

**University Athletics Committee
2016-2017 Members**

Chair - Holly Scoggins

Representing Virginia Tech Alumni - Jacob Lutz, III

Representing Virginia Tech Athletic Fund, Inc. - Jay Poole

Representing Council of College Deans (two-year term) - Paul Winistorfer College of Natural Resources & Environment

Representing each of the eight Colleges:

Steve Trost - Science

Brian Strahm - Natural Resources and Environment

Irene Leech - Liberal Arts and Human Sciences

Holly Scoggins - Agriculture and Life Sciences

Thomas Mills - Architecture and Urban Studies

Terry Swecker - Veterinary Medicine

Robert Parker - Engineering

John Pinkerton - Business

Representing Faculty Senate - Joseph Gabbard - Engineering

Representing the Commission on Undergraduate Studies and Policies - Leon Geyer - Agricultural and Applied Economics

Representing the Commission on Administrative and Professional Faculty Affairs - Jennifer Hundley - Capital Assets and Financial Management

Representing the Staff Senate - Robena Hughes - University Development

Representing scholarship athletes - Holly Harper Junior-Senior level scholarship athlete;
Kelly Williford Freshman-Sophomore level scholarship athlete

Representing the Graduate Student Assembly - Mike Casasanta - Biochemistry

Representing the Student Government Association - Kevin Gehr - Criminology

Ex Officio Members:

Dwight Shelton - Vice President for Finance and CFO

Patty Perillo - Vice President for Student Affairs

Rachel Holloway - Vice Provost for Undergraduate Academic Affairs

Whit Babcock - Director of Athletics

Bill Lansden - Sr. Associate Athletics Director for Development and Executive Director of the Hokie Club

Joseph Tront - President's appointed Faculty Representative to NCAA

Business Agendas for 2016-2017 UAC Meetings

Each meeting included review and approval of previous meeting's minutes as well as an update and Q&A with Whit Babcock, Director of Athletics, or a senior administrator from Athletics

September 27, 2016

- Report by Sharon Kurek, Director, University Internal Audit - Review of Athletics NCAA Compliance in conformity with the fiscal year 2015-16 audit plan.
- Review of Spring 2016 Student Athlete Academics plus notes from the Learning Assistance Program by Matthew Mayotte, Director, Student Athlete Academic Support Services (SAASS)
- Subcommittees – Description and assignments - Holly Scoggins

October 13, 2016

- Report on recent ACC meeting - Joseph Tront, Faculty Representative to the NCAA:
- Coach introduction and report: Coach John Sung - Lacrosse
- Tour of new football practice facility, led by James Torgerson

November 28, 2016

- Desiree Reed-Francois, Deputy Athletics Director: VT Athletics – Organizational overview, general Q&A
- Matt Mayotte - SAASS - Academic update (including new Graduation Success Rate data)
- Coach introduction and report: Scot Thomas - Softball -
- Danny White - Summer Program report (with Joe Tront)

January 24, 2017

- Report from the 2017 NCAA Convention (Jan 18-21, Nashville) - Joseph Tront, Faculty Representative to the NCAA and Desiree Reed-Francois, Deputy Athletics Director
- Office of Student-Athlete Development Annual Report - Reyna Gilbert-Lowry, Senior Associate Athletics Director of Student-Athlete Development
- Tour and overview of Sports Medicine/Training Facility with Mike Goforth, Associate Athletics Director, Sports Medicine

February 13, 2017

- Student-Athlete Awards Report - Reyna Gilbert-Lowry, Senior Associate Athletics Director of Student-Athlete Development
- Academic Update: Fall 2016 - Matt Mayotte, Director, SAASS
- New programs and initiatives in fundraising - Bill Landsen, Senior Associate Athletics Director for Development and Executive Director of the Hokie Club

March 21, 2017

- Introduction of Coach Jill Wilson (Volleyball)
- Facilities Update - Tom Gabbard, Sr. Associate Athletics Director, Facilities and Operations
- University-wide Support for Student-Athletes - Rachel Holloway, Vice Provost for Undergraduate Academic Affairs

April 19, 2017

- New rules on exam proctoring for SA while traveling - Matt Mayotte, Director, SAASS
- Student Assistance Fund plus upcoming Rwanda study abroad - Danny White, Associate Athletics Director of Student-Athlete Development
- Subcommittee reports*
Academic Integrity and Student-Athlete Development, Budget and Facilities, Compliance, Equity and Diversity

Subcommittee Reports - University Athletics Committee 2016-2017

Academic Integrity and Student-Athlete Development Subcommittee

Subcommittee members: Holland Harper, Irene Leech, Jacob Lutz, Kelly Williford, John Pinkerton (Chair)

Athletics reference members: Reyna Gilbert-Lowry, Matt Mayotte

Overview

The subcommittee is charged with evaluating Student-Athlete Academic Support Services (SAASS), and selected non-academic aspects of the student-athletes' involvement with the University and the Athletics Department. In fulfilling this function, the subcommittee shall make appropriate recommendations to the UAC. The subcommittee will:

- Review the activities and functions of Student-Athlete Academic Support Services (SAASS).
- Review policies for, and monitor activities of, support programs (other than academic) and advancement/placement services within the Athletics Department.
- Review policies for determining when non-academic factors (i.e. disciplinary, medical, legal) would restrict a student-athlete's involvement in intercollegiate athletics.
- Review the SAASS's resources and staffing to assure that they are adequate to meet their goals and are commensurate with other ACC schools.

In spring 2015, the committee report suggested that the charge to this committee be changed to:

1. Examining issues covered in the annual SASS & AADS reports. These could be questions raised in the UAC meeting, or issues of concern to the AI&SD committee. Depending upon when this reporting occurs (Fall or Spring), the AI&SD Subcommittee of that academic year or the following year would include in their charge the same set of aspects:

2015-16 Academic Year

study hall, tutoring, technology and computing resources, mentoring, and academic advising

2016-17 Academic Year

success skills, assessment for special academic needs, assistance for at-risk students, and student degree selection

2017-18 Academic Year

freshman/transfer orientation, academic progress monitoring and reporting, learning assessments, post-eligibility programs, and academic evaluation of prospective student athletes

2. Addressing/following up on the findings of the previous year's committee

3. Addressing new issues relevant to Academic Integrity and Student-Athlete Development per

request of the UAC, the athletic director and/or the subcommittee members.

Report

Information sources. The current Academic Integrity and Student-Athlete Development Subcommittee report draws information from (1) reports and presentations of Matt Mayotte and Reyna Gilbert-Lowry to UAC during the past eight months and (2) the SAASS Annual Report 2015-2016. See Exhibit 1.

Subcommittee conclusions. The subcommittee concludes that SAASS successfully enhances the student athlete educational experience at Virginia Tech. The following aspects of SAASS were reviewed:

Student degree selection. Pages 10-12 of the SAASS 2015-2016 Annual report list majors of Virginia Tech student athletes. The College of Liberal Arts and Human Sciences and the Pamplin College of Business account for more than half of all student athlete majors. The issue of *road blocks* to majors mentioned in previous years' subcommittee reports remains an issue for some student athletes for various reasons including schedule conflicts and academic background. However, the problem is not unique to student athletes. The subcommittee will continue to follow this issue.

Assessment for special academic needs, assistance for at-risk students. SAASS provides student athletes with success skills through tutorial assistance, monitored study tables, a one-to-one mentoring program, and computing services. The SAASS Learning Assistance Program (LAP) helps identify those entering student athletes in need of academic support. See Exhibit 2. No recommendations are made.

Assistance for at-risk students Based on data collected from Compliance, Admissions, and from reading assessments given to incoming freshman by LAP staff, at-risk students are placed in Level 1, Level 2, or Level 3 based on their scores. The LAP leveling system is described on pages 4 – 7 of the SAASS 2015- 2016 Annual report. No recommendations are made.

Success skills. SAASS provides student athletes with success skills through tutorial assistance, monitored study tables, a one-to-one mentoring program, and computing services. SAASS also provides Academic Strategy Sessions to help student athletes with necessary academic skills. See Exhibit 3. No recommendations are made.

Budget and Facilities Subcommittee

Subcommittee members: Thomas Mills (chair), Robert Parker, Jay Poole, Joe Gabbard

Athletics reference members: Omar Banks, Tom Gabbard

Overview

This subcommittee is charged with monitoring, but not managing, the activities of the Athletics Department pertaining to budget and facilities. In fulfilling this function, the subcommittee shall make appropriate recommendations to the UAC. The subcommittee will:

1. Monitor the fiscal responsibility of the Athletics Department by reviewing the results of internal and external financial audits of the Athletics Department's operations.
2. Monitor the allocation of resources impacting student-athletes with a focus on equitability and sustainability.

Report

In accordance with the above charge, we have reviewed the following audit reports, budgets and facilities listings. [Copies of which can be sent by email if required].

1. NCAA Reports Schedule of Revenues and Expenditures of Intercollegiate Athletics. Dates: June 30, 2014 to June 30, 2016.
2. VT Intercollegiate Athletic Systems 2016-2017 Budget Review and Approval by Office of University VP for Finance and Chief Financial Officer.
3. Commonwealth of Virginia, Auditor of Public Accounts Independent Auditor's Report for year ending June 30, 2016.
4. VT Equity in Athletics Self Report, 2016, with 2015 data.
5. Facilities Upgrades Report to University Athletic Committee, March 2017.
6. Hokiesports.com/facilities web site

This report address Virginia Tech Athletic Department's fiscal responsibility by reviewing results of internal and external audits including operational revenues, expenditures, and the state of facilities with a focus on equitability and sustainability in their impact on student athletes.

GENERAL OPERATIONAL & BUDGET OBSERVATIONS: After reviewing the above listed audits and reports, the committee finds the VT Athletics Department has been cooperative and diligent with all auditing requirements and appears to be operating the department in sound manner. Institutional and state audit reviews provide additional financial checks on the Athletic Department budget, revenues and expenses.

The review indicates that financial adjustments are made, where necessary, and that procedural accounting appears consistent with generally acceptable practices and policies. The Commonwealth of Virginia audit review reveals that the NCAA Schedule of Revenues and

Expenditures of Intercollegiate Athletics Report is accurate and/or adjusted as required to comply with Commonwealth of Virginia and NCAA policies.

The subcommittee also find the VT Athletics Department has a fiscally responsible budget, has well thought out, deliberate, and creative plans and procedures in place to address operating and maintenance reserves, financial equality in men’s and women’s sports, and equitable student athlete financial aid. The Department does not receive any direct state or government support. Evident to the committee from discussions with Athletic Department representatives is the current strategy being implemented effective Fall 2017 to increase revenues. This strategy aims to increase revenues by a change in giving strategies as follows:

1. Applying a 3-year reseating cycle with specific seat premiums for football and men’s basketball games,
2. Development of an increased revenue stream through prioritized levels of game day parking linked to annual giving,
3. Implementing the ‘Drive to 25’ aimed at increasing Hokie Club membership to 25,000 members. This recognizes and targets the need to increase the number of alumni that give back to University Athletics, and
4. Establishment of a new Hokie Scholarship Fund.

In summation, the Athletic Department has established a forward-looking focus on revenue enhancements, tight budget controls, and established plans for future facility upgrades to continue equitability and sustainability approaches for all athletic programs and the student athletes involved.

FY 2016 REVENUE/EXPENSE REVIEW: Below is a summation of revenues and expenses in the fiscal years 2015 and 2016. Also highlighted are the major sources of revenues and expenses.

Description	2016	2015
2016 and 2015 Revenues and Expenses		
Total revenues (all sports)	\$83.8M	\$80.2M
Total expenses (all sports)	\$84.6M	\$77.7M
Gain/(Loss) (all sports)	(\$764K)	\$2.55M
Total revenues (excluding football & men’s basketball)	\$12.1M	\$11.1M
Total expenses (excluding football & men’s basketball)	\$21.6M	\$19.2M
Gain/(Loss) (excluding football & men’s basketball)	(\$9.5M)	(\$8.1M)
Major Revenue Sources		
Media rights	\$20.5M	\$19.8M
Donor contributions	\$19.1M	\$16.4M
Ticket sales	\$18.1M	\$17.0M
Student athletic fees	\$8.6M	\$8.1M
Major Expense Items		
Salaries and compensations	\$31.3M	\$28.2M
Student athlete financial aid	\$13.0M	\$11.8M
Direct overhead and administrative expenses	\$8.4M	\$7.7M

Debt service	\$5.3M	\$5.3M
Indirect paid to VT	\$4.6M	\$4.2M

In FY ending June 30, 2016 Virginia Tech Intercollegiate Athletics operated with revenues of \$83.8M. This is a 14.6% revenues increase since 2014. Although this was a significant revenue gain Virginia Tech ranks 10th out 14 ACC teams in annual revenues. The only sports whose revenues exceeded expenditures were Football \$48.8M versus \$30.8M and Men’s Basketball \$10.9M versus \$9.5M. In FY 2016, football generated \$18M of excess revenues compared to \$23.2M in FY15 and \$19.5M in FY14. The major sources of revenue generation are media rights (\$20.5M), contributions (\$19.1M), ticket sales (\$18M), and student fees (\$8.6M). A large percentage of student fees are appropriately budgeted for facilities debt service.

Overall, the Athletic Department had a loss of <\$764k> in FY16 down from excess revenues of \$2.5M in FY15 and \$3.5M in FY14. Operating reserves are mandated by SCHEVE and total \$18.M in 2016. Football generated by \$48.8M in excess revenues and men’s basketball (\$19.4M) exceeding the net operating losses (<\$9.6M>) of all other men and women’s sports combined. Major differences are explainable and noted below.

- **Ticket Sales Revenues:** \$1M increase in revenue due to hosting one additional home game and raised ticket prices. A good sign.
- **Contribution Revenues:** \$2.8M increase in VT Foundation contributions. A good sign.
- **Conference Distributions:** \$3.3M decline in ACC conference distributions due to a one-time distribution, in 2015, for University of Maryland leaving the conference.
- **Student Financial Aid Expense:** \$1.2M increased expense due to increased tuition and NCAA requirements.
- **Coaches’ Salaries and Bonus Expense:** \$2.6M increased expense due to complete change in football head coach and staff.

DEBT: The Athletic department has incurred a \$47M debt obligations payable through 2036. With an annual estimated debt service of \$4.8M, although 2016 facility debt service was \$5.4M. The Athletic Department has a plan in place to address debt service through 2036.

FINANCIAL EQUITY CONSIDERATIONS: Within the University’s intercollegiate athletics, there are each nine men and women’s sports. There are 336 male student athletes and 224 female student athletes. The reports provided clearly allocate revenues and expenses in addition to student aid for all sports. Financial accounting is done with transparency for all sports. Several highlights from the 2016 Equity in Athletics Self-report (2015 data) are:

Description	Men	Women
Number of intercollegiate teams	9	9
Number of student athletes	336	224
Total revenues (all sports)	\$62.8M	\$6.0M
Total expenses (all sports)	\$48.7M	\$13.3M
Total revenues (exclude football & men’s basketball)	\$3.5M	\$4.8M
Total expenses (exclude football & men’s basketball)	\$8.1M	\$9.3M
Head coach’s average salaries (coaching duties only)	\$953K	\$203K

Assistant coach's average salaries (coaching duties only)	\$219K	\$76K
Student financial aid (split at 60% Men / 40% women)	\$7.1M	\$4.8M

A point of consideration is the obvious and large differences in coaching salaries for men and women's sports. The committee understands that the Athletic Department uses institutional comparable salaries when addressing salaries for women's team coaches.

FACILITY OPERATIONAL SUMMARY: The Athletic Department has a well-developed facilities upgrade and maintenance plan that is staggered over several biennium's including long range planning, various projects in feasibility, design, procurement, and construction stages. At some level, the current projects benefit all student athletes. Below is a list of current projects.

2016-17 Facilities Work In Progress:

Capital project	Value	Sport supported	Comments
Rector Field House	> \$2 M	Soccer (M&W), Lacrosse (W), Softball (W), Track & Field (M&W)	2017 - Upgrades and renovations. In construction
Baseball Stadium	> \$2M	Baseball (M)	2018 - Upgrades and renovations. In construction
Bowman Nutrition Center	> \$2M	All athletes	2017/18 - Upgrades and renovations. In planning
Tennis Center	> \$2M	Tennis (M&W)	2017 - Addition and upgrades
Golf Simulator	< \$2M	Golf (M&W)	Completed
Merryman Auditorium & Team room	< \$2M	Football (M)	Start April 2017
Cassell Seat upgrades	< \$2M	Cassell Sports (M&W)	Start May 2017
Men's Basketball game day locker room	< \$2M	Basketball (M)	In procurement
Cassell Corridors	<\$2M	All athletes	In planning ASAP
Resealing lower half, East side of Lane Stadium incl'd bleacher replacement	<\$2M	Maintenance	On-going
Resurfacing the existing indoor track.	<\$2M	All track athletes (M&W)	
Merryman Graphics & Display arae			Completed
Cassell floor resurface		Basketball (M&W) Volleyball (W)	July 2017 scheduled completion
Indoor dry diving facility		Swim & Dive Team (M&W)	In planning
Lane Stadium Club Seating		East side Stands	In feasibility

Cassell renovation entrance		Concourse and west entrance area.	In planning
Student Development Center		All student athletes	In planning
Cross Country Course		Cross Country (M&W)	In planning

GENERAL RECOMMENDATIONS: The committee recommends that the VT Athletics Department continue its fiscally sound work, cooperation with internal and external auditing, communication with central administration, and that this committee continue to review audit reports, budgets and facilities. In support of that endeavor, the committee would like to highlight several financial areas that are variable in nature and often difficult to predict and therefore allocate accordingly and have impacts on budget variances in addition to one area to consider for enhanced transparency.

1. Continued vigilance in budgeting for ACC conference distributions. The committee recognizes the inherent variability in predicting ACC conference distributions. This is often a function of ACC men's football and basketball teams advancing in championship games. Therefore, the committee recommends winning both national championships in football and men's basketball in addition to winning all other national sports championships;
2. Significant head coaching changes impacted 2016 expenses. With the current stability in men's football and basketball coaching staffs, the budget projections associated with these line items should stabilize as well and allow better budget predictability in future budget projections. The committee recommends we keep our excellent coaches.
3. Recommend the Athletic Department seek a more comparable technique (possibly comparisons to other ACC schools) in addressing coaches' salaries for women's teams. This will allow the committee a better opportunity to assess any disparity in men and women's coaches' salaries when conducting subcommittee budget reviews.

Compliance Subcommittee

Subcommittee members: Jennifer Hundley (Chair), Terry Swecker, and Stephen, Schoenholtz

Athletics reference members: Tim Parker, Bridget Brugger-McSorley, Derek Gwinn,

Overview

The charge of the Compliance Subcommittees is to evaluate efforts by the Virginia Tech Athletics Department to comply with NCAA, ACC, and University regulations. The goal of the effort is for the subcommittee to suggest actions and outcome measures that minimize the risk of major NCAA infractions or any other non-compliance issues that impair intercollegiate athletics at Virginia Tech.

Report

Internal Audit provides annual inspections and reports relative to the Athletics department's compliance with Commonwealth, University, and NCAA rules. The subcommittee felt that duplication of those efforts was not needed. In selecting a focus for the report, the Subcommittee decided to investigate a potential risk that was not associated with the rules. The Subcommittee chose to look at who has access to facilities, practices, and players. Athletics and athletes share a culture with the University of open accessibility, especially with fans. Conversely, at a national level, certain individuals have abused that open access and have damaged the reputation of individuals and institutions.

We met with Tim Parker, Senior Associate AD Compliance and Governance, to discuss the topic and submitted several questions to Bridget Brugger-McSorley, Assistant AD Compliance and Athletics Title IX, and Derek Gwinn, Assistant AD Compliance, and Tim. The following information is based on response to our questions. There are no specific NCAA, ACC, or University rules or guidelines regarding access to facilities, practices, and players. The need to limit access varies by sport and is rare with the exception of football and basketball.

Coaches have discretion as to when they want to limit access to practices or contests. In general, coaches provide the only approval needed for access to facilities, practices, and players. However, on game days there are restricted areas where no one other than players, coaches, and staff are allowed. This restriction is enforced by Athletics Facilities and Operations staff as well as their contracted security group Rhino.

For rules and regulations regarding permissible and impermissible activities among donors/fans and student-athletes, the Compliance Office has developed a rules education program for key constituents. The Compliance Office conducts in-person meetings once or twice during the academic year with coaches, staff, and student-athletes to discuss impermissible benefits. Information regarding donor/fan and student-athlete interaction is reviewed often. Additionally, the Compliance Office has created educational materials that it distributes to ticket holders and suite holders covering information on donor/fan and student-athlete interactions. On several

occasions, usually two to three time per academic year, the Compliance Office has also conducted educational presentations at various donor meetings and functions. Some of the meetings include Hokie Club Chapter Rep meetings and Blacksburg Sports Club with the goal of identifying different functions each year to reach as many individuals as possible.

In addition to contact with donors and fans, student athletes may come in contact with agents. There are no rules that prevent contact between agents and student athletes and little that the Athletics Department can do to prevent agents from contacting a student-athlete. The main concern is when a student-athlete verbally agrees or signs with an agent or receives a benefit from an agent because this is a violation of NCAA rules and makes a student athlete ineligible. As a part of their rules education program for athletes, coaches, and staff, the Compliance Office provides guidelines with an emphasis on agent representation. The Compliance Office meets with student-athletes twice per academic year to discuss agent representation and with coaches and staff every one to two years. Additionally, the Compliance Office conducts a program for the football team and their families about agent representation and where to be cautions that takes place around the spring game that includes a speaker from the National Football League Players Association (NFLPA). All agents seeking access to student-athletes must register with the Virginia Tech Program for Student-Athlete Representation. If an agent contacts a student athlete, the student-athletes should contact the Compliance Office to assure the agent is registered. Specific time periods are established for in-person contact between athletes and agents. Agents must notify the Compliance Office prior to initiating the direct contact and all correspondence should go through the Compliance Office. The Compliance Office requests a copy of any correspondence sent to the student-athlete or a member of their family.

The subcommittee believes that the Compliance Office has a proactive rules education program for educating coaches, student-athletes, and staff on donor/fan interactions. Additionally, the Compliance Office created materials to educate ticket holders and suite holders about donor/fan and student-athlete interactions. As a part of their rules education program, the Compliance Office makes guidelines associated with agent representation a point of emphasis. The subcommittee recommends that the Compliance Office continue their rules education program on donor/fan interactions and agent representation for coaches, student athletes, staff, ticket holders, and agents. Effectiveness of the education program is hard to ascertain other than we are unaware of any violations in this area. Exit interviews of student athletes could contain questions relative to the occurrence or number of external contacts experiences by student athletes.

Reference:

Initial questions provided to Tim Parker, Derek Gwinn, and Bridget Brugger-McSorley:

1. Are there NCAA, ACC, or Virginia Tech rules about access to facilities, practices, and players?
2. Do they differ by sport?
3. Are there any informal rules set by coaches? Is the Athletics Department aware of those?
4. Does anyone besides coaches have to approve access to facilities, practices, and players?

Follow-up questions provided to Tim Parker, Derek Gwinn, and Bridget Brugger-McSorley:

1. What specific rules are in place for agents regarding contact with player?
2. Do agents have to register in Virginia?
3. What does the Athletics Department do to limit agent access to players?
4. Could you explain the agent registration form on the Athletics Department website?
(<http://www.athletics.vt.edu/compliance/agents/registration.pdf>)

Equity and Diversity Subcommittee

Subcommittee members: Steve Trost (Chair), Robena Hughes, Leon Geyer, Paul Winistorfer, Kevin Gehr.

Athletics reference members: Bridget Brugger-McSorley, Pam Linkous, and Reyna Gilbert-Lowry

Overview

The athletics department will present an annual report to the Equity and Diversity Subcommittee. This report will address the programmatic components relative to equity and diversity within the department of athletics. The subcommittee shall review the report and make recommendations as appropriate to the University Athletics Committee.

Report

Subcommittee Activities:

Due to an upcoming external review, there was no official Equity and Diversity report from the Athletics Department this year. Instead, a brief report was prepared by Bridget Brugger-McSorley, Pam Linkous, and Reyna Gilbert-Lowry specifically for this subcommittee. This report was sent along with the 2016-15 Title IX report to the subcommittee. The subcommittee met to discuss the report on April 12, 2017 and follow-up questions were sent to Athletics by e-mail.

Main Conclusions of the Subcommittee:

- From the hiring information provided, it is clear that efforts to recruit diverse candidate pools have paid off and the department is moving in the right direction with respect to diversity of faculty. This is true for both normal “open-search” hires as well as targeted hires with a “non-competitive exemption.” Overall the faculty is become more diverse.
- Student athletes are more diverse than the university as a whole in some ways and less diverse in others. While there is more minority representation in Athletics, most of those students are African American and other groups such as Asians and Hispanics are underrepresented.
- The Athletic department is working to foster understanding and community across groups through a variety of programs such as SafeZone, Inclusive VT, and The Strong Together Initiative.
- Title IX data shows that the department does a remarkable job meeting both the proportionality requirement (having the same male/female ratio as the University) and treatment requirement (providing equal financial aid to males and females) of Title IX.

Suggestions from the Subcommittee:

- The subcommittee agreed that a useful addition to any diversity report would be a report on the share of student athletes that are first-generation college students and how this share compares to the University overall. Such data would help capture socio-economic diversity within Athletics.

Summary:

Overall the subcommittee is satisfied that Athletics is meeting its goals as well as University standards for diversity among faculty and students and equity with regards to Title IX. We are especially encouraged by the faculty diversity gains made in the past few years under Director Babcock.