REPORT OF THE
NCAA DIVISION I RECRUITING AND ATHLETICS
PERSONNEL ISSUES CABINET
JUNE 8-9, 2010, MEETING

KEY ITEMS.

1. **Priority Item - Examination of the Recruiting Model.** The NCAA Division I Recruiting and Personnel Issues Cabinet continued its ongoing examination of the Division I recruiting model. The cabinet discussed the feedback that was received from the three models that were distributed to Division I member institutions, conferences and other constituent groups. The cabinet sponsored four proposals for the 2010-11 legislative cycle in the areas of verbal offers of financial aid, communication and post-National Letter of Intent activities. Further, the cabinet identified the need for all sports to develop recruiting calendars and recruiting-person days as the first step to help bring more uniformity to the legislation. The cabinet will continue to refine the concepts identified in the three recruiting models during the 2010-11 academic year and anticipates sponsoring additional legislation for the 2011-12 legislative cycle.

2. **Priority Item - Limits on the Number of Noncoaching Staff Members with Sport-Specific Responsibilities.** The cabinet reviewed feedback received from two surveys administered to the membership and other constituent groups in January and March 2010 related to the number of noncaoching staff members with sport-specific responsibilities employed by Division I institutions. The data indicated that a majority of the membership favored establishing numerical limits on these positions. Based on the information received and concern expressed regarding the proliferation of these individuals in basketball and football, the cabinet sponsored three proposals for the 2010-11 legislative cycle to establish limits on the number of noncoaching staff members with sport-specific responsibilities in basketball and football.

ACTION ITEMS.

- None.

INFORMATIONAL ITEMS.

1. **Legislative – Cabinet Sponsored Proposals for the 2010-11 Legislative Cycle.**

   a. **Athletics Personnel - Limitations on the Number and Duties of Coaches - Football Bowl Subdivision - Noncoaching Staff with Sport-Specific Responsibilities.**

(1) Recommendation. The cabinet sponsored a proposal to establish a maximum of four noncoaching staff members with sport-specific responsibilities in Football Bowl Subdivision.

(2) Effective Date. August 1, 2012.

(3) Rationale. Based on the cabinet's examination of the number of noncoaching staff members with sport-specific responsibilities and feedback received from surveys administered in January and March 2010 to the membership and other constituents, the cabinet agreed it is necessary to establish limitations on the number of noncoaching staff members with sport-specific responsibilities in football. The membership and NCAA Division I Board of Directors have expressed significant concern regarding the proliferation of these individuals and the impact on competitive equity. Further, this proposal will reaffirm a fundamental objective of the Association, which is to preserve and promote fair competition in intercollegiate athletics and reorient the programs into their traditional role as amateur sports as part of the educational mission of the institution. The cabinet also noted football and basketball are the sports in which a majority of institutions reported currently employing one or more noncoaching staff members with sport-specific responsibilities. Eighty-eight percent of survey respondents favored a limit of one to six noncoaching staff members in football and the limit of four was the option most favored by the directors of athletics. The cabinet believes that four is the most appropriate and practical limit when considering the number of noncoaching staff with sport-specific responsibilities currently employed by football programs in Football Bowl Subdivision. Some common examples of individuals who would be included in the proposed numerical limitations include, but are not limited to, directors of operations, video coordinators, quality control personnel, directors of player development and directors of community relations. Individuals who may report to another unit or department within the department of athletics or outside the department of athletics, such as sports information directors, academic advisors, athletic trainers, equipment managers and marketing staff, would not be included in the proposed numerical limitations even if these individuals have sport-specific responsibilities. Additionally, clerical staff (e.g., secretaries) and managers that work with specific sports programs would also not be included in the proposed numerical limitations.

(4) Estimated Budget Impact. Variable. Potential cost savings based on the current number of noncoaching staff with sport-specific responsibilities currently employed by an institution.

(5) Student-Athlete Impact. None.

b. Athletics Personnel - Limitations on the Number and Duties of Coaches – NCAA Football Championship Subdivision - Noncoaching Staff with Sport-Specific Responsibilities.

(1) Recommendation. The cabinet sponsored a proposal to establish a maximum of two noncoaching staff members with sport-specific responsibilities in Football Championship Subdivision.

(2) Effective Date. August 1, 2012.

(3) Rationale. Based on the cabinet's examination of the number of noncoaching staff members with sport-specific responsibilities and feedback received from surveys administered in January and March 2010 to the membership and other constituents, the cabinet agreed it is necessary to establish limitations on the number of noncoaching staff members with sport-specific responsibilities in football. The membership and Board of Directors have expressed significant concern regarding the proliferation of these individuals and the impact on competitive equity. Further, this proposal will reaffirm a fundamental objective of the Association, which is to preserve and promote fair competition in intercollegiate athletics and reorient the programs into their traditional role as amateur sports as part of the educational mission of the institution. The cabinet noted that football and basketball are the sports in which a majority of institutions reported currently employing one or more noncoaching staff members with sport-specific responsibilities. Eighty-eight percent of survey respondents favored a limit of one to six noncoaching staff members in football and the limit of two was the option most favored by the directors of athletics. The cabinet believes that two is the most appropriate and practical limit when considering the number of noncoaching staff with sport-specific responsibilities currently employed by football programs in Football Championship Subdivision. Some common examples of individuals who would be included in the proposed numerical limitations include, but are not limited to, directors of operations, video coordinators, quality control personnel, directors of player development and directors of community relations. Individuals

who may report to another unit or department within the department of athletics or outside the department of athletics, such as sports information directors, academic advisors, athletic trainers, equipment managers and marketing staff, would not be included in the proposed numerical limitations even if these individuals have sport-specific responsibilities. Additionally, clerical staff (e.g., secretaries) and managers that work with specific sports programs would also not be included in the proposed numerical limitations.

(4) Estimated Budget Impact. Variable. Potential cost savings based on the current number of noncoaching staff with sport-specific responsibilities currently employed by an institution.

(5) Student-Athlete Impact. None.

c. Athletics Personnel - Limitations on the Number and Duties of Coaches - Basketball - Noncoaching Staff with Sport-Specific Responsibilities.

(1) Recommendation. The cabinet sponsored a proposal to establish a maximum of one noncoaching staff member with sport-specific responsibilities in basketball.

(2) Effective Date. August 1, 2012.

(3) Rationale. Based on the cabinet's examination of the number of noncoaching staff members with sport-specific responsibilities and feedback received from surveys administered in January and March 2010 to the membership and other constituents, the cabinet agreed it is necessary to establish limitations on the number of noncoaching staff members with sport-specific responsibilities in basketball. The membership and Board of Directors have expressed significant concern regarding the proliferation of these individuals and the impact on competitive equity. Further, this proposal will reaffirm a fundamental objective of the Association, which is to preserve and promote fair competition in intercollegiate athletics and reorient the programs into their traditional role as amateur sports as part of the educational mission of the institution. The cabinet noted football and basketball are the sports in which a majority of institutions reported currently employing one or more noncoaching staff members with sport-specific responsibilities. Eighty-eight percent of survey respondents favored a limit of one to three noncoaching staff members in men's basketball and eighty-nine percent of

survey respondents favored a limit of one to three noncoaching staff members in women's basketball. Moreover, the limit of one was the option most favored by the directors of athletics surveyed for both men's and women's basketball. The cabinet believes that one is the most appropriate and practical limit when considering the number of noncoaching staff with sport-specific responsibilities currently employed by men's and women's basketball programs. Some common examples of individuals who would be included in the proposed numerical limitations include, but are not limited to, directors of operations, video coordinators, quality control personnel, directors of player development and directors of community relations. Individuals who may report to another unit or department within the department of athletics or outside the department of athletics, such as sports information directors, academic advisors, athletic trainers, equipment managers and marketing staff, would not be included in the proposed numerical limitations even if these individuals have sport-specific responsibilities. Additionally, clerical staff (e.g., secretaries) and managers that work with specific sports programs would also not be included in the proposed numerical limitations.

(4) Estimated Budget Impact. Variable. Potential cost savings based on the current number of noncoaching staff with sport-specific responsibilities currently employed by an institution.

(5) Student-Athlete Impact. None.

d. Recruiting - Tryouts - Competition Against Prospective Student-Athletes - Football Bowl Subdivision - Service Academy Exception.

(1) Recommendation. The cabinet sponsored a proposal to establish an exception for a national service academy's football subvarsity team to compete against a two-year college team, a high school team or a preparatory school team, provided no payment or other inducement (e.g., guarantee) is provided to such a team and no recruiting activities occur with members of such a team in conjunction with such competition.

(2) Effective Date. August 1, 2011.

(3) Rationale. NCAA Division I Proposal No. 2009-49 (FBS) (adopted in January 2010) prohibits varsity and subvarsity teams in Football Bowl Subdivision from competing against any team that includes prospective student-athletes. The service academies, however, are somewhat unique

in that "redshirting" is not a viable option. The service academies are structured around a congressionally approved eight-semester program. All service academy students are expected to complete their undergraduate degree in four years and then serve on active duty in the armed forces. As a result, service academy student-athletes have only four years in which to complete their eligibility. Many service academy football student-athletes participate on a subvarsity team for one year and on the varsity team for three years. If not for this subvarsity opportunity, most of them would graduate and begin active duty service after using only three years of eligibility. Subvarsity competition against teams that include prospective student-athletes is necessary in order to have a viable schedule. This proposal recognizes and addresses the chief concerns expressed by the sponsor of Proposal No. 2009-49 (i.e., recruiting advantage) while preserving the participation opportunities afforded by junior varsity competition at the service academies. Such contests should be permitted as long as there is no payment (or other inducement) or recruiting activity in conjunction with these contests. Failure to adopt this proposal will result in lost participation opportunities at the service academies.

(4) Estimated Budget Impact. None when compared to legislation prior to Proposal No. 2009-49; increase in costs compared to current prohibition.

(5) Student-Athlete Impact. None.

e. Recruiting - Time Period for Telephone Calls - Sports Other Than Football.

(1) Recommendation. The cabinet sponsored a proposal to permit an institution to make one telephone call per month to a prospective student-athlete, parent or legal guardian on or after June 15 at the conclusion of the prospective student-athlete's sophomore year in high school through July 31 after the prospective student-athlete's junior year in high school in sports other than football. Beginning August 1 prior to the individual's senior year in high school, an institution is permitted to make two telephone calls per week to a prospective student-athlete parent or legal guardian. Lastly, the institution is permitted to make one telephone call per week to a two-year or four-year college prospective student-athlete, parent or legal guardian.

(2) Effective Date. August 1, 2011.

(3) Rationale. This proposal applies the current telephone call rule in men's basketball to all sports, except football. Based on the cabinet's examination of the current recruiting model and feedback received from the membership, this proposal will help to bring uniformity to the legislation regarding telephone calls for all sports. In excluding football, the cabinet noted that the current telephone call legislation in that sport is specific to the spring evaluation period. The cabinet noted this proposal will provide coaches the opportunity to communicate on a limited basis with prospects at an earlier time to better assess their academic preparedness and provide guidance regarding their high school academic curriculum. Such access can assist both institutions and prospects in making more sound recruiting evaluations and decisions. The cabinet noted that with the introduction of legislative proposals restricting verbal offers of athletics aid until July 1 following the completion of an individual's junior year in high school, additional opportunities will exist to build a coach/player relationship and obtain key information about a prospective student-athlete prior to making any verbal or written offers of financial aid.

(4) Estimated Budget Impact. None.

(5) Student-Athlete Impact. None.

f. Recruiting - Official Visits After National Letter of Intent (NLI) Signing All Sports.

(1) Recommendation. The cabinet sponsored a proposal to prohibit a prospective student-athlete from making an official visit to the institution in which the prospective student-athlete has signed a NLI. Further, for an institution not using the NLI in a particular sport, or for a prospective student-athlete not eligible to sign a NLI (e.g., four-year college transfer), a prospective student-athlete is prohibited from making an official visit to the institution after the prospect has signed an acceptance of a written offer of admission and/or financial aid.

(2) Effective Date. August 1, 2011.

(3) Rationale. The primary purpose of an official visit is to provide the prospective student-athlete and the institution an appropriate time and venue to evaluate one another as part of the recruiting process. Once a prospective student-athlete has signed a NLI, the recruiting process has

concluded. Therefore, an official visit after a prospective student-athlete has signed with an institution is an unnecessary evaluation. Prospective student-athletes that have signed an NLI would still be permitted to make unofficial visits to the institution.

(4) Estimated Budget Impact. Potential cost savings for the institution.

(5) Student-Athlete Impact. None.

g. Recruiting - Letter of Intent Programs, Financial Aid Agreements - Verbal Offer of Aid.

(1) Recommendation. The cabinet sponsored a proposal which would specify that prior to July 1 following a prospective student-athlete's junior year in high school, an institution shall not provide a verbal offer of athletically related financial aid to a prospective student-athlete, or a prospect's parent or legal guardian or any individual associated with the prospect as a result of the prospect's athletics participation. Further, to specify that the institution must have a minimum of a five-semester or seven-quarter high school transcript on file at the institution prior to extending the verbal offer of financial aid.

(2) Effective Date. Immediate.

(3) Rationale. This proposal addresses the growing concern expressed by the Board of Directors and feedback from the Division I membership regarding coaches making verbal offers of financial aid to individuals who have not yet produced an academic history indicating admissibility to a collegiate institution. The cabinet noted the need for increased opportunities to tie recruiting activities to academic evaluations, specifically prior to offers of financial aid being issued by an institution. The cabinet believes that the requirement for a five-semester or seven-quarter high school transcript provides a reasonable time period to assess a prospective student-athlete's academic profile prior to making any verbal commitment to the prospect. Further, the cabinet noted that a specific date would relieve potential pressure on high school employees to provide the most updated transcript immediately on completion of an academic term.

(4) Estimated Budget Impact. None.

(5) Student-Athlete Impact. None.

h. Personnel and Recruiting - Communication Limitations - Exception - After Receipt of Financial Deposit or Signing a National Letter of Intent.

(1) Recommendation. The cabinet sponsored a proposal which would remove all restrictions on the forms and frequency of communication between any institutional administrators or coaching staff members and a prospective student-athlete, the prospect's parents or legal guardians the calendar day after any of the following has occurred:

(a) Prospect signs a NLI or for an institution not using the NLI in a particular sport, or for a prospective student-athlete not eligible to sign a NLI (e.g., four-year college transfer) a signed acceptance of a written offer of admission and/or financial aid agreement; or

(b) The institution has received a financial deposit in response to the institution's offer of admission regardless of the date that it occurs.

The current limitations regarding contacts or communication with prospective student-athletes on the day of prospective student-athletes' competition, visits to prospect's educational institutions and publicity related to a prospect's signing would continue to apply.

(2) Effective Date. Immediate.

(3) Rationale. This proposal reflects the membership's increased comfort level with and gradual move toward deregulation of communication after the generally recognized conclusion of the recruiting process.

(4) Estimated Budget Impact. None.

(5) Student-Athlete Impact. None.

2. Nonlegislative Items.

a. Review of U.S. Department of Justice Investigation into Limitation on Grant-in-Aid. The cabinet received an update from the NCAA staff regarding the ongoing investigation by the U.S. Department of Justice into the NCAA financial aid regulations limiting an athletics grant-in-aid to a one-year period. The cabinet expressed serious concerns about the impact on the landscape of intercollegiate

athletics if the grant-in-aid is expanded beyond a single year. Further, the cabinet noted the mode for awarding athletics aid is consistent with the model in higher education for awarding other types of nonathletics aid. Most academic or other merit-based awards within higher education are renewed on a single-year basis and specific renewal requirements must be met on a year-to-year basis.

b. **Review of California Assembly Bill No. 2079.** The cabinet discussed California Assembly Bill No. 2079, which addresses recruitment of student-athletes. The bill provides its own definition of "student-athlete," which is much broader than the current NCAA definition and would require collegiate athletics recruiters to provide in writing a "disclosure letter" or, in the case of a student-athlete who has not yet entered grade 11, direction to a disclosure letter posted on the institution's Web site. The disclosure letter would be required to contain information about athletics scholarships (including renewals), athletically related medical expenses and athletics releases. In addition to the disclosure letter, the bill also contains requirements for providing a written offer of aid within a prescribed time period after making a verbal offer, and a few other items. If enacted, the bill would be effective January 1, 2011.

During its review, the cabinet noted that much of the information addressed in the bill is currently available and provided to prospective student-athletes on request. The cabinet agreed with the sponsor's goal of transparency; however, the cabinet noted that the bill, as written, would in many instances force NCAA institutions to choose between complying with NCAA legislation and breaking California state law, or vice versa. The cabinet believed that this issue is best addressed by a national governing body that has jurisdiction of members across all states. In addition, the cabinet noted that this legislation could place member institutions and prospective student-athletes within the state of California at a disadvantage nationally compared with their peers in other states.

c. **Enforcement Update.** The enforcement staff provided an update on the Division I major infractions cases for January to April 2010 involving violations of recruiting communication legislation. The cabinet requested the NCAA staff to include the penalties in future enforcement updates.

d. **Transportation from Airport or Bus or Train Station for Official Visits.** Based on a request from the membership, the cabinet reviewed the legislation regarding the provision of transportation of prospects from an airport or bus or train station on official visits that is not nearest to the institution. Specifically, the cabinet reviewed a situation involving an institution located in a major metropolitan area with multiple airports. If an institution selects an airport which

is not the closest major airport, they are required to begin the 48-hour period of the official visit. The cabinet was requested to review whether to propose legislation to permit an institution to select any airport within a specific-mile radius based on cost without starting the 48-hour period. The staff noted that at this time, no waivers to permit such action have been requested to the NCAA Division I Legislative Council Subcommittee for Legislative Relief. The cabinet noted that because no waivers have been requested, it was not necessary to propose a legislative change and suggested that the Subcommittee for Legislative Relief waiver process is the most appropriate way to address this potential issue.

e. **NCAA Bylaws 11 and 13 Proposals/Concepts Related to Women's Sand Volleyball.** The cabinet received an update regarding the 2009-10 proposals related to athletics personnel and recruiting for sand volleyball. The cabinet was reminded that the original proposals will be considered during the 2010-11 legislative cycle which will allow for further discussion and development of additional or alternative legislation. Additionally, the cabinet reviewed the application guide and points to consider document regarding the sand volleyball proposals and was informed that a working group of the Collegiate Commissioners Association Compliance Administrators has been created to study the current proposals and may provide alternative concepts for the cabinet to consider at its September meeting.

f. **Priority Item - Examination of Recruiting Model.** The cabinet continued its ongoing comprehensive examination of the recruiting model in the areas of academic and athletics evaluations, communication, campus visit and verbal and written offers of financial aid. The cabinet reviewed the feedback from Division I conferences, institutions and coaches associations. The cabinet noted a lack of consensus within the membership for any single model; however, the valuable feedback received allowed the cabinet to set priorities and laid the foundation for future shifts in recruiting legislation. Based on the feedback received, the cabinet agreed to sponsor four legislative proposals intended to begin to shift the culture and emphasis of recruiting in Division I. In addition to the sponsored legislation, the cabinet requested that the NCAA staff begin work with sport-specific groups and coaches associations to develop recruiting calendars and establishing recruiting-person days for each sport. The intent of this action is to bring all sports under the same general model of recruiting, while retaining the ability for variation between sports. It is anticipated that additional proposals will be developed to be placed into the 2011-12 legislative cycle.

g. **Future Agenda Items**. The cabinet identified as priority items for the upcoming year, the proliferation of strength and conditioning coaches and a broad

examination of recruiting materials in order to ensure consistency of the legislation and possible deregulation.

Cabinet Chair: ***Petrina Long, University of California, Los Angeles, Pacific-10 Conference***
Staff Liaison(s): ***Leeland Zeller, Academic and Membership Affairs***
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