FROM THE EDITOR

It’s summertime!! I hope you are enjoying yourself, even though it may not always be true that “the livin’ is easy.” No doubt many of you have research projects, travel plans, or academic conferences to attend. We already have gotten our youngest daughter married, and now our plans include our three grandchildren. Not always easy, but most definitely fun.

We begin this issue of FARA Voice with a focus on Division III, with a special word of thanks to George Metz, Division III Vice President, for his assistance in the preparation of this issue. Our first piece is by Kurt Beron of the University of Texas-Dallas, and Kitty Baldridge of Gallaudet University, who report on the recent work of the Division III Management Council, whose 21 members include three FARs. Among the topics addressed are the Division III Institute (also, see below the report by Dennis Leighton), the Academic Reporting Pilot, the Academic Success Rate, and the Dashboard Indicator project. As might be expected, all of these parallel what is going on in the other divisions, with interesting twists pertinent to the nature of Division III.

Next is a piece describing the Division III programming for the upcoming FARA Annual Meeting and Symposium, which will be held November 8-10 in Indianapolis. Sounds exciting. We encourage each of you, in all three divisions, to place these dates on your calendar, and to plan on joining us in Indianapolis.

Our next piece reports on the Division III Institute as it plans for its third iteration on September 28-30 in Indianapolis. I had the good fortune to attend the first Division III Institute as a Division I representative of the Executive Committee, and it was very well done. We hope that the success of the Division III Institute rouses interest in you newer delegates from Division III. As Dennis Leighton notes in his report, the participants in the 2012 Division III Institute have already been chosen, but those of you who will have three years’ experience as a FAR by 2013 need to consider attending the 2013 Institute. As the report from the Division III Management Council indicates, approval has already been given to fund continuation of the Institute.

Our last piece in this report from Division III is from Andrea Zevenbergen, a Division III member of FARA's Executive Committee. She and I attended the N4A meeting June 7-10 in Buffalo. As Andrea notes, there were a number of helpful and stimulating sessions at this meeting. As explained in the accompanying piece from Joe Luckey, the N4A is a close ally as both our groups continue to work for the academic and overall well-being of student-athletes. Joe’s words addressed to FARs follow Andrea’s piece.

In Division I, steps are underway to transform the former Athletics Certification Program into the Institutional Performance Program. The new program will take data already gathered by the NCAA, add a few items, and provide every institution the opportunity each year to conduct a focused assessment of its athletics program. This will replace the former extensive Athletics Certification Program, which required each institution, once every ten years, to mount an exhaustive 18-24 month detailed review of its athletics program. Numerous institutions have complained about the duress this program placed their institution under, with a massive commitment of time and resources. President Emmert’s goal in the new process is to simplify and articulately focus the review process, shorten it dramatically, and make it more timely and useful for each institution. Attached is a piece from Dan Calandro, Associate Director of Academic and Membership Affairs at the NCAA, describing the new Division I Institutional Performance Program. Dan also has provided the website at which you can review a more detailed power point presenting the new program, which is: http://www.ncaa.org/wps/myportal/ncaahome?WCM_GLOBAL_CONTEXT=/ncaa/ncaa/legislation+and+governance/compliance/certification+and+training/athletics+certification/division+i+athletics+certification+resources

Our next piece is from David Clough, President of FARA, in which he addresses the role FARs play on each campuses holding NCAA membership. The NCAA Constitution (6.1.3) leaves to individual campuses all determinations regarding the level of FAR involvement.
in intercollegiate athletics. Thus, it is up to each of us to make sure our involvement is sufficient to be effective, and to work to keep open all important channels of communication with various offices on campus. You might take a moment to reflect on what David says, and ask what you might do on your campus to improve your effectiveness as FAR.

Our final piece is from Scott Benson, President-Elect of FARA. The Nominations Committee is preparing a slate of nominees for FARA’s Executive Committee and its officers. There is a process for FARA members to self-nominate, or to be nominated by another member, and Scott describes that process. Please contact Scott or FARA President David Clough if you are interested in being included on the ballot.

Enjoy the rest of the summer, and hopefully some of your “livin’ will be easy.”

FROM THE DIII MANAGEMENT COUNCIL

The Division III Management Council (MC) is responsible for, among other things, adopting legislation, implementing policy, and resolving issues within the division. Among the 21 members representing Division III are three FARs. While there are quite a few issues under consideration, here we present a few of the issues that MC and the division are discussing that might be of particular interest to FARs.

Two years ago, the NCAA funded a pilot of the Faculty Athletics Representatives Fellows Institute, which is aimed at providing already experienced FARs with additional skills to help them become campus and conference leaders. The MC is going to continue funding the Fellows Institute and will also fund a comprehensive assessment of the Fellows Institute in order to measure change in program participants in various areas related to the program.

Those of you who attended Convention in January learned about, and discussed, the Academic Reporting Pilot. While Divisions I and II are able to answer various questions about how student-athletes perform in the classroom, Division III has not previously gathered this type of data. What has been available is the Federal Graduation Rate (FGR) for the entire student body, which follows a freshman cohort for six years and calculates those that graduate from the campus they started at. However, if students transfer to another college, and graduate from there, they count against their original college’s graduation rate.

The Academic Success Rate (ASR) is designed to measure the graduation rate of Division III athletes that does not hurt an institution’s graduation rate if a student leaves it in good academic standing. A pilot that has been going on for two years has computed both the FGR and the ASR for student-athletes in over a fourth of Division III schools. At those schools the average FGR was higher for student-athletes compared to the overall student body (and generally higher for Division III compared to both Division I and Division II!). The ASR has, by construction, a much higher rate than the FGR since it doesn’t count transfers in good standing against the school they transfer from. Its usefulness will be in comparisons over time, and across sports. MC is continuing a discussion about what steps to take regarding collecting the data necessary to compute these student athlete-specific measures. Meanwhile a third year of the pilot is now underway.

One other item that should be of interest to Division III FARs is the Dashboard Indicator project. This has been in pilot form for a number of months now and is scheduled to be rolled out this May. It allows an institution to compare itself on a number of indicators to its conference or any other conference, as well as to groups such as all schools in Division III with football or those without, to private or to public institutions, to schools with different levels of athletic expenditures, or even to a specific group of schools that you are interested in (subject to confidentiality restrictions). There are quite a few indicators including the number of sports played, federal graduation rates, student-athlete numbers, and a variety of athletic expenditure information. The data are available both graphically and numerically and can be constructed both for a single year or a time series. Below we have randomly created a snapshot of a hypothetical school along with various artificial groupings relating to one indicator, total athletic expenditures, just for demonstration. Following it is a time series for a hypothetical school relating to coaching expenditures compared to various average coaching expenditures groupings.
Key:
1. Your conference
2. Other preset groups (in this example none are selected)
3. Division III institutions that do not sponsor football
4. Division III private institutions
5. User selected peer group

9. Coaches compensation (%)

Coaches compensation as a percentage of athletics expenditures 2006-2010
DIVISION III PROGRAMMING AT THE FARA ANNUAL MEETING AND SYMPOSIUM

Why the FARA Annual Meeting and Symposium? Why can’t I just go the NCAA Convention? What makes this meeting so special? Great questions and easy answers, just like our exams!

The Annual Meeting and Symposium provides a two and a half day immersion into all things for the FAR. From hot topics for each division, to an address from Dr. Mark Emmert, to an awards banquet honoring colleagues and our student-athletes, the Symposium provides association-wide and division specific sessions. The highlights for Division III will include: The Language of Sportsmanship [intended for mature audiences only]; Communicating with Constituencies, including commissioners, athletic administrators, and student-athletes; and the Friday afternoon session on Legislative Review.

We hope you consider attending the Symposium, whether for the first time, or as a long time attendee. This is an opportunity to find out more of the critical role we play as Faculty Athletics Representatives on campus, in the conference, and at the national level. We will network with other FARs and learn from our best practices how to better solve the challenges we face. We look forward to gathering and sharing ideas, suggestions, and new elements to this challenging and rewarding role.

See you in Indianapolis!

George Metz  
FARA Division III Vice President  
Bluffton University

DIVISION III FACULTY INSTITUTE HEADS INTO THIRD YEAR

The NCAA Division III Faculty Institute will hold its third weekend program September 28 to 30, 2012 in Indianapolis. The Institute is held each fall, with the focus of providing professional development and leadership training to experienced FARs. The Division III Institute, like the Division I and II Faculty Institutes, differ in significant ways from the FARA Annual Meeting and Symposium (FAMS). FAMS includes programming about the role of the FAR, and is an excellent program for the newly experienced FAR to learn the ropes of the position, along with the experienced FAR who is ready to move the position forward on his or her campus. FAMS also has a regular focus on National and Divisional issues, and on legislative proposals planned for the January NCAA Convention. This allows the FARs in attendance to become well-informed on the legislation.

The NCAA Division III Faculty Institute focuses on the personal development of the individual FAR by providing training in leadership skills and knowledge of how the FAR fits within the structure of the NCAA. With the Institute being held at the National Office in Indianapolis, several NCAA staff are involved in the programming. These staff members provide insight on how the FAR can be most effective in his or her role, through the eyes of the Office staff. Information on FARA and NCAA committees, scholarships, and grants are some of the topics covered.

The Institute also takes advantage of the collective wisdom of the thirty participants at the Institute by utilizing a number of brainstorming sessions to share experiences and best practices. Since participants are required to have at least three years experience as an FAR, these sessions become very beneficial to everyone.

The Institute is administered through the Division III office at the NCAA, and includes a planning committee and facilitators. Much of the programming is developed and presented by Lynne Kaplin of Do What Counts in Kensington, Maryland.

The participants for the 2012 Institute have been selected. If you are interested in the 2013 Institute, and you will have three years experience by then, contact your conference commissioner and ask to be nominated. If you are at an independent institution, you can contact Marquette Potter (mpotter@ncaa.org) at the NCAA national office.

Dennis Leighton  
FARA Secretary-Treasurer  
University of New England
N4A: A RESOURCE FOR ACADEMIC ADVISING OF STUDENT-ATHLETES

In the multifaceted role of FAR, we may at times find ourselves advising student-athletes regarding academic, career, and/or wellness issues. Sometimes there are campus staff members serving in an official capacity of academic advisor to student-athletes, and the FAR may provide only occasional advising. In many cases, especially in Division II and Division III, however, student-athletes receive advising on an as-needed basis from a network of individuals on campus including major advisors, support program advisors, coaches, and the FAR.

How prepared do you feel to provide advising to student-athletes regarding time management, communication with faculty members, study strategies, accessing resources on campus, leadership development, and life after college? We may not feel confident being in the front lines with regard to all of these topics, but student-athletes don’t know this – they seek us out anyway.

The National Association of Academic Advisors for Athletics (N4A) is a great resource for FARs who advise student-athletes. They hold an annual national convention and have a website (www.nfoura.org) which currently includes the slides from many of the presentations from the most recent convention in Buffalo. I attended the convention, as did Alan Hauser (FARA Division I Vice President, Appalachian State University) this past June 7-10. Presentation topics related to advising included strategies to communicate with resistant student-athletes, helping student-athletes navigate the first-year experience, challenges faced by international students, and helping student-athletes with time management. Among the many other presentation topics at the convention, those of potential interest to FARs included breaking down faculty members’ stereotypes related to student-athletes, homophobia in college athletics, strategies for effective communication with coaches, and connecting with campus disability support services. My overall feeling at the convention was that N4A is a good ally for FARA; the organizations share a strong interest in student-athletes’ academic success and overall well-being. Check out their website! The next N4A convention will be held in Jacksonville, Florida, in June 2013.

Andrea Zevenbergen
FARA Division III Representative
State University of New York, Fredonia

NEWS FROM THE N4A PRESIDENT

It is an honor to share news about N4A (National Association of Academic Advisors for Athletics) with each of you. Our national organizations and professions in general have worked very hard in recent years to develop a partnership committed to academic reform, academic integrity, and the overall development of our student-athletes.

N4A hosted our national convention in Buffalo, New York, June 7-10. Our slogan for Buffalo was “The Bridge to our Future”. Dr. Gerald Gurney, Past-President, had the vision to lead our organization into a new partnership with NACDA. My role as President this year was to focus on that transition and set the foundation for our future. Our next President, Bart Byrd, will focus on the partnership as it formally begins August 1, 2012. We will host our national convention in conjunction with NACDA starting in 2014. We are excited to join NACDA and continue our partnerships with organizations which have a common interest in the welfare of student-athletes.

In keeping with our slogan, our three speakers in Buffalo represented the past, present, and future. The past was represented by our Thursday speaker, Todd Stansbury, who was recently named Athletics Director at the University of Central Florida. He is one of our own, as he began his career in athletic academic services at Georgia Tech. Representing the present was Tom Thomas and his son, Tom Thomas, Jr., from Cardinal Advisors. They provided a professional development presentation for our members. Our profession, our roles, and campus expectations of our members have changed dramatically over the last ten years and we need to continue to prepare our members for those changes. Our future was represented by Bob Vecchione, NACDA’s Executive Director, who has provided great leadership in the transition year as we began working together last fall.

In building for the future of N4A, we continue to focus on particular initiatives and have fostered new ones to support our mission and code of ethics. The new initiatives are also aimed at furthering and strengthening our foundation as an organization, and at future planning needs.

- Focus on program and individual certification.
- Communication with NCAA concerning legislation and academic reform
• Partnerships with groups around the country who have an interest in the academic and personal development of student-athletes
• New Partnership with Game Theory Group per our Virtual Educational Series (webinars) and increasing annual programming in PDI (Professional Development Institute)
• Updating our strategic plan with our new partnership with NACDA

Joe Luckey  
N4A President

NCAA Division I Institutional Performance Program

✓ The old athletics certification program will now be known as the Institutional Performance Program (IPP).
✓ The old Committee on Athletics Certification will now be known as the Committee on Institutional Performance (CIP).
✓ The committee will no longer render certification decisions. Instead, institutions will submit data in five focus areas.
✓ Focus areas for the new IPP include:
  o Academics
  o Diversity
  o Fiscal
  o Gender
  o Student-Athlete Experience
✓ The Division I Board of Directors approved a one-year delay for the commencement of IPP. A pilot program will be rolled out fall 2012.
✓ Institutions that would like to volunteer to participate in the pilot program should contact Michael Cioroianu at mcioroianu@ncaa.org
✓ Every conference office has been contacted to host a videoconference, webinar or in-person meeting to discuss the new concepts of the IPP.
✓ Regional rules seminar presentations dedicated to IPP were offered in Anaheim and Atlanta this spring.

http://www.ncaa.org/wps/myportal/ncaahome?WCM_GLOBAL_CONTEXT=ncaa/ncaa/legislation+and+governance/compliance/certification+and+training/athletics+certification/division+i+athletics+certification+resources
Words from aFAR

THE FAR’S ROLE ON CAMPUS

In discussions with my fellow FARs over eight years now, I have found that there is great variance when it comes to the acceptance of the FAR's role on campus and the corresponding involvement of the FAR in key decision-making when it comes to matters of importance in intercollegiate athletics, in particular, student-athlete well-being, academic integrity, and institutional control. When the FAR's engagement on campus is minimal, the potential for the FAR to provide assistance in these critical areas diminishes to the point where the faculty member appointed to the position will question the validity of that appointment.

In my position at the University of Colorado's Boulder Campus, I have had the good fortune of serving under a Chancellor, Dr. Phil DiStefano, who was my predecessor as FAR, and collaborating with a Director of Athletics, Mike Bohn, who in all ways has opened the doors of athletics to me. In a good way, I am spoiled. I attend all senior staff meetings in athletics, participate on search committees (I was the chair of the search committee for our recent hire of a new football coach.), and form part of an effective leadership team of the Chancellor, AD, SWA and FAR. I am directly involved in all matters associated with compliance, eligibility certification, recruiting, and academic support. Consider me fortunate.

Through my involvement in FARA over the years, I have become aware of FARs with campus relationships that are on life support and in dire need of resuscitation. The faculty athletics representative position is vulnerable to this state because its role and responsibilities are left almost entirely to the institution (see NCAA Constitution 6.1.3.), and the role is generally advisory with little direct command and control. The implication is that the direct responsibility to make the FAR role important and effective lies with the President or Chancellor of the institution and is aided greatly by support of the Director of Athletics.

If you feel that your role on campus as FAR is limited and your engagement is in some ways minimized, you should appeal to your President or Chancellor to change this. There is a brochure produced by FARA for campus CEO's that addresses this, so you can use it as ammunition. You also need to appeal to your AD to involve you so that you are well informed and able to bring the faculty perspective to the table. As faculty, we are busy individuals, and we do not need to spin our wheels in a position that is constrained to be ineffective. The FAR role is only rewarding to us if we are able to contribute. I encourage you to work on your campus to make it that way. The work we do on behalf of our student-athletes and our institution is noble indeed.

David Clough
FARA President
University of Colorado – Boulder

NOMINATIONS TO BE ADDED TO THE SLATE OF CANDIDATES FOR THE FARA EXECUTIVE COMMITTEE

The Executive Committee has been preparing a slate of candidates for the upcoming election of FARA officers and divisional representatives. We continue to be committed to having an Executive Committee that is inclusive. Alas, some wonderful candidates escape the selection process by the nominating committee. There is, however, a process in which interested FAR’s can self-nominate or nominate a colleague. The following quote, from the FARA Constitution reads: “The membership can nominate additional candidates by submitting to the President a nominating petition endorsed by at least five (5) FARA members by September 1. Candidates should submit a biography to the Secretary-Treasurer.” This year we are asking that these nominations come to the attention of the President as soon as possible. Please discuss your interest in serving on the Executive Committee with current FARA President Dave Clough or FARA President Elect Scott Benson if you have any questions. We look forward to adding to an already strong slate of candidates.

Scott Benson
FARA President-Elect
Idaho State University
The Faculty Athletics Representatives Association Executive Committee is announcing that registration is now OPEN for the 2012 FARA Annual Meeting and Symposium to be held November 8-10 at the Downtown Marriott in Indianapolis. Please go to the registration site at https://www.planningpoint.net/Events/2012FARA to register as soon as possible.

The theme for the Symposium this year is “Optimizing Your Role as FAR”. The Executive Committee is working hard to finalize the agenda and will post the final version when it is complete. In the meantime, here are some of the sessions you can look forward to:

**Association-Wide Programming:**
- Keynote Address from Dr. Mark Emmert
- The Enforcement Experience (a simulation of an actual infractions committee hearing)
- Awards Dinner honoring the David Knight Award recipient and the Jim McKay and Walter Byers Scholars
- Wagering and Social Environments Survey
- Inclusion Office Update
- Association-Wide Hot Topics
- Newly Expanded and Revised Orientation and Best Practices Session (for all FARs)

**Division I Programming:**
- Institutional Certification Program
- Initiatives from the Presidents Working Group
- FAR Relationship with Faculty Governance
- Lessons Learned from Crisis Situations
- Step Up: Bystander Intervention

**Division II Programming:**
- Optimizing the Relationship with the NCAA
- Legislative Review and NCAA Governance Updates
- The Model FAR Document
- Optimizing Relationships on Campus

**Division III Programming:**
- Strategic Grants and the DIII Institute
- SAAC: What Do They Need from FARs?
- The Language of Sportsmanship
- Legislative Review and Governance Update
- Best Practices
- Communicating with Constituencies

The sessions will begin Thursday, November 8 at 9 a.m. with the Orientation/Best Practices session.

The registration fee for this event is $250, which includes all meeting materials, three meals (including the awards dinner) and a gift at registration. You are welcome to bring a guest to the awards dinner. The fee for each guest is $50 and you may enter that information in the registration system.

If you are a first-time attendee, the FARA Executive Committee is offering you a special registration fee of $200. Just click on “First Time Attendee” when you register and the registration fee will automatically be adjusted for you.

All meetings will be held at the Marriott Downtown Indianapolis (see registration site for more information regarding the hotel). A special room rate of $144 per night (plus applicable taxes) has been extended to us for meeting attendees. You must make your reservation through the meeting registration system in order to receive the special rate.

Registration for this event will close on October 1. After that time you may still register on-site for the event. However, you will be responsible for securing your own hotel accommodations. More information will be posted to the registration site as we get closer to the meeting. If you have any questions, please contact Karen Cooper at kcooper@ncaa.org.