

**SUMMARY**  
**Annual Meeting of the Coalition on Intercollegiate Athletics (COIA)**  
**THE CHANGING LANDSCAPE OF COLLEGIATE ATHLETICS**  
**February 18 – 19, 2022**  
**NCAA Headquarters, Indianapolis, Indiana**

**Saturday, February 19, 2022**

**8:00 – 8:15 am (EST) Check-in and Coffee.**

**Welcome and Overview of the Day, Joan King, Chair of the COIA**

**Steering Committee and Kelley Withy, Vice Chair of the COIA Steering Committee**

Joan King made welcoming remarks and announcements. Kelley Withy will become COIA chair in July 2022. COIA seeks a member to join the Steering Committee.

**8:15 – 9:15 am Updates on NCAA Rules and Regulations, Jennifer Fraser, NCAA Director of Division I, Binh Nguyen, Director of Academic and Membership Affairs, and Kendall Spencer, NCAA Transformation Committee**

**Jen Fraser** focused on two areas: academic-benefit enhancement and the modernization track. A total of \$5,980 can now be awarded to student-athletes (SAs) as an academic benefit. That figure is based on annual available athletic awards such as trophies and player of the year awards. The money will be derived locally. Regarding modernization, coaches must receive education regarding recruiting off-campus. The NCAA prohibition on tobacco use has been eliminated because there is already legislation for that.

**Binh Nguyen** spoke of eligibility changes regarding academics. The use of SAT/ACT as an NCAA eligibility requirement in Divisions I and II has been reviewed and the recommendation is to remove it. That change will affect prospects enrolling in fall of 2023. A recommendation will go to the Council for vote in January 2023. Regarding the impact of COVID-19 on academic performance: the number of credits attempted and attained was basically unchanged; GPA increase was likely because of the implementation of pass/ fail policy on many campuses.

**Q:** What is academic enhancement? **A:** \$5,980 can be provided for academic benefit over and above other dollars a student is receiving.

**Q:** Are NIL and academic enhancement related? **A:** Not specifically related, they happened concurrently, but taken together, SAs have more benefits.

**Q:** Where is the money for the enhancement coming from? **A:** We should ask our own campuses.

**Q:** Will the NCAA be collecting data on schools that provide the award? **A:** No. Institutions will decide, or some conferences will decide whether to participate.

**Q:** Is the new benefit beyond the cost of attendance award? **A:** Yes.

**Kendall Spencer** served on the NCAA Constitution Committee to develop the new constitution that was approved in January. He spoke on the role of faculty and FARs (Faculty Athletics

Representatives) in the new structure. Kendall suggested that the FAR should serve as an ombuds, the faculty bridge to success in the classroom, and also provide SAs with resources in general. The constitution sets a flexible framework for the three divisions because the SA experience varies significantly between the divisions.

Kendall is serving on the Division I Transformation Committee, which is charged with how to make the new constitution work to enhance the SA experience. They need to address the digital era, NIL, improved health and safety resources, and improved academic experience. Regarding regulatory structure, they are trying to distinguish what rules should be pushed to and are best suited for different levels: institutional, conference. The Transformation Committee must address how to enforce rules and regulations. They are trying to determine how direct financial support to student athletes at the institution and conference level should be reflective of the representation within the governance structure. They are also looking at creating a new model for membership enhancement. They will look at the infractions model to make it more efficient and quicker, and will look at modernization of rules. They will ask if oversight for some rules can be moved to conferences and institutions. Why? Because all the NCAA decisions are now guided by antitrust law. The NCAA cannot interfere with contracts.

**Q:** How much faculty involvement was there in developing the new constitution? **A:** The FARs participated. They mentioned the concept of having the FAR serve as an ombuds. Various organizations had concerns about legal issues, concerns about conflict with HR departments on campuses and compliance. The Transformation Committee is working with FARA (Faculty Athletics Representative Association) to figure this out. The FAR will be charged with connecting field and classroom success because both impact SA welfare and mental health.

**Q:** What are Kendall's insights into how the Constitution Committee ended up with the statement on "appropriate health and safety support for student athletes from an association-wide perspective?" They wanted to set the stage for values and principles necessary for the collegiate model to communicate how and why it was important. What are the recommended minimum standards for divisions? **A:** Each division will decide how to reflect that, but with an agreed upon baseline.

**Comment from audience:** A NATA (National Athletic Trainers Association) document is available on how to calculate appropriate medical coverage for student athletes. However, it does not consider current needs for behavioral health and nutrition. **Kendall:** The NCAA also needs to consider litigation risks for different institutions, but the Transformation Committee will look at the NATA document.

**Q:** Regarding the relation to Senator Corey Booker's legislation, what would the role of a congressional committee on college athletics be? **A:** There is concern about what happens at the ground level getting lost the higher you go. Kendall prefers keeping college athletics in the realm of subject matter experts and practitioners who deal with SAs every day, not a federal committee.

**Q:** Can the NCAA see the need to have elected faculty representatives play a role in oversight of athletics because it greatly affects the academic integrity of our institutions? **A:** If this is something we want, the committee can certainly work with COIA and faculty senates. What

do COIA members want that participation to look like? COIA needs to muster local influence because the NCAA as a national organization is likely to be minimized. Faculty need to have influence at the local level as academic integrity is local.

**Q/comment:** Faculty lack leverage because money is so great around athletics on our campuses. **A:** Right now, the national conversation is all about monetary compensation. Kendall Spencer avers that we need to find a way to increase the value of the academic experience to SAs above funding. How do we do that? How do we capture the academic value of admission to a school?

**Q/comment:** States are allowing wagering and colleges are allowing sports wagering advertising at games and there are pressures that individuals on campus may feel in this scenario. **A:** Jen Fraser stated that the NCAA provides education around wagering that is available for use on campuses, and it is still impermissible for employees and students to participate in gambling. Kendall added that the NCAA, the target of anti-trust sentiment and legislation, cannot prevent gambling because it would be interfering with law, general commerce, and contracts. All organizations are subject to anti-trust laws.

**9:15 – 9:30 am Name, Image, and Likeness Legislation, Senator Cory Booker (via pre-recorded video)**

**9:30 – 9:45 am Questions and Responses, Facilitated by Vera Hutchison, COIA Steering Committee Member**

**Senator Booker** spoke of protecting NIL rights and SA health and safety, and safe-guarding educational opportunities. He noted that only 56% of Black male student athletes graduate in six years unless they pay out-of-pocket. There are some schools that go beyond what is required of them, but this is the exception not the rule. In spring 2022 Senator Booker will re-introduce an updated college athletes Bill of Rights with Senator Blumenthal. It will establish a new baseline for fairness, equity, and safety in college athletics. It holds schools, conferences, and the NCAA accountable to those standards. The bill sets a federal standard for NIL. It establishes a trust fund to pay for medical care and improves educational outcomes and opportunities. The bill requires public reporting of financial data, and academic outcomes by race and gender. The motivation for this bill is that intercollegiate athletics creates \$15 billion of wealth for many people and institutions.

**Comments from audience:** To effect safety and health change, the NCAA should mandate exit injury interviews; institutions should hire athletic trainers in sufficient numbers and pay them well; and NATA best practices should be included in Senator Booker's legislation.

**9:45 – 10:00 am BREAK**

**10:00 – 10:15 am An Overview of the Faculty Senate Survey, Jane Albrecht, and Kelley Withy, COIA Steering Committee.**

Kelley summarized the results of COIA member survey: 31 schools responded; 24 public, 7 private. Only half of participating schools have a faculty committee tasked with oversight of intercollegiate athletics, and most of them are advisory to leadership. All participating schools

have written policies for addressing academic misconduct, almost all have adequate safeguards against physical and emotional abuse, however only 2/3 of schools have a whistleblower policy to report academic misconduct. Of survey responders 2/3 believe that oversight of athletics, including faculty oversight, is adequate. While there is no uniformity in selection of Faculty Athletic Representatives or how long they serve, 75% provide information to a faculty governance body. Selection of COIA reps, on the other hand, is by the faculty senate 75% of the time. COIA reps also provided information to the faculty governance body 75% of the time. It is important that the Faculty Senate, FAR and COIA rep work well together for maximum benefit to the student athletes. Examples of good oversight of athletics include information sharing, open communication, transparency of budget, having an ombudsman, performing exit interviews, equity, balance and significant faculty input. COIA is valuable because it provides a communication network for updates on changes to athletics regulations, a research entity, options for faculty training on athletics issues and a think tank for maximizing the health and safety of student athletes and the benefit of sports to all students.

**10:15 – 11:00 am A Glance into How a Faculty Senate, Faculty, and an Athletic Staff Engage with and Support Athletics on a Division I Campus (University of Houston), Vallabh Das, Faculty Senate President, Catherine Horn, Faculty Athletics Representative, Kayce Solari-Williams, Athletics Advisory Committee Chair, David Walsh, Clinical Associate Professor and Program Director for Sport and Fitness Administration Program, Kellynn Wilson, Athletic Administration (all via pre-recorded video), John Houston, Athletic Director for Sports Medicine and Facilitated by Mark Knoblauch, COIA Representative**

**11:00 – 11:30 am Discussion, Questions, and Responses, Facilitated by Kelley Withy, Vice Chair of the COIA Steering Committee**

**Vallabh Das:** There are important questions for faculty to ask at our institutions—about institutional support of the athletic budget and short and long term plans for such an investment, seeking balance in monies that go to academics and research and athletics; how conference membership helps academic and research missions; and how faculty and faculty senates might exert influence on athletics?

**Catherine Horn:** Faculty should ask ourselves, how successful are our own SAs inside and outside the classroom? Can the SAs bring their strengths to the learning environment and other areas to broad co-curricular opportunities outside the athletic experience alone such as clubs, organizations, and internships. This allows SAs to be active in their contribution to the learning community and preparing themselves for spaces they will be in after they graduate. Their success reflects on the university as a whole. SAs need to be their best on and off the field to cultivate a student athlete who is a whole student. Investing in academic and other types of support is very important.

**Kayce Solari-Williams:** As chair, her goals of the UH Athletics Committee are to increase visibility of the committee to SAs, to streamline the exit interview process for SAs, and to activate university community members as advocates of SAs. Academics, budget, and compliance are what we must do, but beyond that, the people of the university supporting each other is important as the why behind what we do.

**David Walsh:** He is a former chair of the UH Athletic Advisory Committee and was an interim FAR for a year. Discussions of athletics with faculty and alumni involves a sense of community and belonging as well as a source of pride. We can share the pride of the University of Houston story of campus academic activities through success of athletics.

**Kellynn Wilson:** She wants academic services to be a world class experience at UH that helps SAs to be successful after graduation. COVID impacted new students who had not yet been in a classroom, so they had to inform SAs about expectations by the teacher and how to take notes in the classroom. Some goals are to increase services like tutoring, mentoring, academic and advising support, as well as ensuring that advisors get professional development opportunities. They want to be at a higher level of celebrating academic successes and to work closely with other entities on campus to provide adequate services. SAs welfare and development is important as we must consider the whole student.

**John Houston:** Student athlete trainer curriculums are moving into the graduate level, so there will be fewer graduate assistants and a need for more full-time athletic trainers. In addition to the number of athletic trainers needed to meet the coverage care model, the level of care needs to be high.

- Q:** What are the challenges for moving into the Big12? **A:** One challenge is funding due to greater expenses.
- Q:** Do you have a good recommendation when dealing with an anti-athletics faculty? **A:** Another issue is dealing with an anti-academics coaching staff, such as faculty having classes in the middle of the afternoon conflicting with practice times. Students have been told to switch majors because classes interfered with athletics. Faculty see conflicts with funding, comparing their successes in obtaining grant money and their salaries to why coaches' salaries are so high. There are differences between regular students doing something negative and not getting in the news versus student athletes getting in the news for doing something wrong. Student athletes have lower numbers of offences than regular students.
- Q:** Is your Athletics Department self-sufficient or do they rely on funds from the university? **A:** He believes that in Texas funds from the state cannot be used for Athletics but was not sure if that was still true. There is an academic subsidy from the university around academic support of student athletics. As an auxiliary unit, Athletics must be self-sustaining in its function. There is some integration of resources, for example counseling and psychological services provide additional support to SAs from funding that comes from the Athletics Department.
- Q:** How do you sell the idea of an Athletic Advisory Committee to their university? **A:** The purpose of the Athletics Committee is to benefit the SAs by giving everyone a voice, i.e., representation from various departments, so Athletics alone is not just doing whatever they want. Faculty are informed about the issues, like academics, practice and travel schedules and can provide feedback to bring back to the committee.

**Q:** Is there a student athlete on the committee? **A:** There is not. They have discussed the value of that and the issue of power differentials. Student athletes and coaches are invited to the meetings. The COIA representative is invited to the meetings. Sometimes a community person is there, and alumni come to the meetings.

**11:30 am – 1:00 pm LUNCH**

**1:00 – 1:30 pm The Impact of Recent Changes to Collegiate Sports and COVID-19 on the Mental Health of Collegiate Athletics, Brian Hainline, M.D., NCAA Chief Medical Officer**

**Dr. Hainline** addressed the impact of COVID-19 and other changes on SA mental health.

**COVID:** Early on (March 2020), the NCAA formed a COVID-19 medical advisory group, which initially recommended no fans, and then canceled all championships in March 2020. Via survey, they found that anxiety and depression increased tremendously in SAs, especially among team sports, persons of color and of poor socioeconomic background. He worked with the national student advisory committee, set up telehealth for all SAs, put out a weekly social series on mental health, and worked with every coaches group. The driving force was getting student athletes back to sport. In 2021 all 90 championships were safely conducted. The NCAA also studied effectiveness of antigen testing and conducted a study that showed SAs were less likely to develop COVID-19 than non-SAs.

**Mental Health:** Mental health remains a concern, especially the need to address cultural sensitivity for athletes of color and mental health. Black male athletes feel disconnected from seeking mental health assistance, plus 90% of the profession is White. It's important to create a pathway to the STEM and mental health professions for Black student athletes. Just as the NCAA reviews emerging evidence annually regarding concussions and updates the protocols, a similar process will be undertaken regarding cultural sensitivity in mental health.

Regarding the new constitution and massive decentralization post loss of major anti-trust protection (with the Supreme Court decision in the Alston case and with the Trump administration threat to sue NCAA for antitrust violation if they prevented NIL), NIL has become a third full-time job for SAs. NIL puts pressure on SAs to perform per NIL contracts, and then what if they're injured? In addition, gambling addiction has been identified in 2 to 3% of NCAA SAs.

**Q:** What is the impact of legalized gambling and gambling addiction on SAs? **A:** They need empirical data about that.

**Q:** How do infractions penalties imposed on schools affect mental health of future, affected SAs? **A:** Not great intel on that. It brings to mind the question of what penalizing marijuana use does. What are the impacts of marijuana on SAs? Also, we need to study what the impact of marijuana use is on sport-- is it beneficial or not on performance?

**Q:** Is there an impact of NIL deals on mental health? **A:** No intel on that yet.

Hainline has been pressing the point with coaches that mental and physical health are one. He said that attention is needed on sleep disorders, which are precursors of mental health issues and suicidal ideation. Mental health care should be as accessible as treatment for an ankle sprain. Students are asking for more support.

**Transgender issues** involve inclusion, fairness, and safety. The question is mainly of whether transgender women have a competitive advantage. Clearly, although testosterone does make a difference, it does not define biological male and female. Nonetheless, musculoskeletal differences with testosterone suppression therapy do take around three years to diminish.

### **1:30 – 2:00 pm Preliminary Findings of a Survey Designed to Gauge Mental Health Services Available to Collegiate Athletes, Jeri Zemke, COIA Steering Committee Member**

**Jeri Zemke** presented preliminary findings of a survey on current recommendations and best practices regarding availability of mental health services to SAs and how programs are meeting them. For example, who offers services? and where? who pays for the services and medications? which screening tools do they use? can students self-refer and who pays then? Results are still being collected.

### **2:00 – 3:00 pm NCAA Lens into Diversity, Equity, and Inclusion in Athletics, Niya Blair Hackworth, Director of Inclusion – NCAA, and Colleagues: Gretchen Miron and Shay Wallach**

**Niya Hackworth** and colleagues shared the NCAA inclusion statement and five focus areas derived from membership needs: disabilities, international, LGBTQ, race/ethnicity, and women and gender equity. NCAA is providing research, policy support, and engagement to the membership. There are four NCAA association wide DEI committees. Diversity, equity, and inclusion needs to be ingrained in all of governance structure.

**International:** comprises 4% of SAs who are often overlooked. NCAA has a strategic plan, webinars, and a think tank to understand their needs and solutions.

**Disability:** initiatives include a mental health and well-being summit, SA well-being study, educational disability resource guides, and a para-college inclusion project. There will be a mental health advisory group. A survey was sent to some FARs asking about para-Olympic sports opportunities on their campuses. Goals are to increase understanding, do awareness partnering on cross promoting research and pilot initiatives, and connection building. Three pilot sports include wheelchair tennis, wheelchair basketball, and track and field integration.

**Race/ Ethnicity:** NCAA plans to advance racial equity by conducting programming, reviewing policies and procedures for inclusive language, implementing unconscious bias training, engaging local communities and businesses, reviewing initial eligibility requirements for SAT/ACT, reviewing Academic Progress Rate and its impact on historically Black colleges, and seeking SAs input and participation at the conference and national levels on rules and policies.

The NCAA Office of Inclusion will support and utilize the NCAA research on SA activism and racial justice to enhance engagement with Athletics Departments and conference offices to determine how to support the needs of SAs from a racial justice standpoint. They have provided several presentations on these areas, and they have several resources for everyone to utilize. They provided informational support for SA activism and racial justice engagement.

**Women and gender equity:** NCAA is conducting a review of championships. They are working to optimize the senior women administrator role based on a 2017 survey, and they have an emerging sports for women program. Emerging sports need to be registered with the NCAA and there needs to be 40 teams to create a new NCAA sport. NCAA is also planning a Title IX 50th anniversary celebration on June 23, 2022. There are resources available online.

**LGBTQ:** NCAA announced changes to the transgender SA participation policy and held a summit on gender identity and SA participation to determine gaps in research and support services. Division III created the OneTeam program to educate coaches, administrators, and SAs on LGBTQ+ issues.

**Overall,** every Athletics Department and conference office must have an athletics diversity and inclusion designee (ADID) to help support the DEI initiatives with SAs and work with FARs on campus. The NCAA mission is to “create cultures of belonging.” They have a program called Common Ground to bring together people of faith and LGBTQ+ to bridge the two communities. NCAA will sponsor an inclusion forum June 15-16, 2022, to be held virtually. There were 4,000 registrants last year.

**3:00 – 4:00 pm Discussion with the Drake Group, Dave Ridpath, Past President, and the Knight Commission, Amy Perko, Chief Executive Officer, Facilitated by Andrew Klein, COIA Steering Committee Member**

**Amy Perko:** COIA has an important voice in endorsing and supporting solutions at the conference, national and especially the campus level. The Knight Commission has worked on solutions for the future that the Division I Transformation Committee should consider. The Commission is seeking COIA endorsement of the C.A.R.E financial model, which each conference could adopt individually. The current Power 5 financial model is indefensible. There’s an escalation of coaches’ salaries. SA health and safety and academics need to be at the forefront. The C.A.R.E. model involves: transparency, independent oversight, gender equity, broad-based sports opportunities, and financial responsibility. The last category calls for spending 50% of the “shared revenue” generated from March Madness and College Football Playoffs (CFP) championships and network and media contracts on academics and student health and well-being.

What happens at the conference level is going to be crucial going forward. Are sports part of an academic and private enterprise, or a commercial entertainment with employees? It’s possible that football players will be separated out as employees creating a college professional sports league.



**Q:** If universities get more money for academics, is that money going to go directly to the university or to athletics departments? **A:** A conference could adopt a policy that all institutions show that they are using 50% of the shared revenues towards SA scholarships, health and safety, or academics. If a school decides not to do that, they will not receive as much shared revenues.

**David Ridpath:** On May 19, 2022, the Drake Group will hold a national symposium in Washington, D.C. with several panels looking at it from where the Drake Group stands. David said the NCAA Transformation Committee is not looking at academic integrity or the SA. The Drake Group believes change to intercollegiate athletics will be done from the outside, that Congress is going to have to intervene in some areas. David commented that the Knight Commission's C.A.R.E. model is excellent. The Drake Group's focus is academic integrity so education must be mentioned first and that SAs are getting a realistic and viable chance at an education. The Drake Group proposes a congressional bill to establish a commission, like the U.S. Olympic Committee, in relation to amateur sports, for which they seek COIA's endorsement and support. Reforming the NCAA can succeed as it is a bipartisan issue in Washington, D.C. Congressman Trahan is a sponsor and Senators Booker and Murphy will likely sponsor. The Drake Group thinks that conferences will have to be forced to make changes like those suggested in the Knight Commission financial C.A.R.E. model. David stated that the reason the National Labor Relations Board (NLRB) says that SAs are employees, is that we treat them as employees by requiring hours of work, while saying they are students. Regarding NIL, NCAA needs to negotiate with SAs as a non-employee union. But David does not believe that the NCAA membership, conference commissioners, and the Transformation Committee want real change.

Follow up from **Amy Perko:** NIL does need uniformity in law. Amy said that Congress will come back to those involved in college sports and academic institutions and ask what the solutions are. That is why the C.A.R.E. model is an educationally based model. Power 5 football is a different animal. We cannot deal with all sports in the same way. College Football Playoffs (CFP) should be reformed, and they should have student athletes on the board. David Ridpath Drake's core issues are that SAs, and former athletes have to be represented on each and every committee and agree that CFP finances need reform, and that the NCAA should be running the CFP. The Drake Group has models and roadmaps on ways to make changes. The Drake Group is working with Congressmen Kustoff from Tennessee on an NCAA enforcement and infractions reform bill, called the NCAA Accountability Act. The Drake Group also wants to bring COIA on board.

**Comment from audience:** Faculty should be on the CFP board.

**Q:** Graduate students are on stipends so are treated like employees in some ways but are still students. Couldn't SAs be treated the same way? **A:** from David Ridpath - It's a model we can look at. This is major league commercialized sports. Of the 20 biggest stadiums, ten of

them are college stadiums, it's not a minor league program here. We might have already gone pass that idea. It's hard to argue with the NLRB.

**Q:** Where are the faculty in all of this? **A:** The Drake Group wants the faculty involved in representation, not just the FAR with no power. They do include faculty in all of their plans and believe faculty need a major seat at the table in governance and oversight.

**Q:** What are some unintended consequences of congressional legislation? **A:** from Amy Perko  
- Last time Senator Booker's bill directed more dollars to health and safety, even post-career, which carried challenging obligations for Divisions I, II and III. All but Power 5 athletics would be out of business. FBS football probably needs a separate framework entirely. The question is how do we strengthen the educational model for all other sports?

**Joan King** thanked attendees. She stated that COIA is considering having our next meet in-person, either in Hawaii or Washington, D.C. If anyone has questions about COIA please contact Joan. Meeting related links will be emailed to everyone along with the meeting summary that will be distributed soon. We will also post videos and minutes on the COIA website. COIA is looking for a new member of the steering committee. We want to hear from the faculty about what you think we should do regarding faculty oversight of athletics.

**Meeting adjourned at 4 pm.**

**4:00 – 5:00 pm Tour of the NCAA Headquarters, Jennifer Fraser, NCAA Director of Division I**