



EDUCATION, RESEARCH, AND SERVICE APPENDIX
October 28, 2022

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ANNUAL REPORT TO THE EDUCATION, RESEARCH, AND SERVICE COMMITTEE 2021-22

The University of Tennessee at Chattanooga

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UT Chattanooga: 2021-22 Collegiate Athletics Report

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Background

As required by BT0033, 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 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 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.

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 3.237 overall GPA in the spring of 2022. That is the fourth highest on record with the top six semester GPAs coming in the last six terms. 3.190 in the fall is the sixth-highest mark on record.
- 54 student-athletes graduated at the Spring Commencement, while 18 graduated in the fall of 2021.
- 10 UTC athletics programs beat the national averages for APR scores. Men's golf, men's tennis, men's cross country, and women's cross country all had perfect 1000 multiyear scores.
- 10 UTC athletics programs beat the national average for Graduation Success Rate based on information released by the NCAA in December. UTC's overall rate for student-athletes is 89%, while women's track & field/cross country, men's golf, soccer, men's and women's tennis, and volleyball all had perfect 100% scores.
- School-record 39 student-athletes posted a 4.0 GPA for the 2021-22 academic year.
- 201 student-athletes made the SoCon Honor Roll for the 2021-22 academic year, the second-most on record.
- 57 student-athletes made the 2022 Spring Academic All-SoCon team, the second most on record for a spring squad at UTC.
- UTC led the SoCon with 52 student-athletes on the 2021 Fall Academic All-SoCon Team.
- Softball's Emily Coltharp was the Southern Conference nominee for the NCAA Woman of the Year. She is the ninth Moc to represent the SoCon in the NCAA Woman of the Year process.
- Cole Strange was an NFL first-round draft pick of the New England Patriots. An All-American, he was also the SoCon Jacobs Blocking Award Winner and the SoCon Male Athlete of the Year. Strange added Academic All-SoCon, FCS ADA Academic All-Star, and NFL All-Combine Team honors to his list of awards in 2021-22.
- Women's golf student-athletes Megan Docherty and Esme Hamilton earned WGCA All-American Scholar Honors.
- Cross Country's Jonathan Boyd earned his second CoSIDA Academic All-America honor in 2021-22.
- Men's tennis senior Cooper Long earned the SoCon postgraduate scholarship.

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- Both the men's and women's cross-country teams were named United States Track and Field and Cross Country Coaches Association (USTFCCCA) All-Academic Teams.
- Football's McClendon Curtis was a finalist for the Doris Robinson Award, given to the top football student-athlete at the FCS level.

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 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 infractions 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 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

2021-22 Academic Progress Rate by Sport

APR Scores Over the Last Five Years

Teams	2016-17	2017-18	2018-19	2019-20	2020-21	5-Year Difference
Men's Basketball	934	932	938	953	973	+39
Women's Basketball	1000	1000	991	991	986	-14
Women's Cross Country	1000	1000	1000	1000	1000	--
Women's Track & Field	993	993	993	993	993	--
Men's Cross Country	993	993	993	1000	1000	+7
Football	972	951	942	939	947	-25
Men's Golf	986	985	993	993	1000	+14
Women's Golf	962	961	971	981	991	+29
Soccer	989	986	989	994	994	+5
Softball	983	968	970	974	984	+1
Men's Tennis	980	1000	1000	1000	1000	+20
Women's Tennis	1000	991	992	992	992	-8
Volleyball	995	1000	1000	995	990	+5
Beach Volleyball	n/a	n/a	n/a	n/a	n/a	n/a
Wrestling	963	963	961	965	970	+7

APR Single-Year Scores over the Last Five Years

Teams	2016-17	2017-18	2018-19	2019-20	2020-21
Men's Basketball	922	930	958	1000	1000
Women's Basketball	1000	1000	964	1000	980
Women's Cross Country	1000	1000	1000	1000	1000
Women's Track & Field	976	1000	1000	1000	975
Men's Cross Country	1000	1000	1000	1000	1000
Football	955	889	951	969	983
Men's Golf	974	1000	1000	1000	1000
Women's Golf	917	1000	1000	1000	963
Soccer	1000	972	1000	1000	1000
Softball	958	947	989	1000	1000
Men's Tennis	1000	1000	1000	1000	1000
Women's Tennis	1000	963	1000	1000	1000
Volleyball	1000	1000	1000	980	1000
Beach Volleyball	n/a	n/a	n/a	n/a	1000
Wrestling	954	927	989	1000	972

The University of Tennessee at Chattanooga returned to its tradition of posting impressive Academic Progress Rate (APR) scores, according to the information released by the NCAA in June 2022. After a one-year hiatus of releasing APR data, the NCAA numbers show the Mocs had four programs post a perfect 1000 multiyear score while 10 beat the national average.

The public announcement of APRs returned for the first time since 2020. This spring, the Division I Board of Directors voted to continue to suspend APR penalties for an additional year due to the impact of the COVID-19 pandemic; however, it supported the public release of the APR data.

UTC's four programs with a perfect 1000 include men's golf, men's tennis, men's cross country, and women's cross country. Men's basketball saw the most significant jump in its four-year average. The Southern Conference Champions moved 35 points to a school-

record 973 since the last data was released in 2020. Women's golf also climbed an impressive 20 points to 991.

Men's and women's basketball, men's and women's cross country, men's golf, soccer, men's and women's tennis, women's track & field, and volleyball all beat the national average.

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.

The minimum APR academic standard for each team is 930. Typically, teams that scored below the benchmark would have to face penalties that encourage an emphasis and prioritization on academics. However, due to the current penalty suspension, teams will not be penalized this year. Last year, APR data was not released publicly, and penalties were not assessed.

The most recent APRs are multiyear rates based on scores from the 2017-18, 2018-19, 2019-20, and 2020-21 academic years.

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)

There are no corrective actions currently.

5. NCAA Graduation Success Rate (GSR) Scores

Table II

2020-21* Graduation Success Rate by Sport

Sport	Men's/Women's	Single-Year GSR	5-Year Trend GSR
Overall		89	+12
Basketball	Men's	77	+14
Basketball	Women's	92	+7
XC/T&F		100	+9
Men's Cross Country		100	+8
Football		80	+5
Men's Golf		100	--
Women's Golf		80	-20
Soccer		100	+31
Softball		95	+6
Men's Tennis		100	+20
Women's Tennis		100	+12
Volleyball		100	--
Beach Volleyball		NA	NA
Wrestling		79	+13

*The NCAA releases its annual report on the graduation rates of Division I student-athletes each October.

The University of Tennessee at Chattanooga Athletics Department saw 10 of its 16 programs beat the national average for Graduation Success Rate based on information released by the NCAA in December 2021. The Mocs posted an 89% overall GSR for the most recent cohort, its second-highest number since the NCAA began reporting in 1998.

Figures released reflect graduation numbers among student-athletes who entered school in 2014.

"The work of our student-athletes in the classroom is a cornerstone of success for our program," stated Vice Chancellor and Director of Athletics Mark Wharton. "It is a source

of pride in the department, across campus, and the community and their hard work should be recognized and celebrated.

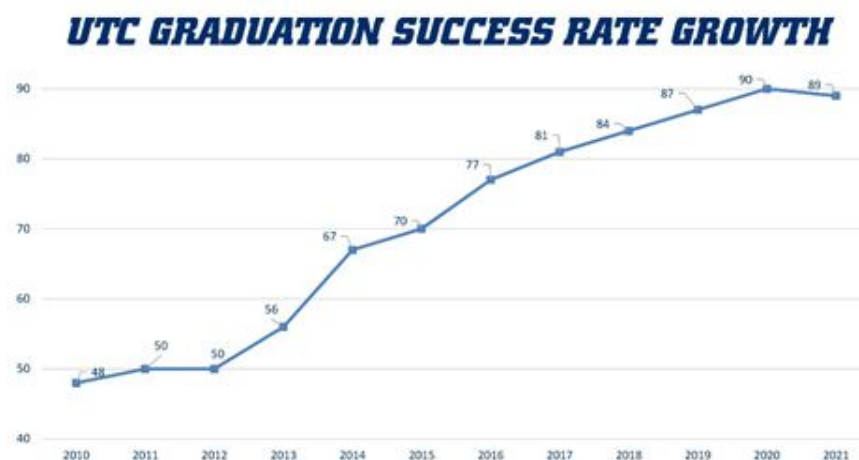
“Our coaches establish the right culture; our academic staff is outstanding, and we get unbelievable support from our campus. Add that with the hard work of our student-athletes, and we expect to see this level of success in the classroom continue for years to come.”

The volleyball program has scored a 100% GSR for the last seven years, while men’s tennis and soccer have logged perfect numbers for three years. Men’s cross country, women’s track & field, and cross country and men’s golf posted back-to-back 100% GSRs. Wrestling hit an all-time high of 79% in 2021, while softball matched its program-best 95% for the third consecutive year.

Over the last 20 years, the NCAA has seen its overall GSR increase from 74% to its current peak at 90% in 2021. UTC has seen a dramatic increase in the last decade, from a low of 48% in 2010 to a high of 90% in 2020.

The GSR — which more accurately reflects the 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.



6. Athletics' Department Benchmarks

UTC adheres to the NCAA benchmarks related to the Division I revenue distribution that began in spring 2020. This revenue is distributed to member schools based on the academic achievement of student-athletes. 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 21 ACT composite (1060* SAT composite) minimum.
 - 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 make-up 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 10 years for transfers having below a 2.0GPA.

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 must be on file; 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 3 Chancellor admission 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)

Fall 2022 Undergraduate and Graduate Athlete Major Enrollment			
Undergraduate Major ¹	Student Athlete	All Students	Percent of Athletes in Major
BA Economics	1	23	4.3%
BA English: Creative Writing	1	62	1.6%
BA Theatre	1	45	2.2%
BAS Applied Leadership	3	51	5.9%
BAS Mechatronics Engineering Technology	1	85	1.2%
BFA Art: Graphic Design	3	112	2.7%
BS Biology: General	4	215	1.9%
BS Biology: Preprofessional	12	314	3.8%
BS Chemistry: Biochemistry	3	71	4.2%
BS Communication	19	299	6.4%
BS Computer Science: Cyber Security	2	130	1.5%
BS Computer Science: Software Systems	1	253	0.4%
BS Criminal Justice	9	339	2.7%
BS Engineering Technology Management: Construction Management	6	148	4.1%
BS Engineering Technology Management: Engineering Management	6	97	6.2%
BS Environmental Science: Biodiversity, Conservation & Natural Resources	1	183	0.5%
BS HHP: Exercise & Health Science	58	642	9.0%
BS HHP: Health Physical Education K-12	5	42	11.9%
BS HHP: Sport, Outdoor Recreation, & Tourism Management	30	151	19.9%
BS Interdisciplinary Educational Studies: Child & Family Studies	7	90	7.8%
BS Interdisciplinary Educational Studies: Elementary Education K-5 & ESL Pre-K-12	4	216	1.9%
BS Interior Architecture	3	138	2.2%
BS Middle Grades English	1	7	14.3%
BS Middle Grades Mathematics	1	30	3.3%
BS Political Science and Public Service: International/Comparative Studies	1	24	4.2%

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BS Political Science and Public Service: Politics	1	47	2.1%
BS Political Science and Public Service: Public Administration & Non-Profit Management	1	19	5.3%
BS Political Science and Public Service: Public Law	5	81	6.2%
BS Political Science and Public Service: Public Policy	2	12	16.7%
BS Psychology	20	832	2.4%
BS Soc & Anth: Sociology	8	60	13.3%
BS Soc & Anth: Anthropology	1	43	2.3%
BS: Biology: STEM Education	1	6	16.7%
BS: Secondary Education: English	2	61	3.3%
BS: Secondary Education: History	1	62	1.6%
BSBA: Accounting	5	236	2.1%
BSBA: Economics	1	52	1.9%
BSBA: Entrepreneurship	4	147	2.7%
BSBA: Finance: Investments	5	104	4.8%
BSBA: Finance: Business Finance	11	222	5.0%
BSBA: Human Resource Management	1	80	1.3%
BSBA: Management	17	453	3.8%
BSBA: Management: Business Analytics	4	84	4.8%
BSBA: Marketing	14	486	2.9%
BSBA: Marketing: Professional Sales	3	38	7.9%
BSCE Civil Engineering	1	126	0.8%
BSCE Civil Engineering: Environmental	1	32	3.1%
BSCHE Chemical Engineering	4	77	5.2%
BSCPE Computer Engineering	1	59	1.7%
BSEE Electrical Engineering	2	127	1.6%
BSME Mechanical Engineering	7	257	2.7%
BSN Nursing	12	600	2.0%
BSW Social Work	1	114	0.9%
Pre Major (Undecided)	21	407	5.2%
Undergraduate Student Total	340	8,691	

Graduate Major ¹	Student Athlete	All Students	Percent of Athletes in Major
MBA Business Administration Finance	2	37	5.4%
MBA Business Administration Healthcare	1	26	3.8%
MBA Business Administration General	9	118	7.6%
MED Counselor Education: School Counseling	1	15	6.7%
MED Secondary Education: Non-Licensure	1	8	12.5%
MED School Leadership: Teacher Leadership	4	8	50.0%
MPA Public Administration	2	18	11.1%
MPA Public Administration: Non-Profit	1	7	14.3%
MPH Chronic Disease Prevention & Control	7	40	17.5%
MS Engineering Management	1	40	2.5%
MS Engineering: Electrical	1	21	4.8%
MSDA Data Analytics	3	56	5.4%
MSW Social Work	1	41	2.4%
Graduate Student Total	34	435	

OPEIR Notes

*Based on live Fall 2022 data that was run on 8/25/2022

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 the 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.



THE UNIVERSITY OF
TENNESSEE
KNOXVILLE

ANNUAL REPORT TO THE EDUCATION, RESEARCH, AND SERVICE COMMITTEE

2021-22

The University of Tennessee - Knoxville



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Background

As required by BT0033, 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.

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 of its member institutions to appoint an 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 2021 (3.24) and Spring 2022 (3.27) semesters
 - o Spring 2022 marked the 19th consecutive semester with a 3.0+ student-athlete GPA
 - o 14 of 16 teams earned a team GPA above 3.00
 - o 8 sports set new team GPA records
 - o 70% of student-athletes achieved a 3.00 GPA or higher
 - o 68 and 60 student-athletes achieved a 4.00 GPA during the Fall and Spring semesters, respectively
- 91% Multi-year Graduation Success Rate (highest in school history)
 - o 87% Men's GSR (highest in school history)
 - o 96% Women's GSR (ties highest in school history)
- 94% Single-year Graduation Success Rate
 - o 91% Men's GSR (highest in school history)
- 11 of 14 eligible teams earned a 100% GSR
 - o Two teams were 0/0 with no students in the single-year cohort
- 102 total student-athletes graduated in 2021-2022, including 15 who earned master's degrees
- Record number of student-athletes recognized on their respective Dean's List
- 372 student-athletes received SEC Honor Roll distinction in 2021-2022
 - o 97 earned SEC First-year Honor Roll (highest ever)
 - o 57 earned SEC Winter Honor Roll (highest ever)
- Produced a school-record 10 Academic All-Americans in 2021-2022
- Secured \$85,000 in post-graduate scholarships from the NCAA, SEC, and UTAD for student-athletes
- 96% six-month placement rate for graduating student-athletes

Athletic Highlights

FALL

- Football head coach Josh Heupel produced the most regular season victories (7) of any first-year "Power Five" head coach with new programs in 2021.
 - o Heupel's Volunteers averaged a stellar 38.8 points per game, a mark that ranked top 10 nationally and second in modern school history, en route to a TransPerfect Music City Bowl berth. The Volunteers shattered eight team single-season records in Heupel's debut season.

- Tennessee soccer posted its first-ever 20-win season while capturing a second straight SEC Eastern Division crown, an SEC Tournament title and advancing to the Round of 16 at the NCAA Championships.
 - o Head coach Brian Pensky was named SEC Coach of the Year, and redshirt-sophomore Jaida Thomas and senior Wrenne French earned All-America honors.
 - o The soccer team opened the 2021 campaign with seven straight shutouts to set a program record for longest shutout streak (633:53). The squad also amassed a program-best 13 shutouts.
- Volleyball posted a 20-win season and advanced to the second round of the NCAA Championships.
- Karl Thiessen and Sydney Seymour represented the Vols and Lady Vols at the NCAA Cross Country Championships, with Seymour becoming the first Lady Vol to make back-to-back appearances at the national meet since 2014 and 2015.

WINTER

- Lady Vol basketball's 18-1 start in 2021-22 was its finest since 2007-08, its overall (25-9) and SEC (11-5) records the best since 2017-18 and its NCAA Sweet Sixteen berth its 35th all-time but first since 2015-16.
- For the second time under head coach Rick Barnes, men's basketball spent the entire season ranked in the AP Top 25, ascending to a season-high of No. 5 in the final poll.
 - o The Vols basketball team defeated four top-10 opponents (tying a program record) and posted a perfect 16-0 home record at Thompson-Boling Arena.
- The men's swimming & diving team finished tied for second at the SEC Championships, which marked their best finish since 2001.
- The Lady Vols swimming & diving team won its second SEC championship in three years and earned their fourth straight top-10 finish at the NCAA Championships.
 - o Ellen Walshe was named SEC co-Swimmer of the Year and SEC Freshman of the Year, while Matt Kredich was selected as the SEC Women's Swimming Coach of the Year.
- Overall, the swimming & diving programs had 20 student-athletes earn a combined 45 All-America honors during the 2022 season.
- Men's tennis advanced to the final at the ITA Indoor National Championships in February, defeating third-ranked Baylor in the semifinals to set up a title match with fourth-ranked TCU.
- The men's track & field posted its highest finish at the NCAA Indoor Championships since 2016 with a third place showing that was fueled by a first- and second-place of the long jump by Wayne Pinnock (7.92m) and Carey McLeod (7.91m).

SPRING

- Tennessee captured the outright SEC regular-season baseball championship—clinching the outright title with four regular-season league games left to play.
 - o Tennessee also won the SEC Tournament championship and never trailed during its four wins in Hoover, Alabama.
 - o Tennessee baseball set a single-season record for wins with 57 this season. The all-time record for single-season wins by an SEC baseball team is 59, set by Vanderbilt in 2019.
 - o The Vols' 158 home runs this season are a program record and the fourth-most ever by a Division I team.
 - o Tennessee baseball authored a school-record 23-game win streak, during which the Vols rose to become the unanimous top-ranked team in the country.
 - o The baseball team also became the first squad in SEC baseball history to start SEC play 12-0.
 - o Head coach Tony Vitello was named SEC Coach of the Year, Chase Dollander earned SEC Pitcher of the Year acclaim and pitcher Drew Beam earned SEC Freshman of the Year honors.
 - o In total, six UT players racked up nine overall selections on the All-SEC first and second teams, as well as the SEC All-Freshman team and SEC All-Defensive team.
- The men's tennis team—which spent part of the season ranked No. 1 in the country—advanced to the semifinals of the NCAA Championships for the second straight year. Adam Walton and Johannus Monday earned All-America honors for singles play, while Walton and Pat Harper were doubles All-Americans.
- The women's tennis team made its fourth consecutive appearance in the NCAA Championships and advanced to the second round. In the NCAA doubles championships, Tennessee's pairing of Tenika McGiffin and Daria Kuczer advanced to the Round of 16.
- Tennessee rowing's varsity eight (1V8) opened its Spring schedule by winning three consecutive Big 12 Boat of the Week awards. The team added a fourth Boat of the Week award later in the season.
- The Lady Vols golf program advanced to match play at the SEC Championships for the first time in program history.
 - o Senior Mikayla Bardwell broke the Tennessee program record and SEC Championship record for lowest round with a 9-under 63 at the SEC Championships, where she finished third.
 - o Bardwell's round of 9-under (63) tied for the ninth-best round in relation to par in NCAA women's golf history.
- Men's golf sustained its success *this* season—racking up five top-four team finishes and 12 individual top-10 finishes.

- Tennessee's season-long team stroke average of 282.60 is the best single-season team stroke average in program history.
- First-team All-SEC performer Spencer Cross concluded the 2021-22 season with a 69.33 stroke average – the lowest single-season stroke average in program history – and shot 22 rounds of par or better, which stands as the second-most in a season in program history.
- Tennessee's softball program earned the No. 11 national seed in the NCAA Tournament, hosting an NCAA Regional for the 17th consecutive season.
- The men's track & field squad was outstanding at both the NCAA Indoor and Outdoor Championships, finishing third nationally at both meets.
 - Wayne Pinnock swept the NCAA long jump titles at both NCAA meets, while Carey McLeod finished second at NCAA indoors and fourth at NCAA outdoors.
 - Powered by first-place performances by Wayne Pinnock (long jump), Jordan West (shot put) and Favour Ashe (100m), Tennessee's men's track & field squad finished third at the SEC Championships in Oxford, Mississippi.
 - In total, 15 men's and women's Tennessee track & field student-athletes combined to earn 34 All-America honors.
 - 1995 NCAA Champion, 2004 Olympian and 2021 National Coach of the Year Duane Ross was hired in May to oversee Tennessee's storied track & field program.
 - In June, Sean Carlson was hired as Tennessee's Head Coach and Director of Cross Country/Distance.

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 serves on the NCAA Presidential Forum.
- Dr. Chris Klenck serves on the SEC Medical Guidance Task Force and was selected as the 2022 SEC Team Physician of the Year.
- Omari Thomas (Football) serves on the SEC Football Leadership Council.
- Zakai Zeigler (Men's Basketball) serves on the SEC Men's Basketball Leadership Council.
- Tamari Key (Women's Basketball) serves on the SEC Women's Basketball Leadership Council.
- Mikele Vickers (Women's Track and Field) and Kirby Connell (Baseball), SAAC Co-Presidents, serve on the SEC SAAC Leadership Council.

Additional Highlights

- In collaboration with the Haslam College of Business, the College of Communication and Information, and the Anderson Center for Entrepreneurship, Tennessee Athletics delivered the first year of comprehensive Name, Image, and Likeness programming, culminating in a minor in entrepreneurship.
- The VOLeaders Academy delivered the seventh year of comprehensive leadership development programming, including a sport-based international exchange in Rwanda. This was the second year that included two cohorts, an initiative that doubled the number of student-athletes involved in the first-of-its-kind program.
- Tennessee in 2021-2022 claimed its first SEC Overall All-Sports title, presented by USA Today Network, and the Vols also captured the program's first SEC *Men's* All-Sports title since 2007-2008.
- Tennessee's five SEC championships were its most in a single academic year since 2006-2007.

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-FAR's. Dr. Don Bruce has served in this role for the last 8 years, and Dr. Matt Harris has joined to provide additional leadership. 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 in order 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 in order 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 violation 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 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

2021-22 Academic Progress Rate by Sport

Sport	Men's/ Women's	Single-Year APR	Multi-Year APR	5-Year Trend APR
Baseball	Men	963	974	-5
Basketball	Men	1000	1000	+35
Basketball	Women	977	960	-29
Cross Country	Men	1000	1000	=
Cross Country	Women	1000	1000	+7
Football	Men	944	946	-26
Golf	Men	981	995	+8
Golf	Women	1000	1000	=
Rowing	Women	1000	998	+4
Softball	Women	985	997	+5
Soccer	Women	1000	979	-2
Swimming	Men	972	982	-5
Swimming	Women	1000	1000	+7
Tennis	Men	1000	976	-24
Tennis	Women	1000	992	-8
Track & Field	Men	981	983	-11
Track & Field	Women	983	993	-7
Volleyball	Women	1000	1000	+19

Note: Campus APR Benchmark: SEC Peers

Corrective Action(s)

No corrective actions are necessary.

5. NCAA Graduation Success Rate (GSR) Scores

Table 2

2021-22 Graduation Success Rate by Sport

Sport	Men's/ Women's	Single-Year GSR	Multi-Year GSR	5-Year Trend GSR
Baseball	Men	100	95	+27
Basketball	Men	N/A	75	+5
Basketball	Women	100	93	+1
Football	Men	89	84	+26
Golf	Men	100	100	+11
Golf	Women	100	100	=
Rowing	Women	100	100	=
Softball	Women	100	100	+19
Soccer	Women	100	86	-8
Swimming	Men	100	89	-11
Swimming	Women	100	100	+5
Tennis	Men	100	100	=
Tennis	Women	N/A	100	=
Track & Field	Men	86	88	=
Track & Field	Women	100	100	+10
Volleyball	Women	83	92	-8

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 admissions files of freshman 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 a 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 in order 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

Sport	Cumulative Squad Limit
Football	12
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 that 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 3

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

Major Title	SA	NSA	Major Title	SA	NSA
Accounting	8	425	Journalism & Electronic Media	18	360
Advertising	4	187	Kinesiology (Master's)	4	44
Aerospace Engineering	3	326	Kinesiology	40	915
Agric Lead/Educ/Comm (Master's)	10	56	Management	21	550
Agric Lead/Educ/Comm	1	45	Management and Human Resources (Master's)	9	38
Animal Science	3	463	Marketing	19	999
Anthropology	10	375	Materials Science & Engineering	1	68
Architecture	4	344	Mathematics	2	140
Arts & Sci Exploratory	3	128	Mechanical Engineering	8	757
Audiology/Speech Pathology	2	292	Modern Foreign Lang/Literature	1	89
Biochem/Cellular/Molecular Bio (Master's)	1	3	Neuroscience	10	449
Biological Sciences	23	808	Nuclear Engineering	2	198
Biomedical Engineering	3	337	Nursing	3	852
Biosystems Engineering	2	57	Nutrition	3	140
Business Adm Exploratory	14	989	Philosophy	2	43
Business Administration (Master's)	5	292	Political Science	9	539
Business Analytics	8	695	Pre-Profess Exploratory	2	14
Chemical Engineering	1	292	Pre-Professional Programs	10	709
Chemistry	2	178	Psychology	18	1,255
Child and Family Studies	9	289	Public Administration	1	32
Civil Engineering	5	350	Public Health (Master's)	1	62
Comm & Info Exploratory	1	14	Public Relations	3	219
Communication And Information (Master's)	3	118	Recreation /Sport Management	54	335

Communication Studies	54	392	Recreation /Sport Management (Master's)	3	50
Computer Science	1	531	Social Work	1	257
Const Science & Ag Systems	2	187	Sociology	13	368
Economics	3	174	Special Education	3	70
Ed Health Hum Science Exploratory	1	86	Studio Art	1	120
Education	2	101	Supply Chain Management	30	1,242
Education (PhD)	1	282	Therapeutic Recreation	6	158
Electrical Engineering	1	208	Undeclared (Graduate)	2	71
Engineering Education (Graduate Certificate)	1	1	University Exploratory	26	909
English	2	276	University Undecided	4	95
Environmental & Soil Sciences	1	93			
Finance	20	956			
Food and Agricultural Business	1	59			
Food Science	1	64			
Food Science (Master's)	1	15			
Forestry	4	112			
Geography	1	107			
Geology and Environmental Studies	1	116			
Graphic Design	1	102			
History	2	241			
Hospitality &Tourism Management	4	98			
Hotel, Restaurant, and Tourism	1	18			
Human Resource Management	3	94			
Industrial Engineering	2	195			
Interdisciplinary Programs	1	120			
Interior Architecture	1	177			

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.



ANNUAL REPORT TO THE EDUCATION, RESEARCH, AND SERVICE COMMITTEE 2021-22

The University of Tennessee at Martin



Report Prepared by:

Ashley Bynum – Associate Athletic Director for Compliance & Academics
Kurt McGuffin – Vice Chancellor & Athletic Director

UT Martin: 2021-22 Collegiate Athletics Report

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Campus Highlights and Points of Pride

A goal of UT Martin's campus is to serve as a valuable asset to the community that surrounds the campus. The athletic department strives to be a recognizable entity in pursuing such a goal. The most glaring point of pride for the 2021-22 academic year was the community service during Weakley County's biggest time of need in recent history. In December of 2021, a tornado destroyed a large part of the county. Over the next eight months, UTM athletics aided in various ways and staggering numbers. The department provided Christmas gifts to more than 20 foster children that faced loss due to the tornado; over one-third of the student-athlete body participated in clean-up efforts on multiple designated dates and periodically provided supplies for other clean-up efforts. UTM's athletic department has always prioritized community service, and in this instance, the efforts were student-led and impactful beyond measure. The Weakley County community received support through community and UTM service efforts and returns that support through giving back to UTM. During the past two years, total gifts have increased by 200%, demonstrating that the community supports the efforts made by the UTM athletic department.

From a competitive standpoint, our Skyhawks had a record-breaking year. For the first time in school history, four athletic programs won the Ohio Valley Conference championships: soccer, football, golf, and beach volleyball. This allowed for the highest finish in the OVC Commissioner's Cup history. UT Martin compiled a school record of 72 conference "players of the week" accolades at the individual student-athlete level. Additional athletic awards include six All-Americans, three conference Players of the Year, and four conference Freshmen of the Year. The Skyhawks equestrian team was responsible for a National Rider of the Year earned by Kelby Kane, and rodeo's Cole Walker won the national championship in all-around, becoming just the ninth cowboy in the storied history of UT Martin rodeo to claim an individual championship.

Lastly, UT Martin's student-athletes continue to exceed expectations in the classroom, establishing a new departmental record for cumulative GPA for the fifth straight semester, posting a 3.33 GPA in the spring 2022 term. The OVC recognizes high-achieving student-athletes through the Commissioner's Honor Roll. UT Martin had 181 student-athletes earn a spot, and a record-breaking 28 received the Medal of Honor award (recognizing student-athletes with a 4.0 GPA).

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 incentive to attend events and bond with their colleagues and classmates on this basis.

The athletic department promotes the visibility of the campus by maintaining membership with the Ohio Valley Conference. This Conference spreads over five states and exposes students to UT Martin that 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 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 either 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 2021-22 academic year. This increased from the previous academic year when thirteen of the fifteen programs met this threshold. In addition to this accomplishment, the athletic department boasted the highest cumulative GPA in departmental history for the Spring 2022 semester with a 3.33.

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.

4. NCAA Academic Progress Rate (APR) Scores

Table 1:

2020-21 Academic Progress Rate by Sport

Sport	Men's/Women's	Single-Year APR	5-Year Trend APR
Baseball	Men's	1,000	973
Basketball	Men's	897	949
Basketball	Women's	1,000	1,000
Cross Country	Men's	1,000	988
Cross Country	Women's	1,000	973
Football	Men's	976	952
Golf	Men's	1,000	1,000
Rifle	Mixed	949	994
Soccer	Women's	1,000	991
Softball	Women's	1,000	1,000
Tennis	Women's	1,000	992
Track	Men's	1,000	977
Track	Women's	940	948
Volleyball	Women's	1,000	995

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 983.

Corrective Action(s)

The institution did not meet the departmental benchmark this academic year. Given the instability with rosters due to COVID-19 and changes in the transfer requirements, a dip in the departmental score was expected. In addition, the men's basketball program underwent significant hardships during the 2019-20 academic year, with the sudden and unexpected passing of the Head Coach, Anthony Stewart. This brought their 2020-21 APR score down significantly. But for the men's basketball score decline, the institution would have met the benchmark set. There has been a complete turnover in that program,

retaining no athletes or staff members from the previous staff. This caused serious retention concerns; these were addressed with the new staff and are being closely monitored.

5. NCAA Graduation Success Rate (GSR) Scores

Table 2:

2020-21 Graduation Success Rate by Sport

Sport	Men's/Women's	Single-Year GSR	5-Year Trend GSR
Baseball	Men's	85	84.4
Basketball	Men's	88	75.2
Basketball	Women's	92	93.2
Cross Country/Track	Men's	57	88
Cross Country/Track	Women's	92	89.6
Football	Men's	67	68.6
Golf	Men's	100	97.6
Rifle	Mixed	92	84
Soccer	Women's	88	90
Softball	Women's	100	96.4
Tennis	Women's	100	100
Volleyball	Women's	92	87.4

6. 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 at 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 loss of retention points for the program in question at a significant rate, 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 the 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 single-year rate. During the 2020-21 academic year, twelve of the fifteen 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. Eleven programs achieved a perfect score throughout the 2020-21 academic year, a marked increase from the

previous year, where seven programs achieved a perfect score.

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 2020-21 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 for that program. Three programs achieved a perfect score throughout the 2020-21 academic year: golf, softball, and tennis.

7. 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 admission into 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 2021: 1,347*
- Number of conditional admits for the athletic department for Fall 2021: 5
- Rate: 0.3% of conditional admits were student-athletes
- 2.7% decrease in the percentage of conditional admits that were student-athletes from the Fall of 2020

*Increase in the number of conditional admits is associated with a temporary admissions process approved by the Provost and Faculty Senate in response to ACT test cancellations during the COVID pandemic. Some UTM students initially accepted under the test-flexible admissions process with a minimum 3.0 GPA were subsequently coded as conditional if the student fell below UTM's regular admissions requirements of 3.0 GPA and 19 ACT upon submission of test scores.

8. Declared Majors

Table 3

2021-22 Comparison of Majors for Student-Athletes (SA) and Non-Student-Athletes (NSA)

Major Title	SA	NSA	Major Title	SA	NSA
Accounting	8	115	Geoscience	1	37
Ag & Natural Resources Syst Mgt	3	42	Health & Human Performance	64	288
Agricultural Business	28	319	Information Systems	2	43
Agriculture (General)	10	316	Integrated Studies	7	285
Biology	17	192	Interdisciplinary Studies	56	220
Business Administration	10	167	International Studies	1	14
Cell & Molecular Biology	4	25	Management	49	297
Chemistry	3	24	Marketing	15	80
Chemistry (BSCh)	1	6	Mechanical Engineering	2	20
Communications	12	90	Natural Resources Mgt	4	122
Computer Science	3	95	Nursing	11	320
Counseling (GR)	1	109	Political Science	2	57
Criminal Justice	18	174	Psychology	5	172
Economics	9	25	Secondary Education	1	100
Edu/Teacher Cert	5	260	Social Work	3	103
Educational Leadership (GR)	1	58	Sociology	1	13
Engineering	28	166	Strategic Communication(MASC) (GR)	2	25
Family and Consumer Science	1	76	Teaching	5	260
FCS (GR)	1	29	Veterinary Science & Technology	13	224
Finance	13	83	Post-Baccalaureate	8	63

9. Academic Integrity

Policies

The University of Tennessee at Martin has identified as its primary objective quality undergraduate education. Commitment to this objective must include an obligation by all members of the University community 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 an identical policy as the campus as a whole.



ANNUAL REPORT TO THE EDUCATION, RESEARCH, AND SERVICE COMMITTEE

2021-22

The University of Tennessee Southern



Report Prepared by:

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Director of Institutional Research
Faculty Athletics Representative

UT Southern: 2021-22 Collegiate Athletics Report

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Background

As required by BT0033, 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), 7 junior varsity sports through the NAIA (3 men's, 4 women's), and 1 varsity club sport (co-ed). These are summarized in Table 1 below. The sports that started after 2015 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 (*JV also)	Basketball (*JV also)		
Bowling	Bowling		
Cross Country	Cross Country		
Golf	Golf		
Soccer (*JV also)	Soccer (*JV also)		
Swimming	Swimming		
Tennis	Tennis		
	Volleyball (*JV also)		

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 2021-22 season, it has 252 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, ESPN 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 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. 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 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 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 (graduation 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 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.

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

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.

athletics representatives on all NAIA campuses and serves to provide professional development and leadership for the FARs.

Campus Highlights and Points of Pride

- Women's Soccer won the NAIA National Championship.
- Clay Target won the ACUI National Championship for the second consecutive year.
- Between all programs, there were nine national tournament appearances this year.
- Women's Bowling won their regular season and the Mid-South Conference tournament.
- Men's Bowling won their regular season and the Mid-South Conference tournament.
- Hayden Stippich was named NAIA Bowler of the Year.
- Will Austin was named NAIA Women's Soccer Coach of the Year.
- Nine student-athletes were named NAIA All-Americans:
 - Adisa Amang (Women's Soccer)
 - Keito Ido (Women's Soccer)
 - Yuki Watari (Women's Soccer)
 - Suzuho Yamasaki (Women's Soccer)
 - Estelle Badoedana Ekada (Women's Soccer)
 - Gabby Kennedy (Women's Soccer)
 - Samantha King (Softball)
 - Justin Johns (Men's Golf)
 - Koby Houser (Cheer)
- The institution was again named a Champions of Character® Five-Star Gold Award winner.

1. The Role of Intercollegiate Athletics

In Fall 2021, UT Southern enrolled 876 total students. Excluding the dual-enrolled students still in high school, there were 765 degree-seeking students. Intercollegiate athletics is a vital part of the UT Southern experience, with 42% of degree-seeking students participating in varsity athletics and 59% 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 as well as 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 2021-22 school year by promoting the five core values (Integrity, Respect, Responsibility, Sportsmanship, and Servant Leadership) in its student-athletes and staff.

2. 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 which 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, Associate Vice Chancellor for Enrollment Management, and coaches to ensure eligibility and the integrity of the athletics program.

3. 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 offering 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.

4. Academic Progress for Student-Athletes

As part of the strategic plan to increase retention, UT Southern has tracked and disaggregated retention data for several years. Below, the single-year retention rates reflect the percentage of student-athletes on a sport roster in Fall 2020 who did not graduate in the academic year and returned to UT Southern in Fall 2021.

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 actually 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, nor does it punish academic ineligibility for student-athletes who do return. The NCAA APR is also a four-year aggregate computed semester-to-semester.

Table 2

2021-22 Academic Progress Rate by Sport

Sport	Men's/Women's	Single-Year Rate	4-Year Average
Baseball	Men's	91%	81%
Baseball (JV)	Men's	57%	60%
Basketball	Men's	84%	59%
Basketball (JV)	Men's	44%	34%
Bowling	Men's	81%	84%
Cross Country	Men's	83%	67%
Golf	Men's	83%	81%
Soccer	Men's	58%	62%
Soccer (JV)	Men's	50%	56%
Swimming	Men's	67%	N/A (started 2020)
Tennis	Men's	83%	74%
Basketball	Women's	85%	77%
Basketball (JV)	Women's	50%	57%
Bowling	Women's	79%	78%
Cross Country	Women's	100%	77%
Golf	Women's	100%	75%
Soccer	Women's	87%	79%
Soccer (JV)	Women's	54%	62%
Softball	Women's	94%	86%
Softball (JV)	Women's	44%	63%
Swimming	Women's	67%	N/A (started 2020)
Tennis	Women's	83%	66%
Volleyball	Women's	92%	91%
Volleyball (JV)	Women's	77%	66%
Cheerleading	Co-Ed	64%	63%
Clay Target	Co-Ed	91%	88%
UT Southern	Total	69%	67%

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

Corrective Action(s)

JV Men's Basketball has been discontinued beginning in Fall 2022.

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 that 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

2021-22 Graduation Success Rate by Sport

Sport	Men's/Women's	Single-Year Rate 2015 Cohort	4-Year Rate 2012-2015 Cohorts
Baseball	Men's	36%	33%
Basketball	Men's	20%	20%
Bowling	Men's	25%	38%
Cross Country	Men's	N/A (started 2017)	N/A (started 2017)
Golf	Men's	29%	50%
Soccer	Men's	27%	21%
Tennis	Men's	63%	65%
Basketball	Women's	67%	32%
Bowling	Women's	33%	29%
Cross Country	Women's	N/A (started 2017)	N/A (started 2017)
Golf	Women's	80%	80%
Soccer	Women's	21%	30%
Softball	Women's	31%	28%
Tennis	Women's	50%	56%
Volleyball	Women's	75%	39%
Cheerleading	Co-Ed	33%	50%
Clay Target	Co-Ed	50%	53%
UT Southern	Total	34%	34%

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

6. Athletics Department Benchmarks

Academic Progress

The Athletics Department measures success in retention against the average retention rate of the University. 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 graduating. So, while the Athletics Department compares team graduation rates against the average graduation rate of the University, the Athletics Department also looks at the percentage of the graduating class, which is 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 juniors and seniors (in the classroom or on the court) must have a 2.0 UT Southern GPA. 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. The “two-out-of-three 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 2021-2022, the University admitted first-time students with a minimum 16 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 requirements for admission may be offered admission by the Provost if exceptional circumstances exist.

Special Admissions

Fourteen students were offered admission by the Provost due to special circumstances. Of those, eleven were athletes. Athletic ability is not a consideration of the Provost 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	2.9%	1.2%	History	1.1%	2.4%
Behavioral Sciences	4.9%	8.3%	Homeland Security	0%	0.2%
Biology	6.0%	4.5%	Human Performance and Physical Education	17.7%	2.8%
Business Administration	14.6%	7.3%	Interdisciplinary Studies	1.6%	3.3%
Chemistry	1.3%	0.7%	Management	11.7%	3.8%
Church Vocations	0%	0.2%	Management Information Systems	0.9%	0.2%
Information Systems	0.2%	0%	Mathematics	1.6%	0.9%
Criminal Justice	6.2%	5.0%	Music	0%	0.5%
Cybersecurity	1.8%	0.2%	Nursing	8.2%	11.6%
Dramatic Arts	0%	0.2%	Public Health Education	2.2%	0.9%
Elementary Education	4.7%	5.7%	Religion and Philosophy	0%	0%
English	0.9%	2.4%	Special Education	0%	0.7%
General Studies	6.2%	5.9%	Sport Management	4.4%	0.5%
Dual Enrollment	0%	26.2%			
Masters Business Admin	0.9%	2.4%	Masters in Crim Justice	0.2%	2.1%

9. Academic Integrity

Policies

Per the 2021-2022 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 prohibits explicitly 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 Southern apply the same academic integrity standards to all students, regardless of their athletic status.