



EDUCATION, RESEARCH, AND SERVICE COMMITTEE
APPENDIX

October 24, 2024

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**ANNUAL REPORT TO THE
EDUCATION, RESEARCH, AND
SERVICE COMMITTEE**

2023-24

The University of Tennessee at Chattanooga



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Background

As required by BT0015, the Chancellor of each campus with an intercollegiate athletics program must provide a written report to the Education, Research, and Service Committee through the Vice President for Academic Affairs and Student Success. Annually, at the fall meeting, this report ensures that the Board receives information sufficient to understand and monitor student-athlete academic progress and academic integrity in the intercollegiate athletics programs.

Key Terms

National Collegiate Athletics Association (NCAA)

The National Collegiate Athletic Association is a member-led organization dedicated to college athletes' well-being and lifelong success. NCAA schools award nearly \$3.5 billion in athletic scholarships yearly and provide vast support to help student-athletes graduate at a rate higher than their general student peers. More than 500,000 college athletes across all three divisions compete for 1,100 member schools in all 50 states, the District of Columbia, Puerto Rico, and Canada. Regardless of where they start, student-athletes strive to end each season at one of the NCAA's 90 championships in 24 sports.

Student-Athlete

A student-athlete is a participant in an organized competitive sport sponsored by the educational institution in which the student is enrolled. Student-athletes are full-time students and athletes at the same time. Colleges offer athletic scholarships in many sports.

Academic Progress Rate (APR)

Implemented in 2003 as part of an ambitious academic reform effort in Division I, the Academic Progress Rate (APR) 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 emerged when Division I presidents and chancellors sought a timelier assessment of academic success at colleges and universities. At the time, the best measure was the graduation rate calculated under the federally mandated methodology based on a six-year window and did not take transfers into account. The APR system includes rewards for superior academic performance and penalties for teams that do not achieve specific academic benchmarks. Data are collected annually, and results are announced in the spring.

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.

Teams must earn a four-year average APR of 930 to compete in championships.

While the APR is intended as an incentive-based approach, it does come with a progression of penalties for teams that underperform academically over time. The first penalty level limits teams to 16 hours of athletics activities 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 athletics activities and competition reductions, either in the traditional or non-championship season, to the first-level penalties.

Graduation Success Rate (GSR)

NCAA members, particularly presidents and chancellors, asked the NCAA in the early 2000s to develop a measure of student-athlete graduation success that more accurately reflects modern-day patterns of student enrollment and transfer. As a result, the NCAA created the Graduation Success Rate (GSR) for Division I and the Academic Success Rate (ASR) for Division II. The NCAA GSR differs from the federal calculation in two important ways. First, the GSR holds colleges accountable for those student-athletes who transfer into their school. Second, the GSR does not penalize colleges whose student-athletes transfer in good academic standing. Essentially, those student-athletes are moved into another college's cohort. The Division II ASR additionally includes student-athletes who did not receive athletics aid but did participate in athletics.

Faculty Athletics Representative (FAR)¹

The faculty athletics representative (FAR) plays an important role on college campuses, providing oversight of the academic integrity of the athletics program and serving as an advocate for student-athlete well-being. The National Collegiate Athletic Association (NCAA) requires each member institution to appoint a FAR who must be on the faculty or administrative staff and may not hold a position in the athletics department.

¹ See <https://www.ncaapublications.com/productdownloads/FAR13.pdf> for the results of a survey of over 650 FARs that provides additional information on this important role.

Campus Highlights and Points of Pride

- Mocs posted a 3.318 overall GPA in the spring of 2024. This is the 20th time in the last 21 semesters, and the 12th straight overall, UTC has posted over a 3.0 GPA. This was the highest semester GPA and the first time every team had over a 3.0 in a non-COVID term.
- 71 student-athletes graduated at the Spring Commencement, while 22 graduated in the fall of 2022. These are some of the largest numbers on record.
- Seven UTC athletics programs beat the national averages for APR scores. Men's tennis and soccer had perfect 1000 single-year scores.
- Eight UTC athletics programs beat the national average for Graduation Success Rate based on information released by the NCAA in December. Women's basketball, men's cross country, soccer, men's and women's tennis, and volleyball all had perfect 100% scores.
- 189 student-athletes made the SoCon Honor Roll for the 2023-24 academic year, 59 earned the SoCon Commissioner's Medal and 29 had a 4.0 GPA for the year.
- 80 student-athletes made the various Academic All-SoCon teams during the 2023-24 academic year.
- The Mocs set a school record with 35 earning spots on the CSC Academic All-District teams.
- OVC Champion beach volleyball set a program record with 13 student-athletes earning spots on the OVC Commissioner's Honor Roll. Five received Academic Medals of Honor from the OVC.
- Men's golfers Paul Conroy and Samuel Espinosa earned GCAA All-America Scholar honors.
- Women's golfers Nieves Martin, Kera Healey and Violeta Fernandez-Tagle made the WGCA All-American Scholar team.
- The men's and women's tennis programs once again claimed ITA Team Academic honors while combining to feature 15 individual Scholar-Athletes.
- Volleyball and beach volleyball both earned AVCA Team Academic Awards.

1. The Role of Intercollegiate Athletics

The University of Tennessee at Chattanooga Athletics Department sponsors sixteen NCAA Division I sports programs. A long-time member of the Southern Conference, UTC Athletics is committed to providing the highest level of student academic success, integrity, and competitiveness.

Our department enhances the entire UTC community through our collective efforts to effectively and appropriately:

- Graduate our student-athletes;
- Compete for and capture championships with integrity;
- Prepare students for life in a global community;
- Operate with sound administrative principles, including a strong financial base;
- Enhance the student experience, but not engulf it;
- Maintain and develop functional facilities that provide our student-athletes and coaches with a competitive advantage and our patrons with a premiere experience;
- Serve as guardians and advocates for students and model the behaviors we want them to adopt;
- Promote and participate in activities to foster life-long learning;
- Engage the UTC community and surrounding region; and
- Embrace innovation and step outside our “comfort zone,”
- Create an environment that embraces diversity and inclusion;
- Fuel our passion for bettering ourselves and those we serve.

2. Roles, Responsibilities, and Functions of the Faculty Athletics Rep.

The FAR provides oversight to ensure the academic integrity of the athletics program, serves as an advocate for student-athlete well-being, and interacts with the administration to assist with maintaining institutional control of the athletics program. The primary duties include academics, compliance/rules interpretation, student-athlete well-being, and administrative responsibilities.

Primary duties include:

1. Review and/or prepare reports on student-athletes
2. Influence the delivery of services designed for student-athlete academic success
3. Coordinate the nominations process for NCAA postgraduate scholarships
4. Review annual student-athlete welfare surveys
5. Annually conduct NCAA GOALS survey (Growth, Opportunities, Aspirations, and Learning of Students in college)
6. Confer on academic/athletics matters with campus administrators, faculty, students, and/or alumni
7. Review and approve requests for NCAA academic waivers and appeals when submitted
8. Inform the athletics department of faculty concerns
9. Assist student-athletes who are encountering difficulties with class scheduling
10. Assist the athletics director and coaches in carrying out compliance requirements
11. Participate in major rules violations investigations should they occur
12. Collaborate in the preparation of written infraction reports should an infraction occur
13. Become informed on and involved in the discussions of health issues that impact student-athletes
14. Serve on the Athletic Director's Leadership Team
15. Serve as a liaison between the Chancellor and the athletics program
16. Prepare reports on athletics for internal institutional purposes
17. Actively assist in the establishment of athletics policy
18. Serve as an ad hoc member of the University athletics committee
19. Monitor NCAA compliance reports
20. Attend Southern Conference meetings (2 per year) and serve on conference committees
21. Serve/lead search committees as determined by the Chancellor and/or Athletic Director

3. How the Chancellor Measures Intercollegiate Athletics Success

The mission of the University of Tennessee at Chattanooga is to be a driving force for achieving excellence by actively engaging its constituents, embracing diversity, inspiring change, and enriching the community. At UTC, we develop a campus that enables students to enter the global community while providing a nurturing environment.

The success of our Athletics Department is measured by how it enhances the mission of the University. As the front porch of our institution, athletics is the primary connection to most of our community and alumni. We expect a program that produces a positive image and is a source of pride.

Students are the primary reason we exist as an institution, and our student-athletes are some of the most successful on campus. We expect to see measured success in the classroom. Continued growth in grade point average, graduation rates, and Academic Progress Rates (APR) are valuable metrics when judging our program.

Lastly, we want to be competitive in the Southern Conference and attract top-notch individuals worldwide. We want to build a championship culture that does not sacrifice integrity, civility, or honesty to win at all costs.

4. NCAA Academic Progress Rate (APR) Scores

Table I

Most Recent Academic Progress Rate by Sport

APR Scores Over the Last Five Years

Teams	2018-19	2019-20	2020-21	2021-22	2022-23	5-Year Difference
Men's Basketball	938	953	973	973	978	+40
Women's Basketball	991	991	986	966	970	-21
Women's Cross Country	1000	1000	1000	995	983	-17
Women's Track & Field	993	993	993	990	979	-14
Men's Cross Country	993	1000	1000	1000	992	-1
Football	942	939	947	965	972	+30
Men's Golf	993	993	1000	1000	979	-14
Women's Golf	971	981	991	991	980	+9
Soccer	989	994	994	994	995	+6
Softball	970	974	984	994	991	+21
Men's Tennis	1000	1000	1000	994	994	-6
Women's Tennis	992	992	992	992	974	-18
Volleyball	1000	995	990	990	984	-16
Beach Volleyball	n/a	n/a	n/a	n/a	n/a	n/a
Wrestling	961	965	970	982	980	+19

APR Single-Year Scores over the Last Five Years

Teams	2018-19	2019-20	2020-21	2021-22	2022-23
Men's Basketball	958	1000	1000	927	976
Women's Basketball	964	1000	980	923	981
Women's Cross Country	1000	1000	1000	981	961
Women's Track & Field	1000	1000	975	988	957
Men's Cross Country	1000	1000	1000	1000	973
Football	951	969	983	953	977
Men's Golf	1000	1000	1000	1000	906
Women's Golf	1000	1000	963	1000	952
Soccer	1000	1000	1000	978	1000
Softball	989	1000	1000	988	974
Men's Tennis	1000	1000	1000	974	1000
Women's Tennis	1000	1000	1000	966	920
Volleyball	1000	980	1000	1000	975
Beach Volleyball	n/a	n/a	1000	1000	1000
Wrestling	989	1000	972	955	986

The University of Tennessee at Chattanooga athletics department continues to post strong overall Academic Progress Rate (APR) scores, according to the information released by the NCAA in June. The NCAA numbers show the Mocs had two programs post a perfect 1000 single-year score, while seven beat the national average.

UTC's two programs with a perfect 1000 for the 2022-23 single-year scores were men's tennis and soccer. Football saw the biggest jump in its four-year average, climbing to a 972. Men's basketball added five points to its four-year score, posting a program-best 978.

Football, men's basketball, men's tennis, men's cross country, wrestling, soccer and softball all beat the national average.

Implemented in 2003 as part of an ambitious academic reform effort in Division I, the

Academic Progress Rate (APR) 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.

This is the third consecutive year of publicly reported APRs after a one-year hiatus due to the COVID-19 pandemic. In 2022, the Division I board approved the release of APR scores but voted to continue the suspension of program penalties. After further review, the Committee on Academics is not enforcing the loss of access to postseason competition for teams that have scored lower than 930. Instead, a conditional waiver is being offered this year due to the lingering impacts of COVID-19.

A full list of APRs for each team, including the Top 10, can be accessed by using the APR searchable database. The most recent APRs are multiyear rates based on scores from the 2019-20, 2020-21, 2021-22 and 2022-23 academic years.

Every Division I sports team across the country calculates its APR each academic year using a simple and consistent formula. Each term, scholarship student-athletes can earn 1 point for remaining eligible and 1 point for staying in school or graduating. For schools that do not offer scholarships, recruited student-athletes are tracked.

Since 2020, a portion of NCAA revenue has been distributed to members based on the academic achievement of student-athletes, including APR scores. Each school can earn one academic achievement unit per year if its student-athletes meet at least one of the following requirements:

- Earn an overall single-year all-sport Academic Progress Rate of 985 or higher.
- Earn an overall all-sport Graduation Success Rate of 90 percent or higher.
- Earn a federal graduation rate that is at least 13 percentage points higher than the federal graduation rate of the student body at that school.

Note: Campus APR Benchmark:

UTC completes a lost point review for any team whose APR is under our internal goal of 950 to identify downward trends and/or issues related to retention and academic success.

Corrective Action(s)

Completed a lost point review with women's tennis and men's golf through Forward Progress. This is an outside consultant who we used to analyze all of our APR and GSR data, at the suggestion of the Southern Conference.

5. NCAA Graduation Success Rate (GSR) Scores

Sport	Single-Year GSR (2022-23)	5-Year Trend GSR
Overall	88	+1
Basketball (Men's)	80	+5
Basketball (Women's)	100	+8
Women's XC/T&F	95	+2
Men's Cross Country	100	+7
Football	76	-4
Golf (Men's)	89	-11
Golf (Women's)	83	Even
Soccer	100	Even
Softball	95	Even
Tennis (Men's)	100	Even
Tennis (Women's)	100	Even
Volleyball	100	Even
Beach Volleyball	n/a	n/a
Wrestling	81	+11

*The NCAA releases its annual report on the graduation rates of Division I student-athletes each October, so the reporting in this table is one year behind.

The University of Tennessee at Chattanooga Athletics Department continues to score historically impressive numbers related to student-athlete graduation rates. Based on information released by the NCAA in December, eight of the Mocs 13 reporting programs beat the national average for NCAA Division I.

Overall, the Mocs reported an 88% graduation rate, the fourth highest mark on record. The NCAA began tracking GSR scores in 1998. All totaled, six of UTC's 13 measured programs scored a perfect 100% graduation rate. Figures released reflect student-athletes who entered school in 2016.

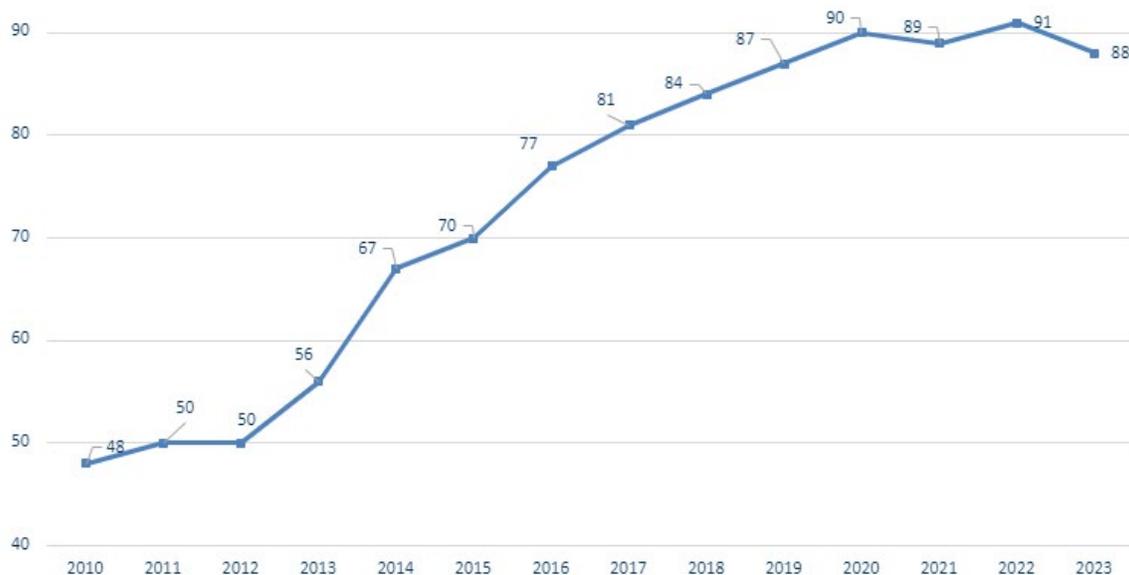
The NCAA has tracked GSR for more than two decades, and student-athletes have surpassed the original benchmark goal of 80%. Long-term graduation rate increases have been observed year after year from an overall 74% in 2002 to this year's record 91%.

Volleyball continued its impressive streak with a perfect score for the ninth year in a row. It is five in a row for soccer and men's and women's tennis, while men's cross country hit 100% for the fourth consecutive season. Women's basketball also stayed at 100% for the second consecutive year.

Wrestling posted a program record 81%, while men's basketball (83%) and softball (95%) scored their second-best numbers. Women's cross country and track & field beat the national average with a 95% rate, the fourth year in a row with that mark or higher. The GSR – which more accurately reflects mobility of college students beyond what the federal graduation rate measures – was created by the Division I Board of Directors in 2002. The federal rate counts as an academic failure any students who leave their initial school, even if the students transfer and enroll at another school. Also, the federal rate does not include students who enter school as transfer students.

The GSR formula removes from the rate student-athletes who leave school while academically eligible and includes student-athletes who transfer to a school after initially enrolling elsewhere. This calculation provides a more accurate measure of student-athlete success.

UTC STUDENT-ATHLETE GRADUATION SUCCESS RATE



6. Athletics' Department Benchmarks

UTC adheres to the NCAA benchmarks related to the Division I revenue distribution that began in the spring of 2020. This revenue is distributed to member schools based on student-athletes' academic achievement. The model allows schools with higher graduation rates and academic success to qualify for more funds.

Benchmarks

- The graduation Success Rate for the most recently available year equals or exceeds 90 percent. The average single-year rates for all teams are used.
- The difference between student-athlete and student-body percentages in the most recently published Federal Graduation Rate is equal to or greater than 13 percentage points.
- The Academic Progress Rate for the previous year equals or exceeds 985. The average single-year scores for all teams are used to determine eligibility for this standard.

7. Admissions

Student-Athlete Admissions Policy

General Admission Standards - True Freshman:

- 2.85 high school GPA (on a 4.0 scale) and a minimum 18 ACT composite (940* SAT composite).
- Minimum 2.5 high school GPA (on a 4.0 scale) and a minimum of 21 ACT composite (1060* SAT composite).
 - COVID-19 required a pivot to a test-optional admission path for all students.
- Exception: Students who fall in the middle of these standards might be admissible under our Index admission process. 3-5 index students may be taken each season, depending on the academic makeup of the team. The index is maintained by the admission office and coordinated by the Asst. Vice Chancellor for Athletic Academic Enhancement. See Key Definitions below for the index chart.

General Admission Standards - Domestic Undergraduate Transfers:

- Transfers must have a 2.0 cumulative GPA from all colleges attended.
- Transfers must meet applicable NCAA transfer rules based on their transfer status.
- No special admissions have been granted in the past ten years for transfers having below a 2.0 GPA.

General Admission Standards - Graduate Transfers:

- 2.70 minimum GPA required (some programs require higher)
- Graduate School application
- Program application
- Proof of graduation from an undergraduate institution
- GRE/GMAT or Praxis exam where required; score minimums vary
- No athletic special admission request process exists

Key Definitions

HOW IS THE INDEX CALCULATED?				
<ul style="list-style-type: none"> • Take the cumulative GPA for the student and divide it by the highest possible score (ex. 2.4/4.0). • Multiply that by .5, signifying that GPA is 50% of the measurement method for academic success. • Take the Highest Achieved Test Score and Divide it by The Highest Possible Test Score (18/36) • Multiply that times .5, signifying it is 50% of our measurement method for academic success. • Add the GPA and Test Score numbers together for the total. <ul style="list-style-type: none"> ○ (2.5 GPA= .3125) + (18 ACT=.25) = .562 				
GPA	% = ((GPA/4)*.5)		ACT	% = ((ACT/36)*.5)
2.3	0.2875		16	0.222222222
2.4	0.3		17	0.236111111
2.45	0.30625		18	0.25
2.5	0.3125		19	0.263888889
2.55	0.31875		20	0.277777778
2.6	0.325		21	0.291666667
2.65	0.33125		22	0.305555556
2.7	0.3375		23	0.319444444
2.8	0.35		24	0.333333333
2.9	0.3625		25	0.347222222
2.95	0.36875		26	0.361111111
3	0.375		27	0.375
3.05	0.38125		28	0.388888889
3.1	0.3875		29	0.402777778
3.2	0.4		30	0.416666667
3.3	0.4125		31	0.430555556
3.35	0.41875		32	0.444444444
3.4	0.425		33	0.458333333
3.5	0.4375		34	0.472222222
3.6	0.45		35	0.486111111
3.7	0.4625		36	0.5
3.8	0.475		36	0.5
3.9	0.4875			
4	0.5			

Special Admissions

Should a student not meet the general admissions standards, the index option, or the holistic campus review, a student can be admitted by the Chancellor admission at the request of the Athletic Director. We have a limit of three Chancellor admissions per academic year. They are closely monitored for academic success.

8. Declared Majors

Table III

Comparison of Majors for Student-Athletes (SA) and Non-Student-Athletes (NSA)

Undergraduate Major	Student-Athletes	All Students	Percent of Athletes in Major
BA Art: Studio	1	82	1.2%
BA History	1	91	1.1%
BA Modern and Classical Languages and Literatures: Spanish	1	16	6.3%
BA Philosophy and Religion: Philosophy	1	15	6.7%
BA Theatre: Theatre Education	1	8	12.5%
BAS Applied Leadership	10	67	14.9%
BAS Mechatronics Engineering Technology	1	79	1.3%
BFA Art: Graphic Design	1	112	0.9%
BFA Art: Photography and Media	1	42	2.4%
BS Biology: General	5	201	2.5%
BS Biology: Preprofessional	8	300	2.7%
BS Chemistry: Biochemistry	1	86	1.2%
BS Communication	26	373	7.0%
BS Computer Science: Cyber Security	2	146	1.4%
BS Computer Science: Software Systems	1	247	0.4%
BS Criminal Justice	10	340	2.9%
BS Engineering Technology Management: Construction Management	4	148	2.7%
BS Engineering Technology Management: Engineering Management	2	84	2.4%
BS Environmental Science: Biodiversity, Conservation, and Natural Resources	3	179	1.7%
BS HHP Exercise and Health Science: Pre-Health Professional	58	617	9.4%
BS HHP Health and Physical Education: K-12	6	34	17.6%
BS HHP Sport, Outdoor, Recreation, and Tourism Management	35	153	22.9%
BS Interdisciplinary Educational Studies: Child and Family Studies	7	90	7.8%
BS Interdisciplinary Educational Studies: Early Childhood and Early Childhood Special Education	2	71	2.8%

BS Interdisciplinary Educational Studies: Elementary Education K-5 and ESL Pre-K-12	3	229	1.3%
BS Interior Architecture	1	119	0.8%
BS Middle Grades Education: Mathematics	1	19	5.3%
BS Political Science and Public Service: International Relations and Comparative Politics	1	20	5.0%
BS Political Science and Public Service: Politics	3	42	7.1%
BS Political Science and Public Service: Public Law	3	91	3.3%
BS Political Science and Public Service: Public Policy	1	10	10.0%
BS Psychology	15	834	1.8%
BS Secondary Education: English	1	51	2.0%
BS Sociology and Anthropology: Sociology	10	55	18.2%
BSBA Accounting	4	241	1.7%
BSBA Economics	2	39	5.1%
BSBA Entrepreneurship	6	148	4.1%
BSBA Finance: Business Finance	5	242	2.1%
BSBA Finance: Investments	8	105	7.6%
BSBA Human Resource Management	1	81	1.2%
BSBA Management	18	466	3.9%
BSBA Management: Business Analytics	5	98	5.1%
BSBA Marketing	22	473	4.7%
BSBA Marketing: Professional Sales	1	53	1.9%
BSCE Civil Engineering	2	120	1.7%
BSCE Civil Engineering: Environmental	1	36	2.8%
BSChE Chemical Engineering	3	71	4.2%
BSEE Electrical Engineering	3	137	2.2%
BSME Mechanical Engineering	8	279	2.9%
BSN Nursing	13	635	2.0%
BSW Social Work	2	105	1.9%
Pre Major (Undecided)	14	365	3.8%
Undergraduate Certificate: Essentials of Leadership	1	1	100.0%
Total	346	8,746	4.0%

Graduate Major	Student Athlete	All Students	Percent of Athletes in Major
MBA Business Administration: Business Analytics	3	50	6.0%
MBA Business Administration: Finance	2	27	7.4%
MBA Business Administration: General	10	115	8.7%
MED Educational Leadership: Non-Licensure	3	8	37.5%
MED Elementary Education: Elementary Education	1	3	33.3%
MED Secondary Education: Non-Licensure	1	8	12.5%
MPH Public Health: Chronic Disease Prevention and Control	3	31	9.7%
MS Engineering Management	1	38	2.6%
MS Psychology: Psychological Science	1	15	6.7%
MSCJ Criminal Justice	1	21	4.8%
MSDA Data Analytics	3	52	5.8%
MSW Social Work	2	45	4.4%
PB Business Analytics	1	3	33.3%
PB Engineering Management: Construction Management	1	1	100.0%
Total	33	417	7.9%

9. Academic Integrity

Policies

Below is the Student-Athlete Code of Conduct published online in the Policies and Procedures manual on GoMocs.com and annually in the Student-Athlete handbook.

STUDENT-ATHLETE CODE OF CONDUCT

As the university's most visible ambassadors, student-athletes at UTC are expected to uphold, at all times, high standards of integrity and behavior, which will reflect well upon themselves, their families, coaches, teammates, UTC, and the UTC Department of Athletics. Student-athletes are expected to act with propriety, respect the rights of others, and abide by all state and federal laws and all rules, policies, and regulations of UTC (including, without limitation, the UTC Student Handbook), the UTC Athletics Department (including, without limitation, the rules and policies in this handbook), the Southern Conference, and the NCAA. A student-athlete who fails to meet those expectations has engaged in misconduct.

Examples of misconduct include, without limitation:

- Lying, fraud, abuse of property, and disturbing the peace;
- Possessing firearms or explosives;
- Gambling activities;
- Hazing;
- Unsportsmanlike conduct;
- Academic dishonesty (e.g., cheating and plagiarism);
- Failing to participate in student-athlete development programs as directed by the Head Coach and/or the Department of Athletics;
- Failing to follow academic procedures established by UTC, an athletic academic advisor, and/or a coach;
- Failing to comply with the Athletics Department's drug testing policies and procedures;
- Stealing, accessory to theft, unauthorized entry, and accessory to unauthorized entry.
- Domestic violence or dating violence;
- Stalking;

- Sexual misconduct;
- Violation of team rules; and
- Failing to adhere to COVID-19 policies and procedures as outlined by UTC and/or UTC Athletics

This Code of Conduct governs student-athletes' privileges of participating in intercollegiate athletics at UTC. Because student-athletes are students of UTC, student-athletes are also subject to the standards of conduct that apply to all UTC students.

A student-athlete reported having committed misconduct may be disciplined by the student-athlete Head Coach, the UTC Athletics Department, and/or UTC, in addition to receiving consequences under state and/or federal law. Athletics discipline that may be imposed by the Head Coach and/or the Athletics Department includes, without limitation: warning; probation; restricted use of athletics services or facilities; suspension (definite or indefinite) from athletic competition, practices, and/or other athletically-related activities; permanent dismissal from the team; and/or revocation of all or part of the student-athletes financial aid (in compliance with NCAA rules).

When a student-athlete is reported to have committed misconduct, the Director of Athletics, the Sports Administrator, and the Head Coach will discuss, on a case-by-case basis, what athletics disciplinary action, if any, is appropriate based on factors that include, without limitation: the totality of the known circumstances; the student-athletes conduct history; the seriousness of the alleged misconduct; whether the alleged misconduct involves violence; and whether the alleged misconduct, if true, constitutes a felony or misdemeanor crime. The Director of Athletics is the final decision maker on matters of athletics discipline for misconduct. The Director of Athletics may suspend the student-athlete from competition, practices, and/or other athletically related activities on an interim basis while the Director of Athletics determines what disciplinary action, if any, is appropriate.

The UTC Athletics Administration will fully support appropriate disciplinary action taken by a Head Coach for violating team rules. A student-athlete may appeal a disciplinary action taken by a Head Coach by contacting the Senior Woman Administrator.

Consistency in Policies and Standards

This Student-Athlete Code of Conduct does not supersede any other UTC, NCAA, or Southern Conference rule, policy, or regulation. Nothing in this Student-Athlete Code of Conduct shall be construed as a limitation on UTC's right to take disciplinary action against a student-athlete pursuant to the University's code and standards of conduct that apply to all UTC students.



**ANNUAL REPORT TO THE
EDUCATION, RESEARCH, AND
SERVICE COMMITTEE
2023-2024**

The University of Tennessee - Knoxville



Report Prepared by:
The Office of the Chancellor and the UTK Athletics Department

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Background

As required by BT0015, the Chancellor of each campus with an intercollegiate athletics program must provide a written report to the Education, Research, and Service Committee through the Vice President for Academic Affairs and Student Success. Annually, at the fall meeting, this report ensures that the Board receives information sufficient to understand and monitor student-athlete academic progress and academic integrity in the intercollegiate athletics programs.

Key Terms

National Collegiate Athletics Association (NCAA)

The National Collegiate Athletic Association is a member-led organization dedicated to the well-being and lifelong success of college athletes. NCAA schools award nearly \$3.5 billion in athletic scholarships every year and provide vast support to help student-athletes graduate at a rate higher than their general student peers. More than 500,000 college athletes across all three divisions compete for about 1,100 member schools in all 50 states, the District of Columbia, Puerto Rico, and even Canada. Regardless of where they start, student-athletes strive to end each season at one of the NCAA's 90 championships in 24 sports.

Student-Athlete

A student-athlete is a participant in an organized competitive sport sponsored by the educational institution in which the student is enrolled. Student-athletes are full-time students and athletes at the same time. Colleges offer athletic scholarships in many sports.

Academic Progress Rate (APR)

Implemented in 2003 as part of an ambitious academic reform effort in Division I, the Academic Progress Rate (APR) 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 emerged when Division I presidents and chancellors sought a timelier assessment of academic success at colleges and universities. At the time, the best measure was the graduation rate calculated under the federally mandated methodology that was based on a six-year window and did not take transfers into account. The APR system includes rewards for superior academic performance and penalties for teams that do not achieve certain academic benchmarks. Data are collected annually, and results are announced in the spring.

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.

Teams must earn a four-year average APR of 930 to compete in championships. While the APR is intended as an incentive-based approach, it does come with a progression of penalties for teams that underperform academically over time. The first penalty level limits teams to 16 hours of athletics activities 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 athletics activities and competition reductions, either in the traditional or non-championship season, to the first-level penalties.

Graduation Success Rate (GSR)

NCAA members, particularly presidents and chancellors, asked the NCAA in the early 2000s to develop a measure of student-athlete graduation success that more accurately reflects modern-day patterns of student enrollment and transfer. As a result, the NCAA created the Graduation Success Rate (GSR) for Division I and the Academic Success Rate (ASR) for Division II. The NCAA GSR differs from the federal calculation in two important ways. First, the GSR holds colleges accountable for those student-athletes who transfer into their school. Second, the GSR does not penalize colleges whose student-athletes transfer in good academic standing. Essentially, those student-athletes are moved into another college's cohort. The Division II ASR additionally includes student-athletes who did not receive athletics aid but did participate in athletics.

Faculty Athletics Representative (FAR)¹

The faculty athletics representative (FAR) plays a vital role on college campuses, providing oversight of the academic integrity of the athletics program and serving as an advocate for student-athlete well-being. The National Collegiate Athletic Association (NCAA) requires each of its member institutions to appoint a FAR who must be on the faculty or administrative staff and may not hold a position in the athletics department.

¹ See <https://www.ncaapublications.com/productdownloads/FAR13.pdf> for the results of a survey of over 650 FARs that provides additional information on this important role.

Campus Highlights and Points of Pride

Academic Highlights

- Record GPA Performances for the Fall 2023 (3.40) and Spring 2024 (3.37) semesters
 - o Spring 2024 marked the 23rd consecutive semester with a 3.0+ student-athlete GPA and 7th consecutive semester with a 3.20 student-athlete GPA
 - o 16 of 16 teams earned a team GPA above 3.00 for the third consecutive semester
 - o 6 sports set new team GPA records
 - o 78% of student-athletes achieved a 3.00 GPA or higher
 - o 74 and 60 student-athletes achieved a 4.00 GPA during the Fall and Spring semesters, respectively
- 94% Multi-year Graduation Success Rate (highest in school history)
 - o 93% Men's GSR (highest in school history)
 - o 98% Women's GSR (ties highest in school history)
 - o 9 of 16 teams earned a 100% Multi-year GSR
 - A 10th sport, Football, posted the highest Multi-year GSR in school history, at 85%
- 93% Single-year Graduation Success Rate
 - o 92% Men's GSR (highest in school history)
 - o 13 of 16 teams earned a 100% Single-year GSR
- Record number of student-athletes recognized on their respective Dean's List (244 in Fall 2023 and 221 in Spring 2024)
- 448 student-athletes received SEC Honor Roll distinction in 2023-2024
 - o 136 earned SEC First-year Honor Roll
 - o 118 earned SEC Fall Honor Roll
 - o 62 earned SEC Winter Honor Roll
 - o 132 earned SEC Spring Honor Roll
- Secured over \$80,000 in post-graduate scholarships from the NCAA, SEC, and UTAD for student-athletes
- 99% six-month placement rate for graduating student-athletes (Fall 2023 graduates)

Athletic Highlights

Tennessee followed a record-breaking 2022-23 academic year with the most extraordinary year of success across all 20 sports in UT Athletics history. The 2023-24 academic year was the best year of competitive results in Tennessee Athletics history under the leadership of Vice Chancellor/Director of Athletics Danny White.

Tennessee finished third in the Learfield Directors' Cup, a record finish for UT. Last year's sixth-place showing was the previous high-water mark at Tennessee. Tennessee baseball captured its first national championship. It marked the 24th team national title in Tennessee Athletics history and the first since women's indoor track and field in 2009.

The historic achievements this year on Rocky Top also included:

- Tennessee, already one of only two schools with multiple SEC All-Sport Championships, won the trophy for the third consecutive year.
- For the first time in school history, all 20 sports reached the postseason (NCAAs and a bowl game). UT was one of two Power Five schools to have all sports reach the postseason this year.
- Tennessee is the only school in the nation to reach the postseason in football, men's basketball, women's basketball, volleyball, baseball and softball in the last three years.
- UT was the only institution to win the SEC championship in men's basketball, softball, and baseball in the same year.
- Eleven sports finished this academic year in the Top 10 and six in the Top Five.
- Of UT's 20 teams, 19 earned a top-25 ranking in 2023-24, with 17 reaching the top 15, 13 claiming a top-10 spot, and seven peaking in the top five.
- Tennessee won four SEC titles in 2023-24, for a total of 12 SEC championships since 2021. Prior to 2021, Tennessee won two SEC titles in the four years combined.
- Sophomore softball standout Karlyn Pickens was named the SEC Pitcher of the Year to lead the Lady Vols to their second straight SEC regular season championship.
- Senior Dalton Knecht was named SEC Player of the Year to lead men's basketball to its second outright SEC regular season title since 1967.
- Softball senior Rylie West received the University of Tennessee's highest student honor – the Torchbearer Award. It was the second consecutive year Tennessee softball had a player receive the Torchbearer Award, following Kiki Milloy's recognition last season. The first Torchbearers were awarded in 1931, and West is the 30th student-athlete to receive the honor and the second softball player to earn this recognition.
- Three Tennessee coaches were named the National Coach of the Year in their respective sports (Tony Vitello, Baseball; Kim Cupini, Rowing; Alison Ojeda, Women's Tennis).
- Knoxville again proved why it is America's College Sports City in 2023-24. Tennessee posted the highest overall attendance of any school in the nation across football, men's and women's basketball.

- A total of 1,161,218 people attended the Volunteers' 38 home events in those three sports. That figure put Tennessee over 96,000 above second-place LSU, which had 44 home events. The only other school to top one million was South Carolina, which had 41 home events.
- Tennessee football, men's basketball and baseball took full advantage of the tremendous fan support on Rocky Top, posting a combined 60-7 (.895 winning percentage) in 2023-24.
- The power of the Tennessee brand was on full display in terms of television ratings. Tennessee had 29 games with over 1 million viewers. Last year, Tennessee had 23 games with over 1M viewers.
- Tennessee's Elite Eight game vs. Purdue had 10.4 million viewers, the most watched early Elite Eight game in five years. Eleven men's basketball games drew over 1M viewers this season, up from 8 the year prior.
- Tennessee's 35-0 Citrus Bowl victory drew 6.8M viewers on ABC, the most-watched bowl game outside of the New Year's Six.
- In the final game of the College World Series, 3.34 million viewers made the deciding game the most watched baseball game this season to this point - college or pro.

FOOTBALL

Under the direction of third-year head coach Josh Heupel, Tennessee football won nine games, finished No. 17 in both the Associated Press and AFCA Coaches polls, and dominated Big Ten West champion, then-No. 17 Iowa, 35-0, in the program's first Citrus Bowl appearance in two decades. True freshman quarterback Nico Iamaleava, making his first career start, was named MVP after accounting for four touchdowns. It marked the Vols' first shutout victory in a bowl game since beating Texas A&M, 3-0, in the 1957 Gator Bowl. Tennessee was the only SEC program to shut out an opponent during the 2023 bowl season. Three of the Vols' four losses were versus teams who finished in the top eight of the final polls.

The 2023 campaign catapulted the Vols to 20 victories over the past two seasons, representing the winningest two-year stretch for the program since 2003-04.

Vol Nation delivered as well, as Tennessee led the SEC in total home attendance (713,405) and average home attendance (101,915). Those figures ranked third and fourth, respectively, in the nation. UT sold out all of its season ticket inventory, with 70,500 purchased, and the Vols sold out every home game of a season for the first time since 2006.

MEN'S/WOMEN'S CROSS COUNTRY

The Lady Vols raced their way to a special season – finishing sixth nationally at the NCAA Championships after qualifying for the NCAA meet for the first time since 2006. The placement was the program's best since also finishing sixth in 1989 and tied for the second-best finish in Lady Vol cross country history.

The women won the NCAA South Region title for the first time since 2005 as Ashley Jones, Jillian Candelino, Jessie Secor, Rachel Sutliff, Caroline Lyerly and Kayla Gholar took home all-region honors.

At the SEC Cross Country Championships, the Lady Vols placed third with six total All-SEC honors.

On the men's side, the Vols placed third at the SEC meet, with three individuals earning All-SEC accolades. Tennessee defended its NCAA South Region title as it won the championship in back-to-back seasons for the first time since 1994-95. The Vols had five runners finish inside the top 31, with four capturing All-Region accolades.

The regional crown punched Tennessee's ticket to the NCAA Championships, where it finished No. 26 as a team. Its appearance at the national meet marked the first time UT has made consecutive trips to the NCAAs since 2001-02.

Freshman Dean Casey was named the SEC Men's Freshman Runner of the Year – the first UT athlete to win the award – while head coach Sean Carlson was named the USTFCCCA South Region Men's Coach of the Year for the second season in a row.

SOCCER

In head coach Joe Kirt's second season at the helm, Tennessee advanced to the NCAA Tournament's second round after taking down No. 17 Xavier 1-0 in double overtime.

The victory over the fourth-seeded Musketeers marked the program's first win when opening the NCAA Tournament on a seeded opponent's home turf. Goalkeeper Ally Zazzara's 15-save performance against Xavier tied a program record and earned her College Soccer News National Player of the Week honors.

Overall, Tennessee Soccer finished the 2023 season with a 9-7-4 record and was No. 31 in the RPI.

Soccer player Kate Runyon made an immediate impact in her first season on Rocky Top, which earned her SEC All-Freshman Team honors. The Westminster, Colorado, native

appeared in 15 matches while starting in nine before suffering a season-ending foot injury. Runyon concluded the season with four goals and one assist.

In her final collegiate season, Sizzy Lawton was named Second Team All-SEC after appearing in all 20 contests and starting 11 matches. Lawton concluded the 2023 season with seven goals and two assists.

VOLLEYBALL

The Big Orange enjoyed one of the best campaigns in program history, advancing to the regional semifinals for the first time since 2005, hosting the first and second rounds of the NCAA Tournament for the first time since 2011, and earning the program's best-ever national seed at No. 10.

The Lady Vols finished second in the SEC, which produced a conference-high eight NCAA Tournament teams, with a 15-3 record, and they defeated five ranked opponents throughout the season. The team reached as high as eighth in the AVCA rankings, which marked the highest regular season ranking and second-best ranking ever in program history.

In her sixth year at the helm, Eve Rackham Watt was named SEC Co-Coach of the Year. Tennessee swept 19 opponents in 31 matches, marking the second-highest total for a single season in program history and the most since having 20 in 1983. UT boasted one of the country's elite offenses, ranking inside the top five nationally and leading the SEC in kills per set (2nd/14.75), assists per set (3rd/13.60), and hitting percentage (4th/.304). Defensively, the Lady Vols paced the SEC in kills per set allowed (11.39) and assists per set allowed (10.78) while ranking second in the conference in both opposing hitting percentage (.194) and aces per set allowed (0.82).

Right side Morgahn Fingall, the 2023 AVCA Southeast Region Player of the Year and SEC Scholar-Athlete of the Year, was tabbed to the AVCA All-America First Team after finishing with 457 kills on .321 hitting, 193 digs, 84 blocks and 30 aces. She joined Beverly Robinson (1982) as the only Lady Vols in program history to achieve this feat. Setter Caroline Kerr, outside hitter Jenaisya Moore, and libero Yelianiz Torres also earned All-America recognition.

MEN'S GOLF

The Tennessee men's golf team opened the season with a team tournament title at the Visit Knoxville Collegiate, shooting 25-under overall with four three Vols finishing inside the top 10.

Just two tournaments later, the Vols picked up another title at the Fighting Irish Classic, winning by seven shots over second-place Northwestern.

To conclude the fall season, UT posted a third place showing at the Cypress Point Classic after picking up match play wins over Illinois and Pepperdine.

Tennessee's 2023-24 season—highlighted by a 10th-place NCAA Championships finish and program-record-tying three-team tournament titles—featured eight top-four team finishes.

The team's NCAA Championships finish was the first top-10 NCAA finish for the program since 1981. Following their dominant season, UT posted a final ranking of No. 7 with an overall record of 143-33-3.

With the Vols' win at the 2024 Lewis Chitengwa Memorial Tournament, Brennan Webb is now tied for third all-time in coaching wins (11) and etched his name in the record book as the first coach in program history to produce three triple-win seasons.

The Tennessee men's golf trio of Jake Hall, Bryce Lewis, and Evan Woosley-Reed were tabbed as All-America Honorable Mentions and also slated to PING's All-Southeast Region Team.

Following consistent seasons, Lewis and Hall were named Second Team All-SEC as Murphy earned SEC All-Freshman honors.

WOMEN'S GOLF

The Lady Vols posted their lowest team round average (289.40) in program history. Their 74 rounds of par or better was also a program record, led by sophomore Manassanan Chotikabhukkana, whose 19 par rounds now top the individual leaderboard.

Bailey Davis' 8-under (64) in the first round of the NCAA Regionals was the lowest postseason round in Tennessee history. The junior, under the direction of head coach Diana Cantu, finished the tournament 8-under (208), qualifying her to compete individually in the NCAA Championship in Carlsbad, California.

MEN'S/WOMEN'S SWIMMING & DIVING

For the second season in a row, Tennessee swimming & diving enjoyed historic success between both programs, as the Vols and Lady Vols finished inside the top six nationally for the first time in school history. UT combined to win eight gold medals at the SEC Championships, brought home five NCAA runner-up performances and saw 21 individuals garner All-America status.

The Lady Vols tallied their second-best finish in program history at the NCAAs, placing fourth along with taking second at SECs. Josephine Fuller and Mona McSharry led the way for UT, and Camille Spink had a breakout freshman season. McSharry, under the tutelage of head coach Matt Kredich, earned two silver medals in the 100 and 200 breast at the NCAAs, along with Fuller claiming bronze in the 200 IM. Fuller would go on to be the highest point scorer at the national meet for the Big Orange with three top-5 finishes in her events. At the SEC Championships, Spink earned two golds in the 50 and 100 free in her first SEC meet, along with veteran McSharry winning titles in the 100 and 200 breast.

Coming off one of the best seasons in program history, the 2023-24 Vols earned their highest finish at the NCAA Championships since 2001, placing sixth overall. The squad was led once again by the duo of Jordan Crooks and Bryden Hattie, with Martin Espernberger and Gui Caribe also having breakout sophomore seasons. At the NCAA Championships, UT brought home two silver medals, with Crooks in the 50 free and Caribe in the 100 free, while Hattie also claimed a bronze medal on the platform. During the SEC Championships, the Vols placed fifth and three earned conference titles during the meet. Crooks took gold in the 50 free for the third straight year. Espernberger won the first gold of his career in the 200 fly, along with Hattie claiming his third career SEC title on platform.

Hattie earned SEC Male Diver of the Year for the second season in a row following his successful senior campaign, while Dave Parrington won his 12th SEC Men's Diving Coach of the Year honor in his career.

MEN'S BASKETBALL

The men's basketball team (27-9, 14-4 SEC) posted arguably the finest season in program history. Tennessee won its sixth outright SEC regular season title (11th total), reached the Elite Eight for the second time, and notched its highest finish in the AP and Coaches Polls (fifth). The 27 victories tied for the fourth-most ever by Tennessee, as did the 14 league triumphs, while the team's seven AP top-25 wins tied a program record.

The Volunteers closed out the SEC regular season crown with a game to spare by defeating AP top-17 teams in back-to-back-to-back contests, their first time ever winning three straight affairs all against AP-ranked foes. The stretch concluded with road wins over AP top-25 foes in consecutive games, also a program first.

For the third straight year, Tennessee spent the entire season ranked in the AP top 25, extending the program record to 59 straight weeks, good for the third-longest active streak in the country. The Volunteers were in the top 10 in 19 of the 21 releases, including the top five nine times, with a peak position of fourth nationally. Tennessee joined

Arizona, Kansas and Purdue as the only schools to earn a top-five spot in each of the last three campaigns.

Head coach Rick Barnes became the 15th coach in DI history to eclipse 800 career wins, as well as surpassing 200 victories at Tennessee and 100 in SEC play. He also earned a spot on the Naismith Memorial Basketball Hall of Fame ballot as a first-time nominee, one of just two active DI coaches on the ballot for their coaching career. A finalist for Jim Phelan National Coach of the Year, Barnes also earned his 28th NCAA Tournament trip, tying Bob Knight for fourth-most all-time at the DI level.

In his lone season at Tennessee, Dalton Knecht turned in one of the finest campaigns in program history. Knecht was the runner-up for AP National Player of the Year, a finalist for the Naismith Trophy and Wooden Award, a consensus First Team All-American, the Julius Erving Award honoree, and the SEC Player of the Year, among many other accomplishments. He won the SEC scoring title at 21.7 points per game, eighth-best in the country, and amassed 780 total points to rank fifth nationally and second in program history. Knecht set a school single-season record and led all DI players with six 35-point games.

Zakai Zeigler claimed SEC Defensive Player of the Year recognition, the second Volunteer ever to do so. He was a First Team All-SEC pick by the league's coaches and was named to the Bob Cousy Award Midseason Top 10 Watch List. Zeigler was also among 10 semifinalists for Naismith Defensive Player of the Year for the second straight season. Additionally, Jonas Aidoo collected Second Team All-SEC and SEC All-Defensive Team plaudits from the league's coaches, plus AP First Team All-SEC and NABC Second Team All-District 20 distinction.

WOMEN'S BASKETBALL

The Lady Vols finished 20-13 overall and 10-6 in SEC play to tie for fourth in the league in 2023-24. The program reached that season victory total for the 47th time in school history and stayed perfect with its 42nd-straight NCAA Tournament berth before making an exit in the second round.

Fifth-year forward Rickea Jackson overcame being sidelined for eight games due to injury to average 20.2 points and 8.2 rebounds per contest, carding the ninth-best single-season scoring average in Lady Vol history. Prior to becoming the No. 4 pick in the 2024 WNBA Draft, the 6-foot-2 forward earned AP, USBWA, and WBCA All-America Honorable Mention, first-team All-SEC by the coaches and USA Today Sports Network, and SEC All-Tournament. She also finished as a top-five finalist for the Cheryl Miller Award for the second year in a row.

Senior guard Jewel Spear was UT's second-leading scorer and top long-distance shooter in her first season with the program, averaging 13.1 points and draining a team-high 69 three-pointers to rank fourth in the SEC at 2.1 treys per contest. Fifth-year guard Jasmine Powell recorded a Lady Vol-high 136 assists for her third straight year over 100, and she was selected for the Elevance Health Women's Fort Myers Tip-Off All-Island Division Team after her play in that tournament.

Redshirt senior Tamari Key finished as Tennessee's all-time blocked shots leader and the SEC's sixth-best at 347, overcoming a season-ending medical diagnosis in 2022-23 to conclude her career with one final season on the court. Senior guard/forward Tess Darby was named to the SEC Community Service Team for the second year in a row, and junior forwards Sara Puckett and Karoline Striplin were voted to the CSC Academic All-District Team.

After an offseason coaching change, Kim Caldwell was named the fourth head coach in the history of women's intercollegiate athletics at the University of Tennessee. The Parkersburg, W. Va., native, who has an eye-popping 217-31 record in eight seasons as a head coach, was hired after leading Marshall to a 26-7 overall record and 17-1 league mark in her record-setting first season there in 2023-24. She was named the WBCA's Maggie Dixon Division I Rookie Coach of the Year for that result and previously was voted as the NCAA Division II National Coach of the Year after leading her alma mater, Glenville State, to an NCAA Championship in 2021-22.

MEN'S/WOMEN'S TRACK & FIELD

In Tennessee's second season under head coach and director of track & field Duane Ross, the Vols and Lady Vols totaled 17 school records, 39 All-America honors, and 12 SEC medals throughout the indoor and outdoor seasons. The women's squad was ranked as high as No. 6 nationally during the regular indoor season, while the men ascended to No. 11 during the outdoor campaign.

Senior sprint star Jacious Sears headlined the 2023-24 indoor season for Tennessee individually, taking silver in the SEC 60-meter final and earning a pair of top-five finishes in the 60-meter (4th) and 200-meter (5th) at the NCAA Indoor Championships in Boston. Adding in the Lady Vol 4x400-meter relay squad's fifth-place finish in a school-record 3:29.79, UT tied for No. 17 in the women's standings for their second-consecutive top-20 finish at the indoor national meet – breaking that threshold in each of the last three years for the first time since 2009-11.

Sears carried momentum into the outdoor season with one of the fastest sprinting displays in NCAA history at the Tom Jones Memorial Invitational on April 13. The Palm Beach Gardens, Florida, product threw down a blistering time of 10.77 seconds in the 100-

meter dash, the second-fastest performance in collegiate history behind reigning world champion Sha'Carri Richardson's record of 10.75 set in 2019. With a legal tailwind of +1.6 m/s, Sears' performance shattered her own school record and currently ranks No. 15 on the world all-time list and No. 7 on the U.S. all-time list.

At the SEC Outdoor Championships, the Lady Vol relay squads asserted their dominance with a pair of conference titles in the 4x100- and 4x400-meter finals. Sears, Dennisha Page, DaJour Miles, and Joella Lloyd got the baton around the oval in 42.42 seconds for Tennessee's first SEC gold in the women's 4x100 since 1984, while the 4x400 quartet of Javonya Valcourt, Kyla Robinson-Hubbard, Miles and Brianna White capped the meet with a winning mark of 3:24.44. Both performances were school records and collegiate leading marks at the time of the event, and UT became the first school since 2014 to sweep relay titles at the SEC Outdoor Championships.

The Lady Vols' 2024 campaign wrapped up in Eugene, Oregon, at the NCAA Outdoor Championships. The 4x400-meter relay broke their own school record once again, taking second in the NCAA Outdoor Championship final with a time of 3:23.32, and White earned First Team All-America honors in the 400-meter dash with an eighth-place finish in 50.79 seconds.

On the men's side, sophomore standout T'Mars McCallum held the fastest time in the country in the 100-meter dash up until the final weekend of the outdoor season. His mark of 9.94 seconds was the No. 2 mark in school history behind VFL Christian Coleman, and he became just the sixth sophomore in collegiate history to run 9.95 or faster with a legal tailwind (+2.0 m/s).

Tennessee also touted a trio of remarkable 400-meter hurdlers Clement Ducos, Rasheeme Griffith, and Ja'Kwan Hale - who each rounded out their collegiate careers during the 2024 campaign. Ducos went out with the UT school record in the event at 48.26 seconds, while Griffith and Hale each secured medals at the conference meet with their second and third-place finishes. All three were tabbed USTFCCCA All-Americans in the event at the NCAA Outdoor Championships, with Hale leading the way as he took seventh in the final.

The men's 4x400-meter relay was notably strong during the 2023-24 indoor and outdoor seasons, earning First Team All-America status at both NCAA Championship finals. In the last race of the campaign, Emmanuel Bynum, Christian Parker, Hale, and Griffith completed the relay in a school record time of 3:01.22 to place fifth in the nation.

Under the direction of Ross and cross-country head coach Sean Carlson, the Vols, and Lady Vols finished 16th and 10th, respectively, in the 2023-24 NCAA Division I Program of the Year standings, which are calculated by combining postseason results from each

national championship event in cross country, indoor track, and outdoor track. This year marks the first time UT has placed in the top 20 on both sides since the award's inception in 2008-09.

WOMEN'S TENNIS

The women's tennis program soared to new heights under the direction of eighth-year head coach Alison Ojeda, as the team embarked on one of the most monumental seasons in program history. The Lady Vols achieved a 22-8 record (9-4 SEC), reaching the highest number of victories during the Ojeda era for the second consecutive year. The Lady Vols have now produced back-to-back seasons of at least 21 victories for the first time since 2002-03. It is the winningest two-year stretch for the program since those two years.

This season, the team triumphed over 12 ranked opponents, including seven in the top 25, notably snapping No. 1 Oklahoma State's 29-match winning streak. The Big Orange clinched a 4-2 win, propelling them to the NCAA Elite Eight for the first time since 2010. Furthermore, they secured a 4-3 victory against No. 8 UCLA, earning a spot in the Final Four for only the second time in program history. Tennessee was the lowest seed to ever reach the semifinals since the birth of the 64-team era in 1999.

Ojeda was named the National ITA Wilson Coach of the Year and the ITA Ohio Valley Region Coach of the Year, first-year associate head coach Matias Marin was selected as the ITA Ohio Valley Region Assistant Coach of the Year, while Sofia Cabezas and Elza Tomase earned ITA All-American honors. The trio of Cabezas, Tomase and Catherine Aulia garnered All-SEC selections. Esther Adeshina earned the ITA Ann Lebedeff Leadership Award.

MEN'S TENNIS

The men's tennis program advanced to the quarterfinals of the NCAA Championships under the direction of head coach Chris Woodruff and was one of four programs to be ranked in the top 10 nationally for the entirety of the season. Johannus Monday was tabbed the SEC Player of the Year for the second straight year and earned First Team All-SEC honors alongside Shunsuke Mitsui.

Monday garnered an ITA Singles All-America accolade for the fourth consecutive season after a 25-3 dual singles record. He posted a 24-3 (10-0 SEC) mark at the No. 1 singles spot while also going 19-2 against ranked opponents. His 28-3 overall singles record for the season (.903) is tied for the second-best winning percentage in a season in program history.

Mitsui captured an ITA Singles All-America accolade after advancing to the NCAA Singles Round of 16. The rising senior went 23-6 in dual singles on the year primarily playing on the No. 2 court, including nine ranked victories and a 10-2 record in SEC play.

Angel Diaz and Monday gained All-America doubles status as a doubles pair. The duo was never ranked outside of the top 10 nationally for the entire season, and they finished the year eighth overall. They earned a 17-7 dual doubles mark together, including 11 victories against ranked foes. In SEC play, they tallied a 9-3 record and were placed as high as fourth in the national ITA doubles rankings.

ROWING

In Tennessee's first season under head coach Kim Cupini, Tennessee rowing recorded the best season in program history.

Starting the season ranked No. 17 in the Collegiate Rowing Coaches Association's (CRCA) Preseason Coaches' Poll, Tennessee ascended to a No. 3 national ranking by season's end.

The Lady Vols placed third nationally at the NCAA Championship in Sarasota, Florida, on June 2, earning a podium spot in two of the three Grand Final events while tallying 118 team points in all. Each of UT's three NCAA Championship crews set program bests for boat placement, as its First Eight finished third, the Lady Vol Second Eight crew placed third and its Four boat earned fifth place nationally.

Cupini earned CRCA National Coach of the Year and Big 12 Co-Head Coach of the Year honors in her first season at the helm on Rocky Top. In addition, the Tennessee coaching staff collectively earned the CRCA Staff of the Year Award.

Tennessee's regular season was highlighted by dominant outings at the Big Ten Invitational in Sarasota and Lake Wheeler Invitational in back-to-back weekends, placing a bow on the month of April. Victorious in 14 of its 15 races at the Big Ten Invitational and sweeping all 15 of its races at Lake Wheeler, Tennessee entered the postseason with resounding momentum.

At the Big 12 Championships, the Lady Vols tied their best-ever finish, placing second as a team and medaling in all five boats. Sarah Abrams, Alice Fahey, Meg Flanagan, Sasha Radovanovic and Emma Seawright each earned All-Big 12 Team recognition following the event's conclusion.

Tennessee then entered its 10th NCAA Championships appearance all-time and second since 2010 with a trio of top-seven-seeded boats.

Under Cupini's direction in year one, Tennessee upped its all-time First Team All-American count from three to seven, as Abrams, Fahey, Flanagan and Radovanovic each achieved CRCA Pocock First Team All-America status. Those four served as the first First Team All-Americans at Tennessee since Chelsea Pemberton achieved that feat in 2004.

Further, Emma Seawright earned All-America Second Team honors. Overall, Tennessee's five 2024 All-America selections mark such honors Nos. 14-18 for the program all-time.

Tennessee's 1V8+ crew accounted for a stellar 44-4 boat record in the spring season, earning Big 12 Boat of the Week honors on April 24. Its Second Eight crew posted a 42-6 mark, while the 1V4+ boat capped the year at 38-9. That totals out to a combined record of 124-19 (.867) for the Lady Vols' trio of NCAA Championship crews in 2024.

BASEBALL

The Tennessee baseball program reached the mountain top in 2024, winning the first National Championship in program history by defeating Texas A&M in the Men's College World Series Finals. Led by ABCA National Coach of the Year Tony Vitello, the Volunteers became the first SEC team to ever win 60 games in a season, finishing with an incredible 60-13 overall record. UT also became just the fourth program in history to win the SEC regular season crown, the SEC Tournament title and the National Championship in the same year, cementing itself as one of the greatest college baseball teams ever.

Tennessee had seven players earn postseason All-America honors, led by consensus first-team selections Blake Burke (unanimous) and Christian Moore. Joining Burke and Moore as All-Americans were Drew Beam, AJ Causey, Dylan Dreiling, Dean Curley (Freshman Team) and Dylan Loy (Freshman Team).

The trio of Moore, Burke and Dreiling had a heavy hand in UT's record-setting power numbers as the Big Orange led the nation with a program-record 184 home runs, which ranks second in NCAA Division I history, just four shy of LSU's NCAA record of 188 homers in 1997. The Vols became the first team in NCAA history to have five players hit 20 or more home runs in a single season, led by Moore's program record 34 long balls. Dreiling (23), Billy Amick (23), Burke (20) and Kavares Tears (20) were the other players to reach the 20-homer mark in 2024.

Tennessee's pitching staff was once again one of the best in the nation, as well, finishing sixth in the country with a 3.89 ERA. The Vols also finished in the top five nationally in strikeout-to-walk ratio, walks allowed per nine innings and WHIP. Senior lefty Zander Sechrist put together one of the most dominant postseasons in program history, posting a 4-0 record with a 1.57 ERA over five starts which included victories in the SEC Tournament semifinal, NCAA Knoxville Regional final and game three of the NCAA

Knoxville Super Regional to send UT to Omaha for the seventh time in program history. Sechrist led the Vols to two more wins during their MCWS championship run, tossing a career-high tying 6.1 innings in a win over Florida State to send Tennessee to the championship series before striking out seven batters over 5.1 innings of one-run ball in the winner-take-all game three of the finals.

Sechrist was one of four Vols named to the MCWS All-Tournament Team, along with Moore, Curley and Dreiling, who was also named the tournament's Most Outstanding Player after batting .542 with three home runs and 11 RBIs in Omaha, including going 7-for-12 with seven RBIs in the finals. The Kansas native became the first player in MCWS history to homer in all three games of the finals and also had the walk-off hit in UT's thrilling comeback victory over Florida State in its opening game of the tournament.

SOFTBALL

The 2024 Tennessee softball season saw the Lady Vols make history as they won the SEC regular season title in back-to-back seasons for the first time in program history. Tennessee displayed its dominance throughout the title run, winning all eight of its SEC series.

Tennessee earned a No. 3 national seed in the 2024 NCAA Softball Tournament – the highest seeding in program history. The postseason appearance was its 21st overall and 20th consecutive – advancing to the postseason every year since 2004 and hosting 19 straight regional rounds in Knoxville.

The Big Orange swept through the Knoxville Regional before falling in three games in the Knoxville Super Regional.

Eight Lady Vols and head coach Karen Weekly earned SEC postseason awards. Weekly was named SEC Coach of the Year for the second year in a row and for the fourth time during her tenure on Rocky Top.

In the circle, sophomore Karlyn Pickens was tabbed as the league's pitcher of the year – joining Monica Abbott as the only Lady Vols to bring home the honor.

McKenna Gibson, Payton Gottshall, Taylor Pannell, Pickens and Rylie West garnered All-SEC First Team accolades – while Kiki Milloy, Sophia Nugent and Zaida Puni landed second-team recognition.

Pickens was tabbed a consensus first-team All-American by the NFCA, D1Softball and Softball America. Gottshall earned first-team All-America accolades from the NFCA, while garnering second-team recognition from D1Softball and Softball America. Milloy was named a second-team All-American by Softball America.

Leadership Representation - The University of Tennessee, Knoxville, is well-represented in national and conference leadership. The following individuals serve in significant leadership roles at the conference and national level:

- Chancellor Donde Plowman completed Year 1 of a two-year term as Vice President of the SEC's Executive Committee.
- Omari Thomas (Football) served on the 2023-24 SEC Football Leadership Council.
- Jahmai Mashack (Men's Basketball) served as Vice Chair of the 2023-24 SEC Men's Basketball Leadership Council.
- Jewel Spear (Women's Basketball) served on the 2023-24 SEC Women's Basketball Leadership Council.
- Charlie Krone (Men's Swimming & Diving) and Sheya Lavin (Rowing) served on the 2023-24 SEC SAAC Leadership Council.

Additional Highlights

- Rylie West (Softball) added the university's highest student honor to her impressive list of academic and athletic accolades as she was named a Torchbearer for her commitment to comprehensive excellence. Rylie was the 30th student-athlete and second consecutive softball student-athlete to receive the honor.
- In collaboration with the Haslam College of Business, the College of Communication and Information, and the Anderson Center for Entrepreneurship, Tennessee Athletics delivered the third year of comprehensive Name, Image, and Likeness programming, culminating in a minor in entrepreneurship.
- The VOLeaders Academy delivered the ninth year of comprehensive and best-in-class leadership development programming, including a sport-based international exchange in South Africa and Botswana.
- In its second year, the Tennessee-Rwanda Leadership Experience (TRLE), pronounced "Trail", a unique international, educational partnership between the Division of Diversity & Engagement and the Thornton Athletics Student Life Center, provided student and student-athlete leaders from across campus an opportunity to engage in a 10-day, two-way cultural immersion experience in Rwanda. In total, 29 undergraduate and graduate student leaders and staff across numerous academic disciplines, engaged in a series of pre-departure lectures, discussions, and workshops before spending 10 days in Rwanda engaging with governmental and local organizations to learn about the history of Rwanda from the genocide to rebirth, economic and educational investments, and efforts to address agricultural and social issues facing Rwandan communities.

1. The Role of Intercollege Athletics

The role of intercollegiate athletics at the University of Tennessee, Knoxville is to provide students with opportunities for participation in intercollegiate athletics in an environment that encourages the achievement of academic excellence and athletic success while maintaining a proper balance between participation in athletics and the educational and social life common to all students.

2. Roles, Responsibilities, and Functions of the Faculty Athletics Representative

The Faculty Athletics Representative (FAR) is appointed by the Chancellor to assist the Chancellor in maintaining oversight of the intercollegiate athletics program with respect to academic success, academic integrity, student-athlete well-being, and compliance. The FAR works closely with the Chancellor, the Provost, the Athletics Director, the Associate Provost/Senior Associate Athletics Director (Director of the Thornton Center), the faculty, athletics compliance office, and other intercollegiate athletics and academics personnel to support a campus environment in which intercollegiate athletics is a vital component of the educational program. The University of Tennessee, Knoxville, currently has Co-FARs Dr. Don Bruce, who has served in this role for over a decade, and Dr. Matt Harris, who has provided additional leadership for the last three years. Specific responsibilities assigned by the Chancellor to the FAR include:

- Represent the University and the faculty in the university's relationship with the NCAA and the Southeastern Conference
- Review proposed competition schedules to monitor student-athlete time demands and class schedules
- Work closely with the Athletics Director, the Director of the Thornton Center, and the Thornton Center staff to review and evaluate academic and general support services for student-athletes
- Receive regular reports and monitor the academic performance of individual student-athletes and teams, report these results to the Chancellor, and work constructively and cooperatively with coaches and students to assist student-athletes in their academic pursuits
- Participate in the review of student-athlete exit interviews
- Address any faculty concerns regarding the practice and competition schedules for athletes and foster open communication between the Athletics Department
- Report to the Faculty Senate on matters relating to intercollegiate athletics and the role of the intercollegiate athletics program on campus
- Engage with the Chancellor on matters involving SEC and NCAA compliance matters
- Participate in the examination and reporting of possible violations of NCAA, Southeastern Conference, and institutional policies and procedures
- Work as part of a team to meet responsibilities for certifying student-athlete eligibility
- Work cooperatively with and support the work of the Athletics Compliance Office.
- Work as a part of the team in the development of appeals, reports, and other correspondence to the NCAA and the Southeastern Conference, as outlined in the NCAA Manual and the Southeastern Conference Manual and Commissioner's Regulations.

3. How the Chancellor Measures Intercollegiate Athletics Success

The Chancellor expects the Athletics Department to foster the pursuit of academic excellence and academic integrity by student-athletes; inspire and support the achievement of individual and team championship performance; conduct intercollegiate athletics programs consistent with both the letter and spirit of the policies and regulations set forth by the National Collegiate Athletics Association, the Southeastern Conference, and the University of Tennessee, Knoxville; operate fiscally in a self-sufficient, responsible, and transparent manner; establish and enforce expectations for standards of behavior for coaches, staff, and student-athletes appropriate to their positions as representatives of the university; and overall to be a source of pride for the university's students, alumni/ae, and supporters.

4. NCAA Academic Progress Rate (APR) Scores

Table 1

2022-2023 Academic Progress Rate by Sport

Sport	Men's/ Women's	Single-Year APR	Multi-Year APR	5-Year Trend APR
Baseball	Men	978	978	-3
Basketball	Men	1000	1000	+35
Basketball	Women	1000	985	+7
Cross Country	Men	1000	1000	=
Cross Country	Women	1000	1000	+12
Football	Men	965	945	-25
Golf	Men	1000	995	+2
Golf	Women	1000	1000	=
Rowing	Women	1000	998	+7
Softball	Women	979	987	-5
Soccer	Women	990	977	-10
Swimming	Men	1000	973	-17
Swimming	Women	1000	993	-3
Tennis	Men	960	970	-19
Tennis	Women	1000	1000	=
Track & Field	Men	992	989	+16
Track & Field	Women	975	983	-17
Volleyball	Women	1000	1000	+16

Note: Campus APR Benchmark: SEC Peers

Corrective Action(s)

No corrective actions are necessary.

5. NCAA Graduation Success Rate (GSR) Scores

Table 2

2023-2024 Graduation Success Rate by Sport

Sport	Men's/ Women's	Single-Year GSR	Multi-Year GSR	5-Year Trend GSR
Baseball	Men	100	100	+14
Basketball	Men	100	89	-1
Basketball	Women	100	100	+9
Football	Men	80	85	+11
Golf	Men	100	100	+20
Golf	Women	100	100	=
Rowing	Women	86	95	-5
Softball	Women	100	100	=
Soccer	Women	75	95	+15
Swimming	Men	100	87	-6
Swimming	Women	100	100	+8
Tennis	Men	100	100	=
Tennis	Women	100	100	=
Track & Field	Men	100	87	+2
Track & Field	Women	100	100	+5
Volleyball	Women	100	94	-6

6. Athletics' Department Benchmarks

Academic Progress Rate

All teams are benchmarked against SEC peers on an annual basis

Graduation Success Rate

All teams are benchmarked against SEC peers on an annual basis

Academic and Admissions

All teams are benchmarked against SEC peers on an annual basis

7. Admissions

Student-Athlete Admissions Policy

The Special Considerations Admissions Committee

The Special Considerations Admission Committee (SCAC) reviews the admissions files of first-year applicants referred by the Undergraduate Admissions Holistic Review Committee. Admission files referred to SCAC may include applicants with special or unique talents or who have overcome significant life-altering obstacles and/or whose contributions would add to the overall strength of the University.

Referral of a file to the SCAC will generally be triggered by the calculation of the Institutional Rating (IR) from an applicant's UT Core GPA and ACT (composite) or SAT (quantitative plus verbal) score. The IR is based on (a) GPA divided by 4 and (b) ACT divided by 36 or SAT divided by 1600, whichever is higher. Test scores are not converted from ACT to SAT metrics or vice versa for the purposes of calculating an applicant's IR. The specific calculation of IR double-weights the GPA, such that $IR = \{(GPA/4) + (GPA/4) + (ACT/36)\} / 3$.

Applicants who are not otherwise denied admission will be automatically referred to the SCAC if they have any of the following:

- an IR below 0.55
- a UT Core GPA below 2.0
- an ACT composite below 16 or
- an SAT Redesign composite below 890

Others with an IR at or above 0.55 may be referred to the SCAC at the discretion of Admissions. Voting members of the SCAC are the Provost (chair), the Faculty Athletics Representative (FAR), an at-large member of the tenured faculty appointed by the Provost, and a representative of the Faculty Senate appointed by the Faculty Senate President. The Vice Provost of Enrollment Management, Assistant Vice Provost for Enrollment Management and Director of Undergraduate Admissions, University Registrar, Associate Vice Provost for Student Success, Director of the Thornton Center, and Compliance Officer for intercollegiate athletics serve as ex-officio members of the committee. Professional staff members or departmental faculty may be asked to attend committee meetings as an information source. On occasion, other UT faculty or staff may be asked to attend to supply information for the committee.

A letter of support from a UT faculty or staff member (head coach in the case of a student-athlete applicant) must be submitted for all students appearing before the committee. In the letter, the faculty or staff member should discuss the academic prospects for the

student, the reasons (as far as they are known) for poor high school and/or test performance, the value of the student to the University, and the faculty or staff member's plan for the student's academic success. SCAC will consider all information provided, including any statement the student wishes to make regarding his/her reasons for wanting to attend The University of Tennessee and the academic challenges he/she will face on campus. All students whose applications are discussed by the committee must be interviewed in advance by a member of the Thornton Center or Student Success Center, who will report on the results of the interview.

Limits

Table 3

Counter Limits by Sport

Sport	Cumulative Squad Limit
Football	1 2
Baseball, Men's Basketball, Women's Basketball, Rowing, Soccer, Softball, Men's Swimming & Diving, Women's Swimming & Diving, Men's Track & Field/Cross Country, Women's Track & Field/Cross Country	4
Men's Golf, Women's Golf, Men's Tennis, Women's Tennis, Volleyball	2

There is no institutional limit on the number of students with an IR of 0.55 or above who may be admitted by the SCAC. Student-athletes with an IR below 0.55 may be admitted subject to cumulative limits for each sport, as shown in the table below. These are binding limits, such that teams already at the cumulative limit will generally not be permitted to admit new counters. There is no cumulative counter-limit for non-athletes.

8. Declared Majors

Table 4

Comparison of Majors for Student-Athletes (SA) and Non-Student-Athletes (NSA)

Major Title	SA	NSA	Major Title	SA	NSA
Accounting	6	602	Mechanical Engineering	11	891
Accounting (Master's)	2	72	Mechanical Engineering (Master's)	1	51
Advertising	5	281	Medical Physics	1	18
Aerospace Engineering	3	388	Music	1	196
Aerospace Engineering (Master's)	1	41	Neuroscience	4	517
Agric Lead/Educ/Comm	2	88	Nuclear Engineering	1	205
Agric Lead/Educ/Comm (Master's)	28	103	Nursing	5	987
Animal Science	2	484	Nutrition	6	222
Anthropology	5	401	Philosophy	1	42
Architecture	4	363	Physics	1	124
Audiology/Speech Pathology	3	285	Political Science	6	597
Biological Sciences	13	817	Pre-Professional Programs	6	540
Biomedical Engineering	2	383	Psychology	18	1272
Biosystems Engineering	2	58	Public Health	3	62
Business Adm Exploratory	11	528	Public Health (Master's)	1	131
Business Administration (Master's)	6	366	Public Relations	2	246
Business Analytics	9	806	Recreation /Sport Management	71	522
Chemical Engineering	2	263	Recreation /Sport Management (Master's)	4	48
Chemistry	2	134	Retail & Merchandising Management	2	56
Child and Family Studies	5	181	Retail and Consumer Sciences	1	43
Civil Engineering	4	414	Social Work	1	232
Communication And Information (Master's)	2	212	Sociology	14	289
Communication Studies	55	381	Special Education	1	66

Const Science & Ag Systems	1	126	Studio Art	2	90
Const Science & Management	1	152	Supply Chain Management	16	1482
Economics	4	225	Sustainability	1	54
Ed Health Hum Science Exploratory	1	53	Teacher Education	2	313
Education	2	379	Therapeutic Recreation	9	181
Electrical Engineering	1	203	Undeclared	2	53
English	2	246	University Advanced Transition	2	40
English (Master's)	1	32	University Early Transition	2	195
Environmental & Soil Sciences	1	91	University Exploratory	17	641
Finance	21	1693	University Undecided	3	96
Food and Agricultural Business	2	85			
Forestry	1	112			
Geology and Environmental Studies	2	98			
Global Studies	1	40			
Graphic Design	1	108			
Hospitality & Tourism Management	8	113			
Human Resource Management	1	104			
Information Sciences	6	196			
Interdisciplinary Programs	1	156			
Interior Architecture	2	190			
Journalism & Electronic Media	23	469			
Kinesiology (Master's)	54	1256			
Kinesiology (Master's)	1	38			
Management	25	1044			
Management and Human Resources (Master's)	10	57			
Marketing	24	1732			
Marketing (Master's)	2	28			
Mathematics	2	117			

9. Academic Integrity

Policies

Student-athletes are held to the same policies, standards, and conduct process for all students at the University of Tennessee, which can be found in the Honor Statement in the Student Code of Conduct:

The University utilizes an Honor Statement that reads, “As a student of the University, I pledge that I will neither knowingly give nor receive any inappropriate assistance in academic work, thus affirming my own personal commitment to honor and integrity.” The Honor Statement prohibits cheating, plagiarism, and any other type of academic dishonesty.

Consistency in Policies and Standards

The faculty and staff of the University of Tennessee, Knoxville, apply the same academic integrity standards to all students, regardless of their athletic status.



ANNUAL REPORT TO THE EDUCATION, RESEARCH, AND SERVICE COMMITTEE

2023-2024

The University of Tennessee at Martin



Report Prepared by:

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Background

As required by BT0015, the Chancellor of each campus with an intercollegiate athletic program must provide a written report to the Education, Research, and Service Committee through the Vice President for Academic Affairs and Student Success. Annually, at the fall meeting, this report ensures that the Board receives information sufficient to understand and monitor student-athlete academic progress and academic integrity in the intercollegiate athletic programs.

Key Terms

National Collegiate Athletic Association (NCAA)

The National Collegiate Athletic Association is a member-led organization dedicated to college athletes' well-being and lifelong success. NCAA schools award nearly \$3.5 billion in athletic scholarships yearly and provide vast support to help student-athletes graduate at a rate higher than their general student peers. More than 500,000 college athletes across all three divisions compete for about 1,100 member schools in all 50 states, the District of Columbia, Puerto Rico, and even Canada. Regardless of where they start, student-athletes strive to end each season at one of the NCAA's 90 championships in 24 sports.

Student-Athlete

A student-athlete is a participant in an organized competitive sport sponsored by the educational institution in which the student is enrolled. Student-athletes are full-time students and athletes at the same time. Colleges offer athletic scholarships in many sports.

Academic Progress Rate (APR)

Implemented in 2003 as part of an ambitious academic reform effort in Division I, the Academic Progress Rate (APR) 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 emerged when Division I presidents and chancellors sought a more timely assessment of academic success at colleges and universities. At the time, the best measure was the graduation rate calculated under the federally mandated methodology based on a six-year window and did not take transfers into account. The APR system includes rewards for superior academic performance and penalties for teams that do not achieve certain academic benchmarks. Data are collected annually, and results are announced in the spring.

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.

Teams must earn a four-year average APR of 930 to compete in championships. While the APR is intended as an incentive-based approach, it does come with a progression of penalties for teams that underperform academically over time. The first penalty level limits teams to 16 hours of athletics activities 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 athletics activities and competition reductions, either in the traditional or non-championship season, to the first-level penalties.

Graduation Success Rate (GSR)

NCAA members, particularly presidents and chancellors, asked the NCAA in the early 2000s to develop a measure of student-athlete graduation success that more accurately reflects modern-day patterns of student enrollment and transfer. As a result, the NCAA created the Graduation Success Rate (GSR) for Division I and the Academic Success Rate (ASR) for Division II. The NCAA GSR differs from the federal calculation in two important ways. First, the GSR holds colleges accountable for those student-athletes who transfer into their school. Second, the GSR does not penalize colleges whose student-athletes transfer in good academic standing. Essentially, those student-athletes are moved into another college's cohort. The Division II ASR includes student-athletes who did not receive athletic aid but did participate in athletics.

Faculty Athletics Representative (FAR)¹

The faculty athletics representative (FAR) plays an important role on college campuses, providing oversight of the academic integrity of the athletic program and serving as an advocate for student-athlete well-being. The National Collegiate Athletic Association (NCAA) requires each member institution to appoint a FAR who must be on the faculty or administrative staff and may not hold a position in the athletic department.

¹ See <https://www.ncaapublications.com/productdownloads/FAR13.pdf> for the results of a survey of over 650 FARs that provides additional information on this important role.

Campus Highlights and Points of Pride

Another remarkable year is in the books for UT Martin Athletics as our student-athletes once again raised the bar for our department in terms of athletic, academic, and social success in 2023-24.

On the playing field, three separate programs claimed Ohio Valley Conference championships. Our football and beach volleyball teams each completed a three-peat of the OVC regular season championships, while our men's basketball program won an OVC regular season title for the first time in 15 years. Additionally, our women's basketball team advanced to the NCAA Tournament for their 10th postseason berth in the last 14 seasons, and our equestrian program finished the season ranked No. 9 in the nation.

Our recent string of academic accomplishments continued this year as our student-athletes registered a 3.24 cumulative Grade Point Average in both the fall and spring semesters. This marks the ninth consecutive semester where our departmental cumulative GPA was above 3.20, extending our school record in that category. We had a record number of student-athletes walk across the stage for graduation in May, which is the most important stat that we can boast for the 2023-24 season.

When it comes to community service, our student-athletes went above and beyond, thanks in large part to our Student-Athlete Advisory Committee. We partnered with the Upper West Tennessee Special Olympics - Area 7 group for multiple events throughout the year, including a "Play Unified Day" in October and the West Tennessee Special Olympics Spring Games in April. Additionally, our student-athletes raised nearly \$1,000 of their own money for the annual "Hawks for the Holidays" initiative, which included shopping, wrapping, and delivering presents to area families/children. Our SAAC participants also visited Holic Powell Elementary School in Dyersburg for "Take A Skyhawk To School Day", which was a rousing success.

1. The Role of Intercollegiate Athletics

The role of the Department of Intercollegiate Athletics on the campus of UT Martin is to provide a sense of campus unity, promote the visibility of the campus, provide essential life skills to the students involved in athletics, and improve the level of student satisfaction to encourage retention. The athletic department offers a culture of campus unity by giving students a sense of pride in the institution and events to attend to provide all students with a complete collegiate experience. The success of the programs within the athletic department gives students an incentive to attend events and bond with their colleagues and classmates on this basis.

The athletic department promotes the campus's visibility by maintaining membership with the Ohio Valley Conference. This Conference spans five states and exposes students to UT Martin who might otherwise have no knowledge of the campus. In addition, the athletic department recruits outside of the state of Tennessee and represents a significant proportion of the out-of-state students on campus, allowing for further visibility for states that would not otherwise be reached.

The athletic department also provides essential life skills to the students involved in athletics, whether as an athlete, student worker, or otherwise. UT Martin athletics dedicates significant time and resources to promoting life skills to athletes who may not be able to participate in such programs outside of their participation in athletics. These include training for job interviews, coping with mental health concerns, maintaining financial well-being, and many other skills that cannot be attained through traditional educational methods. Finally, the athletic department helps improve student satisfaction to promote retention. All of the above-listed roles play a part in student satisfaction. The entire campus benefits from the athletic department's success by increasing the student body's satisfaction and retention rates.

2. Roles, Responsibilities, and Functions of the Faculty Athletics Representative

The faculty athletics representative abides by the OVC policies and procedures for their level of oversight and other functions. The functions and responsibilities listed herein are mandated by the NCAA and/or OVC regulations.

Administratively, the faculty athletics representative:

- Shall have access to and meet with the Chancellor on an as-needed basis;
- Should serve as a liaison between athletics and the University faculty and administration;
- Should be a member of the University athletics board/committee;
- Should participate on search committees for a Director of Athletics and any other search committees as assigned by the athletic director;
- Should attend OVC meetings; and
- Shall be a member of the Conference Board of Faculty Athletics Representatives and fulfill the duties of the Board as prescribed in the OVC Constitution

Academically, the faculty athletics representative:

- Shall sign OVC eligibility and other applicable forms;
- Shall oversee the OVC Scholar-Athlete nomination and award process;
- Shall coordinate the submission of student-athlete data for the OVC Commissioner's Honor Roll, OVC Medal of Honor, and the OVC Academic Achievement Awards;
- Shall review student-athlete participation schedules and frequency of missed class time for all sports sponsored by the institution and
- Shall review annual academic progress data (e.g., Academic Progress Rate, Graduation Success Rate) and share this information with campus constituents (e.g., faculty senate, university board).

Regarding student-athlete well-being, the faculty athletics representative:

- Shall review all proposed OVC regular season and post-season schedules and provide feedback to the Board of Senior Woman Administrators and the Board of Directors of Athletics on student-athlete well-being on campus;
- Should monitor and promote student-athlete well-being on campus;
- Should maintain regular contact with the university's Student-Athlete

Advisory Committee;

- Should promote academic enhancement of student-athletes; and
- Should participate in student-athlete exit interviews and surveys.

Regarding compliance, the faculty athletics representative:

- Shall administer the NCAA Coaches Certification Exam;
- Should assist the Athletic Compliance Administrator with appeals, waivers, and rules interpretations;
- Should participate in the NCAA Institutional Performance Program of the University athletics programs;
- Should participate in investigations of potential OVC and NCAA rules violations; and
- Should receive, in real-time, Level Three and Four violations and updates from the Athletic Compliance Administrator.

3. How the Chancellor Measures Intercollegiate Athletics Success

The Chancellor utilizes a combination of the following achievements to determine the success of athletics on campus: Academic Progress Rate, Graduation Success Rate, cumulative Grade Point Average for the department, budget, and fundraising. The primary measurement tools for the department's success academically are APR, GSR, and GPA. The Academic Progress Rate and the Graduation Success Rate reports are compiled for the NCAA yearly to measure the department's success at the national level. Therefore, using the same measurements on a campus level is appropriate. The Chancellor's benchmarks in these areas are higher than the NCAA benchmarks required to avoid penalties. The Academic Progress Rate goal is for all programs to earn a single-year rate of 950 or above. The goal for the Graduation Success Rate is for all programs to equal to or exceed 75%. The annual cumulative grade point average goal is for each program to reach 2.95 or above. Fourteen of the fifteen programs evaluated met this threshold for the 2022-23 academic year. This is on par with the performance in this area during the previous academic year.

From a budgetary standpoint, the benchmark should present no deficit at the end of the fiscal year. Lastly, for fundraising, the Chancellor measures success by determining if gift pledges to the athletic department show an increase by at least fifteen percent for the fiscal year based on a rolling average of gift pledges to the athletic department for the past five fiscal years. Dr. Freeman has identified engagement and service within the community as high priority. The Athletic Department requires each student-athlete to complete at least 12 hours a year, which has placed the department at the forefront of community service. The Chancellor expects this to continue and evolve in the future years. From an athletic standpoint, finishing in the top half of the conference in the Commissioner's Cup is another priority of the Chancellor.

4. NCAA Academic Progress Rate (APR) Scores

Table 1:

Academic Progress Rate by Sport

Sport	Men's/Women's	Single-Year APR	5-Year Trend APR
Baseball	Men's	1,000	981
Basketball	Men's	977	949
Basketball	Women's	958	982
Cross Country	Men's	1,000	993
Cross Country	Women's	1,000	1,000
Football	Men's	936	947
Golf	Men's	1,000	1,000
Rifle	Mixed	1,000	980
Soccer	Women's	987	988
Softball	Women's	1,000	1,000
Track	Men's	1,000	998
Track	Women's	1,000	983
Volleyball	Women's	953	984
Beach Volleyball	Women's	1,000	1,000

Campus APR Benchmark: The institution strives to meet the NCAA-designated benchmarks for Academic Unit funding regarding APR. The departmental score that would qualify UT Martin for the Academic Unit funding is a single-year score of 985. This academic year, the single-year departmental rate was 985, marking the first year since the inception of the Academic Unit Funding that the department reached this benchmark and received a disbursement.

Corrective Action(s)

NCAA Graduation Success Rate (GSR) Scores

Table 2:

Graduation Success Rate by Sport

Sport	Men's/Women's	Single-Year GSR	5-Year Trend GSR
Baseball	Men's	81	84
Basketball	Men's	80	79.2
Basketball	Women's	90	92.2
Cross Country/Track	Men's	69	74.4
Cross Country/Track	Women's	95	90.8
Football	Men's	66	65.2
Golf	Men's	100	100
Rifle	Mixed	90	86.6
Soccer	Women's	92	89
Softball	Women's	96	99.2
Tennis	Women's	100	100
Volleyball	Women's	100	89.4

5. Athletics Department Benchmarks

The athletic department uses Academic Progress Rates and Graduation Success Rates to help measure the success of each coach and their programs annually. There are specific benchmarks that the programs have to meet to be considered in good standing with the athletic department. These have shifted slightly with the introduction of the Academic Unit Funding provided by the NCAA, starting with the 2019-20 academic year. To receive a portion of the funds distributed, the institution must achieve one of the following: a single-year APR rate of 985 or higher, GSR for the most recently available year is 90% or higher, or the difference between student-athlete and student-body rates for most recently published FGR is at least 13 percentage points. These parameters are now considered when determining the annual success of the coaching staff.

Academic Progress Rate

NCAA regulations require that the program have a multiyear rate of 930 or higher. This is the base of the institutional evaluation as well. If a program's single-year rate falls below 930, the program is subjected to additional monitoring and oversight by the compliance office. This comes in the form of education and an in-depth evaluation of their APR for the most recent years to determine missteps that caused the lower score. The program will also face restrictions on recruiting, requiring the compliance office and the Athletic Director to play a more prominent role in determining whether an athlete can be issued signing papers or not. The recruiting restrictions will be based on analyzing that program's APR scores for the last five years to determine which types of recruits cause the most serious concerns for APR scores. For example, if midyear enrollee students have caused a significant loss of retention points for the program in question, the athletic director may deny a request for a midyear enrollee recruit. This incentivizes the coaches to provide additional attention to the area in question or avoid the problem altogether by minimizing the number of student-athletes presenting an APR issue in the past. Ultimately, to avoid additional oversight or monitoring in this area, programs are expected to have a single-year rate of 980 or above to increase the chances of reaching the benchmark of 985 as a department to receive Academic Unit Funding from the NCAA. Programs that fall between 930 and 980 must undergo a review of APR and additional education by the compliance office to help promote understanding and consideration of APR when making recruiting and roster management decisions.

The Chancellor's tool for measuring success regarding APR requires all teams present with a score of 950 or above the single-year rate. During the 2022-23 academic year, thirteen of the fourteen programs achieved this benchmark. The programs that do not meet the benchmark listed above undergo extensive education, evaluations, and recruitment monitoring to facilitate an increase in scores for that program. Nine programs achieved a perfect score throughout the 2022-23 academic year.

Graduation Success Rate

The Graduation Success Rate is based on the ability of the programs to graduate the student-athletes recruited to this institution. To determine the success of the programs on campus, the athletic department focuses on the trends of the specific sport in question. For example, if softball has maintained an 85% for the past five years, they are expected to maintain either the same or higher rates. If there is a drop in the graduation rate of a specific program, the compliance office will evaluate the lost points and request an explanation from the head coach. If the reason for the decrease in the rate is not justified once the coach provides an explanation, additional oversight, and education will be provided by the compliance office and Athletic Director in a similar manner to how programs are monitored if determined to be at risk in the area of APR.

The Chancellor's tool for measuring success regarding GSR is that all teams present with a percentage of 75% or above the single-year rate. During the 2022-23 academic year, ten of the twelve programs reached the Chancellor's tool for measuring success. The programs that do not meet the benchmark listed above undergo extensive education, evaluation, and recruiting monitoring to facilitate an increase in scores. Three programs—golf, tennis, and volleyball—achieved a perfect score throughout the 2022-23 academic year.

6. Admissions

Student-Athlete Admissions Policy

Graduates from high schools with state accreditation may enter the university by meeting one of the following criteria:

- A composite score of 19 or above on the American College Test (ACT) or 980 SAT (ERW+M) and a cumulative high school grade point average of 3.0 or above on a 4.0 scale, OR
- A composite score of 21 or above on the ACT or 900 SAT (ERW+M) and a cumulative high school grade point average of 2.7 or above on a 4.0 scale.

Graduates from high schools without state accreditation must meet one of the following criteria:

- A composite score of 21 or above on the American College Test (ACT) or 980 SAT (ERW+M) and a cumulative high school grade point average of 2.85 or above on a 4.0 scale

Students who have obtained a GED or HiSet Diploma

- An applicant 18 years or older who has not graduated from high school may be admitted to the university with appropriate GED or HiSET scores. Contact the Undergraduate Admissions Office (731-881-7020) for specific admission criteria information regarding ACT, GED, or HiSET test score requirements. The applicant's high school class must have graduated. Students must request their official test results be sent to UT Martin in addition to a transcript of any high school work completed. A student entering based on a GED / HiSET will be assessed and placed in the appropriate course(s) relative to their needs, including high school unit requirements.

The following high school courses are required for high school graduates.

- English: 4 units
- Algebra: 2 units
- Advanced Math: 2 units of geometry, trigonometry, calculus, or advanced mathematics
- Natural/Physical Science: 3 units; 1 must be a course in biology, chemistry, or physics
- U.S. History: 1 unit
- Social Studies: 1 unit of world history, European history, or world geography (may be fulfilled by completing two one-half unit courses)

- Foreign Language: 2 units in the same language
- Visual/Performing Arts: 1 unit of theater arts, visual arts, music theory, music history, vocal music, instrumental music, or art history

Student-athletes are expected to meet all the same admissions requirements as non-student-athletes. Institution policy requires that there are no departures from the standard admissions requirements for student-athletes.

Special Admissions

Conditional Admission

- The Conditional Admission Committee will review any student's file that does not meet regular admission requirements for our conditional admission program. There are a limited number of spots in this program each semester, so apply early for a greater chance of securing a spot.

Number of Conditional Admits of Student Body vs. Student-Athletes

- Number of conditional admits for the entire student body for Fall 2023: 973
- Number of conditional admits for the athletic department for Fall 2023: 19
- Rate: 1.9% of conditional admits were student-athletes

8. Declared Majors

Table 3

Comparison of Majors for Student-Athletes (SA) and Non-Student-Athletes (NSA)

Major Title	SA	NSA	Major Title	SA	NSA
Accounting	12	106	Geoscience	1	43
Ag & Natural Resources Syst Mgt	1	28	Health & Human Performance	59	253
Agricultural Business	22	302	Integrated Studies	7	277
Agriculture (General)	14	225	Interdisciplinary Studies	102	233
Art (BAA)	1	11	Management	42	282
Biology	7	73	Marketing	9	80
Business Administration	7	160	Mass Media & Strategic Comm	7	69
Cell & Molecular Biology	3	88	Mechanical Engineering	13	70
Chemistry	3	29	Natural Resources Mgt	4	102
Chemistry (BSCh)	2	7	Nursing	17	284
Computer Science	2	94	Political Science	1	55
Counseling	1	119	Post-Bac	1	42
Criminal Justice	14	166	Psychology	11	185
Cybersecurity	2	21	Secondary Education	2	74
Economics	4	36	Social Work	2	122
Engineering	9	121	Sociology	2	13
Exploratory:Hum & Fine Arts	1	26	Sports Coaching & Performance	9	12
Family and Consumer Science	3	53	Teaching	1	262
Finance	11	77	Veterinary Science & Technology	12	294

9. Academic Integrity

Policies

The University of Tennessee at Martin has identified quality undergraduate education as its primary objective. Commitment to this objective must include an obligation by all University community members to promote and protect the highest standards of integrity in the study, research, instruction, and evaluation. Dishonesty or unethical behavior does not belong at an institution that promotes knowledge and learning. The integrity of the academic process requires fair and impartial assessment by faculty and honest academic conduct by students. A student may be found to have violated this obligation if they:

1. Refers during an academic evaluation to materials, sources, or devices not authorized by the instructor;
2. Assists in an academic evaluation or assignment to another person in a manner not authorized by the instructor;
3. Receives assistance during an academic evaluation or assignment from another person in a manner not authorized by the instructor;
4. Possesses, buys, sells, obtains, or uses a copy of any materials intended to be used as an instrument of academic evaluation in advance of its administration;
5. Acts as a substitute for another person in any academic evaluation or assignment;
6. Utilizes another person as a substitute for him/herself in any academic evaluation or assignment;
7. Practices any form of deceit in an academic evaluation or assignment;
8. Depends on the aid of others, in a manner expressly prohibited by the instructor, in the research, preparation, creation, writing, performing, or publication of work to be submitted for academic credit or evaluation;
9. Provides aid to another person, knowing such aid is expressly prohibited by the instructor, in the research, preparation, creation, writing, performing, or publication of work to be submitted for academic credit or evaluation;
10. Indulges in plagiarism by presenting as one's own, for academic evaluation or assignment, the ideas, representations, or works of another person or persons without customary and proper acknowledgment of sources;
11. Submits the work of another person in a manner that represents the work to be one's own;
12. Knowingly permits one's work to be submitted by another person without the

instructor's authorization;

13. Attempts deceitfully to influence or change one's academic evaluation or record or
14. Indulges in conduct so disruptive as to infringe upon the rights of an instructor or fellow students during a class or examination session.

Consistency in Policies and Standards

The above-listed statement is the institution's posted Academic Integrity policy. The athletic department mirrors and enforces a policy identical to that of the campus as a whole.



**ANNUAL REPORT TO THE
EDUCATION, RESEARCH, AND
SERVICE COMMITTEE
2023-2024**

The University of Tennessee Southern



Report Prepared by:

Dr. Chris Mattingly, Director of Institutional Research & Faculty Athletics Rep

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Background

As required by BT0015, the Chancellor of each campus with an intercollegiate athletics program must provide a written report to the Education, Research, and Service Committee through the Vice President for Academic Affairs and Student Success. Annually, at the fall meeting, this report ensures that the Board receives information sufficient to understand and monitor student-athlete academic progress and academic integrity in the intercollegiate athletics programs.

The University of Tennessee Southern offers 18 varsity sports through the NAIA (8 men's, 9 women's, 1 co-ed), 4 junior varsity sports through the NAIA (2 men's, 2 women's), and 1 varsity club sport (co-ed). These are summarized in Table 1 below. The sports that started after 2017 haven't reached the six-year mark and are not included in the graduation rate statistics provided. Their start dates are noted in the graduation rate table.

Table 1

NAIA Sports at UT Southern

NAIA Sports			Non-NAIA
Men's	Women's	Co-Ed	Co-Ed
Baseball (*JV also)	Softball (*JV also)	Cheerleading	Clay Target
Basketball	Basketball		
Cross Country	Cross Country		
Golf	Golf		
Outdoor Track & Field	Outdoor Track & Field		
Soccer (*JV also)	Soccer (*JV also)		
Swimming	Swimming		
Tennis	Tennis		
	Volleyball		

Key Terms

National Association of Intercollegiate Athletics (NAIA)

The National Association of Intercollegiate Athletics (NAIA) is a college athletics association for small colleges and universities in North America. For the 2022-23 season, it has 250 member institutions, of which two are in British Columbia, one in the U.S. Virgin Islands, and the rest in the conterminous United States. The NAIA, whose headquarters is in Kansas City, Missouri, sponsors 28 national championships. The CBS

Sports Network, formerly CSTV, serves as the national media outlet for the NAIA. In 2014, ESPNU began carrying the NAIA Football National Championship. The NAIA was the first association to admit colleges and universities outside the United States. The NAIA began welcoming Canadian members in 1967. UT Southern is an NAIA institution.

National Collegiate Athletics Association (NCAA)

The National Collegiate Athletic Association is a member-led organization dedicated to college athletes' well-being and lifelong success. NCAA schools award nearly \$3.5 billion in athletic scholarships yearly and provide vast support to help student-athletes graduate at a rate higher than their general student peers. More than 500,000 college athletes across all three divisions compete for about 1,100 member schools in all 50 states, the District of Columbia, Puerto Rico, and Canada. Regardless of where they start, student-athletes strive to end each season at one of the NCAA's 90 championships in 24 sports. UT Knoxville, UT Chattanooga, and UT Martin are NCAA institutions.

Student-Athlete

A student-athlete is a participant in an organized competitive sport sponsored by the educational institution in which the student is enrolled. Student-athletes are full-time students and athletes at the same time. Colleges offer athletic scholarships in many sports.

Academic Progress Rate (APR)

Implemented by the NCAA in 2003 as part of an ambitious academic reform effort in Division I, the Academic Progress Rate (APR) 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 emerged when Division I presidents and chancellors sought a timelier assessment of academic success at colleges and universities. At the time, the best measure was the graduation rate calculated under the federally mandated methodology based on a six-year window, which did not take transfers into account. The APR system includes rewards for superior academic performance and penalties for teams not achieving specific academic benchmarks. Data are collected annually, and results are announced in the spring.

The Academic Progress Rate is unique to the NCAA. UT Southern, as an NAIA institution, does not calculate the APR. The metrics reported later in this document (graduate rate and retention rate) are the UT Southern metrics that most closely match the NCAA's ACR and GSR.

Graduation Success Rate (GSR)

The GSR is calculated only for student-athletes on a team that plays at the NCAA Division I level. An institution's GSR cohort for a given year includes the student-athletes in the federal cohort for that year as defined above (minus exclusions), as well as student-athletes who entered midyear and those who transferred into the institution from either two-year or four-year colleges (see below for more details on transfers). In the GSR, student-athletes who leave the institution but would have been academically eligible to compete in athletics if they had returned are removed from the cohort, thus reducing the denominator of the rate.

NCAA members, particularly presidents and chancellors, asked the NCAA in the early 2000s to develop a measure of student-athlete graduation success that more accurately reflects modern-day patterns of student enrollment and transfer. As a result, the NCAA created the Graduation Success Rate (GSR) for Division I and the Academic Success Rate (ASR) for Division II. The NCAA GSR differs from the federal calculation in two important ways. First, the GSR holds colleges accountable for those student-athletes who transfer into their school. Second, the GSR does not penalize colleges whose student-athletes transfer in good academic standing. Essentially, those student-athletes are moved into another college's cohort. The Division II ASR includes student-athletes who did not receive athletics aid but did participate in athletics. The Graduation Success Rate is unique to the NCAA. UT Southern, as an NAIA institution, does not calculate the GSR. The metrics reported later in this document (graduation and retention rates) are the UT Southern metrics that most closely match the NCAA's ACR and GSR.

Faculty Athletics Representative (FAR)¹

The faculty athletics representative (FAR) plays a vital role on college campuses, providing oversight of the academic integrity of the athletics program and serving as an advocate for student-athlete well-being. The National Collegiate Athletic Association (NCAA) requires each member institution to appoint a FAR who must be on the faculty or administrative staff and may not hold a position in the athletics department. The NAIA also utilizes a Faculty Athletics Representative. NAIA's Council of Faculty Athletics Representatives initiates policies to evaluate and implement academic standards. The Faculty Athletics Representative Association comprises all faculty athletics representatives on all NAIA campuses and provides professional development and leadership for the FARs.

¹ See <https://www.ncaapublications.com/productdownloads/FAR13.pdf> for the results of a survey of over 650 FARs that provides additional information on this important role.

Campus Highlights and Points of Pride

- Departmental GPA for 2023-24 was 3.21, with 15 teams above 3.0
- 18 of 19 teams made it to postseason
- Men's Basketball, Women's Soccer, Cheer, and Clay Target made it to National Tournaments
- Women's Cross Country and Women's Golf each sent their program's first individuals to Nationals
- Cheer won the SSAC championship
- Men's Basketball were the SSAC regular season champions and the SSAC tournament runner-up
- Women's Soccer reached the NAIA Championship Semifinal
- 60 SSAC All-Academic student-athletes
- 33 NAIA Daktronics Scholar-Athletes
- 27 Players of the Week
- Coach Dugan Lyne named SSAC Men's Basketball Coach of the Year
- Coach Keye Matthews named SSAC Cheer Coach of the Year
- Women's Cross-Country team earned USTFCCCA All-academic award
- Marina Nawa was named SSAC Women's Soccer Offensive Player of the Year, SSAC Women's Soccer Newcomer of the Year, and SSAC Women's Soccer Golden Boot recipient
- Marina Nawa named NAIA Player of the Week
- Kassidy Davis named SSAC Softball Newcomer of the Year
- Hannah Lindsey was named SSAC Softball Freshman of the Year
- Anna Grace Grooms was named SSAC scholar-athlete of the year
- Aubrie Miller named SSAC Cheerleading Base of the Year
- Colt Roberts named SSAC Cheerleading Tumbler of the Year
- Third consecutive year as NAIA Champions of Character Five-Star Gold Status

The Role of Intercollegiate Athletics

In Fall 2023, UT Southern enrolled 978 total students. Excluding the dual-enrolled students still in high school, there were 859 degree-seeking students. Intercollegiate athletics is a vital part of the UT Southern experience, with 39.6% of degree-seeking students participating in varsity athletics and 43.7% of degree-seeking students participating in the athletics program.

The Athletics Department lists among its division goals:

- To provide teams that should attract the interest of the student body and people in the community
- To be competitive with other teams in our conference
- To recruit high-quality athletes who should strive to excel in athletics and academics
- To graduate a high percentage of athletes
- To maintain a high-quality coaching staff who lead by positive examples

At a small school like UT Southern, athletics contributes to creating a positive environment for all students, not just student-athletes. While athletic programs at all schools serve as a pillar of pride for several students, at a small school with a high percentage of athletes, it's essential to create that community that comes from cheering on classmates and friends in athletic competition. At such institutions, student-athletes comprise a high percentage of the overall student population and are widely known across the campus.

The Athletics Department also values the phrase "student-athletes." Athletes learn that they are students and that their academics take priority over their athletics. The Athletics Department tries to exceed the institution's overall average retention and graduation rates by having high standards for student-athletes and holding them accountable for their academics. Additionally, through the NAIA's Champions of Character initiative, athletics hopes to create well-rounded people who make good choices in all aspects of their lives. UT Southern participates in the Champions of Character initiative and has again achieved Gold Star status for the 2023-24 school year by promoting the five core values (Integrity, Respect, Responsibility, Sportsmanship, and Servant Leadership) in its student-athletes and staff.

1. Roles, Responsibilities, and Functions of the Faculty Athletics Representative

According to the NAIA Handbook (Article I, Section C)

“A faculty athletics representative shall:

- a. Be appointed by the chief executive officer of the institution to represent the institution in the development of sound educational policies for athletics;
- b. Be a regular member of the faculty but not assigned as a coach or athletics administrator;
- c. Be charged with the responsibility of ensuring that all participants in the intercollegiate competition are eligible to follow the rules and regulations of the Association before they represent the institution in any manner;
- d. Meet with the institution’s chief executive officer to review NAIA and conference issues regarding academics and athletics;
- e. Participate (either in person or via conference call) in any conference-wide meeting that is set for the purpose of rules education;
- f. Participate (either in person or via conference call) in conference meetings when items on the agenda are pertinent to the faculty member’s role as the faculty athletics representative of their institution;
- g. Be encouraged to attend the first NAIA National Convention occurring after being appointed faculty athletics representative; and
- h. Work with the athletics director to provide a rules education program consistent with the best practices approved and published by the Council of Faculty Athletics Representatives. Such a program shall include educating the institution’s:
 1. Administrators who participate in eligibility certification (e.g., registrar, newly appointed faculty athletics representative, or athletics director);
 2. Sports coaches;
 3. Student-athletes; and
 4. Appropriate faculty (including advising centers).”

At UT Southern, the current Faculty Athletics Representative is a tenured associate professor of Mathematics who also serves as the Registrar and Director of Institutional Research.

In his role with athletics, the FAR reports directly to the Chancellor and works closely with the Director of Intercollegiate Athletics and coaches to ensure the athletics program's eligibility and integrity.

2. How the Chancellor Measures Intercollegiate Athletics Success

The Chancellor supports the aims and objectives of the National Association of Intercollegiate Athletics (NAIA) to promote the development of athletics as an integral part of the educational offerings of member institutions. Intercollegiate athletic success is measured primarily by the retention and success of student-athletes. Each team is evaluated by its members' retention and academic performance as reported to the Chancellor. Coaches are evaluated by the progress their team is making in their particular sport and the progress of each athlete academically.

3. Academic Progress for Student-Athletes

UT Southern has tracked and disaggregated retention data for several years as part of the strategic plan to increase retention. Below, the single-year retention rates reflect the percentage of student-athletes on a sports roster in Fall 2022 who did not graduate in the academic year and returned to UT Southern in Fall 2023.

It's important to note that these rosters are reported by the coaches in the Fall semester and frozen; therefore, they can include students who practiced with the teams but were not eligible to compete. The rosters also exclude student-athletes who joined the team in the Spring semester. This retention rate differs from the NCAA's academic progress rate, as it does not reward academic eligibility for student-athletes who do not return or punish academic ineligibility for student-athletes who do return. The NCAA APR is also a four-year aggregate computed semester-to-semester.

Table 2

Academic Progress Rate by Sport

Sport	Men's/Women's	Single-Year Rate	4-Year Average
Baseball	Men's	100%	79%
Baseball (JV)	Men's	82%	81%
Basketball	Men's	86%	71%
Cross Country	Men's	80%	71%
Golf	Men's	81%	84%
Soccer	Men's	60%	60%
Soccer (JV)	Men's	91%	73%
Swimming	Men's	55%	64%
Tennis	Men's	90%	69%
Basketball	Women's	45%	71%
Cross Country	Women's	67%	59%
Golf	Women's	92%	84%
Soccer	Women's	76%	86%
Soccer (JV)	Women's	69%	75%
Softball	Women's	85%	86%
Softball (JV)	Women's	72%	74%
Swimming	Women's	88%	86%
Tennis	Women's	89%	96%
Volleyball	Women's	77%	67%
Cheerleading	Co-Ed	71%	68%
Clay Target	Co-Ed	94%	87%
UT Southern	Total	73%	70%

Note: UT Southern does not track or report the Academic Progress Rate (APR) defined by the NCAA. However, a comparable reporting metric has been applied.

Corrective Action(s)

None. We have had a change in coaching for Men's Soccer (2023), Volleyball (2023), Men's Basketball (2024), and Women's Basketball (2024) which we expect will help those teams. The other sports are smaller, and one student makes a large percentage difference.

5. Graduation Rates for Student-Athletes

Under the Higher Education Act of 1965, as amended, UT Southern annually publishes athletic graduation rates. The graduation rates below represent cohorts of full-time, first-time, degree-seeking undergraduates in the fall semester and student-athletes who received athletic financial aid. UT Southern uses the federal definition of graduation rate, unlike the NCAA's Graduation Success Rate described in Key Terms; the cohorts below, therefore, do not include students who transferred to UT Southern during the academic year or those who enrolled for the first time in the spring semester.

Table 3

Graduation Success Rate by Sport

Sport	Men's/Women's	Single-Year Rate 2017 Cohort	4-Year Rate 2014-2017 Cohorts
Baseball	Men's	27%	26%
Basketball	Men's	14%	13%
Bowling	Men's	78%	42%
Cross Country	Men's	25%	N/A (started 2017)
Golf	Men's	67%	50%
Soccer	Men's	24%	19%
Tennis	Men's	N/A (No FTFT)	71%
Basketball	Women's	40%	36%
Bowling	Women's	75%	36%
Cross Country	Women's	100%	N/A (started 2017)
Golf	Women's	0%	67%
Soccer	Women's	39%	33%
Softball	Women's	40%	33%
Tennis	Women's	0%	40%
Volleyball	Women's	45%	48%
Cheerleading	Co-Ed	0%	25%
Clay Target	Co-Ed	25%	48%
UT Southern	Total	35%	33%

Note: UT Southern does not track or report the Graduation Success Rate (GSR) as defined by the NCAA. However, a comparable reporting metric has been applied.

6. Athletics Department Benchmarks

Academic Progress

The Athletics Department measures success in retention against the university's average retention rate. While individual year rates can vary, especially on smaller teams, teams that are consistently well below average will receive particular attention and possible corrective actions.

Graduation Rate

Federal graduation rates do not measure the true success of student-athletes. So, while the Athletics Department compares team graduation rates against the average graduation rate of the University, it also looks at the percentage of the graduating class represented by student-athletes.

Academics and Admissions

A standard academic benchmark for the Athletics Department has been a 3.0 team GPA. To be eligible to compete, all athletes must maintain a 2.0 UT Southern GPA after their first season or when they reach junior academic standing (whichever comes first). Transfers use their transfer GPA for their first semester.

The NAIA has a policy for initial freshman eligibility. This policy serves as a benchmark for the Athletics Department concerning admissions. Incoming first-year students who graduate from a traditional high school are eligible to compete in their first semester if they have at least a 2.3 high school GPA. Those traditional high school graduates who do not meet the 2.3 high school GPA must meet the “two-out-of-three rule” for initial eligibility. This rule requires traditional high school graduates to meet at least two of the three standards: 2.0 high school GPA, top half of high school class, or a minimum composite score of 18 on the ACT or 970 on the SAT.

7. Admissions

Student-Athlete Admissions Policy

UT Southern does not have a separate admissions policy for student-athletes. In 2023-2024, the University admitted first-time students with a minimum 17 Composite score on the ACT and a minimum 3.0 high school GPA or a minimum 18 Composite score on the ACT and a minimum 2.0 high school GPA. Transfer students are admitted based on good standing at their last school and a minimum cumulative transfer GPA of 2.0. Students who do not meet these admission requirements may be offered admission by a special admissions committee if exceptional circumstances exist.

Special Admissions

Thirty-four students were offered special admission due to special circumstances. Of those, thirteen were athletes. Athletic ability is not a consideration of the admissions committee for special circumstances, and athletes are not admitted differently than the regular student body.

8. Declared Majors

Table 4

Comparison of Majors for Student-Athletes (SA) and Non-Student-Athletes (NSA)

Major Title	SA	NSA	Major Title	SA	NSA
Accounting	1.6%	1.6%	Homeland Security	0.1%	0.2%
Behavioral Sciences	1.0%	4.3%	Human Performance and Physical Education	5.1%	1.8%
Biology	2.1%	5.1%	Interdisciplinary Studies	1.3%	1.6%
Chemistry	0.3%	0.6%	Management	10.3%	7.4%
Computer Information Systems	0.3%	0.7%	Management Information Systems	0.5%	0.4%
Criminal Justice	2.8%	3.3%	Mathematics	0.5%	0.5%
Cybersecurity	1.1%	1.0%	Non-Degree Seeking		0.6%
Elementary Education	1.2%	6.6%	Nursing	1.0%	5.8%
English	0.7%	1.0%	Public Health Education	0.9%	0.5%
Fine Arts	0%	0.5%	Religion and Philosophy	0%	0.1%
History	1.2%	1.3%	Special Education	0.4%	2.3%
General Studies	0.2%	0.2%	Sport Management	4.6%	0.6%
Dual Enrollment		11.3%	Undecided	0.6%	0.1%
Masters Business Admin	0.4%	2.1%	Masters in Crim Justice	0.1%	0.6%

9. Academic Integrity

Policies

Per the 2023-2024 Student Handbook, all students were bound by a Student Code of Conduct. The introduction to the Code of Conduct describes its purpose of advancing the mission of the University by maintaining a safe and secure learning environment, protecting the rights and privileges of all members of the University community, providing a basis for orderly conduct of the affairs of the University; promoting a positive relationship between the University and its surrounding community; preserving institutional integrity and property; encouraging students to engage in conduct that brings credit to themselves and the University; and ensuring that each student who matriculates at the University graduates ready to contribute to society as an ethical and law-abiding citizen.

The first standard in the code of conduct addresses academic integrity. It explicitly prohibits cheating, plagiarism, or any other act of academic dishonesty. It also describes the process through which the Code of Conduct will be administered and the appeals process.

Standards

From the Student Handbook Section 1720-07-01-.12 Honor Statement:

(1) **Honor Statement.** An essential feature of the University is a commitment to maintaining an atmosphere of intellectual integrity and academic honesty. The University utilizes an Honor Statement that reads, "As a student of the University, I pledge that I will neither knowingly give nor receive any inappropriate assistance in academic work, thus affirming my personal commitment to honor and integrity." Each student is responsible for knowing and adhering to the terms and conditions of the Honor Statement.

(2) **Academic Dishonesty.** The Honor Statement prohibits cheating, plagiarism, and any other type of academic dishonesty.

(3) **Plagiarism.** Plagiarism is using someone else's intellectual property or product without giving proper credit. The undocumented use of someone else's words or ideas in any communication medium (unless such information is recognized as common knowledge) is a serious offense, subject to disciplinary action that may include failure in a course and/or dismissal from the University. Specific examples of plagiarism include, but are not limited to, (a) using without proper documentation (quotation marks and citation) written or spoken words, phrases, or sentences from any source; (b)

summarizing without proper documentation (usually a citation) ideas from another source (unless such information is recognized as common knowledge); (c) borrowing facts, statistics, graphs, pictorial representations, or phrases without acknowledging the source (unless such information is recognized as common knowledge); (d) collaborating on a graded assignment without the instructor's approval; and (e) submitting work, either in whole or in part created by a professional service or used without attribution (e.g., paper, speech, bibliography, or photograph).

(4) Examples of Other Types of Academic Dishonesty. Specific examples of other types of academic dishonesty include, but are not limited to: (a) providing or receiving unauthorized information during an examination or academic assignment, or the possession and/or use of unauthorized materials during an examination or academic assignment; (b) providing or receiving unauthorized assistance in connection with laboratory work, field work, scholarship, or another academic assignment; (c) falsifying, fabricating, or misrepresenting data, laboratory results, research results, citations, or other information in connection with an academic assignment; (d) serving as, or enlisting the assistance of, a substitute for a student in the taking of an examination or the performance of an academic assignment; (e) altering grades, answers, or marks in an effort to change the earned grade or credit; (f) submitting without authorization the same assignment for credit in more than one (1) course; (g) forging the signature of another or allowing forgery by another on any class or University related document such as a class roll or drop/add sheet; (h) gaining an objectively unfair academic advantage by failing to observe the expressed procedures or instructions relating to an exam or academic assignment; and (i) engaging in an activity that unfairly places another student at a disadvantage, such as taking, hiding, or altering resource material, or manipulating a grading system.

Consistency in Policies and Standards

The faculty and staff of the University of Tennessee at Southern apply the same academic integrity standards to all students, regardless of their athletic status.