

The FAR is typically engaged in the following areas:

- 1) Academics and Academic Integrity Oversight
- 2) Institutional Control and Compliance
- 3) Advocate for Student-athlete Well-being
- 4) Member of Pac-12 Council & Pac-12 FAR Council

### **1) Academics and Academic Integrity Oversight**

- *Regular Communication with Academics for Student-athletes (ASA) Director and Counselors*
- *Academic Integrity Assessment.* I perform a review of all courses and all student-athletes to identify courses with student-athlete enrollment greater than 35% and courses with a favorable grade differential of 10% or greater (with files from the Registrar's office). I maintain a summary report of courses with student-athlete enrollment greater than 25% and courses with a favorable grade differential of 10% or greater between student-athletes and students.
- *Grade Change Monitoring.* I conduct inquiries into student-athlete grade changes that affect eligibility. I communicate with course instructors directly or with their department chair to ensure student-athletes did not receive extra benefits not available to other students and to determine if there was involvement from anyone associated with athletics. All grade change requests were approved and communicated to the Registrar following FAR inquiry.
- *Student-athlete Admissions.* Along with other faculty and administrators (e.g., Faculty Senate President), we review academic background of high-risk student-athletes prior to admission to OSU.

### **2) Institutional Control and Compliance**

- *Regular Communication with OSU Athletics Compliance Staff*
- *Chair of the Athletics Compliance Committee.* The ACC meets quarterly and serves as a forum for education and compliance review and serves in an advisory capacity to Athletics and is comprised of representatives from each University entity that interacts with Athletics Compliance (e.g., Financial Aid, Registrar, Admissions, UHDS). Some topics of discussion include regular and special student-athlete admissions processes, financial aid for student-athletes, initial and transfer student-athlete eligibility, OSU Athletics Title IX reporting and training process, and gender equity in competition and facilities. Every meeting also includes a compliance update including any OSU updates, NCAA litigation, and/or current event updates.
- *Eligibility Certification.* Review eligibility certification records quarterly.
- *Petitions and Violations Oversight.* FAR approval of Pac-12 relief petitions (e.g., medical hardship & absence, international competition) and review of all institutional NCAA violations.

### **3) Advocate for Student-athlete Well-being and Diversity, Equity, and Inclusion (DEI)**

- *Regular Communication with Student-athlete Development Staff*

- *Concussion Return-to-Learn*. With campus partners (ASA, DAS, Student Life, Athletic Trainers), we support student-athletes in their return to the classroom and academics.
- *Member of OSU Athletics DEI Working Group*. Promote learning, listening, and creating inclusive spaces.

#### **4) Member of Pac-12 Council & Pac-12 FAR Council**

- *Pac-12 Council*. Each Pac-12 institution has 4 representatives: An Athletic Director, a Senior Women's Administrators, a Faculty Athletics Representatives, and a Student-athlete Leadership Team Members. FARs are voting member of each university's council delegation.
  - FARs are responsible for issues related to academics, Pac-12 and NCAA legislation, sport management and rules issues, and student-athlete welfare.
- *FARC*. Meet with Pac-12 FARs and Conference staff outside of Council meetings to discuss academics and academic issues, student-athlete welfare, eligibility petitions and waivers, legislation, and current issues.
- *Pac-12 Committees*: Gender Equity Review Committee & the Pac-12 ImPACT Leadership Council.
  - *Gender Equity Working Group* Evaluate and ensure the advancement of gender equity across the Pac-12 Conference.
  - *ImPACT Council* builds awareness, identifies solutions, and provides leadership in the fight against systems of racism, exclusion, hate, and discrimination.

## **FAR Proposed Objectives FY22**

- *DEI at OSU.* I am a member the OSU Athletics Diversity and Inclusion Working Group (DIWG) and the Education Subcommittee of the DIWG. The Education Subcommittee proposed a social justice education program for AY 21-22 targeted to all coaches and athletics staff. We hope it will be implemented Fall 2021. We will continue to meet throughout the next academic year.
- *DEI at the Pac-12.* I am on the Pac-12 ImpACT Leadership Council, restructured to build awareness, identify solutions, and provide leadership in the fight against systems of racism, exclusion, hate, and discrimination. Since Fall 2020, we have advocated to the Pac-12 Council on behalf of student-athletes and have developed a conference-wide fan code of conduct template, recommended that Pac-12 institutions have a senior athletics staff member appointed as DEI liaison, and engaged with the Institute for Sport and Social Justice to assess Pac-12 culture and climate through a DEI lens.
- *Elimination of Pac-12 Intra-conference Transfer Rule.* Consistent with actions and sentiments across the country, the Pac-12 FARs successfully advocated for the removal of Pac-12 restrictions on the ability of student-athletes to compete immediately upon transferring to another Pac-12 institution.
- *Anonymous Reporting.* In response to concerns regarding COVID-19 and resumption of athletic activities and in consultation with the OSU General Counsel and OSU Office of Audit, Risk, and Compliance and with the support of OSU Athletics, I developed and monitored an anonymous reporting survey for student-athletes, staff, and coaches. No significant issues were reported.

In addition to continuing many of the activities from this past year, I also anticipate building on my accomplishments in the following four areas.

### **1) Academics**

- *Academic Integrity.* I will continue to assess quarterly student-athlete enrollment and courses with significant grade differentials. I will also continue to meet quarterly with the Assistant Registrar, Athletic Director for Compliance, Director of ASA, Director of Student Conduct, Athletic Director of Student-athlete Development to discuss academic integrity parameters and monitoring.
- *Academic transparency in Student-athlete recruiting.* The Pac-12 Student-athlete Leadership Team (SALT) have been discussing transparency in recruiting related to the availability of programs and majors, the ability to select and study some academic programs, and restrictions in course selection and scheduling. I have met with OSU's SALT representatives about this issue. I will continue to discuss with OSU student-athletes to learn more and to assist and advocate where appropriate.
- *Support for Academics Services for Student-athletes.* I plan to increase my involvement and support of the ASA staff and student-athlete academics. There will be significant transition over the next several months with the hiring of a new Director and at least one Academic Counselor.

### **2) Student-athlete Well-being and Diversity, Equity, and Inclusion**

- *NIL.* I will continue to organize and adapt NIL educational programming for student-athletes. I also plan to follow the developments and the impact of NIL on student-athletes, including academics, athletics, and any other related effects.
- *Student-athlete Transfers and Academic Impact.* There will likely be an increase in student-athletes transferring institutions with the removal of NCAA and Pac-12 transfer restrictions. Although beneficial to student-athlete sport competition, it could have a

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negative impact on student-athlete academics from the perspective of academic performance, progress-toward-degree, and/or degree completion. It is important to support student-athletes, monitor both positive and negative effects, and mitigate negative impacts.

- *Visibility with Student-athletes.* I will increase my efforts to be visible and available to student-athletes through attendance at team practices, quarterly team travel (e.g., fall football travel, winter men's and/or women's basketball, etc.), and continued attendance at SAAC meetings, and quarterly meetings with OSU's SAAC executives and OSU's Pac-12 Student-athlete Leadership Team Members (SALT).
- *DEI Efforts.* As a member of OSU Athletics DIWG and the Education Subcommittee, I will assist and support the Education Subcommittee in implementing DEI educational opportunities to athletics staff and coaches. As a member of the Pac-12 ImPACT Committee, I will continue to advocate and advance DEI initiatives at OSU, the Pac-12, and the broader fan community.

### **3) Compliance and Institutional Control**

- *Compliance Education.* In an effort to inform and update OSU Athletics Compliance Committee members, I schedule quarterly OSU Athletics Compliance Committee meetings that address the following educational topics: recent NIL changes, including agents and amateurism, student-athlete employment, as well as violations and the investigative process, limitations and duties of coaches, drug testing, and concussion education, prevention and management.