

**Provost's Advisory Council**  
**April 29, 2021 Meeting**  
**8:30-10:00 a.m. - Zoom**

**In attendance:**

Sharon Beckman (Chair)	Angela Harkins	Gilda Morelli
Michelle Elias Bloomer	Dewin Hernandez	Karen Muncaster
Joseph Carroll	Gregory Kalscheur, S.J.	David Quigley
Mary Ellen Carter	William Keane	Ronnie Sadka
Thomas Chiles	Thomas Kohler	Akua Sarr
Joseph Du Pont	Adam Krueckeberg	David Scanlon
Kristin Flower	Jonathan Laurence	Billy Soo
Yonder Gillihan	Karen Lyons	Thomas Stegman, S.J.
Stacy Grooters	John Mahoney	Sasha Tomic
Christian Guma	Allison Marshall	Thomas Wall

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- 1. The summary of the March 25, 2021 meeting was approved.** It will be sent to the President's Office. All summaries are posted on the Provost's Office website; members are encouraged to share them with colleagues.
  - 2. Meet the Coaches:**
    - **Introduction by Professor Bob Murphy, *Faculty Athletics Representative, Athletic Advisory Board***
    - **Joanna Bernabie-McNamee, *Women's Basketball Coach***
    - **Jeff Hafley, *Men's Football Coach***

Bob Murphy began by introducing Joanna Bernabie-McNamee, the Women's Basketball Coach, and Jeff Hafley, the Men's Football Coach.

Coach Joanne Bernabie-McNamee recently completed her third season at BC. During her second season, the team posted a 20-12 record, the program's first 20-win season since 2011, and she was named Women's Basketball Coach of the Year by the ACC. Prior to coming to BC, Coach McNamee was head coach at Albany. As a player, she was named a Division II All-American and was a four-time, first-team, All-West Virginia Athletic Conference selection as a point guard. She holds the NCAA Division II career assists record, and the record for assists in a game.

Coach Jeff Hafley completed his first season at BC last fall in the midst of the pandemic, posting a 6-5 record, the most victories of any first-year head coach in college football that year. Prior to BC, Coach Hafley was the Defensive Coordinator at the Ohio State University, leading the defense for the 2019 Big Ten Champions and qualifying for the College Football Playoff. He was a finalist for two defensive coordinator of the year awards that year. Coach Hafley's coaching career includes 11 seasons in collegiate football, before a move to the NFL in 2012. He spent 7 seasons coaching in the NFL, most recently as defensive backs

coach for the San Francisco 49ers. Coach Hafley played four seasons as a wide receiver at Siena College.

Bob opened the conversation to Coach McNamee and Coach Hafley to discuss BC athletics generally, navigating the pandemic, and the future of their programs.

Coach Joanna McNamee began by talking about BC's unique tight-knit community and the beauty of the campus. She discussed the value of a BC education and the commitment of the faculty as resources when recruiting student athletes, noting that BC's rigorous academic expectations can also be intimidating for prospective student athletes.

Joanna continued, discussing the challenges young athletes face when they get to BC. They are experiencing life on their own for the first time, facing higher academic expectations, and are being asked to represent BC on the national stage. She talked about establishing a family environment and empowering the athletes to strive for success not just on the court. The formative education that they receive in the classroom mirrors their athletic experience and helps them leave BC as young adults with a commitment to being men and women for others, ready to conquer life's challenges as proud BC graduates.

She talked about the importance of academics to BC's student athletes and the value they place on personal interactions with faculty members. The students have a passion for athletics and academics, and want a well-rounded education. They are often spread thinly with practices, travel, and games, but they truly appreciate connections they are able to make with faculty members.

Joanna discussed the challenges of sharing gym space with other teams and lack of flexibility in scheduling practices, but noted appreciation for faculty who are able to accommodate student's practice blocks and meet with students outside of normal office hours.

Coach Jeff Hafley began by discussing the importance of connecting with the community and the faculty when he arrived, the challenges of starting at BC during the pandemic, and expressed excitement for increased interactions with the community going forward.

Jeff continued, discussing his background and what led him to BC. When asked to return to collegiate coaching at Ohio State University following seven years in the NFL, he reflected on his career and decided the opportunity to help people and impact lives was greater at the collegiate level. After a successful year at Ohio State, he was drawn to BC's mission, ethics, strong academic tradition, and students who are driven individuals with real potential on and off the field.

He talked about challenges that professional athletes face when their careers end, stressing the importance of the BC degree and connections that student athletes make while here in navigating post-football life. Jeff continued, talking about his approach to balancing academics and athletics, and recruiting student athletes who embrace that balance.

David Quigley asked the coaches to talk about the role of coach as educator, as part of an institution devoted to formative education, building the strengths, talents, and character of the whole person.

Joanna talked about the role of adversity in character development for the students. On the academic side, students are challenged by tests and deadlines that demonstrate their commitment and work ethic. On the athletic side, students are asked to compete at the highest level and practice hard, working as a team, regardless of whether they will see playing time. She discussed the importance of teaching students to be accepting of other backgrounds, to broaden their empathy for others, and to respond to adversity. The BC family culture supports students as they learn to deal with pressure and adversity, developing well-rounded young adults who are capable of handling life after BC.

Jeff talked about the role of coaches and developing young coaches. The football team has 10 full-time coaches, and each coach acts as head coach for their position, responsible for their players both academically and athletically. Once a week, the coaches meet and review every player on the team for academic progress. The position coach is aware of the assignments, grades, attendance, etc. for each of their players, and can serve as an ally to the academic side if a student is struggling. Learning to be coaches of a smaller group will enable them to move up to a head coaching position eventually.

A council member asked Coach McNamee how, as a record holder in assists, she motivates her players to strive to support and improve each other. The council member also asked Coach Hafley if he brings an underdog element to his coaching and in motivating the team.

Joanna responded that the team's motto is *five together is one*. The players are invested in supporting each other and everyone has to be on the same page and be willing to assist. She talked about the role of faculty and coaches in assisting the students to navigate this period in their lives and the reward of seeing them succeed.

Jeff talked about the underdog mentality that he developed and learned as he worked his way up during his career. He discussed his drive to succeed and the importance of preparation and striving to do your best in everything you do. Preparation leads to confidence, on and off the field.

A council member asked what faculty members can do to better support student athletes.

Jeff responded that giving clear expectations and holding the students accountable is important. Do not allow excuses, be honest with them, and let them know you care and want them to succeed.

Joanna added that students' favorite classes are those where they feel they have connected with the faculty member. She noted that they also truly value their education and understand the importance of succeeding academically.

### **3. Open Conversation on Lessons Learned and Takeaways from the Pandemic Academic Year**

- **What worked well this year and what did not**
- **Hopes and plans for the next year and beyond**

David opened a conversation on reflections from the past year on what has worked well and what has not worked as well, and broadly how to use the learnings to shape plans for the next year and beyond. He discussed the importance of documenting the experience, both the good and the challenging, and reflecting on how it will inform the future.

A council member discussed the past year as an accelerant to changes in online and hybrid education, with years of innovation happening very quickly. He talked about challenges to delivering programming to populations with different needs, noting there is no one-size-fits-all solution. He mentioned the incredible creativity and flexibility exhibited across campus over the past year to build capacity and explore new opportunities to engage with students. He talked about building BC's online capacity generally, noting increased competition from top-tier peer institutions that are expanding their online offerings.

A council member talked about the University's success, despite the challenges, in preserving its traditions, values, and the experiences student expect through flexibility, creativity, and a willingness to adjust throughout the year. Another council member noted that the students were incredibly understanding of faculty efforts to transition and try new things.

Council members discussed the importance of communication and noted communications around COVID, especially across different groups of constituents on campus, sometimes felt insufficient which presented additional challenges.

A council member expressed a hope that the University will acknowledge the "lost class" of 2020.

A council member expressed appreciation for the flexibility of the University over the past year and for creating a safe environment, through testing efforts, for those who were on campus and in the classroom.

A council member talked about reflecting on the past year before moving back into the classroom, noting that learning takes place in different ways and there are multiple means to engage with students beyond the traditional classroom experience.

A council member talked about the emotional and interpersonal labor that faculty devote to their teaching, discussing the challenge of managing that with their other commitments, and noting that it is important to have supports in place for those faculty who may struggle.

#### 4. Provost's Report

Billy provided an update on the academic calendar for fall 2022 through fall 2024. There will be a four-day fall break around the Columbus Day holiday that will include Columbus Day and the Friday before.

David provided some updates:

- There will be forthcoming guidance regarding guests at Commencement in light of recent changes to capacity restrictions. Faculty participation will remain limited to maximize the graduate and guest participation.
- The email regarding the fall vaccination requirement was circulated to the community. More information is forthcoming about the process for providing proof of vaccination and securing exemptions.
- The existing travel policy will remain in place at least through the end of the summer. Faculty who need to travel should work through their Dean's Offices to request and secure approval.
- Accommodations that were granted for the past year will carry through May but will not carry on to the next year. Human Resources will be circulating return to work guidance, with an expected transition back to campus over the summer for all faculty and staff.
- Kate Gregory, former faculty member, has been named the next Dean of the Connell School of Nursing. She will begin her tenure on July 1, 2021.
- The admissions team welcomed tours of admitted students to campus this month. Enrollment numbers are encouraging across programs and schools. Deposits for the admitted class of 2025 are ahead of projections, and enrollment is strong at the graduate and professional levels as well.

David concluded, thanking the group for their service and productive work.

Billy acknowledged Council members whose terms are ending: Christian Guma, Dewin Hernandez, Allison Marshall, Bill Keane, Margaret Lombe, and Tom Crea.

He added that Sharon will continue as Chair for another year.