

Report from the Committee on Intercollegiate Athletics (CIA)

Mary K Boudreaux, DVM, PhD

Faculty Athletics Representative

May 7, 2013

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SEC FAR members

Visit NCAA.org

Charge of the Committee on Intercollegiate Athletics

The Committee on Intercollegiate Athletics shall:

- (1) recommend to the President the policies for the operation of the Intercollegiate Athletics program at Auburn University,
- (2) monitor for the President all aspects of the Intercollegiate Athletics Program at Auburn University for compliance with University policies, and with NCAA and SEC legislation.
- (3) assist the President and the Director of Athletics on any aspect of the Intercollegiate Athletics Program for which advice or assistance is requested.

The Committee on Intercollegiate Athletics shall meet once per quarter and additionally as called by the President of Auburn University.

Composition of the Committee on Intercollegiate Athletics

Mary K Boudreaux, Pathobiology, Chair
Larry Teeter, Forestry & Wildlife Sciences
John Carvalho, Communication and Journalism
John Saye, Curriculum & Teaching
Brian Connelly, Management
Daniel Svyantek, Psychology
James Barbaree, Biological Sciences
Don Large, Executive Vice-President
Ainsley Carry, Vice President of Student Affairs
C. Wayne Alderman, Dean of Enrollment Management
Kevin Robinson, Executive Director of Internal Auditing
Charles Hunt, A & P Chair and Representative
Joseph Ellis, Staff Council Chair and Representative
Owen Parrish, SGA President, Student Representative

Ex-Officio Members

Jay Gogue, President
Timothy Boosinger and Constance Relihan, Office of the Provost
Jay Jacobs, Athletics Director
Rich McGlynn, Senior Associate Athletics Director

Subcommittees of the Committee on Intercollegiate Athletics

Academic Standards Subcommittee—Larry Teeter, Chair

Awards Subcommittee—John Carvalho, Chair

Compliance Subcommittee—Mary K Boudreaux, Chair

Drug Education/Testing Advisory Group—Randall Clark, Chair

Equity, Welfare, and Sportsmanship —James Barbaree, Chair

Priority and Seating Subcommittee—John Saye, Chair

Athletics Department Seminar Series – Barbara Struempler, Chair

Student Athlete Eligibility

40-60-80 Rule

Once in college, student-athletes must make steady progress toward degrees. Student-athletes must complete coursework required for a degree in the following time frame:

40 percent by the end of their second year,

60 percent by the end of their third year,

80 percent by the end of their fourth year.

Student-athletes are allowed five years to graduate while receiving athletically related financial aid.

All student-athletes must earn a minimum of six hours each term to be eligible the next semester.

Graduation Success Rate (GSR)

The NCAA developed the Division I Graduation Success Rate in response to college and university presidents who wanted graduation data that more accurately reflect the mobility among all college students today.

The rate measures graduation rates at Division I institutions and includes student-athletes transferring into the institutions.

It differs from the rate mandated by the federal government, which does not count incoming transfer student-athletes and counts student-athletes who transfer out as not having graduated, regardless of whether they actually did.

The Graduation Success Rate also allows institutions to exclude from the computation student-athletes who leave their institutions before graduation, so long as they would have been academically eligible to compete had they remained.

Federal Graduation Rate (FGR) vs. Graduation Success Rate (GSR)

- **FGR** assesses only first-time full-time freshmen in a given cohort and only counts them as academic successes if they graduate from their institution of initial enrollment within a six-year period. It makes no accommodation for transfers into or out of an institution.

The rate is very limited because it ignores the large number of transfer students in higher education, but it is still the only rate that allows a direct comparison between student-athletes and the general student body.

- **GSR** begins with the federal cohort, and adds transfer students, mid-year enrollees, and non-scholarship students (in specified cases) to the sample. Student-athletes who leave an institution while in good academic standing before exhausting athletics eligibility are removed from the cohort of their initial institution.

This rate provides a more complete and accurate look at actual student-athlete success by taking into account the full variety of participants in Division I athletics and tracking their academic outcomes.

Comparison of Graduation-Success Rates and Federal Graduation-Rate Cohorts (2002-2005 Entering Classes)

	Federal Rate	GSR
Enrolled (Under Federal Definition)	79,757	79,757
Enrolled as Frosh in January	0	2,439
Two-Year College Transfers	0	9,424
Four-Year College Transfers	0	8,344
Non-Scholarship Athletes (Only at Schools Not Offering Aid)	0	10,282
Total Enrolled	79,757	110,246 (+38.2%)
Allowable Exclusions (Death, Military, Church Mission, etc.)	301	411
Left Eligible	0	20,216
Participants No Longer Sponsored By Institution	0	1,628
Total Denominator	79,456	87,991 (+10.7%)

Both the GSR and FR evaluate a six-year graduation rate (% of students graduating by end of their sixth year – or before the 7th Fall)

Auburn University GSR Historical Trends

2012 = 2002 to 2005 cohort

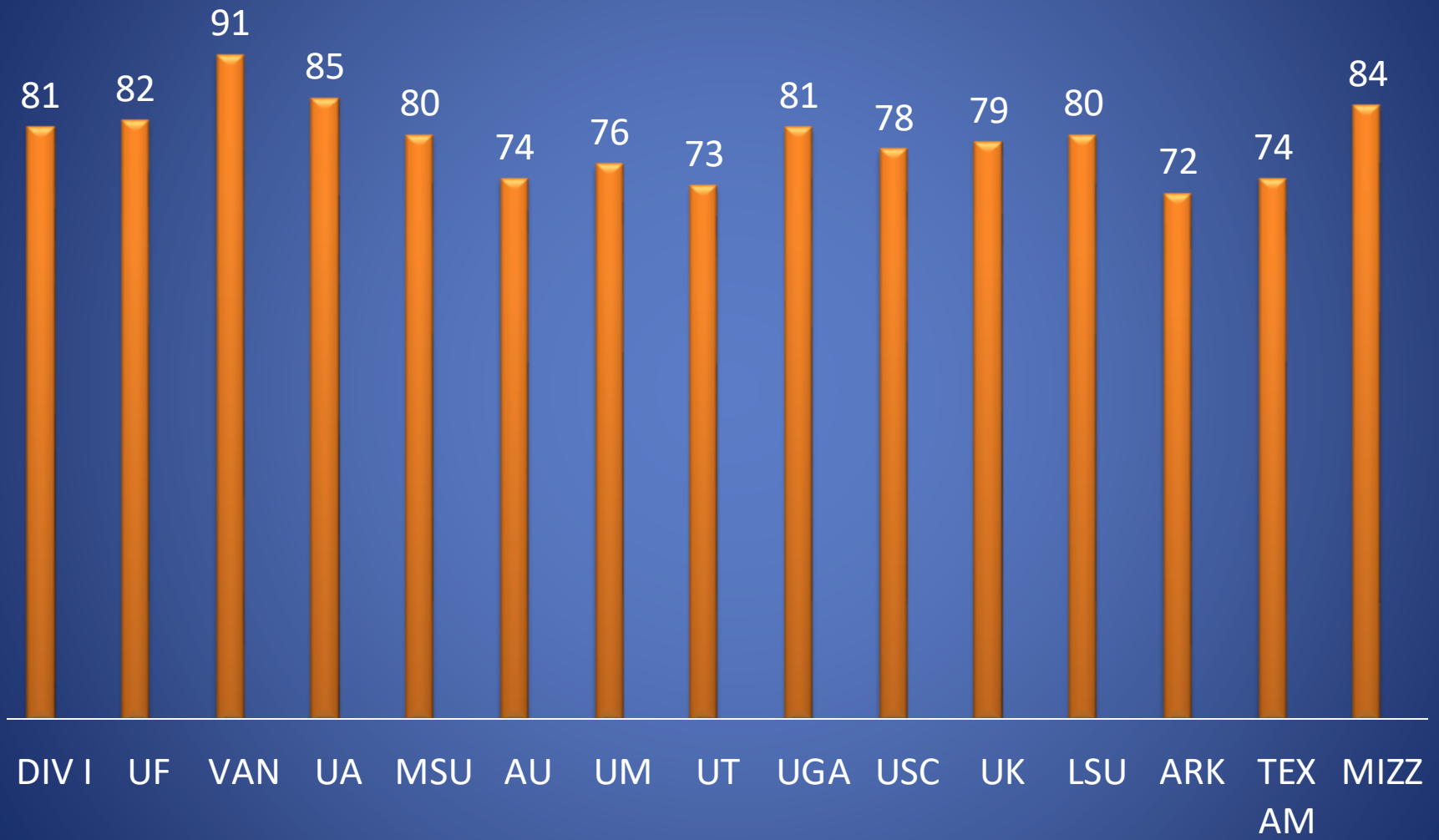


M & W Golf = 56/100%
Gymnastics = 92%
M & W Basketball = 67/91%

M & W Tennis = 100/88%
Football = 64%
Soccer = 90%

M & W Track = 73/72%
M & W Swimming = 67/88%
Softball = 88%

2012 Average GSR Rate (%) of Last 4 Cohorts Division I and SEC Student-Athletes



Graduation Success Rate by Sport 2002 – 2005 cohorts (n = 320)

<u>Men's Sports</u>	GSR	FR
Baseball	58	31
Basketball	67	40
CC/Track	73	63
Football	64	52
Golf	56	71
Swimming	67	63
Tennis	100	100

<u>Women's Sports</u>	GSR	FR
Basketball	91	54
C/C Track	72	65
Equestrian	75	56
Golf	100	88
Gymnastics	92	71
Soccer	90	76
Softball	88	67
Swimming	88	69
Tennis	88	57
Volleyball	56	31

Graduation Rates All Students (%) 2002 – 2005/6 cohorts (FED Rate)

<u>Division I</u>	(n = 2,885,139)	<u>Auburn</u>	(n = 15,598)	<u>AU Student Athletes (n = 320)</u>
Men	60	Men	63	Men 52
Women	65	Women	69	Women 64
Combined	63	Combined	66	Combined 58

Student Athletes Graduation Rates (GSR %) 2002 – 2005/6 cohorts

Division I (n = 87,991)

Men 74

Women 88

Combined 80

Auburn (n = 320)

Men 69

Women 84

Combined 76

Academic Progress Rate (APR)

While eligibility requirements make the individual student-athlete accountable, the Academic Progress Rate (APR) creates a level of institutional responsibility.

The Academic Progress Rate is a Division I metric developed to track the academic achievement of teams each academic term.

Each student-athlete receiving athletically related financial aid earns one retention point for staying in school and one eligibility point for being academically eligible.

A team's total points are divided by points possible and then multiplied by one thousand to equal the team's APR.

Academic Progress Rate Calculation Example

A Division I Football Bowl Subdivision team awards the full complement of 85 grants-in-aid. If 80 student-athletes remain in school and academically eligible, 3 remain in school but are academically ineligible and 2 drop out academically ineligible, the team earns 163 of 170 possible points for that term.

Divide 163 by 170 and multiply by 1,000 - team's APR that term is 959.

The NCAA calculates the rate as a rolling, four-year figure that takes into account all the points student-athletes could earn for remaining in school and academically eligible during that period. Teams that do not earn an APR above specific benchmarks face penalties ranging from scholarship reductions to more severe sanctions.

Teams that score below 925 and have a student-athlete who both failed academically and left school (0 for 2) can lose scholarships (up to 10 percent of their scholarships each year) under the immediate (contemporaneous) penalty structure.

The APR penalty structure was significantly revamped in 2011, effective with the 2012-13 academic year.

After sitting at a 900 APR for the first five years of the program, the penalty benchmark will slowly increase over the next several years.

Teams are required to earn a 900 four-year APR in 2012-13 and 2013-14.

The benchmark is raised to 930 for 2014-15 and beyond.

Sport	APR	Multi-Year (4 year) Rate	Posted Spring 2012
Baseball	943		
Football	943		
Men's Basketball	925		
Men's Cross Country	955		
Men's Golf	962		
Men's Swimming	936		
Men's Tennis	960		
Men's Track, Indoor	960		
Men's Track, Outdoor	960		
Softball	988		
Women's Basketball	986		
Women's Cross Country	991		
Women's Golf	975		
Women's Gymnastics	978		
Women's Soccer	990		
Women's Swimming	971		
Women's Tennis	986		
Women's Track, Indoor	955		
Women's Track, Outdoor	955		
Women's Volleyball	949		

TITLE IX COMPLIANCE

In order to be in compliance with Title IX guidelines, a university that receives federal funding, must comply with one of the three following prongs:

Proportionality - athletic participation must substantially mirror the student body population.

History of adding women's sports to the athletics program.

Meeting the interests and abilities of the female students.

The following are Auburn University’s athletics participation numbers since 1992-93:

Year	Male Athlete	Female Athlete	Male Student	Female Student
1992-93	74% - 317	26% - 114	55%	45%
1993-94*	67% - 334	33% - 161	55%	45%
1994-95	65% - 309	35% - 164	54%	46%
1995-96	66% - 324	34% - 183	53%	47%
1996-97**	62% - 324	38% - 196	52%	48%
1997-98	63% - 306	37% - 187	52%	48%
1998-99	61% - 326	39% - 226	52%	48%
1999-00	59% - 335	41% - 229	52%	48%
2000-01	57% - 296	43% - 224	52%	48%
2001-02	58% - 319	42% - 233	52%	48%
2002-03***	56% - 337	44% - 270	52%	48%
2003-04	55% - 316	45% - 254	52%	48%
2004-05	57% - 339	43% - 258	52%	48%
2005-06	57% - 328	43% - 252	52%	48%
2006-07	56%- 313	44%- 242	51%	49%
2007-08	55%-311	45%-253	50%	50%
2008-09	55%- 309	45%-255	51%	49%
2009-10	54%-306	46%-258	52%	48%
2010-11	56%- 309	44%-247	51%	49%
2011-12	54%- 312	46%- 263	51%	49%
2012-13	51%-321	49%-303	51%	49%

* Added Soccer ** Added Softball *** Added Equestrian

Title IX Financial Aid Component

Financial aid percentages must be within 1 percent of the participation rates.

Auburn provides the maximum number of scholarships in every sport with the exception of equestrian.

Equestrian became fully funded in 2010-11.

Auburn is in compliance with the financial aid component.

Financial Aid Percentages between 1994 and 2013

Year	Male Athletic Aid	Female Athletic Aid
1994-95	62%	38%
1995-96	62%	38%
1996-97	60%	40%
1997-98	60%	40%
1998-99	56%	44%
1999-00	55%	45%
2000-01	54%	46%
2001-02	54%	46%
2002-03	55%	45%
2003-04	55%	45%
2004-05	56%	44%
2005-06	57%	43%
2006-07	54%	46%
2007-08	53%	47%
2008-09	51%	49%
2009-10	50%	50%
2010-11	53%	47%
2011-12	52%	48%
2012-13	50.5%	49.5%

Other Program Areas

Title IX also considers a checklist of items for compliance.

Auburn conducted a comprehensive review in the spring of 2011 and is currently participating in another review (Spring 2013).

1. Equipment and supplies
2. Scheduling of games and practice times
3. Travel and per diem allowances
4. Tutoring
5. Coaching
6. Locker rooms, practice and competitive facilities
7. Medical and training facilities and services
8. Housing and dining facilities and services
9. Publicity
10. Support services
11. Recruitment of student-athletes

Accolades

Rhodes Scholars

In 2009 Jordan Anderson, the men's swimming and diving captain, was awarded a Rhodes Scholarship.

In 2010 Erica Meissner, the women's swimming and diving team captain, and gymnast Krissy Voss were Rhodes Scholar finalists.

In 2011 Dan Mazzaferro, the men's swimming and diving captain, was a Rhodes Scholar finalist.

In 2012 Ashton Richardson, football, was a Rhodes Scholar Finalist.

Auburn is the only SEC institution to have 5 student-athletes as finalists in the last 5 years.

Academic Progress Rate—Over 50% (11) of our teams had perfect APR scores for the last academic year.

Academic Progress Rate—75% (15) of our teams have a multi-year APR of 950 or Higher.

During the Past Year—We had over 80 student-athletes graduate from Auburn University.

Walter Byers Award—6 Finalists—3 Male and 3 Female Student-Athletes
2 of the 6 were from AU Dan Mazzaferro and Katy Frierson

The other universities represented—
Brigham Young, Winthrop, Washington University in St. Louis,
Drury University in Springfield, Missouri

Boyd McWhorter Award and Brad Davis Award—Auburn University has had more recipients than any other SEC school in the last five years.

SEC Scholar Athletes of the Year —Laura Lane and Blanche Alverson

Laura Lane won this award for two consecutive years.

Laura is the only student-athlete in the history of the SEC to win the SEC Scholar Athlete of the Year in Gymnastics for two consecutive years.

NCAA Postgraduate Scholarships (174 total awards given each year)

Erica Meissner, Swimming

Katy Frierson, Soccer

Indy (Leslie) Roper, Equestrian

Ashton Richardson – Bobby Bowden Award recipient.

The President's Award recognizes a graduate in each school or college who has completed at least three semesters at Auburn with a minimum grade point average of 3.40, and possesses outstanding qualities of leadership, citizenship, character and promise of professional ability.

The President's Award is the highest honor bestowed to any member of the graduating class.

This year's Honorees included the following three scholar athletes

Ashton Richardson – College of Agriculture – Football

Amy Howard – College of Education – Soccer

Kyle Owens – College of Sciences and Mathematics – Swimming

Criteria for SEC Academic Honor Roll

- (1) A student-athlete must have a grade point average of 3.00 or above for either the preceding academic year (two semesters or three quarters) or have a cumulative grade point average of 3.00 or above at the nominating institution.
- (2) If a student-athlete attends summer school, his/her grade point average during the summer academic term must be included in the calculation used to determine eligibility for the Academic Honor Roll.
- (3) Student-athletes eligible for the Honor Roll include those receiving an athletics scholarship, recipients of an athletics award (i.e., letter winner), and non-scholarship student-athletes who have been on a varsity team for two seasons.
- (4) Prior to being nominated, a student-athlete must have successfully completed 24 semester or 36 quarter hours of non-remedial academic credit toward a baccalaureate degree at the nominating institution.
- (5) The student-athlete must have been a member of a varsity team for the sport's entire NCAA Championship segment.

2012 SPRING SEC ACADEMIC HONOR ROLL

Based on grades from the 2011 Summer and Fall terms and 2012 Spring term.

BASEBALL

Bobby Andrews	Finance
Zach Blatt	Physical Education, Teach Education
Jon Luke Jacobs	Business Administration
Cory Luckie	Biomedical Sciences, Pre-Med
Patrick T Savage	Accountancy
Mitchell Self	Building Science
Creede Simpson	Accountancy
Derek Varnadore	Building Science

EQUESTRIAN

Anna Becker	Marketing
Coryn Bergenty	Psychology
Mallory Campbell	Animal Sciences, Pre-Vet
Taylor Cechini	Apparel Merchandising- Apparels
Rachel Cooper	Journalism
Casey Fowler	Finance
Jillian Fuller	Health Promotion
Kelsey George	Fish and Allied Aquacultures

2012 Spring SEC ACADEMIC HONOR ROLL - continued

EQUESTRIAN

Quincy Hayes	Communication
Lydia Hinshaw	Elementary Education
Bailey Kleis	Animal Sciences, Pre-Vet
Rachel Lin	Spanish International Trade
Margaret McAlary	Communication
Lindsay Portela	Communication
Jessica Remy	Exercise Science
Leslie Roper	Finance
Stephanie Rucci	Business Administration, Human Resource Management
Addison Snively	Animal Sciences, Equine
Grace Socha	Health Promotion
Jennifer Waxman	Political Science

MENS AND WOMENS GOLF

Blayne Barber	Finance
Dominic Bozzelli	Public Administration
Niclas Carlsson	Undeclared-Liberal Arts
Cory Gilmer	Business Administration
Michael Hebert	Public Administration
Kyle Kopsick	History

MENS AND WOMENS GOLF

Mark McCurdy

Blake Soni

John Stembridge

Daniel Stringfellow

Diana Fernandez

Madison Overbey

Patricia Sanz

Radio, Television and Film

Finance

Mechanical Engineering

Business Administration

Applied Math-Actuarial Sciences

Business Administration

Biomedical Sciences, Pre-Med

SOFTBALL

Elizabeth Eistherhold

Amber Harrison

Hilary Mavromat

Maris Medina

Morgan Murphy

Caitlin Schultze

Baylee Stephens

Liana Wuchte

Marketing

Industrial and Systems Engineering

Chemical Engineering

Marketing

Radio, Television and Film

Physical Activity and Health

Nursing Science

Biosystems Engineering

2012 Spring SEC ACADEMIC HONOR ROLL - continued

MENS AND WOMENS TENNIS

Daniel Cochran	Finance
Lucas Lopasso	Economics Liberal Arts
Rafael Rondino	Economics Liberal Arts
Alexander Stamchev	Economics
Michael Wardell	Biomedical Sciences
Olivia Bennett	Communication
Jacqueline Kasler	Animal Sciences, Pre-Vet
Paulina Schippers Estrada	Chemical Engineering
Taylor Schreimann	Administration of Higher Education

MENS AND WOMENS TRACK

Matthew Cooper	Public Administration
Patrick Kelley Cutrell	Biomedical Sciences
Neil Danville	Entrepreneurship and Family Business
Milan Dekich	Communication
Hunter Hayes	Finance
Tyler Kennedy	Chemical Engineering
Clifford Trey Lee	Psychology
Jason Miller	Biomedical Sciences, Pre-Med

2012 Spring SEC ACADEMIC HONOR ROLL - continued

MENS AND WOMENS TRACK

Samuel Mueller	Animal Sciences, Pre-Vet
Joseph Peake	Economics
Marcus Popenfoose	Pre-Mathematics Education
Marcus Rowland	Public Administration
Jeffery Sanders	Interior Architecture
Elizabeth Briasco	Nutrition-Dietetics
Nicole Charley	Marketing
Ashley Cruder	Undeclared Graduate School
Alissa Fisher	Physics-Applied Mathematics
Maya Pressley	Communication
Kai Selvon	Industrial Design

2012 FALL SEC ACADEMIC HONOR ROLL

Based on grades from the 2012 Spring, Summer and Fall terms.

Football

Ryan Carter	Pre-Business
Steven Clark	Exercise Science
Chris Davis	Public Administration
Adam Dyas	Biomedical Sciences, Pre-Med
Tunde Fariyike	Biomedical Sciences, Pre-Med
Trent Fisher	Communication
Alex Kozan	Pre-Business
Robert Leff	Pre-Electrical Engineering
Jake Lembke	Wildlife Ecology & Management
Philip Lutzenkirchen	Communication
Duncan McKinney	Pre-Business
Ashton Richardson	Animal Sciences, Pre-Vet
Greg Robinson	Sociology
Avery Young	Fitness, Conditioning & Performance
Patrick Young	Sciences and Math
Joel Bonomolo	Interdisciplinary Studies

2012 FALL SEC ACADEMIC HONOR ROLL - continued

Soccer

Ana Cate

Mary Coffed

Bryana Gold

Amy Howard

Jordan Miller

Mary Nicholson

Jessica Rightmer

Kimberly Spence

Caitlin Torie

Jessica Wolfe

Exercise Science

Marketing

Pre-Journalism

Elementary Education

Supply Chain Management

Spanish

Communication Disorders

Psychology

Exercise Science

Building Science

Volleyball

Sarah Bullock

Katherine Culwell

Mackenzy Harper

Camila Jersonsky

Courtney McDonald

Brittney Rhude

Kathia Rud

Chelsea Wintzinger

Sarah Wroblicky

Public Relations Communication

Finance

Accountancy

Polymer & Fiber Engineering

Pre-Communication

Management

International Business

Biomedical Sciences, Pre-Pharmacy

Psychology

SEC H. Boyd McWhorter Postgraduate Scholarship

Recognizes student-athletes, one male and one female, for outstanding and meritorious academic and athletic achievements during their entire college career. Two from each SEC school, \$7500 each

Minimum cumulative undergraduate GPA of 3.2

Demonstrated qualities of leadership that bring credit to the student-athlete, the Institution, intercollegiate athletics and the goals and objectives of higher education.

The 28 SEC student-athletes compete for SEC Scholar Athlete of the Year. FARs evaluate and rank all 28 students. Based on FAR rankings the list is narrowed to 3 to 4 Finalists per category.

National award winners are determined from the Finalist list by the SEC FARs at their March meeting. 2 students chosen - \$15,000

2013 AU recipients (competed as FINALISTS for Scholar Athlete of the Year)

Blanche Alverson, Basketball

Ashton Richardson, Football

Brad Davis SEC Community Service Postgraduate Scholarship

Recognizes outstanding and meritorious community service achievements by one male and one female student-athlete during their entire college career.

Two from each SEC school, \$5000 each

Minimum cumulative undergraduate GPA of 2.75

Demonstrated a commitment to serving others in the university or other communities through participation in various service projects and activities, demonstrated qualities of leadership bringing credit to the student-athlete, their institution, intercollegiate athletics, and the goals and objectives of higher education.

The 28 SEC student-athletes compete for Service Leader of the Year.

FARs evaluate and rank all 28 students. Based on FAR rankings the list is narrowed to 3 to 4 Finalists per category.

National award winners are determined from the Finalist list by the SEC FARs at their March meeting. 2 students chosen - \$10,000 each

2013 AU recipients (competed as FINALISTS for Service Leader of the Year)

Amy Howard, Soccer

Kyle Owens, Swimming

Auburn University Student Athletes Fall Semester 2012

Average Team GPA for Semester		3.08
Average Team Cumulative GPA		3.10
Average Individual Student Athlete GPA for Semester		2.96
Average Individual Student Athlete Cumulative GPA		3.00
Total Student Athletes with 3.00+		281 (53.8%)
Top Team GPA for the Semester	Women's Tennis	3.54
Top Team Cumulative GPA	Men's Cross Country	3.49
Team with most 3.00+ GPAs	Equestrian	31
Team with Highest % 3.00+ GPAs	Men's Cross Country	92.3%

Statistics provided by Dr. Gary Waters, Senior Associate Athletics Director, Student Services

Athletics Department Seminar Series – Subcommittee of the CIA

Purpose:

Develop a series of topics aimed at educating Auburn University faculty and staff about Athletics Department policies and activities.

Assist Athletics Department personnel with the development of presentations.

Plan/advertise the location and times for presentations.

Arrange for recording of seminars for future availability on-line.

Develop an evaluation document for seminar attendees.

<http://www.auburntigers.com/cia/>

SEC Faculty Athletics Representatives

Provosts	1	Vanderbilt
Associate Deans	2	Alabama, University of Mississippi
Department Heads/Chairs	3	Arkansas, Florida, Mississippi State
Professors	8	Auburn, Georgia, LSU, Kentucky, S. Carolina, Tennessee, Missouri, Texas A&M

Engineering	1
Kinesiology	1
Sports Management	1
Law	3
English	1
Ag Economics	1
Economics	1
Educational Leadership	1
Psychology	1
Veterinary Medicine	1
Management	1
Physics	1

Kevin Whitaker, University of Alabama, Assoc Dean for Academic Programs, Assoc Professor of Aerospace Engineering and Mechanics

Sharon Hunt, University of Arkansas, Depart Head, Depart of Health Science, Kinesiology, Recreation and Dance

Michael Sagas , University of Florida, Prof and Chair, Depart of Tourism, Recreation, and Sport Management

David Shipley, University of Georgia, Former Law School Dean, Professor of Law

Joseph Fink, University of Kentucky, Prof of Pharmacy Law and Policy (Pharmacy degree and Law degree)

Bill Demastes, Louisiana State University, Alumni Professor of English

Ron Rychlak, University of Mississippi, Associate Dean for Academic Affairs and Professor of Law

Steve Turner, Mississippi State, Department Head and Professor, Department of Agricultural Economics

Zach Kelehear, University of South Carolina, Professor of Educational Leadership and Policies

Don Bruce, University of Tennessee, Professor, Center for Business and Economic Research

Richard McCarty, Vanderbilt, Provost and Vice Chancellor for Academic Affairs and Professor of Psychology

Tom Adair, Texas A&M, Professor, Department of Physics and Astronomy

Lori Franz , University of Missouri, Professor, Management, Trulaske College of Business

During their time at Auburn, our student-athletes not only become well-educated, they also develop excellent time management skills and a sense of community that is unique to Auburn University.

Their success relies on the cooperation of faculty, counselors, coaches, sport administrators, and the students themselves.

Student athletes cannot succeed without being both academically and athletically prepared.

Thanks to the faculty and staff who have helped and continue to help inspire our students to be the best that they can be, in the classroom and on the playing field (court, track, pool, horse).



PLATELETS!
THE ULTIMATE
TEAM PLAYERS!