The BFA Intercollegiate Athletics Committee (IAC) has completed its review and discussion of the Coalition on Intercollegiate Athletics (COIA) report, entitled "Framing the Future: Reforming Intercollegiate Athletics." This report, available on the web at www.neuro.uoregon.edu/~tublitz/COIA/, proposes a series of recommendations — to be deliberated on, accepted, or modified as need be a campus-by-campus basis — for reforming intercollegiate athletics.

The University of Colorado has been deeply involved in COIA since that coalition's formation; has introduced at its own initiative several practices which are now models for many of the reforms that COIA recommends; and is, therefore, already a recognized national leader in athletic reform. Thus the Intercollegiate Athletics committee is pleased to report to the BFA that in many regards CU-Boulder is already in compliance with many of the most important recommendations of the COIA report. Of the 28 proposals included in the COIA report, one concerns policy changes that must be implemented at the national level. 17 of the remaining 27 proposals are already wholly implemented in CU's existing policies — either in athletics, in the campus administration, or in the BFA.1 This record of reform from within the campus is commendable, but there is still work to be done. Our committee's report focuses on those 10 recommendations for reform that have not yet been fully implemented at CU but which can — and should — be implemented at the campus level.

The IAC notes that the COIA document was intended to provide suggestions and stimulate discussion, not to impose a comprehensive, one-size-fits all blueprint on every university's athletics-related policy. In our judgment it is important that the athletics reforms implemented on the CU campus be consistent with the academic mission and social principles of our university. As such, we recommend that the BFA revisit this list of proposals every few years, reviewing them in light of current campus policy, and determining whether further action and/or change is needed.

The IAC also recognizes that implementing these recommendations properly and conscientiously will take commitment, time, and resources. To support this endeavor, the IAC recommends that the BFA urge the Chancellor to provide a small amount of staff support to the Faculty Athletic Representative, to be used in support of the duties of the IAC.

Lastly, the IAC notes that although our peer institutions now recognize CU as a national leader in reforming intercollegiate athletics, many of our own faculty are unfamiliar with the substantive and impressive steps CU has already taken to reform the culture and practices of inter-collegiate athletics on this campus. We strongly recommend that the BFA take an active role in highlighting these positive developments, by informing the faculty at large how the campus administration and the athletics department have addressed issues of concern to us all.

The proposed reforms identified in the COIA report that have not yet been fully implemented on the CU campus are as follows: (1.1.2) (1.2.1, in part) (1.2.2) (1.2.5) (2.1.1) (3.1) (3.2, in part) (3.5) (4.2) (4.4, in part). We address each one below, highlighting first those that we believe to be the most complex or problematic.

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1 The one proposal in the COIA report that requires national-level action is (1.2.4). Proposals that are already part of CU policy: (1.1.1) (1.1.3) (1.1.4) (1.2.1) (1.2.3) (2.2.1) (2.2.2) (2.2.3) (2.3.1) (2.4.1) (2.4.2)(2.4.3) (2.4.4) (3.2, in part) (3.3) (3.4) (4.3)(4.4, in part) (4.5).
**PROPOSAL 1.1.2** proposes that the academic profiles of incoming student-athletes, as a group and by sport, should match those of all other incoming students. The IAC recommends that the BFA adopt a slightly modified version this recommendation, with the phrase ‘by sport’ removed. We do so for two reasons. First, some sports recruit only one or two students per year; to require that such a small cohort have an academic profile identical to that of the ‘average’ entering freshman is mathematically unrealistic. In some years, the student recruit(s) might be above the average; in other years, below. Thus the statistics of small numbers make implementing this recommendation on a sport-by-sport basis problematic.

Second, the IAC recognizes that at CU-Boulder, as at nearly all other NCAA Division I institutions, the reality is that the academic profiles of admitted student-athletes in the sports of football, men's basketball and, to a lesser extent, women's basketball are significantly different from the academic profiles of the general admitted student population. These differences are most often due to the limited access these students have had to pre-collegiate academic preparation and opportunities. These students contribute to the diversity of the campus in significant ways, and the Office of Admissions considers this as well as their academic profiles in reaching an admissions decision — in a similar manner to the consideration for admission of other candidates from disadvantaged backgrounds. The benefits of a college education for students with disadvantaged backgrounds should not be overlooked and providing such an education is consistent with CU-Boulder's mission.

The Athletics Department has established a rigorous and comprehensive academic counseling and tutoring program that allows all student-athletes to meet their academic obligations and to graduate in a timely manner. The results of this program are assessed on an annual basis against established NCAA regulations about academic progress; those regulations also specify serious consequences for programs (or teams) whose academic progress does not measure up to NCAA standards. These consequences include loss of scholarships and other measures that motivate coaches to recruit and retain academically qualified student-athletes.

**PROPOSAL 2.1.1** recommends that scholarships not be terminated early except for academic or rule-related reasons — in other words, that a coach not be allowed to revoke (or substantially reduce) a scholarship for a student-athlete who is not performing well. It also contains some language about the accounting rules for these scholarships.

The IAC recommends that the proposal be amended to read: “Scholarships should not be terminated early or reduced except in one (or more) of the following circumstances: a student-athlete’s failure to meet established academic goals; a student-athlete’s violation of rules of conduct; substantial evidence of the student-athlete’s inadequate commitment to the athletic program. If a scholarship were to be terminated or reduced, the student-athlete can appeal the decision.”

The IAC also recommends that the BFA appoint a faculty representative to serve on this appeals committee.

**PROPOSAL 3.2** recommends that "Major athletic department decisions" be made in consultation with the CUBAB [CU-Boulder Athletics Board], the leaders of the BFA, and any appropriate committees.

The IAC recommends that the proposal be amended to read:
“Major athletic department personnel decisions should be made in consultation with the CUBAB, the leaders of the BFA, and with the active involvement of faculty representatives on the associated selection committees.”

This proposed change reflects existing practice on the CU campus and would have the effect of codifying that practice for the future.

**PROPOSAL 3.1** recommends that the majority of the members of the CUBAB be tenured faculty who should be appointed or elected through rules established by the BFA. The IAC recommends that the BFA adopt this proposal.

**PROPOSAL 1.2.5** recommends that student-athletes be required to maintain a 2.0 GPA. The IAC notes that this requires a higher standard of academic achievement for student-athletes than for the student population as a whole. Believing that such a practice constitutes a form of discrimination against student-athletes, the IAC recommends that the BFA adopt a reworded version of this proposal that would hold this particular group of students to the same standards as the rest of the student body.

**PROPOSAL 4.2** recommends that the athletics department budget grow no faster than the overall campus's budget. This matter falls outside the IAC's charge and should be taken up by the CUBAB. The IAC recommends that the BFA's representatives on the CUBAB report back to the BFA on this issue.

**PROPOSAL 4.4** recommends that athletics fundraising efforts be 'fused' with those of the rest of the university. This is already the case at CU. Moreover, it recommends that separate 501 (c)(3) entities be eliminated. There are no such entities at CU. Finally, COIA recommends that there be faculty representation on the board of the CU Foundation. Whatever the merits of this final proposal, this does not fall under the purview of the IAC. The IAC recommends that the BFA decide whether or not to pursue this matter, then adopt this proposal with appropriate re-wording if necessary.

**PROPOSAL 1.2.1** has three components. The first specifies that there should be no academic majors on campus created expressly and exclusively for student-athletes. This is already part of current CU policy & practice. The second part of this proposal recommends that student-athletes be able to pursue any major that is open to all other students. Just as there should be no majors that are exclusively designed for student athletes, there should be no majors that are in effect closed to student athletes. This is a principle that the IAC endorses strongly. Nonetheless, the committee recognizes that the scheduling of some courses, in some majors, makes it difficult for students – athletes and non-athletes, alike – to satisfy their major requirements in a timely manner. The IAC recommends that the BFA address this by urging academic departments to consider offering any given course at different times in different semesters. The third part of this proposal recommends that data relating to student athletes’ choice of majors be reviewed annually by the IAC and/or the BAB and (b) be provided to all prospective recruits. The IAC agrees with (a) and recommends that that review become a yearly item on its agenda. In the judgment of the IAC, the second item is problematic. If incoming student athletes were presented with information about which student athletes major in which academic programs, such information might have the effect of encouraging student athletes to cluster in certain programs and to avoid other programs. Such an outcome would be directly at odds with our belief that student athletes – like all other students – should be allowed to pursue the major of their choice.
The IAC therefore recommends that the BFA adopt proposal 1.2.1 with the following wording change in the last sentence: "Data on student-athletes' choice of major should be gathered and evaluated by the campus faculty governance body and/or the Campus Athletic Board."

**PROPOSAL 1.2.2** recommends that the IAC or the BAB monitor student-athletes' enrollment by course. The IAC recommends that that review become a yearly agenda item for the IAC committee, and that the BFA adopt proposal 2.1.2 with the following rewording: "To preserve academic integrity, the campus faculty governance body should monitor student-athlete enrollment by course."

**PROPOSAL 3.5** recommends that the chair of the BFA report annually to the Chancellor about whether or not "the faculty has been able to fulfill its responsibilities in regard to athletic governance" and should describe any obstacles that have prevented it doing so. It further recommends that these reports be made available to the NCAA during re-certification. The IAC feels that these requirements are unnecessary, as effective mechanisms for accomplishing this are already in place at CU.
Boulder Faculty assembly

Intercollegiate Athletics Committee
Motion to Adopt the COIA Report with specific modification

MOVED that the BFA adopt the COIA report, with the following modifications:

- Proposal 1.2.4 be addressed through our representative to the NCAA, in consultation with the CUBAB and BFA IAC.
- The words “by sport” be removed from Proposal 1.1.2.
- Proposal 2.1.1 be amended to read:

  “Scholarships should not be terminated early or reduced except in one or more of the following circumstances: a student-athlete’s failure to meet established academic goals; a student-athlete’s violation of rules of conduct; and/or substantial evidence of the student-athlete’s inadequate commitment to the athletic program. If a scholarship is terminated or reduced, the student-athlete can appeal the decision.”

- That the BFA appoint a faculty representative to serve on this scholarship appeals committee.
- Proposal 3.2 be reworded as follows:

  “Major athletic department personnel decisions should be made in consultation with the CUBAB, the leaders of the BFA, and with the active involvement of faculty representatives on the associated selection committees.”

- Proposal 1.2.5 be reworded to hold student-athletes to the same standards as the rest of the student body.
- That the BFA’s representatives to the CUBAB report back to the BFA about the CUBAB’s deliberations on proposal 4.2 (budget growth).
- That the BFA consider the issue of faculty representation on the board of the CU Foundation.
- The last sentence of proposal 1.2.1 be reworded as follows:

  "Data on student-athletes' choice of major should be gathered and evaluated by the campus faculty governance body and/or the Campus Athletic Board."

- That the BFA urge academic departments to consider offering any given course at different times in different semesters.
- Proposal 1.2.2 be reworded as follows:
"To preserve academic integrity, the campus faculty governance body should monitor student-athlete enrollment by course."

• That proposal 3.5 not be adopted.

And

MOVED that the BFA revisit the COIA proposals every few years, reviewing them in light of current campus policy, and determining whether further action and/or change is needed, and that the BFA urge the Chancellor to provide a small amount of staff support (6-8 hours per week) to the Faculty Athletics Representative, to be used in support of the duties of the IAC and the BAB, and that the BFA take an active role in highlighting these positive developments, by informing the faculty at large how the campus administration and the athletics department have addressed issues of concern to us all.