

ACADEMIC COUNCIL REPORT

ACTION REQUESTED:

Recommendation
Decision
Discussion/Direction
Information

DATE: 25 January 2022

FROM: Undergraduate Studies Committee

SUBJECT: Black or Indigenous Heritage Student-Athlete Bursary

COMMITTEE MANDATE:

- Under its Terms of Reference, the Undergraduate Studies Committee (USC) has a mandate “to review and recommend to Academic Council changes to undergraduate academic, admissions, and scholarship policy, including terms of reference for all undergraduate scholarships, bursaries, and awards”
- The Office of the Registrar is seeking agreement to participate in the Black or Indigenous Heritage Student-Athlete (BIHS) Bursary program and is requesting the USC’s recommendation of the partnership for approval by Academic Council

MOTION:

That pursuant to the recommendation of the Undergraduate Studies Committee, Academic Council hereby approves the University’s participation in the Black or Indigenous Heritage Student-Athlete (BIHS) Bursary program.

BACKGROUND/CONTEXT & RATIONALE:

Ontario Tech University has been offering the Athletic Financial Awards (AFA) in collaboration with the Ontario Universities Athletics (OUA) since Fall 2011. The policies and procedures are set by the OUA, and Athletics and Student Awards and Financial Aid adhere to these in the administration of the AFA.

This year, a new bursary program was proposed by the OUA to provide additional support to student-athletes. The Black or Indigenous Heritage Student-Athlete (BIHS) Bursary policy was approved by the OUA Board of Directors in August 2021. This two-year pilot program, commencing in the 2021-22 academic year, is intended to provide additional support to student-athletes at Ontario universities who self-identify as either Black or Indigenous and who demonstrate financial need.

CONSULTATION AND APPROVAL:

The Office of the Registrar and Athletics have discussed the administration of this new bursary.

Deliberative Body: Undergraduate Studies Committee November 2021 for recommendation
Approval Authority: Academic Council

NEXT STEPS:

Pending the approval of Academic Council, this bursary would become effective for the 2021-22 academic year.

SUPPORTING REFERENCE MATERIALS:

- Memo from the University Registrar
- Black or Indigenous Heritage Student-Athlete (BIHS) Bursary program OUA Policy
- Ontario Universities Athletics (OUA) Athletic Financial Awards policies and procedures

OFFICE OF THE REGISTRAR

MEMORANDUM

To:	Members of Undergraduate Studies Committee and Academic Council
From:	Andra Drinkwalter, Director, Student Financial Assistance and Enrolment Services Scott Barker, Director of Athletics
CC:	
Date:	November 16, 2021
SUBJECT:	Ontario Universities Athletics (OUA) Black or Indigenous Heritage Student-Athlete Bursary

Overview

Ontario Tech University has been offering the Athletic Financial Awards (AFA) in collaboration with the Ontario Universities Athletics (OUA) since Fall 2011. The policies and procedures are set by the OUA and Athletics and Student Awards and Financial Aid adhere to these in the administration of the AFA.

This year, a new bursary program was proposed by the OUA to provide additional support to student-athletes. The Black or Indigenous Heritage Student-Athlete (BIHS) Bursary policy was approved by the Board of Directors in August 2021. This two-year pilot program, commencing in 2021-22 academic year is intended to provide additional support to student-athletes at Ontario universities who self-identify as either Black or Indigenous and who demonstrate financial need.

Ontario Tech Athletics and Student Awards and Financial Aid endorsed the OUA BIHS proposal during the discussion phase and now require formal approval to administer the bursary program.

Additional information on the program, including criteria, administration and restrictions can be found in the enclosed OUA Black or Indigenous Heritage Student-Athlete Bursary Policy.

Number and value of bursaries

The overall bursary program encourages universities to offer up to 25 awards valued at up to \$2,000 per bursary to students demonstrating financial need. The following table outlines the estimated number of recipients and budget required for the pilot phase:

	Recipients	Total Value*	Source of funds
2021-22	Up to 5	\$10,000	No new funds required. General endowment will cover in-year commitments.
2022-23	Up to 25	\$50,000	To be determined.*

* bursary values will be in increments of \$500 up to \$2000 based on demonstrated financial need. Actual number of recipients will be based on available funds.

Participation by Ontario Tech University beyond the two-year pilot will be dependent on program needs and availability of funds. Options may include one or a combination of the following:

- Expendable and/or endowed funds identified by Advancement, including targeted fundraising for this program.
- Existing bursary programs, if eligible under the program guidelines, for students that demonstrate financial need via the general bursary application and would normally receive support.
- Request for budget dollars specifically to support this program.

Black or Indigenous Heritage Student-Athlete (BIHS) Bursary Policy

This policy is developed in alignment with the OUA AFA Policy in terms of definitions and principles of Athletic Financial Awards.

Purpose

1. The OUA has a unique opportunity to address the inequities identified in the criteria of the OUA AFA Policy and alleviate some of the financial burden that Black and Indigenous student-athletes experience while participating in university sport.
2. The BIHS Bursary is not for the purpose of recruitment and is to be administered and facilitated by the OUA member university's Student Awards Office. The Athletic Department's role is to provide the eligibility certificates to the awards office to verify the status of the student-athletes as eligible on the team (NOTE: Operational recommendations will be developed and circulated to the OUA members).

Scope

3. The Black or Indigenous Heritage Student-Athlete (BIHS) Bursary is available to student-athletes whose heritage is self-identified as either Black or Indigenous and provides additional financial support to those demonstrating financial need.

Term

4. The BIHS Bursary has been approved by the OUA Board of Directors as a 2-year program, commencing in 2021-22, and will be evaluated by the OUA annually following the collection of allocation data.

Restrictions

5. OUA member institutions are permitted to award Black or Indigenous Heritage Student-Athlete Bursaries up to a maximum amount of \$2,000 per student-athlete for a total bursary envelope of \$50,000 annually.
6. Any combination of an OUA AFA and BIHS Bursary cannot exceed the student-athletes total tuition and fees for that academic year.

Criteria

7. In order to qualify for a BIHS Bursary, student-athletes must:
 - a. Demonstrate financial need according to the policies and procedures of the University's Student Awards Office.
 - b. Self-identify as Black and/or Indigenous heritage.
 - c. Have attained a minimum 65%, or the equivalent G.P.A., on all registered course work within the last academic year he/she was listed on an Eligibility Certificate of the awarding school.

- d. For entering students who do not qualify under policy criteria 5a of the OUA (having achieved an 80% entering average), OUA accepts under this program the provision of U SPORTS Policy 50.10.3.1.2.2 which allows entering students to receive an AFA, which for the purpose of this program is only the BIHS Bursary, at the conclusion of either the winter or spring or summer semesters of their entering year of study having successfully completed a 65%.
- e. Be listed on the Eligibility Certificate and be (have been) eligible to participate in at least one OUA conference competition on behalf of their school in the academic year they are receiving the AFA (or non-conference competition if there is no formal conference schedule for that sport at that school).
- f. This program applies to the OUA Playing Privilege members competing within the OUA.

Administration

- 8. Applications are to be submitted and administered solely by the OUA member University's Student Awards Office.
- 9. The university Student Awards Offices are to evaluate and determine the financial need of the student-athlete.
- 10. The Athletic Department is to submit their eligibility certificates to the awards office as the verification process in terms of eligibility status.
- 11. BIHS Bursaries do not affect the Athletic Department's calculation for Gender Equity Management.

Policies and Procedures

50 – Athletic Financial Awards

Policy Number:	50.10
Name:	Athletic Financial Awards Policy (also referred to as Athletic Scholarship Policy)
Origin:	Athletic Financial Awards Committee
Approved:	
Approval Process	Board of Directors
Revision Date(s)	September 2015, August 2017, August 2018

PREAMBLE

- A. U SPORTS expects that all participants including Member Institutions, Regional Associations, Directors of Athletics (or equivalents), coaches, officials, student-athletes, administrators, Institution Representatives, volunteers, and others connected to our athletic programs and events uphold our core values of honesty, integrity, fair play, sincerity and honourability. All participants shall accept and actively encourage compliance with both the spirit and the letter of the rules governing U SPORTS, and shall ask for clarity on or interpretation of any rule regarding which there is uncertainty. An accepted element of the spirit of those rules is that any suspected violation be brought forward as a Complaint or be brought to the attention of the alleged violator as soon as possible, and that intentionally withholding such suspicion until a later date is against the spirit of the rules.
- B. As a legal entity, U SPORTS has the authority to establish policies to govern its own affairs and to prescribe, monitor and enforce the conduct of its Member Institutions and the conduct of other individuals involved directly or indirectly in U SPORTS activities pursuant to such policies.
- C. No action or legal proceeding may be commenced against U SPORTS in respect of a dispute unless U SPORTS has refused or failed to provide or abide by the appeal process as set out in U SPORTS' policies and all remedies available under these policies has been exhausted.

50.10.1 PRINCIPLES

The following principles are observed in the formulation of U SPORTS Athletic Financial Awards rules:

- 50.10.1.1 U SPORTS supports the provisions of athletic financial awards (may also be referred to as athletic scholarships) to U SPORTS athletes according to acceptable ethical practices and within the guidelines and policies established by U SPORTS and the awarding university.
- 50.10.1.2 U SPORTS will work in conjunction with member institutions to ensure the provision of any athletic financial award to a U SPORTS athlete conforms with the policy of the University and/or guidelines and policies established by U SPORTS and the awarding university.
- 50.10.1.3 U SPORTS supports equal opportunity for all U SPORTS athletes within the context of the established rules of U SPORTS.

August 2018

50.10.1.4 All U SPORTS athletes must demonstrate progress towards furthering their education and maintaining academic success.

50.10.1.5 U SPORTS promotes gender equity in the implementation of the awards policy.

50.10.1.6 U SPORTS, through its Complaints, Investigation and Discipline Policy, will impose penalties for violations of guidelines and policies on athletic financial awards established by U SPORTS.

50.10.2 DEFINITIONS

50.10.2.1 Academic Year – as per U SPORTS Policy 40.10.3.1.1 (Academic Year), an Academic Year is defined as being 365 consecutive days calculated from the first day of fall classes as set out in a member institution's official calendar; within an Academic Year, and for the purpose of AFA Policy, "fall semester" will reference that time period from approximately September through December, "winter semester" will reference that time period from approximately January through April, and "spring and/or summer semesters" will reference that time period from approximately May through August.

50.10.2.2 Entering Student – A student is considered an "Entering Student", for the entirety of the academic year when he / she registers for the first time at any member school in either the fall or winter semesters.

50.10.2.3 Non-Entering Student – A student is considered a "Non-Entering Student" in the academic years subsequent to the first academic year that he / she registers for the first time at any member school in either the fall or winter semesters. Note: a non-entering student includes a transfer student that is transferring from another post-secondary institution (excluding CEGEP).

50.10.2.4 Athletic Financial Award - an AFA is any award that is conditional to being listed on the Official U SPORTS Eligibility Certificate, and administered by the university's awards office consistent with the awarding university's policies. These awards include but are not limited to, scholarships, bursaries, prizes, leadership awards, merit awards, housing, and all other related non-employment financial benefit received by an athlete from their institution.

50.10.2.4.1 Cocurricular Awards – a university-administered Cocurricular Award (or equivalent, for example leadership awards), which is provided to university students involved in cocurricular activities, inclusive of U SPORTS sport competition, is considered an Athletic Financial Award when it is provided to student-athletes in a proportion greater than 25% relative to the general student population.

50.10.2.4.2 Meals (non-competition days) – routine and regularly scheduled team meals associated with practice or training are not permitted, with the exception of such meals that are provided intermittently (not more than once per week) and/or under special circumstances. The value of per diems or meals cannot exceed the amount prescribed within U SPORTS Travel Policy.

50.10.2.4.3 Meals (competition days) – meals that are provided on competition days, inclusive of transit to and from competition and the time period between, are not considered to be subject to AFA restrictions. Per diems or team meals are permitted and may be received by all student-athletes. The value of per diems or meals cannot exceed the amount prescribed within U SPORTS Travel

Policy. For each respective competition, each attending student-athlete must receive the same per diem per day.

50.10.2.4.4 Housing / Residence (university-administered) – subsidized accommodations, in whole or in part, that are provided to student-athletes in proportion to their presence within the student population as a whole are not subject to AFA restrictions. Such accommodations, if targeted at student-athletes, are subject to AFA restrictions.

50.10.2.4.5 Housing / Residence (non-university-administered) – accommodations that are provided by school alumni or other persons affiliated with a member institution are not subject to AFA restrictions provided all three of the following conditions are met:

- (i) the student-athletes are each paying their fair share of the expenses associated with their tenancy (which may include but would not necessarily be restricted to, utilities, cable, phone, taxes, insurance, mortgage if any, fair market value of rent, etc), and
- (ii) that the homeowner is not in receipt of any benefit or credit from the member institution for the availability of the home to the student-athletes, and
- (iii) the residents of the home are at the discretion of the homeowner.

Otherwise, the provision of such a benefit is in contravention of AFA policy and subject to U SPORTS Discipline Policy.

50.10.2.4.6 Employment – student-athletes are permitted to be employed by a university, athletic department, or departmental staff, however under certain circumstances, remuneration received may be considered an Athletic Financial Award.

50.10.2.4.6.1 Prospective and U SPORTS athletes employed by a university in a recognized university or departmental position are to be paid at a rate not to exceed the standard rate of pay established by the institution for similar positions. Any amount above the standard rate of pay is considered to be an Athletic Financial Award.

50.10.2.4.6.2 Prospective and U SPORTS athletes employed by the athletic department, or departmental staff running private camps or clinics are to be paid at a rate comparable to the rate of pay of other employees of similar experience. Any amount above the standard rate of pay is considered to be an Athletic Financial Award.

50.10.2.4.6.3 Such employees may not receive housing (free, reduced or subsidized), or any form of travel subsidy in connection with this employment, inclusive of those who do not reside in the same community of the university (for example out-of-province students). Housing may be provided if the camp or clinic requires overnight accommodation due to its geographic location relative to the community of the university (for example, a camp or clinic that is hosted beyond the university community that does not reasonably permit a return to the university community because of its location), or if the camp or clinic involves overnight accommodation for the participants and the employee is directly responsible for supervision as part of the employee contract. Otherwise, the provision of housing is in contravention of AFA policy and subject to U SPORTS Discipline Policy.

August 2018

50.10.2.5 Other Financial Award – an award, excluding those identified in 50.10.2.4

50.10.2.6 Championship Rosters

50.10.2.6.1 The Championship Rosters for calculating eligible awards will be:

Basketball (m) 12	Basketball (w) 12
Cross Country (m) 7	Cross Country (w) 7
Football 48	Field Hockey 16
Hockey (m) 20	Hockey (w) 20
	Rugby (w) 25
Soccer (m) 18	Soccer (w) 18
Swimming (m) 18	Swimming (w) 18
Track & Field (m) 29	Track & Field (w) 29
Volleyball (m) 14	Volleyball (w) 14
Wrestling (m) 10	Wrestling (w) 8

50.10.3 RESTRICTIONS

50.10.3.1 Restrictions on Receipt of Athletic Financial Awards

50.10.3.1.1 U SPORTS is opposed to the provision of any financial benefit or assistance to an athlete unless the benefit or assistance conforms with the U SPORTS rules and the policy of the member institution.

50.10.3.1.2 Entering Student Restrictions

50.10.3.1.2.1 In order to qualify for an AFA, an Entering Student must:

- i) have a minimum entering grade average of 80%, or the equivalent G.P.A., on those courses used to determine his / her university admission, and,
- ii) be listed on the Eligibility Certificate and eligible to participate in at least one U SPORTS conference competition on behalf of their school (or non-conference competition if there is no formal conference schedule for that sport at that school); or,

50.10.3.1.2.2 In the event an Entering Student does not qualify for an AFA as per 50.10.3.1.2.1, he / she may otherwise qualify for an AFA if he / she:

- i) has satisfied U SPORTS Academic Standing Requirements, and,
- ii) attained a minimum 65%, or the equivalent G.P.A., on all registered course work at the conclusion of either the winter or spring or summer semesters of their entering year of study, and,
- iii) is listed on the Eligibility Certificate and was eligible to participate in at least one U SPORTS conference competition on behalf of their school (or non-conference competition if there is no formal conference schedule for that sport at that school).

50.10.3.1.3 Non-Entering Student Restrictions (for individuals who have previously satisfied the qualification criteria for an AFA, including transfers)

50.10.3.1.3.1 In order to qualify for an AFA, a Non-Entering Student who has previously satisfied the qualification criteria for an AFA must:

- i) have satisfied U SPORTS Academic Standing Requirements to remain eligible for U SPORTS competition during the last academic year he / she was listed on an Eligibility Certificate (or Eligibility Certificate equivalent for non-U SPORTS transfers), and,
- ii) have attained a minimum 65%, or the equivalent G.P.A., on all registered course work within the last academic year he / she was listed on an Eligibility Certificate (or Eligibility Certificate equivalent for non-U SPORTS transfers), and
- iii) be listed on the Eligibility Certificate and be (have been) eligible to participate in at least one U SPORTS conference competition (or non-conference competition if there is no formal conference schedule for that sport at that school) on behalf of their school in the academic year he / she is receiving the AFA.

50.10.3.1.3.2 In the event a Non-Entering Student, who has previously satisfied the qualification criteria for an AFA, becomes unqualified for an AFA as a result of either not having satisfied U SPORTS Academic Standing Requirements (50.10.3.1.3.1.i), and/or as a result of not having attained a minimum 65% (50.10.3.1.3.1.ii), he / she may requalify for an AFA if he / she:

- i) has satisfied the equivalent of U SPORTS Academic Standing Requirements to become eligible for U SPORTS competition in a subsequent academic year, and,
- ii) have attained a minimum 65%, or the equivalent G.P.A., on all registered course work within that subsequent academic year, and,
- iii) be listed on the Eligibility Certificate and be (have been) eligible to participate in at least one U SPORTS conference competition (or non-conference competition if there is no formal conference schedule for that sport at that school) on behalf of their school in the academic year he / she is receiving the AFA.

50.10.3.1.4 Non-Entering Student Restrictions (for individuals who have NOT previously qualified for an AFA, or who are being listed on an Eligibility Certificate for the first time, or Eligibility Certificate equivalent for non-U SPORTS transfers)

50.10.3.1.4.1 A Non-Entering Student who has not previously qualified for an AFA, or who is being listed on an Eligibility Certificate for the first time (or Eligibility Certificate equivalent for non-U SPORTS transfers), may qualify for an AFA if he /she:

- i) has satisfied U SPORTS Academic Standing Requirements in either the preceding or current academic year that he / she is receiving the AFA, and,
- ii) attained a minimum 65%, or the equivalent G.P.A., on all registered course work at the conclusion of either the winter or spring or summer semesters in the preceding or current academic year he / she is receiving the AFA, and,
- iii) is listed on the Eligibility Certificate and is (was) eligible to participate in at least one U SPORTS conference competition on behalf of their school (or non-conference competition if there is no formal conference schedule for that sport at that school) in the academic year he / she is receiving the AFA.

50.10.3.1.5 Total Value of AFA Restrictions

There is no restriction on the number of athletic financial awards that a student-athlete may receive in one academic year, except that they may not aggregate to more than the value of tuition and compulsory fees of the student-athlete.

50.10.3.1.6 Non-University Administered (3rd Party) Award Restrictions

A student-athlete cannot be in receipt of an award or benefit that is provided independent of the university and which is conditional upon being listed on a member institution’s Official Eligibility Certificate and designated exclusively for the member institution in question.

50.10.3.2 Athletic Financial Awards ceiling

50.10.3.2.1 The ceiling of the number of award units available at each institution, which is reviewed annually, will be as listed below. The awards units are established by the Athletic Financial Awards Committee using a bench mark of 70% of the Championship Roster for each sport.

Basketball (m)	8.4	Basketball (w)	8.4
Cross Country (m)	4.9	Cross Country (w)	4.9
Football	33.6	Field Hockey	11.2
Hockey (m)	14	Hockey (w)	14
		Rugby (w)	17.5
Soccer (m)	12.6	Soccer (w)	12.6
Swimming (m)	12.6	Swimming (w)	12.6
Track & Field (m)	20.3	Track & Field (w)	20.3
Volleyball (m)	9.8	Volleyball (w)	9.8
Wrestling (m)	7	Wrestling (w)	5.6

50.10.3.2.2 Student-athletes who have achieved Academic All-Canadian status in the preceding academic year of study will be exempt from counting as part of the awards team complement limits.

Example: Men’s Basketball team complement: 12 players. Each team can receive 70% of the total eligible awards. In this basketball scenario, the team complement is 12 players. The calculation to determine the number of eligible award units is as follows:

Team complement of 12 x 70% ceiling = ceiling of 8.4 award units (tuition and fees)

This means the men’s basketball team has 8.4 award units (tuition and fees) it can give out. The 8.4 tuition and fee units can be broken down in a variety of fractions of units to as many players that are part of men’s basketball as each institution chooses. Example:

Student-Athlete	Tuition + compulsory fees for this student	Units of award given (maximum = 1)	Percentage of an Award	Dollar value of award given
1	\$4,000	1	100%	\$4,000
2	\$5,000	0.5	50%	\$2,500
3	\$6,000	0.5	50%	\$3,000
4	\$8,000	1	100%	\$8,000
5	\$8,000	0.2	20%	\$1,600
6	\$4,000	0.3	30%	\$1,200
7	\$5,000	1	100%	\$5,000
8	\$4,000	1	100%	\$4,000
9	\$7,000	0.5	50%	\$3,500
10	\$4,000	0.5	50%	\$2,000
11	\$4,000	0.4	40%	\$1,600

August 2018

12	\$6,000	0.5	50%	\$3,000
13	\$5,000	0.6	60%	\$3,000
14	\$4,000	0.4	40%	\$1,600
15	\$6,000	Student is Academic All Canadian so his award is not counted in the cap on number of awards		\$6,000
Totals	\$74,000	8.4	840%	\$50,000

Policies and Procedures
50 – Athletic (Financial) Awards

Policy Number:	50.20
Name:	Athletic Awards – Reporting and Approval Procedures
Origin:	Athletic Financial Awards Committee
Approved:	
Approval Process	Board of Directors
Revision Date(s)	September 2015, August 2017, August 2018

50.20.1 REPORTING

Financial assistance of any kind, awarded by a university to a U SPORTS athlete, shall be reported to the U SPORTS office.

50.20.1.1 Reporting Procedure and Penalty

Upon request from the U SPORTS Office, institutions shall, in accordance with the request, complete, annually, the official U SPORTS Athletic Financial Awards Compliance Report which records all financial assistance of any kind awarded by a university to each of its' U SPORTS student-athletes. The National Office shall ensure the Compliance Report request is forwarded to member institutions by June 30.

Institutions shall have until October 8 to submit their forms, unless otherwise notified by the National Office.

Failure to submit a complete Athletic Financial Award Compliance Report by October 8 shall constitute a violation of U SPORTS regulations and will result in the institution:

- being fined five hundred dollars (\$500) per week for each week of non-compliance to a maximum of \$5,000, and
- being declared ineligible for U SPORTS post-season / playoff competition until such time as the Compliance Report is received at the U SPORTS Office.
- being subject to U SPORTS Discipline Policy 90.30

50.20.2 INTERPRETATION OF AFA POLICY

A member institution may request an interpretation of AFA Policy via its Director of Athletics or designate responsible for Athletic Financial Awards.

50.20.1.1 Procedure for Request

A member institution requiring an interpretation of a U SPORTS AFA Policy shall direct an e-mail request for same to the U SPORTS office representative responsible for awards, detailing the policy in question and the information required to enable an interpretation to be issued.

50.20.1.2 U SPORTS Office Representative's Duty

As soon as possible, but within 5 working days of the receipt of such an e-mail request, the U SPORTS staff person or their designate shall issue via e-mail an interpretation of the U SPORTS AFA policy to the requesting individual at the member institution, and provide a copy of same to the chair of the AFA Committee. The AFA Committee shall review a copy of all summaries semi-annually.

50.20.1.3 Review of Ruling of U SPORTS Office Representative

A member institution who is affected by the decision of the U SPORTS Office Representative may request a final and binding review of that decision to the AFA Committee.

Upon receipt of a request for review, the AFA Committee shall forthwith consider the request and issue, as soon as possible but within 5 working days, a written decision which shall either uphold or deny the decision. A copy of the decision shall be shared with all members of the AFA Committee.

50.20.1.4 Appeals of Decision of the AFA Committee

Appeals of decisions on AFA rulings by the AFA Committee shall be dealt with under Policy 90.40.