4)	80% (n = 5)
Native Hawaiian/Pacific Islander	---	---	---
Non Resident Alien (NCAA terminology)	50% (n = 2)	71% (n = 7)	83% (n = 6)
Two or More Races	100% (n = 1)	50% (n = 2)	100% (n = 2)
Unknown	100% (n = 2)	100% (n = 2)	100% (n = 2)
White/Non-Hispanic	81% (n = 27)	82% (n = 109)	97% (n = 92)
Total	79% (n = 34)	80% (n = 130)	94% (n = 116)

Male

	Single Year FGR	Multi Year (4 Year) FGR	Multi Year (4 Year) GSR
American Indian/Alaskan Native	0% (n = 1)	0% (n = 2)	100% (n = 1)
Asian	100% (n = 1)	100% (n = 1)	100% (n = 1)
Black/African-American	44% (n = 9)	39% (n = 38)	57% (n = 35)
Hispanic/Latino	---	50% (n = 2)	33% (n = 3)
Native Hawaiian/Pacific Islander	---	---	---
Non Resident Alien (NCAA terminology)	100% (n = 1)	100% (n = 1)	100% (n = 1)
Two or More Races	100% (n = 3)	67% (n = 6)	100% (n = 5)
Unknown	---	100% (n = 1)	100% (n = 2)
White/Non-Hispanic	72% (n = 25)	71% (n = 85)	86% (n = 79)
Total	68% (n = 40)	61% (n = 136)	77% (n = 127)

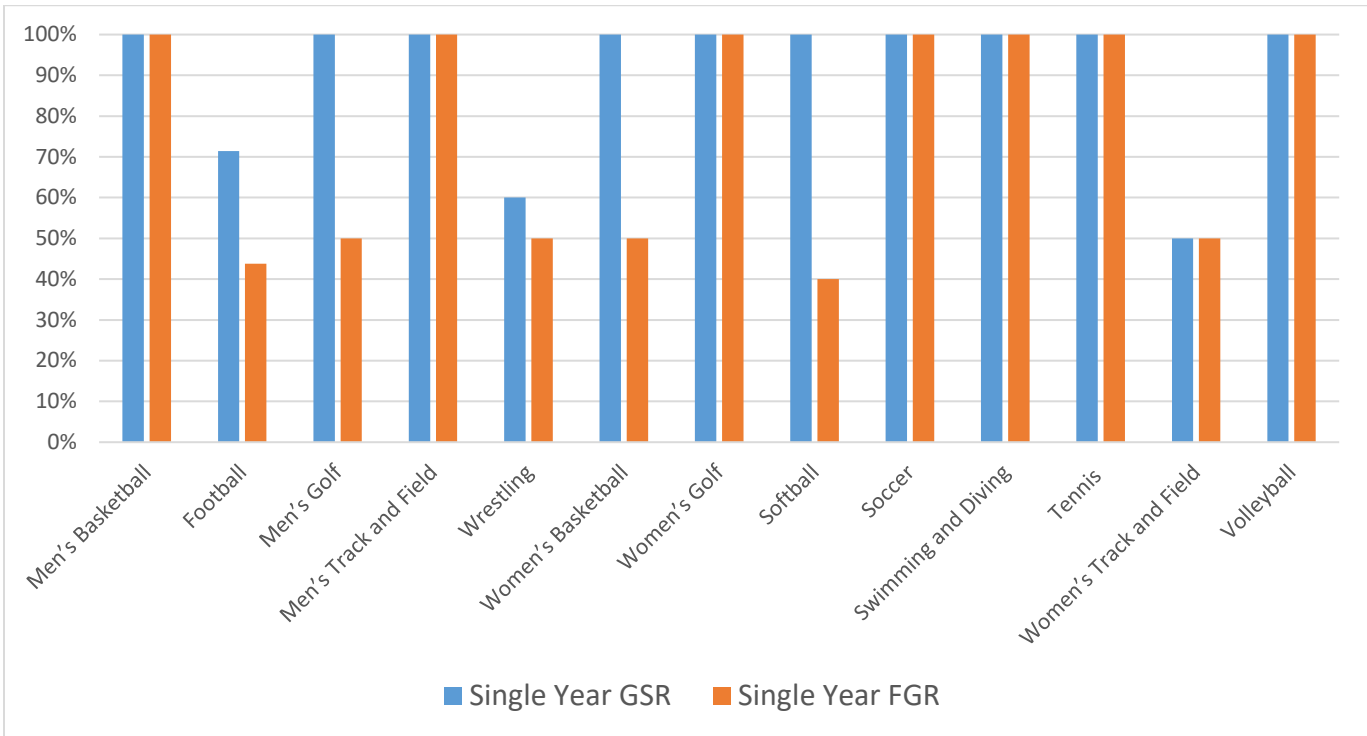
Multi Year (Four Year) Federal Graduation Rates and Graduation Success Rates by Team

	Multi Year GSR	Multi Year FGR
Men's Basketball	100%	82%
Football	71%	53%
Men's Golf	100%	75%
Men's Track and Field	81%	73%
Wrestling	77%	59%
Women's Basketball	100%	79%
Women's Golf	100%	86%
Softball	86%	63%
Soccer	100%	95%
Swimming and Diving	95%	75%
Tennis	88%	67%
Women's Track and Field	90%	82%
Volleyball	100%	100%



Single Year (2011-2012 Cohort) Federal Graduation Rates and Graduation Success Rates by Team

	Single Year GSR	Single Year FGR
Men's Basketball	100%	100%
Football	71.4%	43.8%
Men's Golf	100%	50%
Men's Track and Field	100%	100%
Wrestling	60%	50%
Women's Basketball	100%	50%
Women's Golf	100%	100%
Softball	100%	40%
Soccer	100%	100%
Swimming and Diving	100%	100%
Tennis	100%	100%
Women's Track and Field	50%	50%
Volleyball	100%	100%
Overall	84%	66%



Single year rates should be interpreted with caution due to low sample sizes, particularly in smaller sports.

The single year FGR for female student-athletes was 76.9%, whereas the single year FGR for male student athletes was 56.7%. Similarly, the GSR for female-student athletes was higher than the GSR for male student-athletes (91.7% vs. 77.8%).

UNI's single year FGR ranks in the top 55% of institutions in the MVC and in the top 34% of FCS institutions. The GSR ranks in the top 65% of institutions in the MVC and in the top 59% of FCS institutions

Admissions Exceptions

The Compliance Council monitors the number of student-athletes who do not achieve the benchmark Regents Admissions Index (RAI) of 245. The Compliance Council also tracks the percentage of student-athletes who are admitted with an RAI of less than 245 in comparison to the percentage of the overall student body who are admitted with an RAI of less than 245.

More information about how RAI is calculated can be found here: <http://www.regents.iowa.gov/RAI/>

The RAI combines factors that strongly predict success at the Regent Universities: ACT or SAT test score, high school rank, high school cumulative grade-point average, and the number of completed high school core courses.

There are two RAI formulas for computing students' RAI scores: the Primary RAI formula (for students whose high school provides class rank) and the Alternative RAI formula (for students whose high school does not provide class rank).

The table below reports the number of students admitted with an RAI < 245 and tracks their academic progress; it includes both aid recipients and walk-ons.

RAI < 245: Student-Athletes Compared to UNI Student Body

Year	Student-Athletes RAI<245	Total Student Body RAI<245	Total Enrolled New Freshmen (all RAIs)	Student-Athlete % of Total with RAI<245	Student Body % of Total with RAI<245
Fall 2017	17	302	1,834	5.6%	16.5%
Fall 2016	26	345	2,000	7.3%	17.7%
Fall 2015	13	259	1,916	5.0%	13.5%
Fall 2014	13	262	1,797	4.6%	14.6%
Fall 2013	17	328	1,722	5.2%	19.0%
Fall 2012	17	184	1,704	9.2%	10.8%
Fall 2011	21	225	1,937	9.3%	11.6%
Fall 2010	14	285	1,978	4.9%	14.4%
Fall 2009	15	298	1,946	5.0%	15.3%

*Contains IR corrected data for RAI total student body from Fall 2011 to Fall 2015.

Details of Student-Athletes Admitted with RAI < 245

Year	Number	GPA 2.5 or above*	Academic Issues**	Teams
2017-18	17	8 (47%)	5 (29%)	Football, Track & Field (men's), Softball, Wrestling
2016-17	26	15 (58%)	4 (15%)	Football, Softball, Wrestling
2015-16	13	4 (31%)	3 (23%)	Football, Track & Field (men's & women's), Tennis
2014-15	12	4 (33%)	3 (25%)	Football, Track & Field (men's)
2013-14	17	9 (53%)	1 (6%)	Football, Track & Field (men's and women's), Wrestling
2012-13	17	7 (41%)	3 (18%)	Basketball (women's), Football, Soccer (women's), Track & Field (men's), Track & Field (women's), Wrestling
2011-12	21	6 (29%)	3 (14%)	Basketball (men's), Football, Golf (men's), Soccer (women's), Swimming (women's), Track & Field (men's), Track & Field (women's), Wrestling
2010-11	14	6 (43%)	7 (50%)	Football, Soccer (women's), Softball, Track & Field (men's), Wrestling
2009-10	15	4 (27%)	6 (40%)	Football, Track & Field (men's), Wrestling

*Students whose cumulative GPA was 2.5 or greater one year after enrolling at UNI.

** "Academic issues" includes students who earned a cumulative GPA less than 2.0 one year after being admitted and/or those who received a warning, were placed on probation, or were suspended.

Retention Rates

UNI student-athletes have significantly higher retention rates when compared to the general student population. The following table compares UNI's retention rates to the retention rates at all FCS schools. Please note that these retention rates apply to the transition from freshman to sophomore year.

Retention

	2017	2016	2015	2014	2012	2012
Student-Athletes at UNI	99.1%	98.3%	97.8%	97.3%	98.5%	97.5%
Student-Athletes at all FCS Institutions	97.7%	97.5%	97.4%	97.4%	97.3%	96.9%

Note: 2017-18 retention data not available until after 2nd week census (September) Fall 2018 semester.

Missed Class Policy and Travel Absences

The Department of Athletics has a missed class policy that provides strong incentives for students to attend each class in which they are enrolled.

“The Department of Intercollegiate Athletics at the University of Northern Iowa (referred to as UNI Department of Athletics) is committed to providing each student athlete with a positive academic experience. Academic achievement is the result of hard work and effort; therefore, the UNI Department of Athletics expects all student athletes to attend classes, to exhibit appropriate behavior both in and out of class, and to complete all assignments.”

The UNI Department of Athletics has created the following attendance policy as one way of assisting our student athletes and their academic success. Each head coach may endorse a more restrictive policy for his/her sports program.

Attendance at **EVERY** class and laboratory session is expected for all courses in which you are enrolled. Studies have shown that there is a direct correlation between classroom attendance and academic success. If you are having problems with a class, your professor is much more likely to be willing to work with you if you have demonstrated an interest in the course by attending the class. For student athletes this issue is even more critical because of the days that might be missed due to competition. It is **YOUR** responsibility to attend class every day, be on time and actively participate in the class.

Student athletes bear the responsibility of informing their professors of upcoming class absences due to competition. Student athletes should refer to their course syllabus carefully on assignment completion for any given class. Student athletes are responsible for understanding and meeting the instructor’s expectations. Student athletes also are responsible for communicating with faculty prior to missing scheduled assignments and for making arrangements with faculty to complete all missed assignments. Athletics Academic Advisors will provide a form that will list each class missed due to athletic competition that can be shared with faculty. Concerns with completing missed assignments due to athletic competition are to be reported to the Athletics Academic Advisors in Athletics Academic Services.

It is against NCAA rules for student athletes to miss class to attend practice or other athletics department events unrelated to official competition.

The Athletics Academic Services staff may use the following methods to monitor class attendance and tardiness to classes:

- Direct grade check requests
- Telephone calls to and from professors
- Electronic communication with professors
- Personal meetings with professors
- Random class attendance checks

With proper documentation, the following circumstances generally constitute an *excused absence*:

- **Absence due to team travel and competition**

- **Absence due to illness** – Student athletes must provide documentation from the athletic training staff or a licensed medical facility to both the professor and the Athletics Academic Services staff **prior** to the next class meeting. *Note:* Depending on the professor’s attendance policy, missing class for an illness even with a physician’s note may not constitute an excused absence in that class. However, the Athletics Department may still consider the absence “excused” if proper documentation is provided.

- **Absence due to extenuating personal circumstances** such as death in the immediate family – the student athlete must notify the professor and a member of the Athletics Academic Services staff **prior** to the next class meeting. Appropriate documentation to provide proof of extenuating circumstances may be requested.

Sanctions for missed classes due to unexcused absences (per course):

- *First Unexcused Absence* – Reported to Sport Administrator and Head Coach.

- *Second Unexcused Absence* – Letter to Student Athlete and Head Coach. Parents/guardians of the student athlete will be notified.

- *Third Unexcused Absence* – Student Athlete will be suspended from one (1) practice beginning with the next scheduled practice. No athletically-related activities are allowed for a 24-hour period, including strength and conditioning activities, film sessions, individual workouts or any other activity that is required by the coaching staff.

- *Fourth Unexcused Absence* – Suspension from 10% of the team’s regular season scheduled competitions beginning with the next scheduled competition, which could also include post season.

If a student athlete self-reports the first unexcused absence, the first absence will be waived. Absences can be self-reported to Athletics Academic Advisors, sport supervisors or the head coach.

Summer school classes are included and sanctions will be applied beginning with the fall semester.

Suspension Criteria:

1. A suspension is defined as the inability to participate during an entire practice, game and/or competition. This includes all countable athletically related activities such as weight training or film sessions. Student athletes who have been suspended from practice and/or competition are not allowed to observe practice or attend the competition as a student-athlete. You may attend a home athletic event, but cannot participate in team activities, including team meals, locker room sessions or sit on the bench/sideline during the game.
2. Suspension(s) will be served at the first available opportunity and must be served consecutively as applicable.
3. Absences are calculated per course. Students who miss four (4) classes in one course will be subject to a 10% suspension. Each subsequent absence in that course will result in being suspended for one (1) additional competition.
4. Unexcused absences are “reset” each academic term and do not carryover. However, sanctions may be applied, when necessary, to the following term.

5. If the calculation of a suspension results in a percentage of a contest, the following formula shall be used:
 - a. .4 and below – round down to the nearest contest.
 - b. .5 and above – round up to the nearest contest.
6. In as much as most summer activities are voluntary, no suspensions may be served during voluntary summer workouts. Unexcused absence sanctions for missed summer classes may be applied to fall practice and/or competitions.
7. Scrimmages and exhibition games shall not be used in determining the total number of a
8. team’s regular season scheduled contests.
9. Scrimmages and exhibition games shall not be used to satisfy suspensions.
10. Suspension from practice will be for the next scheduled practice.
11. Suspension from competition will be for the next scheduled contest, including post-season. If a sport splits their competition season between “championship” and “non-championship” segments, suspensions shall be served during the segment of the season concluding with the NCAA Championships (also known as the “championship” segment). If the next scheduled contest will not be until the following academic year, the suspension will carry over to that year.
12. The student athlete and the head coach will be notified in writing by the UNI Department of Athletics after the second absence.
13. If the UNI Department of Athletics receives a progress report with multiple unexcused absences from a professor without any prior notice of class absences, the student athlete’s absences will be recorded as three and associated penalties will be administered.

Process to Appeal Unexcused Absences

If a student athlete believes the information related to unexcused absences is not accurate, he/she has three (3) business days to formally appeal to the Senior Associate Athletic Director/SWA. This appeal shall be made in writing and presented in person and any pertinent documentation to support the student’s perspective should be presented at that time. The appeal will be reviewed by the Senior Associate Athletic Director/SWA or designee and forwarded to the Director of Athletics for final review and ruling. The decision of the Director of Athletics is final. The student athlete’s appeal will be responded to in writing, and copied to the Head Coach, the Sport Administrator, and the Athletics Academic Advisor within two (2) business days.

Note: This policy can be amended at the discretion of the Director of Athletics.

The University of Northern Iowa has a new “Class Attendance and Make-up Work” policy that affects student-athletes who must miss class due to travel for athletic competitions. The policy can be found at <https://www.uni.edu/policies/306> and is quoted here:

3.06 Class Attendance and Make-Up Work

Purpose:

It is the expressed focus of the University of Northern Iowa to further the educational development of each of its students. On occasion events will necessitate a student's absence from class. This policy delineates the responsibilities of faculty members and students relating to class attendance and make-up work.

Definition:

The term "faculty member(s)" when used in this policy includes all regular, full-time faculty and all part-time course instructors, regardless of any other University employee classification which applies to the individual who teaches on a part-time basis.

Policy:

A. General Provisions

1. Faculty members who choose to have policies related to attendance and make-up work must distribute those policies by the end of the first week of instruction.
2. Students must adhere to each faculty member's policies regarding attendance and make-up work.
3. Faculty members who require attendance at activities or events that may conflict with a student's otherwise regularly scheduled classes are expected to be reasonable in setting these requirements. If a faculty member will require student attendance at an activity or event outside of the regularly scheduled class period, the affected students must be provided with written notice at least 10 university class days in advance of the event during the fall or spring semester and by the third day of the course for any summer term class. The faculty member must provide each student with a notice that can be given to the faculty member who instructs another course affected by the required attendance of the student. It is then the student's obligation to notify the other faculty member. In the case of extracurricular activities, a semester-long schedule should be prepared and distributed to the participating students at the beginning of the semester. It is the student's obligation to provide the schedule to his/her other faculty members. A student may not be penalized for missing a course activity which is outside of their regularly scheduled class time and conflicts with his/her other scheduled courses. If a faculty member has course activities which require attendance outside of scheduled class time, that faculty member must either provide the student an opportunity to make up the missed activity or event, or have in place a make-up policy that does not unjustly penalize a student for the missed activity or event.

B. Absences

Occasionally, students will have reasonable cause to miss class. In order for both faculty members and students to plan effectively for these absences, the following procedures have been developed. Faculty members are encouraged to take into account the reason for an absence and make appropriate accommodations. Students are still responsible for demonstrating achievement of course learning goals, even when absences are necessary or reasonable. In situations with many absences, it may be most appropriate for the student to withdraw and retake the course in a future semester.

1. In the case of mandatory excused absences, students must be allowed to make up missed work, complete an equivalent assignment, or the professor and the student may mutually agree to waive the assignment without penalty. Faculty members have the discretion to determine what constitutes an appropriate make up work assignment. Some course requirements may not require a make-up, such as in cases where the class work has a very minimal point value or where the course requirement of minimal point value is a part of a series of dropped assignments.

a. The following absences must be excused:

- **Required university related absences, including but not limited to athletic games/matches/meets or their equivalents,**

- Absences due to military duty or veteran status, including service-related medical appointments where failure to appear might result in a loss of benefits.
- Absences because of pregnancy or childbirth for as long as the student's doctor deems the absences medically necessary. When a student returns to school, she must be allowed to return to the same academic and extracurricular status as before her medical leave began.
- Legally mandated absences such as jury duty or court subpoena.

b. Students participating in required university or legally mandated absences must inform each faculty member of their known and anticipated absences as far in advance as possible. Failure to inform faculty beforehand, when it is clearly possible to do so, may be treated as an unexcused absence.

c. Faculty are not required to offer make-up work for extra credit tasks or assignments.

2. Except as outlined in B1, faculty members have the discretion to determine the reasonableness of absences due to extenuating circumstances, either predetermined or unexpected. Such absences include but are not limited to: non-university sanctioned educationally appropriate events and activities (e.g. attendance at a professional conference, lecture on campus); illness; significant personal emergency; bereavement; obligatory religious observances, etc.

a. When an absence is deemed "reasonable", the faculty member provides the student an opportunity to make up missed work, or has in place a make-up policy that does not unjustly penalize a student for the absence.

b. Remedies for missed work due to a "reasonable" absence include but are not limited to replacement assignments; policies which may allow students to drop a certain number of assignments or exams; policies which might average a score for a missed exam or account for it in other ways, etc.

c. In each of these remedies, a "reasonable" standard should apply. In determining whether a remedy is reasonable, consideration should be given to the published syllabus.

C. Make-up Work Grievances Arising from Absences

Should a faculty member refuse to allow a student to make up missed work, the faculty member's decision can be appealed by the student using the grievance process outlined in Section 7 of 12.01 Student Academic Grievance Policy.

Faculty Senate, approved December 2, 2013

President's Cabinet, approved March 3, 2014

President and Executive Management Team, approved March 4, 2014

Missed Class Days Due to Team Travel

Team	2017-18	2016-17	2015-16	2014-15	2013-14	2012-13
Basketball, Men's	7.5	11	9	10	16	9
Basketball, Women's	17	12.5	13	12.5	12.5	10
Cross Country, Men's	6	6	8.5	6	5	6.5
Cross Country, Women's	6	6	8.5	6	5	6.5
Football	3.3	3	2.5	5.5	2.5	6
Golf, Men's	18	17	X	14	17	16
Golf, Women's	15	18	X	17	18	16
Soccer, Women's	4.5	10	X	7	4.5	6.5
Softball	7	8	10.5	9	10.5	8.5
Swimming and Diving, Women's	11.5	12	X	9.5	9.5	5.5
Tennis, Women's	6	12	X	8.5	12.5	11
Track & Field, Men's Indoor and Outdoor	21	17	17	16	16	10.5
Track & Field, Women's Indoor and Outdoor	21	17	17	16	16	10.5
Volleyball	9	10	10	12	14	12
Wrestling	9	4	X	4.5	5	4.5

X = Data unavailable for 2015-2016.

Missed class days will vary from year to year based on both non-conference and conference schedules. Coaches may have no discretion on conference schedules. Changes in travel schedules that will increase missed classes must be approved by the Faculty Athletics Representative.

Student-Athlete Advisory Committee

The Student-Athlete Advisory Committee (SAAC) is composed of student-athlete representatives chosen by each varsity sport. Teams with up to 45 student-athletes have two representatives, while teams with more than 45 student-athletes have three representatives. One of SAAC's responsibilities is to "identify problems and concerns of the student-athletes and resolve those problems in order to improve the overall success of the athletic programs and department as a whole" (quoted from their Constitution). SAAC meets every other week during each academic semester.

Functions of campus SAACs include:

- * Promote communication between athletics administration and student-athletes
- * Disseminate information
- * Provide feedback and insight into athletics department issues
- * Generate a student-athlete voice within the campus athletic department formulation of policies
- * Build a sense of community within the athletics program involving all athletic teams
- * Solicit student-athlete responses to proposed conference and NCAA legislation
- * Organize community service efforts
- * Create a vehicle for student-athlete representation on campus-wide committees (e.g., student government)
- * Promote a positive student-athlete image on campus

SAAC is an institutional, conference, and NCAA organization. In the spring of 2018, UNI football student-athlete Christian Ellsworth was appointed to a two-year term on SAAC at the national level.

In spring of 2018, SAAC organized the first-ever PESPYs to recognize excellence in the Department of Athletics.

Academic/Recruiting Impact of Athletics

Department/Area	Impact
Athletic Training	<ul style="list-style-type: none"> • UNI boasts the first accredited Professional Masters Degree in AT in the state of Iowa. The program is currently undergoing curriculum changes to better reflect changes in the field of AT. • In spring of 2018, there were 94 undergraduate AT and pre-AT majors. About 75% of students in this major can complete their rotations on campus with UNI Athletics. • Approximately 50% of faculty research in this area allows for undergraduate student involvement. • Because students who graduate from this program have experience in Division 1 College Athletics, they have been able to earn internships with NFL and MLB teams, among other organizations.
Strength and Conditioning	<ul style="list-style-type: none"> • In spring of 2018, there were 257 undergraduate Movement and Exercise Science: Exercise Science majors. The major prepares students for diverse careers including those in college and university strength and conditioning programs. • There are currently 22 graduate students pursuing careers as strength and conditioning professionals. Due to a restructuring to create the Division of Physical Education, it is expected that the number of undergraduate and graduate students, as well as interns, will increase in the coming year. • Strength and conditioning coach Jed Smith has been nominated as the Regional Coordinator for the National Strength and Conditioning Association. This will increase the number of conferences and clinics at UNI over the next six years, allowing the staff a greater budget to bring in high-level presenters for UNI students. He will also be able to represent UNI in Iowa and surrounding states so high school students and students at other universities will learn more about opportunities at UNI.
Sport Psychology	<ul style="list-style-type: none"> • UNI offers a major in Movement and Exercise Science: Sport Psychology. Most recent data indicate that there are currently 39 majors in this area. Students in this major take PEMES 3193 Research Experience: Sport Psychology, which gives students an opportunity to complete a research project in small groups. Typically, 15-20 students per semester participate. In some cases, UNI student-athletes may be research participants and UNI Athletics facilities may be used for research purposes. • Sport Psychology majors may take PEMES 3197: Internship. Internships may be completed in a variety of settings, including with athletics administration, athletic teams, or facilities. • UNI coaches often serve as guest lecturers on certain topics.
Panther Marching Band and Pep Band	<ul style="list-style-type: none"> • In 2017-18, 285 UNI students participated in Panther Marching Band. The Panther Marching Band, directed by Danny Galyen, is

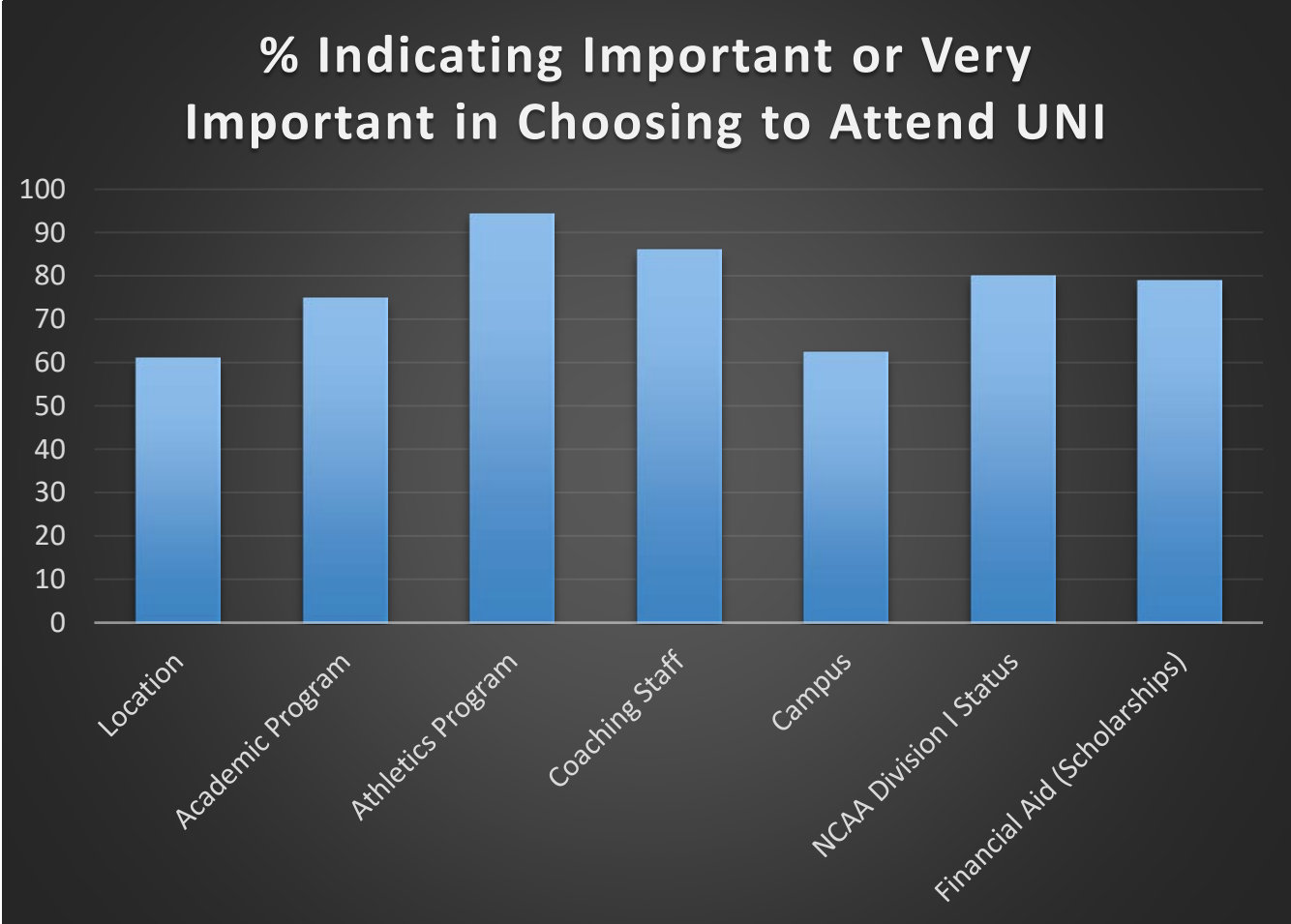
	<p>the largest student organization on campus. About 100 students participated in two pep bands. Students from 729 different majors participate in marching band and pep band. The bands are open to music majors and non-major. Only about 29% of participants are music majors. Valuable leadership opportunities are available to those who participate in both marching band and pep band.</p> <ul style="list-style-type: none"> • The Department of Athletics supports a “Band Day” at a November football game by providing tickets to high school students to perform with the Panther Marching Band. This is a significant recruiting event for high school students who may be interested in participating in marching band in college. It is also a significant recruiting event for UNI in general. In 2017, 850 high school students attended Band Day.
<p>Internship and Employment Opportunities through the Department of Athletics</p>	<ul style="list-style-type: none"> • Within the Athletics Department, Facilities typically employs about 100 students in an academic year. Many students work in this area throughout their time at UNI (3-4 years). • Currently, two work-study students are employed in Academic Administration. • It is common for 3-5 Student Affairs graduate students each year to complete internships in Academics with Stacia Eggers and staff. Tutors are also hired in this area based on student-athlete need. • About 10 undergraduate students per year complete internship opportunities related to media and marketing through the Department of Athletics. Interns may also work with companies like Panther Sports Properties or Around the Corner Productions.
<p>Iowa State Football State Tournament</p>	<ul style="list-style-type: none"> • UNI uses Department of Athletics facilities to host the state football tournament in the state of Iowa for all classes. This gives the university an opportunity to showcase its campus to high school students (both high school athletes and students who come to support).
<p>Panther Open House and Panther Up Close</p>	<ul style="list-style-type: none"> • Panther Open Houses for prospective high school and transfer students are held approximately six times per semester. The McLeod Center is sometimes used for these events. • Panther Up Close is an event for students who have already been accepted but are still deciding whether or not to attend. The McLeod Center is used for Panther Up Close, and head men’s basketball coach Ben Jacobson gives a speech to all students who attend the event.
<p>#UNIFIGHT Social Media</p>	<ul style="list-style-type: none"> • The Department of Athletics runs several social media accounts that represent the department and provide publicity for UNI. For instance, the Twitter account for UNI Athletics has over 18,800 followers. In addition, social media accounts for individual teams provide an opportunity to raise awareness of the entire university.

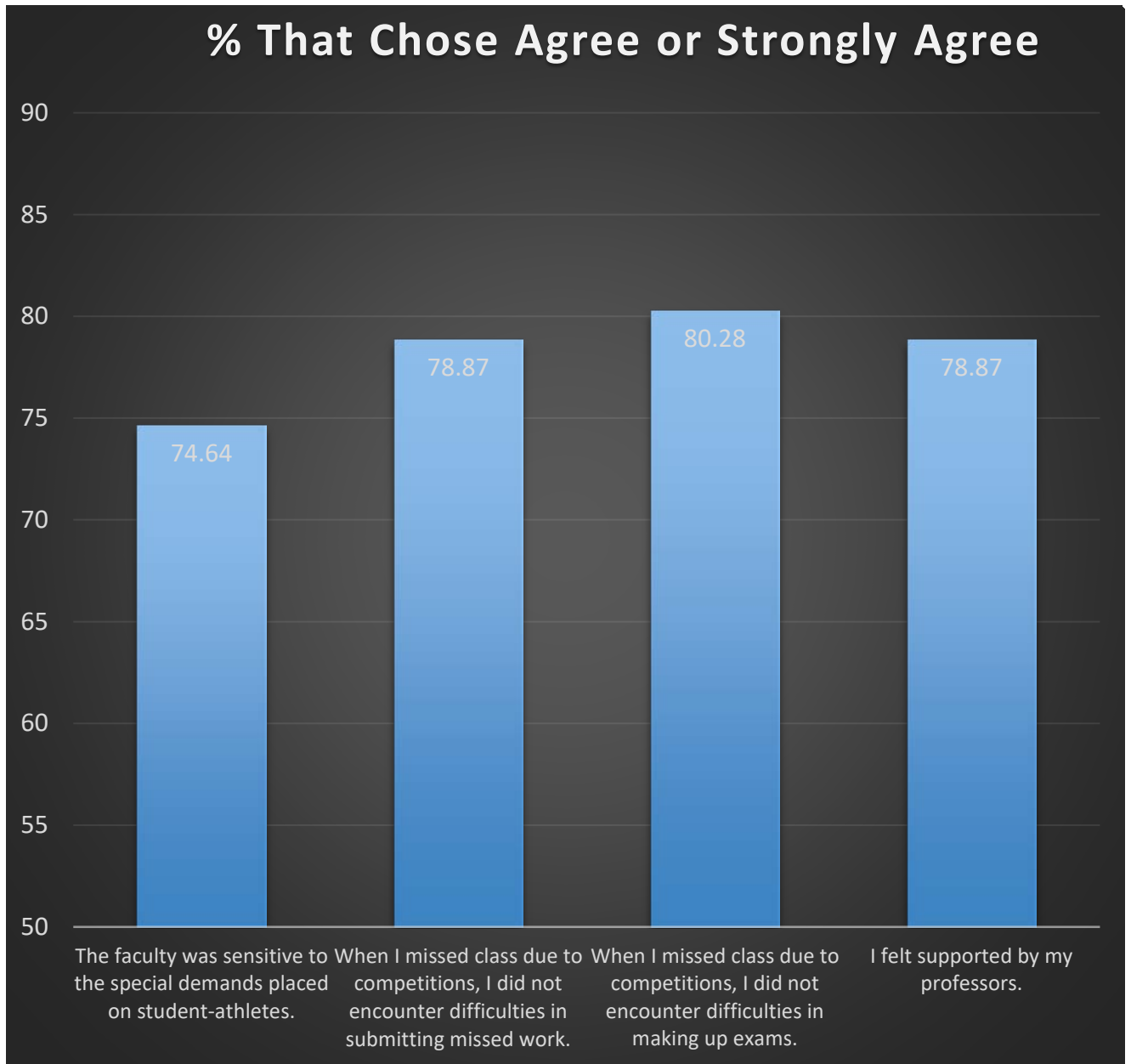
Student-Athlete Exit Survey

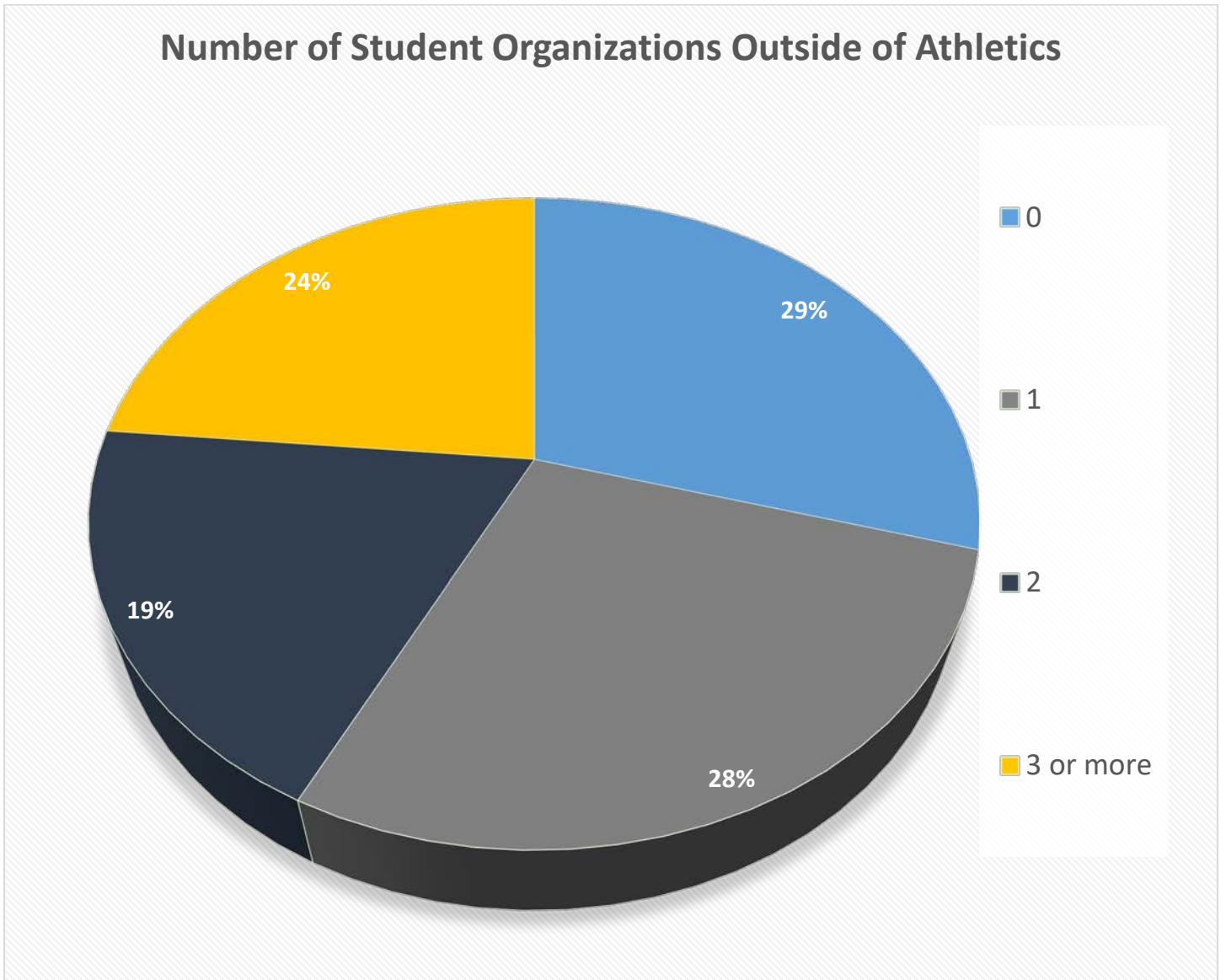
The following are selected findings from the 2017-2018 Student-Athlete Exit Survey:

- The response rate from this online survey was 81% (female = 40; male = 32). All sponsored sports were represented by respondents.
- 82% of respondents identified as White/Caucasian. 42% of respondents were on full athletic scholarship. 70% of respondents had graduated and/or exhausted eligibility.
- “Athletics program” was the most important factor in choosing UNI. Over 90% of respondents indicated it was “important” or “very important.” According to this survey, the second most important factor was “coaching staff.” Less important factors included campus and location.
- In general, interactions were rated positively by respondents. For instance, greater than 80% of student-athletes agreed or strongly disagreed that “When I missed class due to competitions, I did not encounter difficulties in making up exams.”
- 71% of respondents participated in at least one student organization outside of athletics. 43% participated in at least two student organizations outside of athletics. 25% have had leadership roles in a student organization during their time at UNI.
- 51% of respondents indicated that they had achieved most or all of their athletic goals at UNI. 66% achieved most or all of their social goals, and 69% of student-athletes achieved most or all of their academic goals.
- 78% would attend UNI if they were being recruited today. 83% would encourage other student-athletes to attend UNI.

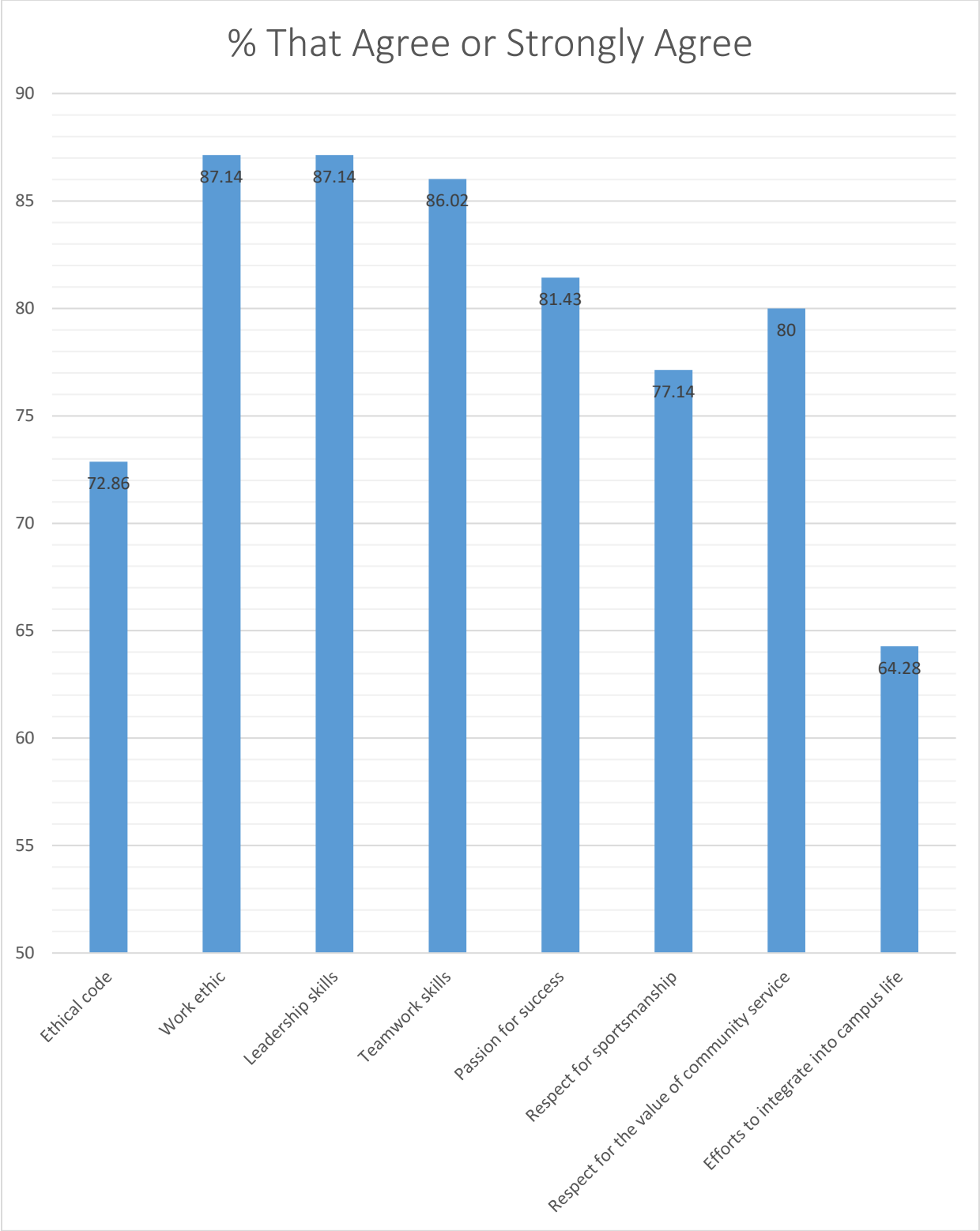
Choice to Attend UNI



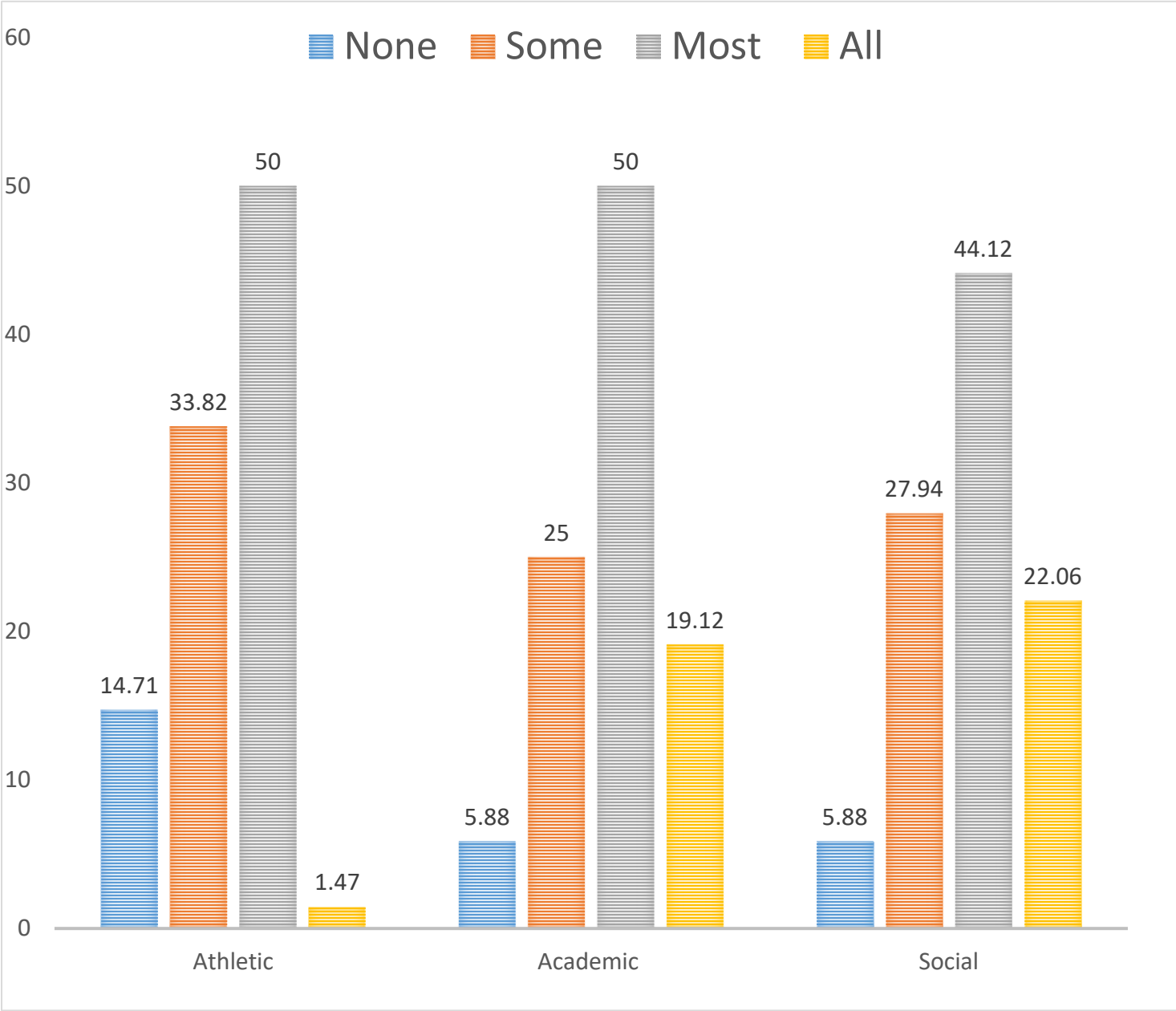




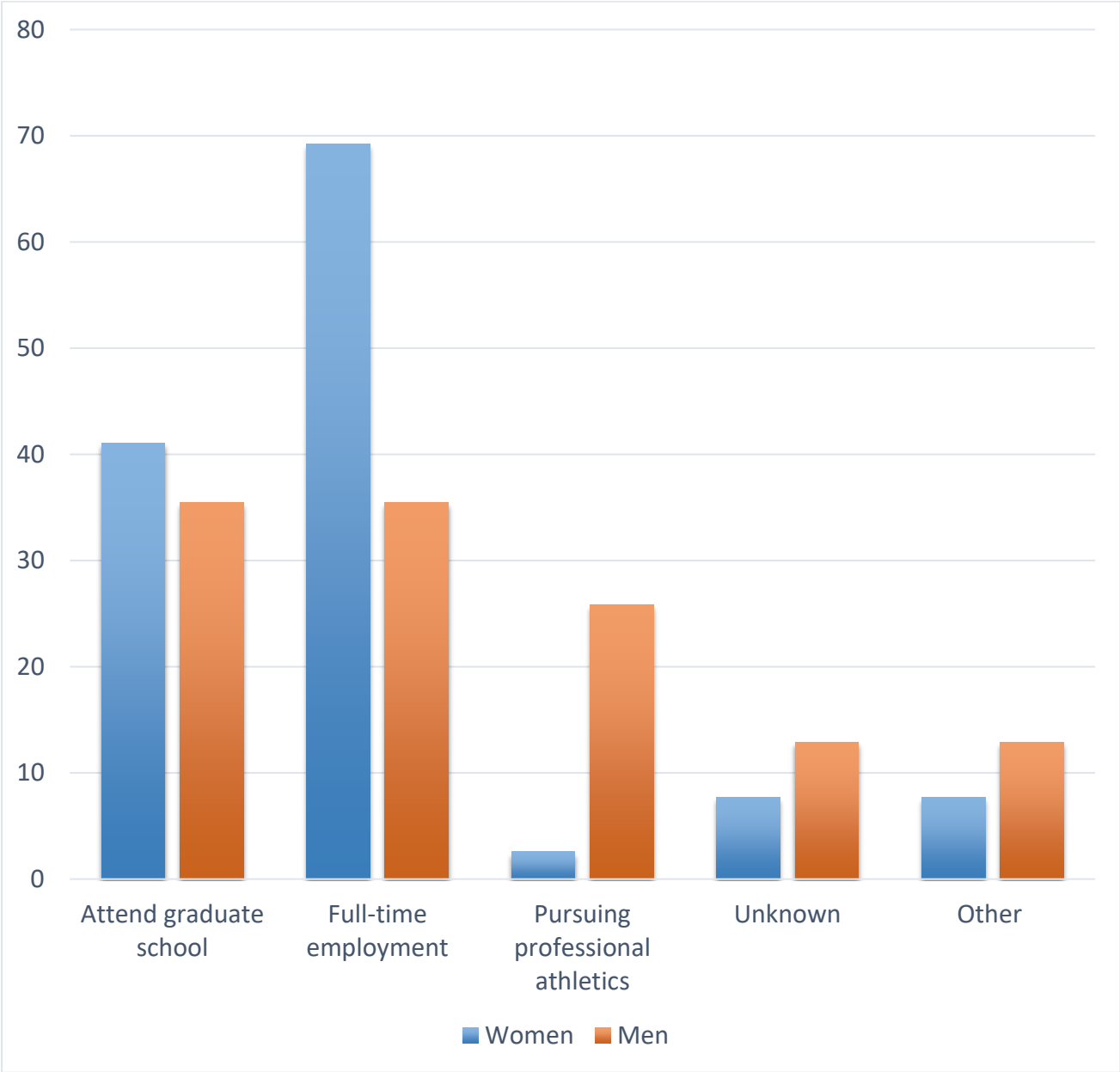
Positive Impact of Participation in Athletics (My participation in athletics at UNI has positively impacted my:)



Goal Achievement (How many of your goals in the following areas have you achieved during your time at UNI?)



Future Plans by Gender



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