

**America East Conference  
Administration Group  
June 7, 2019  
8:30 to 3 p.m.**

**AGENDA**

Saratoga Hilton  
Broadway 3 & 4 Room

<b>Welcome and Logistics</b>
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1. Welcome.
2. Future meeting schedule.
3. Commissioner year in review.

<b>AE Governance Committees and Working Groups</b>
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4. Review April Administration Group Call Minutes. (Supplement 1)  
  
***Anticipated action:*** Review and approve the minutes, as presented.
5. Executive Committee report. (Supplement 2)  
  
***Background:*** Receive report from the in-person Executive Committee meeting.
6. Proposed bylaw modifications.
  - a. AE governance structure review. (Supplement 3)
  - b. Bylaw modification – staffing and scholarship requirements. (Supplement 4)
  - c. Bylaw modification – editorial revisions. (Supplement 5)

***Anticipated action:*** Approve recommendations from the governance structure along with other incorporations and editorial revisions that are non-substantive in nature.

7. AD meeting report. (Supplement 6)

**Background:** *Receive an update from the in-person AD meeting.*

8. SWA Committee report. (Supplement 7)

**Background:** *Receive an update from the in-person SWA meeting.*

9. FAR Committee report. (Supplement 8)

**Background:** *Receive a report from the FAR Committee's activities from the past year.*

10. Academic Unit Working Group report. (Supplement 9)

**Anticipated action:** *Review the working group's report and approve the recommendation, as presented, for Board of Presidents review.*

11. Men's Basketball Working Group report. (Supplement 10)

**Anticipated action:** *Review the working group's report and approve any recommendations that may be raised during the meeting.*

<b>Championships and Sport Policy</b>
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12. CCC report.

- a. 2020 softball and baseball championship site. (Supplement 11)
- b. 2019-20 championships calendar. (Supplement 12)

**Anticipated action:** *Review items for discussion regarding the 2020 softball and baseball championship site determination and formally approve the 2019-20 championships calendar.*

13. Basketball playoffs facilities – sites other than normal home facility. (Supplement 13)

**Anticipated action:** *Consider proposed process for approving sites other than an institution's normal home facility to host a playoff game(s).*

14. Championship banquets review. (Supplement 14)

**Anticipated action:** Discuss and consider any items that may be raised for action during the meeting.

<b>NCAA Governance and National Issues</b>
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15. Sports wagering discussion. (Supplement 15)

**Background:** The group will be joined by Andy Cunningham, Sportradar, and Joni Comstock, NCAA, to discuss current trends and issues regarding sports wagering, including a request for feedback on the concept of player availability reporting.

16. NCAA governance and national issues update.

- a. Championships.
- b. DI governance update.
- c. NCAA Council report.
- d. Feedback on enforcement penalty matrix concepts. (Supplement 16)
- e. Committee on Academics update.
- f. Academic misconduct. (Supplement 17)
- g. Coaches credentialing.

**Background:** Review key NCAA governance issues with presentation by Joni Comstock and Jenn Fraser, NCAA.

17. NCAA academic data reports. (Supplement 18)

**Background:** Review published APR and GSR highlights from the past year.

<b>Broadcast Media and Content Strategy</b>
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18. Broadcast media report.

- a. 2018-19 production and viewership report. (Supplement 19)

**Background:** Receive a report summarizing the past year of broadcast media productions.

19. Content strategy report.
  - a. 2018-19 social and digital media report.
  - b. Two-year roadmap. (Supplement 20)

**Background:** *Receive a report from the past year of social and digital media efforts and preview plans for 2019-20.*

<b>Leadership, Engagement and Health &amp; Safety</b>
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20. Student-Athlete Engagement Committee report. (Supplement 21)
  - a. Spread Respect Forum event roadmap. (Supplement 22)

**Background:** *Review the committee's report and plans for the inaugural Spread Respect Forum.*

21. SAAC report. (Supplement 23)

**Background:** *Review the committee's report.*

22. Health and Safety Committee report. (Supplement 24)
  - a. Policy recommendations.
  - b. Mental Health Standard Practices Needs Assessment update.
  - c. Two-year roadmap. (Supplement 25)

**Anticipated action:** *Review the committee's report and be prepared for an expected vote on two recommendations, as presented.*

23. Alumni Network two-year roadmap. (Supplement 26)

**Background:** *Review the two-year roadmap for the Alumni Network.*

24. #3Pillars Academy two-year roadmap. (Supplement 27)

a. 2018-19 #3Pillars Academy episode summary. (Supplement 28)

**Background:** Review the two-year roadmap for the #3Pillars Academy and highlights from the past year's slate of episodes.

25. <b>Closing and Adjournment</b>
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26. Other business.

27. Adjournment.

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**America East Conference  
Administration Group Conference Call  
April 26, 2019**

**MINUTES**

**Participants:**

University at Albany – Mark Benson  
Binghamton University – Leigh Ann Savidge, Chris Downey  
University of Hartford – Mary Ellen Gillespie, Kelly Scafariello  
University of Maine – Ken Ralph  
University of Maryland, Baltimore County – Tim Hall  
University of Massachusetts, Lowell – Peter Casey, Sandra Niedergall  
University of New Hampshire – Michelle Bronner, Steve Metcalf  
Stony Brook University – Shawn Heilbron, Courtney Rickard  
University of Vermont – Krista Balogh  
America East – Amy Huchthausen, Matt Bourque, Chad Dwyer, Jess Ramberg, Brandi Guerinot, Kate Bergstrom, Marsha Florio

1. Review minutes from February conference call. The minutes from the February conference call were reviewed.

**ADC ACTION:** The minutes were approved as distributed. (Vote: Support – 9, Oppose – 0, Abstain – 0)

2. Executive Committee minutes. Commissioner Huchthausen highlighted information from the committee's February 19 call which included the committee's review and endorsement of the proposed governance modifications and a discussion of the conference's business structure regarding officials and coordinators. Specifically, the Executive Committee was updated on the conference's ongoing work to review contracts, background checks and payment of officials. The Administration Group will receive an update on this topic at the June meeting. Additionally, it was noted the 2020 summer meetings will be held June 1-3, 2020 at a yet to be determined location.
3. America East governance review update. The group was updated on the governance review the staff and Executive Committee undertook at the beginning of the year to examine the constitution and bylaws. Through this review came five recommendations as outlined in the supplement, which the Executive Committee has endorsed, but of which the committee is seeking broader membership input prior to an expected vote at the June meeting.

4. Health and Safety Committee report. Kate Bergstrom updated the group on two draft policy recommendations the committee has developed, as detailed in the supplements. One policy recommendation is focused on athletic training staff coverage at home athletic contests and the other is a weather policy that would address competition in hot and cold weather conditions. Chris Downey, Director of Sports Medicine at Binghamton University and chair of the Health and Safety Committee, joined the call to provide details on this policy recommendation. The Administration Group will be expected to vote on these two policy recommendations at the summer meeting, pending legal counsel review. Lastly, Kate updated the group on the schedule for the upcoming Health and Safety Summit, which will be hosted at University of Massachusetts, Lowell on May 29 and 30.
5. Men's Basketball Working Group update. Matt Bourque provided an update noting it is expected that the working group will have recommendations for the Administration Group to consider for action on at the summer meeting. Matt also reminded the group that the NCAA had recently sent an email regarding a potential change in the playing rules which could affect the location of the three-point line on playing courts. He advised suspending any court resurfacing until after the NCAA Playing Rules Oversight Panel vote in early June.
6. Championship items. Chad Dwyer provided a preview of championship-specific items expected to be considered at the summer meeting, including a discussion regarding site determination for both the 2020 baseball and softball championships. Additionally, it was shared that the conference office has been compiling feedback from the conference SAAC and coaches' groups to provide supporting material for the discussion regarding championship banquets that the CCC will review prior to the summer meetings.
7. Newly approved NCAA legislation. Brandi Guerinot gave an update on the recent legislative actions taken by Council. Key takeaways from the Council meeting included discussion surrounding sports wagering updates, survey requests of schools, potential revisions to transfer waiver guidelines and the Council's vote to mandate Proposal No. 2018-118 for all non-autonomy conferences. Guerinot highlighted two proposals that Council approved: Proposal Nos. 2018-93 and 2018-104. Proposal No. 2018-93 changed recruiting legislation dates for a number of sports, however softball and lacrosse were removed. Proposal No. 2018-104 established an exception to the transfer residence requirement when a coach leaves an institution. Guerinot elaborated that this proposal has created a potential action item for the NLI Policy and Review Committee to establish an exception to the current NLI provision that would allow automatic releases from NLIs for students who meet this legislation. This recommendation will be discussed on the conference's next Compliance Directors call for feedback to be provided to the CCA prior to their vote. Further, Guerinot discussed Proposal No. 2018-34, which would have created a position for an additional coach in baseball and softball; however this proposal was defeated by Council. Shawn Heilbron, the

conference's Council representative, also informed the group that the Council started a discussion of issues surrounding name, image and likeness.

8. Key leadership upcoming meetings. Commissioner Huchthausen reminded the group of upcoming conference meeting dates and provided a review of the General Counsel meeting which was held in the office on April 25th. The group received presentations from David Chadwick (RealRecruit), Scott Bearby (NCAA) and Jon Duncan (NCAA). Brandi Guerinot provided the group with an update on the Academic Advisor meeting which took place in the office on April 24th, where the group received a presentation from Greg Dana (NCAA). Commissioner Huchthausen informed the group that there would be a number of speakers at the in-person meeting in June including Amy Reis (NCAA), Dan Gavitt (NCAA), Jenn Fraser (NCAA), Joni Comstock (NCAA), Andy Cunningham (Sportradar), and Julie Muller (3FoldGroup). The group was also informed that Kathleen McNeely (NCAA) and Jenn Fraser (NCAA), would present at the Board meeting in June.
9. Adjournment. The meeting was adjourned at approximately 3:22 p.m.



**America East Conference  
Executive Committee  
June 5, 2019  
10:30 to 12 p.m.**

**AGENDA**

Saratoga Hilton  
Phila Meeting Room

*\*Note: All supplements except the minutes will be shared during the meeting*

1. Welcome.
2. Review minutes from May 13 conference call. (Supplement)

***Anticipated action:*** Approve minutes from May 13 call.

3. Budget review.
  - a. FY20 budget.
  - b. Financial forecast.
  - c. Institutional obligations document.
  - d. Future areas of discussion.
4. Officiating structure review.
5. Conference leadership rotation.
  - a. Appoint new at-large AD position.
6. Summer meeting 2020 location.
7. Preview select Administration Group agenda items.
8. Other business.
9. Adjournment.

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**America East Conference  
Executive Committee  
May 13, 2019**

**MINUTES**

Participants:

Tim Hall – UMBC, chair

Sandra Niedergall – UMass Lowell

Heather Barber – New Hampshire

Marty Scarano – New Hampshire

Shawn Heilbron – Stony Brook

Jeff Schulman – Vermont

Kate Bergstrom, Matt Bourque, Chad Dwyer, Amy Huchthausen, Sean Tainsh – America East

1. Review minutes from previous call. The committee reviewed the minutes from its February 19 conference call.

**EC ACTION:** The minutes were approved as written. (Support – 6, Oppose – 0, Abstain – 0)

2. Review key budget recommendations. The conference staff presented several key elements of its preliminary FY20 budget to reduce or eliminate operating expenses given the forecasted stress in upcoming years. In particular, the staff shared certain internal operating expense reductions it had built into the FY20 budget such as elimination of gifts and sponsorships and reductions in the following areas: championships staff travel by 12.5%, championships signage by 20%, championships gifts by 23.8%, general staff travel by 6.3% and subscriptions by 33.3%. Additionally, the staff presented the committee two broadcast/streaming-related recommendations that would yield a 27.7% reduction in expenses through the elimination of reimbursement for the final game(s) of select championships hosted on campus and the reduction of men's soccer as a priority broadcast. Part of the staff rationale for these two recommendations included the increased ESPN distribution to the membership in FY20, which was part of the original projections that assumed campus capabilities would be enhanced by the fourth year (2019-20) of the agreement.

Further, the conference staff presented a third recommendation regarding a reallocation of the drug education grant (total of \$16,200) that is a component of the NCAA conference grant. As the conference's health and safety initiative has grown over the years, the programming and services provided by the conference satisfies the intended purpose of this NCAA grant. It was noted that membership use of the grant over the last five years was nominal, which also supported the reallocation of these funds for the student-athlete engagement budget.

Finally, the conference provided a report on officiating expenses as a follow-up from the 2017-18 Budget Review Working Group. Over the past year, the conference staff has engaged in a comprehensive reorganization and evaluation of officiating costs and is now better positioned to understand the revenue and expenses related to officiating in all sports. Specifically, the conference has grouped expenses into administrative costs (officiating coordinator and technology) and championship officials costs (game fee and travel), while revenue is solely tied to officiating bureau dues collected from the membership on an annual basis. After an analysis of the information, the conference staff recommended a \$250 per sport increase in bureau dues for FY20 and establishing increases on a three-year cycle thereafter. This FY20 increase would result in revenue covering 50% of administrative costs (from 36%) and 24% of overall costs (administrative and championship officials) from 18%.

The committee noted its endorsement of the four recommendations outlined above and directed the staff to present a final FY20 budget in June accordingly.

3. Working group updates. The conference provided a brief update on the Academic Unit Working Group's final recommendation that will be presented to the Board of Presidents for a vote in June which specifies that each earning institution should receive 100% of the earned value of the unit each year, subject to final approval by the Board of Presidents at its annual June meeting. It was noted the distribution of these funds from the NCAA would occur in June so the conference would not hold these funds for any period of time prior to distribution post-Board meeting.

Additionally, the committee was informed that the Men's Basketball Working Group would hold its final call the following week and it is expected that it would present a series of concepts for discussion at the June meetings.

4. Summer meeting preview. The committee received a preview of key action items at the summer meeting next month including the two working group reports, Health and Safety Committee policy recommendations, governance structure bylaw modifications and editorial revisions, championships matters such as the 2020 baseball and softball site determinations and the future of championship banquets and basketball playoff facility requirements along with several guest presenters.
5. Adjournment. The call was adjourned at approximately 11:35 a.m.

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**Summary of Potential Key Governance Modifications  
-Revised with Executive Committee Feedback-**

**Background**

The conference staff has conducted an initial sweep of the conference's constitution and bylaws to identify potential areas for change, per prior discussion of the Executive Committee. In its review, the staff identified several editorial revisions that are not listed in this document but will be presented for approval in June. For purposes of the Executive Committee discussion, we have identified only those items that are substantive in nature and warrant discussion and review by the membership. During the Executive Committee's February 19, 2019, conference call, the committee endorsed the following recommendations on which it seems broader membership input.

**Items for Discussion**

**1. References to Athletic Director Council (ADC).**

- a. Executive Committee recommendation. The committee recommends retirement of all references to the "Athletic Director Council" or "ADC" to be replaced with "Administration Group".
- b. Rationale. The ADC has not met in a formal or official capacity in several years. The Administration Group now functions as the primary governing and voting entity below the Board of Presidents. Further, when the ADs meet as an AD-only body, it does not satisfy the current ADC composition because the bylaws indicate that the AD includes the chairs of the FARs, SWAs and CCC. The current practice and operation of the Administration Group, which includes the FAR chair and SWA chair, has replaced the former ADC; therefore, references to ADC should be retired and replaced with Administration Group.

**2. Coordinating Committee and Executive Committee labels.**

- a. Executive Committee recommendation. The committee recommends exchanging the labels of the Coordinating Committee and Executive Committee for each other (i.e., Coordinating Committee becomes Executive Committee and vice versa).
- b. Rationale. The use of the two labels has caused confusion over the years since the term "Executive" usually refers to the highest level of an organization; however, the current use of "Executive Committee" in our structure falls below the presidential level. Instead, we use the term "Coordinating Committee" to reference the subset that includes presidents. To eliminate the confusion, it is appropriate to switch the use of these terms.

### **3. SAAC leadership with Administration Group.**

- a. Executive Committee recommendation. The committee recommends adding the SAAC chair – and possibly vice chair – to the composition of the Administration Group as a non-voting member(s).
- b. Rationale. With the changes in the NCAA governance structure in recent years, specifically, inclusion of student-athletes at every level from standing committees to the Board of Directors and Governors, many conferences have modified their governance structures to include student-athletes in a variety of ways. Our SAAC chair currently serves as a non-voting member of our Student-Athlete Engagement Committee, but nothing else. Several years ago, the America East began a practice to invite the SAAC chair to the then ADC meetings once per year. The practice ceased when the particular SAAC chair was unable to attend and since it was not codified in the bylaws, it never resumed. The EC also noted that inclusion of students on leadership bodies such as Board of Trustees or Board of Regents is common in higher education.

### **4. CCC chair role with the current Executive Committee.**

- a. Executive Committee recommendation. The committee recommends adding the CCC chair to the current Executive Committee composition.
- b. Rationale. The SWA and FAR chairs are both included as members of the current Executive Committee, but the CCC is not. Given the role CCC has in oversight of our championships, which directly impacts the student-athlete experience, it seems appropriate to include the chair on the Executive Committee to facilitate improved communication on championship and other sport administration issues.

### **5. Re-appointment of chairs for all standing committees (e.g., SWA, FAR, CCC).**

- a. Executive Committee recommendation. The committee recommends prohibiting re-appointment of chairs, except through waiver by the current Executive Committee, for all standing committees.
- b. Rationale. While in most cases, there is sufficient interest from individuals of each group (e.g., SWA, CCC, FAR), there are instances when other individuals do not step forward or express interest in serving in this leadership role. While there are certainly qualified chairs, the re-appointment of a chair who has already served a two-year term does not promote growth, involvement or leadership across the league. As we

look to continue developing individuals who serve as SWAs, FARs or CCC representatives, we should encourage a rotation in this role. Furthermore, neither the Board of Presidents nor ADs are permitted to be re-appointed, as they are governed by a rotation that loosely follows alphabetical order by institution. Thus, it does not seem appropriate to have inconsistent practices in this regard.

### Minimum Requirements for Staffing and Scholarships for Six Sports

#### Background

In 2015, the designation “sport of emphasis” was retired; however, the minimum requirements for staffing and scholarships in these sports (soccer, basketball, lacrosse) were maintained and placed in each respective sport’s policy manual. However, a few questions arose this year from some in the membership because it was unclear whether any requirements existed and, if so, where they were housed. For example, compliance administrators who do not have sport oversight and, therefore, do not have easy access to the soccer sport policy manual were unclear. Staffing turnover on campus is another reason some individuals may not be aware of these former standards that transitioned to sport policies. In an effort to determine each institution’s current status regarding these minimums, the conference surveyed compliance administrators to ascertain who was meeting the requirements, as outlined below.

Sport	Requirements	Status
Men’s Basketball	<b>Staffing</b> – Must maintain one full-time head coach and three full-time assistant coaches, not including a director of basketball operations. <b>Scholarships</b> – Must annually award 13 grants-in-aid.	100% met the minimum.
Women’s Basketball	<b>Staffing</b> – Must maintain one full-time head coach and three full-time assistant coaches, not including a director of basketball operations. <b>Scholarships</b> – Must annually award 13 grants-in-aid.	<ul style="list-style-type: none"> <li>• One school did not meet the minimum</li> <li>• Two others met the minimum only if medical non-counters are counted</li> </ul>
Men’s Lacrosse	<b>Staffing</b> – Must maintain one full-time head coach and one full-time assistant coach. <b>Scholarships</b> – Must annually award 9.45 grants-in-aid.	Two schools did not meet the minimum
Women’s Lacrosse	<b>Staffing</b> – Must maintain one full-time head coach and one full-time assistant coach. <b>Scholarships</b> – Must annually award 9 grants-in-aid.	Two schools did not meet the minimum
Men’s Soccer	<b>Staffing</b> – Must maintain one full-time head coach and one full-time assistant coach. <b>Scholarships</b> – Must annually award 7.5 grants-in-aid.	100% met the minimum
Women’s Soccer	<b>Staffing</b> – Must maintain one full-time head coach and one full-time assistant coach. <b>Scholarships</b> – Must annually award 10.5 grants-in-aid.	100% met the minimum

**Recommended Action Items**

1. Incorporate requirements into conference bylaws. Based on the lack of clarity, the conference staff recommends the Athletic Directors' Council (ADC) approve the incorporation of these sport policies into the conference's bylaws to give these minimum requirements a centralized home. Additionally, the conference staff will implement a process whereby institutions will be required to annually submit notification that it is meeting the requirements.
  
2. Refer two items to the CCC and SWAs for feedback. During the conference staff's discussion with the Compliance Directors this year on this subject, two questions arose which require feedback and resolution:
  - a. Do medical non-counters count towards the scholarship requirements?
  - b. If an institution adds a sport, when would it be required to start meeting the staffing and scholarship requirements?

The conference staff recommends the ADC refer these two items to the CCC and SWAs for further feedback and to have each group provide a recommendation to the ADC no later than October 2019.



## Bylaw Modifications – Editorial Revisions

### **Background**

In the course of reviewing the Conference's Constitution and Bylaws as part of the Executive Committee's review of the governance structure, the conference staff noted several editorial revisions that would grammatically improve, update and/or clarify wording in various areas. None of the editorial revisions are substantive in nature, meaning they do not change the intended meaning of the existing wording, but rather, would ease the plain reading of the wording.

The conference staff wishes to highlight four such changes for the membership's review:

**1. Constitution 3.5 (Termination)**

- Clarify that "forfeiture of monies in the Conference treasury" means any current or future distributions. The term "treasury" is outdated and does not contemplate revenue distributions that currently (ESPN distribution) exist or could in the future. Thus, clarifying this will minimize confusion.

**2. Bylaw 2.4.11 (Coaches Committees)**

- Clarify that men's and women's basketball coaches' groups work directly with Administration Group instead of CCC, unless items are delegated or assigned to the CCC by the Administration Group. This is different than all other sports which work directly with the CCC.

**3. Bylaw 5.3 (Distribution of Basketball Revenue)**

- Adjust the bylaw structure for basketball revenue distribution based on the NCAA's renamed funds (i.e., Equal Conference Fund, Basketball Performance Fund).

**4. Bylaw 9.4.2 (Penalties and Disciplinary Action – Sports Policies)**

- Eliminate the designation of "low exposure" sports and "conference emphasized" sports for potential penalties for policies intended to enhance exposure for the conference. This appears to be an overlooked item that should have been modified when the "sports of emphasis" designation was retired.

**America East Conference  
Athletics Directors  
June 5-6, 2019**

**AGENDA**

Saratoga Hilton

May 5 – 2 to 5:30 p.m. | Alabama Room

May 6 – 1 to 5 p.m. | Broadway 4 Room

1. Welcome.
2. NCAA basketball update.
  - a. NCAA men's basketball update. (Dan Gavitt, 2:00-2:30 p.m.)
  - b. NCAA women's basketball update. (Meredith Cleaver, 2:30-3:00 p.m.)
  - c. Multi-team event discussion. (Supplement 1)
3. America East basketball.
  - a. Officiating report. (Supplement 2)
  - b. Playoffs.
    - 1) Attendance report. (Supplement 3)
    - 2) Playoffs facility – sites other than normal home facility. (Supplement 4)
  - c. Men's Basketball Working Group.
    - 1) Background – roadmap and discussion document. (Supplement 5a and 5b)
    - 2) Proposed strategic objectives. (Supplement 6)
    - 3) Priority concepts identified by working group. (Supplements 7a, 7b, 7c and 7d)
    - 4) Supporting analytics and data. (Supplement 8)
4. Executive Committee report. (Supplements – Distributed at meeting)
  - a. FY20 budget
  - b. Forecast.
  - c. Institutional obligations document.
  - d. Future areas of discussion.

5. ESPN report.
  - a. Two-year roadmap. (Supplement )
  - b. Production pilot.
6. General counsel meeting takeaways.
7. Preview select Administration Group items.
8. Other business.
9. Adjournment.

#####

**America East Conference  
Senior Woman Administrators  
June 6, 2019  
1 to 5 p.m.**

**AGENDA**

Saratoga Hilton  
Broadway 3

1. Welcome.

2. Executive Committee update.

***Background:*** Updates from the Executive Committee meeting will be shared by the chair.

3. Preview key Administration Group agenda items.

***Background:*** SWAs will discuss key agenda items ahead of Friday's Administration Group meeting. Please refer to Administration Group Agenda.

4. Presentation by Julie Muller, 3 Fold Group.

- a. Review of NCAA SWA Report. (Supplement 1)
- b. Review of SWA Committee responsibilities. (Supplement 2)

***Background:*** SWAs will receive a presentation from Julie Muller regarding SWA roles and conference responsibilities.

5. Leadership initiatives.

***Background:*** SWAs will receive an update on leadership initiatives from the conference.

6. Scheduling for the 2019-20 year.

- a. In-person meeting.
- b. Conference calls.

***Background:*** SWAs will discuss preferred scheduling method for in-person meeting and conference call schedule for the 2019-20 year.

7. SWA Chair rotation. (Supplement 3)

***Background:*** Review rotation list for SWA chair.

8. Other business.

9. Adjournment.

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## 2018-19 FAR Committee Report

### **Background**

This report summarizes key topics discussed during the FAR Committee's bi-monthly conference calls during the 2018-19 year along with a look ahead to 2019-20.

#### **1. Scheduling of In-Person Meeting and Conference Calls**

The group expressed a desire to have an in-person meeting during the 2019-20 year. The potential of aligning this meeting with the compliance and academic advisors meeting was discussed as an option that is being explored. The FARs had bi-monthly conference calls this year that will continue into next year.

#### **2. FARA Convention Involvement**

During the 2018-19 academic year there were three FARs who attended the FARA Convention. However, next year's convention is in Bellevue, WA which makes it more difficult and costly to attend. The FARs expressed their desire to have continued or increased support from their institutions to attend the FARA Convention.

#### **3. Rotation of FAR Chair**

As Heather Barber's extended chair term ends July 1, 2019, a new chair needed to be designated. It was determined that the FARs would rotate the chair position in alphabetical order of school, starting with Binghamton for the 2019-20 year. The term will remain at two years. The FARs determined that individuals with less than one academic year of experience as their institution's FAR are not eligible to serve as chair. A more specific description of the activities of the FAR chair will be established this summer.

#### **4. Best Practices**

There has been greater involvement and discussion regarding best practices and sharing of information. Topics have included:

- a. Student fees for athletics
- b. Collaboration with academic advising
- c. Social media education for student-athletes
- d. Missed class policies
- e. Missed exam policies
- f. Faculty senate reporting

- g. FAR job descriptions

**5. Sharing of NCAA Legislation and Governance Information**

In order to create in-depth discussion and provide further education surrounding NCAA legislation and governance matters, the bi-monthly conference calls now include a standing agenda item regarding NCAA legislation and governance.

**6. Involvement with the Academic Consortium (AEAC)**

The FARs received updates on the AEAC during each call. They expressed a desire to continue to be updated on the work of the AEAC and ways they can be involved or assist in the AEAC's projects.

### NCAA Academic Unit Distribution Framework

The following policy framework is considered the final recommendation of the conference's Academic Unit Working Group over the past two years.

The Working Group identified two phases as a backdrop for its discussions:

- **Phase 1** – Intended to be a three-year time horizon (FY20 through FY22).
- **Phase 2** – Intended to cover the next three-year period (FY23 through FY25).

There are three critical known financial events during the period of FY20 through FY25:

1. APR unit distribution begins in FY20 (spring 2020).
2. Loss of one of two extra MBB units after FY20 (revenue loss in FY21).
3. Loss of remaining extra MBB unit after FY24 (revenue loss in FY25).

Finally, the current balance of the conference's reserve fund is approximately \$100k.

<b>Policy Framework</b>
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1. Establish a **baseline policy** that an earning institution shall receive 100% of the unit value for the applicable year (Exhibit 1). This shall be considered the **earned unit**.
  - *Given institutional budget constraints and challenges along with creating appropriate motivation, the Working Group discussed the importance for institutions to retain the full value of the earned unit, as opposed to establishing a predetermined portion for the conference's reserve fund or operating budget or non-earning institutions.*
  - *The Working Group sought feedback from the ADs regarding whether non-earning institutions should receive any portion of the earned unit. The consensus feedback from the ADs was not supportive of this concept based on the positive history of qualification (Exhibit 2) by most institutions.*
2. Annually, at the Board of Presidents meeting each June, the Board shall formally approve that year's distribution plan.
  - *The ADs supported the concept of the baseline policy with Board discretion to approve a final distribution plan each year to afford flexibility for unexpected financial events that may occur.*
3. Immediately following the annual Board meeting in June of each year, the conference office shall forward the approved funds to the membership (Exhibit 3).
4. Board shall annually monitor and evaluate the policy and outcomes.



**Exhibit 1**

NCAA Academic Unit Value (2020 through 2025)						
	2020	2021	2022	2023	2024	2025
Unit Value (Baseline)	\$ 55,000	\$ 111,356	\$ 159,772	\$ 222,954	\$ 288,032	\$ 462,370
Unit Value (FY17-E)	\$ 48,000	\$ 96,880	\$ 139,002	\$ 193,970	\$ 250,588	\$ 402,262

**Exhibit 2**

Actual Qualify Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	Since 2010 (9 Years)	
										# Earned	% Earned
Albany							Y		Y	2	22%
Binghamton				Y	Y	Y	Y	Y	Y	6	67%
Hartford			Y	Y	Y	Y	Y	Y	Y	7	78%
Maine	Y	Y		Y	Y	Y	Y	Y		7	78%
UMBC	Y									1	11%
UMass Lowell								Y	Y	2	100%
UNH		Y	Y	Y	Y	Y	Y	Y	Y	8	89%
Stony Brook				Y	Y		Y	Y	Y	5	56%
Vermont	Y	Y	Y			Y	Y	Y	Y	7	78%
<b>Total AE Qualified</b>	<b>4</b>	<b>3</b>	<b>3</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>7</b>	<b>7</b>	<b>7</b>		

NOTE: UMass Lowell did not have an APR from 2010 through 2016 due to its transition to Division I; therefore, its percentage earned is based off the two years it was reporting an APR.

**Exhibit 3****Mock FY19 Distribution Timeline**

Timeline	Process
June 12-14, 2019	NCAA distributes earned funds to America East
June 17, 2019	Board of Presidents meets to discuss distribution plan
June 18, 2019	Upon board approval of America East distribution plan, America East office initiates distribution to each earning institution
June 19, 2019	Earning institutions receive distribution*
June 30, 2019	Fiscal year end

\*Eight of nine institutions are currently enrolled in America East's ACH system which allows for electronic fund transfer by next day. One institution currently receives funds via check which can take up to a week to arrive.

**Exhibit 4****Academic Unit Criteria (must meet at least one of the following):**

1. Institution's single-year APR for the previous year is equal to or greater than 985.
2. Institution's GSR for the most recently available year is equal to or greater than 90%.
3. The difference between the student-athlete and student-body rates for most recently published FGR is equal to or greater than 13 percentage points.

<p style="text-align: center;"><b>America East Men's Basketball Working Group</b>  <b>-Roadmap-</b>  <b>September 24, 2018</b></p>
--

**Members**

- Mark Benson, Director of Athletics, UAlbany
- Tommy Dempsey, Head Men's Basketball Coach, Binghamton
- Mary Ellen Gillespie, Director of Athletics, Hartford
- Ryan Odom, Head Men's Basketball Coach, UMBC
- Shawn Heilbron, Director of Athletics, Stony Brook
- Jeff Schulman, Director of Athletics, Vermont

**Staff Liaisons**

Matt Bourque, Senior Associate Commissioner, Broadcast Media and Partnerships  
 Amy Huchthausen, Commissioner

**Purpose**

1. Identify desired outcomes and/or objectives for men's basketball.
2. Identify areas of potential improvement or modification for the Conference's men's basketball programs and/or conference operations.
3. Recommend a plan for improving or modifying the identified areas.

**Key Tasks and Activities**

1. Conduct 4-5 conference calls.
2. Compile comprehensive data and information across a variety of areas regarding men's basketball operations and support at the institutional and conference level.
3. Assess the data and information collected and focus on key areas of potential improvement or modification that align with the desired outcomes and objectives.
4. Solicit feedback from athletic directors, head coaches and other constituents, as appropriate.
5. Recommend a plan for potential improvement for the identified areas of importance for approval by the Athletics Director Council and Board of Presidents.

**Timeline**

1. Week of September 24.
  - a. Confirm working group committee members.
2. October 9-10.
  - a. Solicit input from Directors of Athletics.
  - b. Schedule conference calls.

3. February 2018.
  - a. Develop draft recommendation for AD review in February 2018.
  - b. Finalize recommendation for Administration Group vote no later than June 2018.

### **Resources/Data**

1. Historical conference and school RPI rankings (example areas):
  - a. Overall.
  - b. Nonconference.
  - c. Strength of schedule.
  - d. Location of game.
  - e. Win/loss percentage.
2. Historical NCAA seeding and postseason bids.
3. Peer conference comparisons (e.g., RPI, SOS, NCAA and postseason opportunities).
4. Historical attendance (regular-season and postseason).
5. Historical ticket information (example areas):
  - a. Number of season tickets.
  - b. Price of season tickets, single-game tickets.
6. Historical television/streaming productions.
7. Local/regional media coverage (e.g., print, radio, TV).
8. Nonconference scheduling (example areas):
  - a. Philosophy.
  - b. Person primarily responsible.
  - c. Guarantee games.
9. Operational support (example areas):
  - a. Recruiting.
  - b. Head coach salary.
  - c. Assistant coach salary pool.
  - d. Number and positions of basketball staff.
  - e. Number and role of other support staff (e.g., academics, strength and conditioning, athletic training, nutrition, sports psychologist).
10. Facility information (example areas):
  - a. Capacity of game arena.
  - b. Practice facility.
  - c. Team locker room.
  - d. Video/LED signage.
11. Student-athlete experience (example areas):
  - a. Number of scholarships.
  - b. Number of student-athletes receiving SAF/SAOF.
  - c. Number of student-athletes receiving cost of attendance.
  - d. Transfer rates.
  - e. APR rates.
  - f. GSR rates.
  - g. Post-college professional playing opportunities.

**CCC Report  
June 2019**

**Background**

Since 2016, the America East softball and baseball championships have both featured a six-team, four-day, double-elimination tournament format. Over those four years, each sport has been sponsored by the same seven America East conference institutions. In the 2016 and 2017 seasons, UMass Lowell was only eligible for regular season play in both sports. In each of the past two seasons, 2018 and 2019, six of seven softball and baseball programs have earned a spot in their respective conference championships. Following the 2019 spring championships, the CCC convened to specifically discuss the site selection process as well as the championship format in both softball and baseball.

<b>Baseball and Softball Institutions</b>
Albany
Binghamton
Hartford
Maine
UMBC
UMass Lowell
Stony Brook

## Softball Championship

The America East Softball Championship has traditionally been hosted on the campus of an America East institution as there are currently no facility requirements to host (e.g., lights, turf). After the 2017 championship, the conference moved from a high-seed host format to an annual bid process to predetermine a host site. This change allowed for more time to plan for the event and to ensure the championship would be played at the conference's softball facilities that are better equipped to host such an event and provide a quality championships experience. The CCC received one bid to host the championship in 2018, Binghamton, and two bids to host the championship in 2019, Binghamton and Hartford.

### CCC Discussion

The CCC reviewed the 2018 and 2019 softball championships which were hosted by Binghamton and Hartford, respectively. The conference office noted the high-level softball facilities at both host sites (e.g. field turf outfield, large dugouts, press box, streaming capabilities, fan/spectator amenities) and indicated that the facilities allowed for a more efficient administration of the championship. It was also recognized that the turf playing surface helped avoid delays that would have occurred on a natural surface.

The conference office inquired if there are other America East softball institutions interested and capable of hosting the championship in the current format and there was interest from a few institutions, however, in the current format those individuals did not believe their respective facility was capable to host a six-team tournament. The group then discussed the potential of returning to a four-team, double-elimination championship. The rationale for the potential change included that more facilities would be capable of hosting, the location could be determined by high-seed, less games would mean less innings/strain on the arms of pitchers who throw multiple games in the tournament, the format would more closely mirror other AE sports with seven teams and overall cost savings.

### Peer Conferences

Conf.	Format	Process	Surface	Location
A-10*	6-team; double elimination	Predetermined	Natural grass	UMass
CAA	5 -team; double elimination	Top Seed Hosts	Natural grass	JMU
MAAC	6 -team; double elimination	Top Seed Hosts	Natural grass	Marist
NEC	4-team; double elimination	Top Seed Hosts	Turf	LIU Brooklyn
Patriot	4-team; double elimination	Top Seed Hosts	Natural grass	Boston U.
Ivy	2 teams (1 – three game series)	Both	Natural grass	Top seed

*\*Did not complete championship in 2019 due to weather.*

## **Baseball Championship**

At the 2017 summer meetings and following the 2017 baseball championship, the Athletics Directors decided to continue the six-team, four-day, double elimination tournament for 2018 and 2019 and to host the two conference championships at the two campuses that were complete with field turf surfaces and lights (Maine, 2018 and Binghamton, 2019). It was agreed to reevaluate the site selection after the 2019 championship.

### **CCC Discussion**

The CCC reviewed the 2018 and 2019 America East Championships which were held on the campuses of Maine and Binghamton, respectively. The conference office noted that, while inclement weather was not a factor in 2018 at Maine, there were several instances at Binghamton in 2019 where the field turf field allowed for games to be stopped and then re-started due to inclement weather without a substantial adjustment or delay to the tournament timeline. The field turf surface required zero maintenance following the weather and teams were immediately allowed to begin warm-up. Additionally, the conference office shared the positive financial impact that campus hosting had on the baseball championship budget. The conference's current operating budget for the baseball championship in 2019 was \$8,500 compared to approximately \$13,000 in 2016 when the conference hosted the championship at a neutral location.

### **Site Selection**

The CCC was asked to consider a site selection process for future years of the baseball championship. While the group recognized the effectiveness of the of the field turf facilities the previous two seasons, there were inquiries about whether natural surface venues would be considered moving forward. The conference office shared the financial limitations of the championship operating budget and the possibility of the host incurring any overages.

### **Championship Format**

The CCC discussed the current six-team, four-day championship format for baseball and the sentiment was that the current format still made the most sense for baseball for the same rationale that was cited when the format was instituted in 2016, which was to provide the top two teams from the regular season the best opportunity to advance to the NCAA postseason, through a first-round bye.

### **Peer Conferences**

<b>Conf.</b>	<b>Format</b>	<b>Surface</b>	<b>Location</b>
A-10	7-team; double elimination	Field turf	Fordham
CAA	6 -team; double elimination	Field turf	JMU
MAAC*	6 -team; double elimination	Natural grass	Staten Island, NY
NEC	4-team; double elimination	Natural grass	Norwich, CT
Patriot	4 teams (3 - three game series)	Both	Top two seeds
Ivy	2 teams (1 – three game series)	Both	Top seed

*\*Lost all of Thursday due to rain overnight that saturated an untarped field.*

### 2019-20 America East Conference Championship Schedule

#### FALL

<u>FALL</u>	<u>Location</u>	<u>Dates</u>
<b>Cross Country</b>	University at Albany	November 2, 2019
<b>Women's Soccer</b>	Highest seeds in each round	November 3, 7 & 10, 2019
<b>Field Hockey</b>	Highest seed	November 7-9, 2019
<b>Men's Soccer</b>	Highest seeds in each round	November 9, 13 & 17, 2019
<b>Volleyball</b>	Highest seed	November 22-23 or 23-24, 2019

#### WINTER

<b>M &amp; W Swim/Dive</b>	WPI – Worcester, MA	February 13-16, 2020
<b>Indoor Track and Field</b>	Track and Tennis Center (Boston University)	February 21-22, 2020
<b>Women's Basketball</b>	Highest seeds in each round (Quarterfinals, Semifinals, Final)	March 4, 8 & 13, 2020
<b>Men's Basketball</b>	Highest seeds in each round (Quarterfinals, Semifinals, Final)	March 7, 10 & 14, 2020

#### SPRING

<b>Men's Lacrosse</b>	Highest seed	April 30 & May 2, 2020
<b>Women's Lacrosse</b>	Highest seed	April 30 & May 2, 2020
<b>Outdoor Track &amp; Field</b>	University of Vermont	May 2-3, 2020
<b>Softball</b>	TBD	May 6-9, 2020
<b>Baseball</b>	TBD	May 20-23, 2020



**America East Men's and Women's Basketball Playoffs  
Facility Policies and Requirements**

**Background**

The America East Men's and Women's Basketball Playoffs games are among the most visible events sponsored by the conference. The dates and times of the championship games are determined by ESPN with no flexibility to change without the risk of losing the linear television appearances.

As premier events for the conference, there are facility policies and requirements that must be met to accommodate ESPN, fans, and the participating teams, while ensuring the presentation of these events sufficiently represents the commitment we have to high-level, quality college basketball. Below is a summary of key policies and requirements.

**Key Basketball Policies and Requirements**

- 1. NCAA Men's and Women's Basketball playing rules (i.e., NCAA Basketball Rules and Interpretations), including but not limited to:**
  - a. NCAA Rule 1, Court and Equipment.
  - b. Ring testing (men's basketball only).
  
- 2. America East Men's and Women's Basketball policies (i.e., Basketball Policy Manual), including but not limited to:**
  - a. The use of Precision Timing.
  - b. The use of video replay technology.
  - c. The accessibility to spare backup backboard/rim/support and game/shot clocks.
  - d. The America East logo on the game floor.
  
- 3. America East Playoffs policies (i.e., Playoffs Handbook), including but not limited to:**
  - a. Financial guarantee.
    - 1) \$75,000 for the men's basketball championship game.
    - 2) \$25,000 for the women's basketball championship game.
  - b. A designated one-hour practice time on the game floor on the day of the quarterfinals and semifinals. The facility shall be available exclusively to the visiting team and America East personnel (i.e., closed practice).
  - c. Practice time of two hours on the game floor on the day prior to the championship game must be secured for the visiting team. The facility shall be available exclusively to the visiting team and America East personnel (i.e., closed practice).

**4. ESPN Facility and Production Requirements, including but not limited to:**

- a. Ability to accommodate ESPN3/ESPN+ school production for quarterfinals and semifinals.
- b. Ability to accommodate ESPN, ESPN2, or ESPU for the championship game.
  1. Ability to accommodate five cameras.
    - i. Two hard cameras, elevated and centered (platforms needed if no deck).
    - ii. One hard slash camera (platform needed if no deck).
    - iii. Two hand-held cameras under each basket with ease of movement beyond the six-foot restraining line.
  2. Horizontal light level of 100 footcandles to center main camera and 60 footcandles to end line cameras.
  3. Ability to accommodate a crew of up to 30 individuals.
  4. Ability to provide up to eight (8) hard telephone lines.
  5. Ability to accommodate park, power and security for television production truck 36 hours prior to game time.
  6. Ability to accommodate truck up to 54 feet in length and satellite truck up to 30 feet in length.
  7. Power requirements up to 200-amp/single phase/208 volts per truck.

**Other Key America East Championship Requirements**

**1. Media**

- a. Ability to host up to 20 media courtside with the ability to accommodate up to 30 additional media members in a conference-approved auxiliary area.
- b. Ability to accommodate up to five live radio broadcasts, including hard-wired Internet connections for each and either a dedicated hard phone line or ISDN line.
- c. Ability to provide complimentary wireless Internet and electrical for each media member, including those in any auxiliary media areas.
- d. Ability to provide up to 10 locations along the endline, outside the six-foot restraining line, for photographers.

**2. Spirit Squads**

- a. Ability to accommodate 30 band members (40 seats) from each team.
- b. Ability to accommodate 12 cheer/dance members from each team along the endlines.
- c. Ability to provide sufficient, secure storage for spirit squad members.

### **3. Tickets/Fan Experience**

- a. Ability to provide reserved seating.
- b. Ability to provide sufficient ticketing services to accommodate walk-up sales.

### **Proposed Process to Request Alternative Facility for Playoffs Game(s)**

The following process is outlined to address a situation in which an institution requests to use a site other than their normal home facility for a playoff game(s) in circumstances when their normal home facility is unavailable, for example, due to scheduling conflicts or facility renovations.

1. Institution submits notice to conference office by July 1 to request a facility other than its normal home facility. A facility shall be considered the normal home facility when the team plays a minimum of 70 percent of its games (conference and non-conference) at that site.
2. Conference staff will conduct a site visit and present an assessment of the facility to the requesting school within 30 days of the site visit.
3. The requesting school will have 30 days to address the conference staff's assessment.
4. A final assessment will be sent by the conference office to the Executive Committee for its review. The Executive Committee will determine if the facility is approved to host an America East Playoffs game(s).

America East Championship Banquets

Background

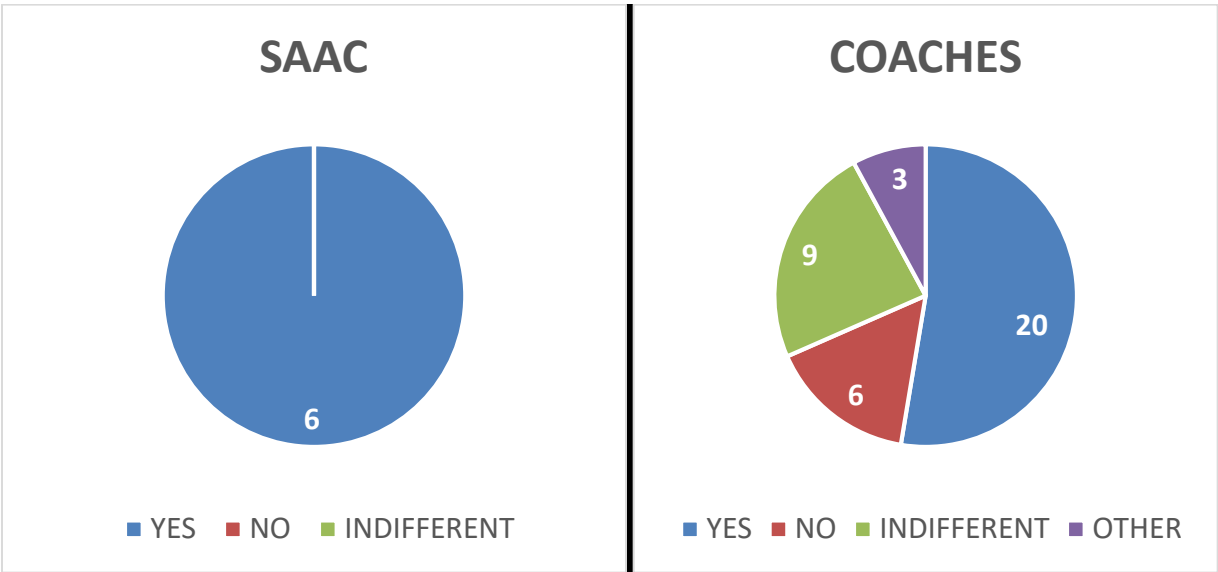
As the America East Conference continues to try to provide the best possible championship experience at conference championships, the conference office sought input on championship banquets from all nine institutional SAAC groups as well as from conference coaches of sports that currently include championship banquets. Additionally, the conference office surveyed DI Conferences to better understand how many conferences offer championship banquets.

AE Sports with championship banquets
Cross Country
Field Hockey
Volleyball
Women’s Lacrosse
Men’s Lacrosse
Softball
Baseball

Survey Feedback

America East Conference SAAC and Coaches

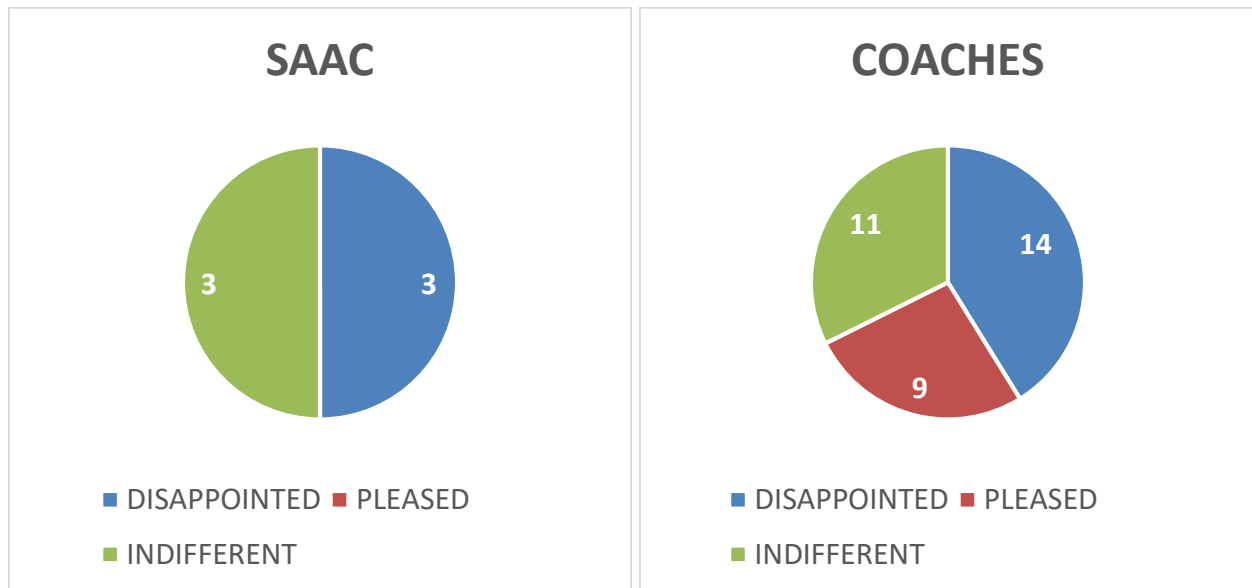
- Do you enjoy attending the championship banquet?



6 of 9 SAAC groups reporting

38 of 50 coaches reporting

- How would you feel if there was not a banquet before the championship?

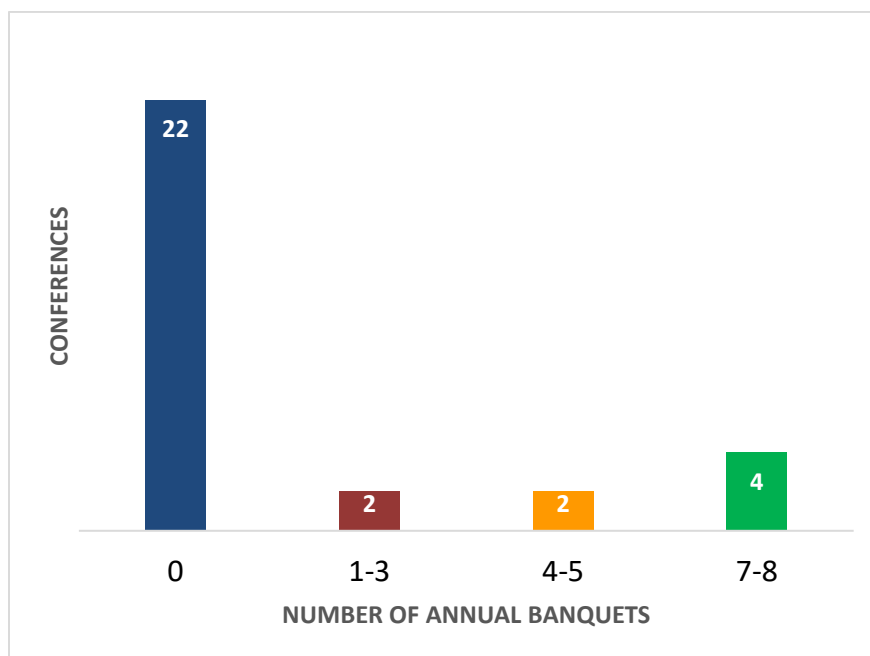


*6 of 9 SAAC groups reporting*

*34 of 50 coaches reporting*

#### NCAA DI Conferences

- Do you provide championship banquets or social functions for your student-athletes?



*30 of 32 DI conferences reporting*



MEMORANDUM

April 25, 2019

TO: NCAA Division I Conference Commissioners.

FROM: Joni Comstock  
Senior Vice President, Championships.

Stan Wilcox  
Executive Vice President, Regulatory Affairs.

SUBJECT: NCAA Board of Governors Ad Hoc Committee on Sports Wagering.

During its April 19, 2019, teleconference meeting, the Board of Governors Ad Hoc Committee on Sports Wagering engaged in a conversation regarding the issue of player availability reporting. To assist the committee's consideration of this issue, the committee reviewed a series of questions designed to frame and facilitate discussion. Following its review, the committee recommended that staff provide the same to the conference commissioners and request that they engage in a similar discussion with their membership.

In this regard, if time permits, we would ask that your conference members engage in a discussion related to player availability reporting during your spring meetings. Please feel free to use the attached outline of questions to facilitate your discussions and provide feedback to the national office for the committee's review at its next meeting, which is scheduled for May 24, 2019. Note that in some cases, NCAA staff may be in attendance to help facilitate the discussions and relay feedback from your conference.

Please contact Lorry Weaver at 317-917-6424 to schedule a time to discuss any conference feedback or questions you may have regarding player availability reporting.

Membership feedback is critically important and we thank you in advance for considering to include the issue of player availability reporting on your spring meeting agenda.

JC/SW: lw

Attachment



## **Player Availability Pilot Creation Considerations Document**

Answers to the following questions will help guide the staff in its efforts to develop a potential pilot player availability reporting program.

1. How would a pilot be structured?
  - a. In a particular sport?
  - b. In an NCAA championship?
  - c. In the preseason National Invitation Tournament?
  - d. Postseason bowls?
2. What level of information should be provided?
  - a. Available/not available?
  - b. Specific reason for unavailability?
    - (1) Injury.
    - (2) Academic/conduct related information.
3. What consent policies should accompany a pilot (depending on level information disclosed)?
  - a. Blanket consent at the beginning of the year authorizing release?
  - b. Episodic consent (consent provided for each instance of unavailability)?
  - c. Should student-athletes have the ability to opt-out of disclosure?
4. Time period when information would be disclosed?
  - a. 24 hours before competition?
  - b. Day of competition?
  - c. Weekly releases?
  - d. Practice participation information?

5. What accountability structure should be put in place?
- What is the enforcement mechanism for noncompliance with parameters of reporting?
    - Legislation – Level III infractions violations?
    - Playing Rules – enforcement by officials?
    - Policy – Where would such a policy reside? What governance committee would be responsible?
    - Conference involvement in accountability?





**EXCERPT FROM REPORT OF THE  
NCAA DIVISION I ENFORCEMENT/INFRACTIONS PROCESS  
WORKING GROUP  
NOVEMBER 14, 2018, TELECONFERENCE**

**ACTION ITEMS.**

- **Legislative Items for the NCAA Division I Council.**
  - a. **Infractions Program – Penalties – Core Penalties for Level I and Level II Violations – Financial Penalties.**
    - (1) Recommendation. Introduce legislation into the 2019-20 legislative cycle to increase, from \$5,000 to \$25,000, the minimum core financial penalty in cases involving one or more Level I or Level II violations.
    - (2) Effective Date. Immediate.
    - (3) Rationale. The Commission on College Basketball recommended that existing core penalties be significantly increased for rules violations. The Commission specifically noted that many institutions consider the rewards of violations to outweigh the risks. In some instances, a \$5,000 minimum financial penalty may not sufficiently deter Level I or Level II violations. The \$20,000 increase in the minimum financial penalty will deter violations, hold institutions more accountable for violations and help reverse the calculation that the rewards of violations outweigh the risks.
    - (4) Estimated Budget Impact. None.
    - (5) Student-Athlete Impact. None.
  - b. **Infractions Program – Penalties – Core Penalties for Level I and Level II Violations – Vacation of Records.**
    - (1) Recommendation. Introduce legislation into the 2019-20 legislative cycle to require vacation of records when a hearing panel concludes a student-athlete competed while ineligible in cases involving one or more Level I or Level II violations.
    - (2) Effective Date. Immediate.
    - (3) Rationale. The Commission on College Basketball recommended significant increases in penalties to deter violations. Institutions gain an unfair competitive advantage when a student-athlete competes while ineligible. The vacation of records penalty is designed to—and

successfully—remedies this unfair advantage. The Committee on Infractions has prescribed vacation in the overwhelming majority of cases that involve ineligible competition decided under the current penalty structure. Making vacation a core penalty—instead of an optional additional penalty—when ineligible competition occurs is consistent with how the committee has historically prescribed the penalty, provides additional transparency for the membership and appropriately holds institutions accountable. In accordance with Bylaw 19.9.6, hearing panel operating procedures could identify the types of cases in which deviation is not appropriate. In conjunction with this recommendation, the working group emphasizes the importance of messaging to the membership on the purpose and effectiveness of vacation to reaffirm to the membership the value of the penalty.

- (4) Estimated Budget Impact. None.
- (5) Student-Athlete Impact. None.

*Working Group Chair: Greg Christopher, Xavier University; Big East Conference*  
*Staff Liaison: Donald Remy, Law, Policy and Governance*

NCAA Division I Enforcement/Infractions Process Working Group November 14, 2018, Teleconference	
<b>Attendees:</b>	
Greg Christopher, Xavier University; Big East Conference.	
Chad Hawley; Big Ten Conference.	
Amy Huchthausen; America East Conference.	
Larry Parkinson; Office of Enforcement for the Federal Energy Regulatory Commission.	
Allison Rich, Princeton University; Ivy League.	
Dave Roberts, University of Southern California; Pac-12 Conference.	
Greg Sankey; Southeastern Conference.	
<b>Absentees:</b>	
Robin Harris; Ivy League.	
Patti Ohlendorf, University of Texas; Big 12 Conference.	
John Wildhack, Syracuse University; Atlantic Coast Conference.	
<b>Guests in Attendance:</b>	
None.	
<b>NCAA Staff Liaisons in Attendance:</b>	
None.	
<b>Other NCAA Staff Members in Attendance:</b>	
Jon Duncan, Clint Hangebrauck, Ken Kleppel, Joel McGormley, Matt Mikrut, Sarah Otey, Wendy Walters and Keith Zapp.	

**INFRACTIONS PROGRAM – PENALTIES – CORE PENALTIES FOR LEVEL I AND LEVEL II VIOLATIONS – FINANCIAL PENALTIES**

**Intent:** To increase, from \$5,000 to \$25,000, the minimum core financial penalty in infractions cases involving one or more Level I or Level II violations.

**Bylaws:** Amend Figure 19-1 Penalty Guidelines:

See attached Figure 19-1.

**Source:** NCAA Division I Enforcement/Infractions Process Working Group

**Effective Date:** Immediate

**Category:** Amendment

**Topical Area:** Infractions Program

**Rationale:** The Commission on College Basketball recommended significant increases in core penalties to deter violations. In making this recommendation, the commission emphasized that the rewards of violations outweigh the risks. This proposal increases the minimum core financial penalty for one or more Level I or Level II violations from \$5,000 to \$25,000 in to the commission's recommendation. The current \$5,000 minimum, which has been in place for decades and is based on the maximum fine for Level III (previously secondary) violations in most cases, no longer sufficiently deters violations. A \$20,000 increase in the minimum financial penalty will hold institutions more accountable for Level I and Level II violations. The increase will also help deter violations and reverse the calculation that the rewards of violations outweigh the risks. In cases in which there may be extenuating circumstances, a hearing panel would have discretion to not prescribe the full \$25,000 fine.

**Estimated Budget Impact:** None.

**Impact on Student-Athlete's Time (Academic and/or Athletics):** None.

**FIGURE 19-1**  
**Penalty Guidelines**

Violation Level I	Violation Level II	Competition Penalties: Postseason Ban *Competition penalties may be used singularly or in combination			
Aggravation		1 to 5 years			
Standard	Aggravation	1 to 2 years			
Mitigation	Standard	0 to 1 year			
	Mitigation	0			

Violation Level I	Violation Level II	Financial Penalties: Fine based on percent of total budget for sport program	Financial Penalties: Fine based on participation in NCAA championship and other postseason contests in which an ineligible student- athlete competed (see Bylaw 19.9.5.2.1)	Financial Penalties: Negate revenue from sport program for years in which violations occurred	Financial Penalties: Reduce or eliminate NCAA monetary distribution for sports sponsorship and/or grants-in- aid	Financial Penalties: Loss of all revenue sharing in postseason competition (including NCAA Men's Basketball Championship) for entire period of postseason ban
Aggravation		\$25,000 plus 3 to 5%	Alternative financial penalty	Impose this penalty if greater than percent of budget fine + \$5,000	Alternative financial penalty	Alternative financial penalty
Standard	Aggravation	\$25,000 plus 1 to 3%	Alternative financial penalty		Alternative financial penalty	
Mitigation	Standard	\$25,000 plus 0 to 1%	Alternative financial penalty		Alternative financial penalty	
	Mitigation	\$25,000 <sup>‡</sup>	Alternative financial penalty		Alternative financial penalty	
		<i>*A minimum \$5,000 financial penalty will be imposed to ensure the penalty will be at least as significant as the fine imposed for a Level III violation.</i>				

Violation Level I	Violation Level II	Scholarship Reductions of Involved Sport Program*			
Aggravation		10 to 25%	*For cases in which financial aid overages have occurred, a minimum 2-for-1 reduction in financial aid awards shall apply up to at least 20% of the team financial aid limit.		
Standard	Aggravation	5 to 15%			
Mitigation	Standard	0 to 10%			
	Mitigation	0 to 5%			

Violation Level I	Violation Level II	Show-Cause Order	Restrictions	
Aggravation		3 years to lifetime	All athletically related duties	
Standard	Aggravation	2 to 5 years	All or partial coaching and recruiting duties (including game suspensions)	
Mitigation	Standard	0 to 2 years	All or partial coaching and recruiting duties (including game suspensions)	
	Mitigation	0 to 1 years	All or partial coaching and recruiting duties (including game suspensions)	

Violation Level I	Violation Level II	Head Coach Restrictions (game suspensions via show cause for Bylaw 11.1.1.1)		
Aggravation		50 to 100% of season plus % of additional seasons		
Standard	Aggravation	30 to 50% of season		
Mitigation	Standard	0 to 30% of season		
	Mitigation	0 to 10% of season		

Violation Level I	Violation Level II	Recruiting Visit Restrictions	Recruiting Communication Restrictions	Off-Campus Recruiting Restrictions
Aggravation		<p>25 to 100%</p> <p>14- to 52-week ban on unofficial visits (no scheduled unofficial visits and no complimentary tickets)</p> <p>25 to 100% cuts in official paid visits (based on the average number provided during the previous 4 years)</p> <p>Football: 14 to 56 visits (need to account for unused visits from the previous year, if any)</p> <p>Men's Basketball: 4 to 14 visits (need to account for rolling two-year period)</p> <p>Women's Basketball: 3 to 12 visits (need to account for rolling two-year period)</p> <p>Baseball: 7 to 25 visits</p>	<p>25 to 50%</p> <p>14- to 26-week ban on communication with all prospective student-athletes</p>	<p>25 to 50%</p> <p>Sports with no limits: 14- to 26-week ban on all contacts and evaluations</p> <p>25 to 50% cuts in Recruiting Person Days (RPD) or Evaluation Days (ED)</p> <p>Men's Basketball: 33 to 65 (RPD) Women's Basketball: 28 to 56 (RPD) Football: 11 to 21 Fall; 42 to 84 Spring (ED) Women's Beach Volleyball: 13 to 25 (ED) Women's Volleyball: 20 to 40 (ED)</p> <p>Men's Golf: 12 to 23 (ED)</p>
Standard	Aggravation	<p>12.5 to 25%</p> <p>7- to 13-week ban on unofficial visits (no scheduled unofficial visits and no complimentary tickets)</p> <p>12.5 to 25% cuts in official paid visits (based on the average number provided during the previous 4 years)</p> <p>Football: 7 to 14 visits (need to account for unused visits from the previous year, if any)</p> <p>Men's Basketball: 2 to 4 visits (need to account for rolling two-year period)</p> <p>Women's Basketball: 2 to 3 visits (need to account for rolling two-year period)</p> <p>Baseball: 4 to 7 visits</p>	<p>12.5 to 25%</p> <p>7- to 13-week ban</p>	<p>12.5 to 25%</p> <p>No-limit sports: 7- to 13-week ban</p> <p>12.5 to 25% cuts in RPD or ED Men's Basketball: 17 to 33 (RPD) Women's Basketball: 14 to 28 (RPD)</p> <p>Football: 6 to 11 Fall; 21 to 42 Spring (ED)</p> <p>Women's Beach Volleyball: 7 to 13 (ED)</p> <p>Women's Volleyball: 10 to 20 (ED)</p> <p>Men's Golf: 6 to 12 (ED)</p>

Violation Level I	Violation Level II	Recruiting Visit Restrictions	Recruiting Communication Restrictions	Off-Campus Recruiting Restrictions
Mitigation	Standard	<p>0 to 12.5%</p> <p>0 to 6-week ban on unofficial visits (no scheduled unofficial visits and no complimentary tickets)</p> <p>0 to 12.5% cuts in official paid visits (based on the average number provided during the previous 4 years)</p> <p>Football: 0 to 7 visits (need to account for unused visits from the previous year, if any)</p> <p>Basketball: 0 to 2 visits (need to account for rolling two-year period)</p> <p>Baseball: 0 to 4 visits</p>	<p>0 to 12.5%</p> <p>0 to 6-week ban</p>	<p>0 to 12.5%</p> <p>No-limit sports: 0 to 6-week ban</p> <p>0 to 12.5% cuts in RPD or ED Men's</p> <p>Basketball: 0 to 17 (RPD) Women's</p> <p>Basketball: 0 to 14 (RPD) Football: 0 to 6 Fall; 0 to 21 Spring (ED) Women's</p> <p>Beach Volleyball: 0 to 7 (ED) Women's</p> <p>Volleyball: 0 to 10 (ED)</p> <p>Men's Golf: 0 to 6 (ED)</p>
	Mitigation	<p>0 to 5%</p> <p>0 to 3-week ban on unofficial visits (no scheduled unofficial visits and no complimentary tickets)</p> <p>0 to 5% cuts in official paid visits (based on the average number provided during the previous 4 years)</p> <p>Football: 0 to 3 visits</p> <p>Basketball: 0 to 1 visit (need to account for rolling two-year period)</p> <p>Baseball: 0 to 2 visits</p>	<p>0 to 5%</p> <p>0 to 3-week ban</p>	<p>0 to 5%</p> <p>No-limit sports: 0 to 3-week ban</p> <p>0 to 5% cuts in RPD or ED</p> <p>Men's Basketball: 0 to 7 (RPD)</p> <p>Women's Basketball: 0 to 6 (RPD)</p> <p>Football: 0 to 3 Fall; 0 to 9 Spring (ED)</p> <p>Women's Beach Volleyball: 0 to 3 (ED)</p> <p>Women's Volleyball: 0 to 4 (ED)</p> <p>Men's Golf: 0 to 3 (ED)</p>

Violation Level I	Violation Level II	Probation		
Aggravation		4 to 10 years		
Standard	Aggravation	3 to 6 years		
Mitigation	Standard	2 to 4 years		
	Mitigation	0 to 2 years		

INFRACTIONS PROGRAM – PENALTIES – CORE PENALTIES FOR LEVEL I AND LEVEL II VIOLATIONS – VACATION OF RECORDS

**Intent:** To specify that an infractions hearing panel shall prescribe vacation of records of contests in which a student-athlete competed while ineligible in cases involving one or more Level I or Level II violations.

**Bylaws:** Amend 19.9 as follows

19.9 Penalties

[19.9.1 through 19.9.4 unchanged]

19.9.5 Core Penalties for Level I and Level II Violations. If a hearing panel concludes that an institution or involved individual committed one or more Level I or Level II violations, and after determining the appropriate classification based on aggravating and mitigating factors, the hearing panel shall prescribe core penalties from the ranges set forth in Figure 19-1 and described below. The panel may depart from the core penalties only as set forth in Bylaw 19.9.6.

[19.9.5.1 through 19.9.5.7 unchanged]

**19.9.5.8 Vacation of Records. The hearing panel shall prescribe vacation of records of contests in which a student-athlete competed while ineligible, including one or more of the following:**

- (1) Vacation of individual records and performances;**
- (2) Vacation of team records and performances, including wins from the career record of the head coach in the involved sport, or, in applicable cases, reconfiguration of team point totals; or**
- (3) Return of individual or team awards to the Association.**

[19.9.6 unchanged]

19.9.7 Additional Penalties for Level I and Level II Violations. In addition to the core penalties for Level I and Level II violations, the panel may prescribe one or more of the following penalties:

[19.9.1-(a) through 19.9.1-(f) unchanged]

~~(g) Vacation of records in contests in which a student athlete competed while ineligible, including one or more of the following:~~

- ~~(1) Vacation of individual records and performances;~~
- ~~(2) Vacation of team records and performances, including wins from the career record of the head coach in the involved sport, or, in applicable cases, reconfiguration of team point~~



~~totals; or~~

~~(3) Return of individual or team awards to the Association.~~

[19.9.1-(h) through 19.9.1-(l) renumbered as 19.9.1-(g) through 19.9.1-(k), unchanged]

Figure 19-1 Penalty Guidelines (Attached)

**Source:** NCAA Division I Enforcement/Infractions Process Working Group

**Effective Date:** Immediate

**Category:** Amendment

**Topical Area:** Infractions Program

**Rationale:** The Commission on College Basketball recommended significant increases in core penalties to deter violations. This proposal makes vacation of records a new core penalty for one or more Level I or Level II violations in response to the commission's recommendation. An institution is at a disadvantage when it competes against another institution with an ineligible student-athlete. The vacation of records penalty is designed to remedy this disadvantage. The current legislation permits the Committee on Infractions to prescribe, as an optional additional penalty, vacation of records of contests in which an ineligible student-athlete competed. The Committee on Infractions has used this legislative authority to prescribe vacation in the overwhelming majority of cases that involve ineligible competition under the current penalty structure. The Infractions Appeals Committee has upheld this penalty in every case it has reviewed under the current structure. Making vacation a core penalty—instead of an optional additional penalty—in cases in which ineligible participation occurs is consistent with how the Committee on Infractions has historically prescribed the penalty, provides additional transparency and reinforces for the membership that the penalty is appropriate. In addition, this proposal appropriately holds institutions more accountable for Level I and Level II violations. Although vacation of records would be a core penalty, if there are extenuating circumstances relating to ineligible competition, a hearing panel would have discretion to not prescribe the penalty.

**Estimated Budget Impact:** None.

**Impact on Student-Athlete's Time (Academic and/or Athletics):** None.

**FIGURE 19-1**  
**Penalty Guidelines**

Violation Level I	Violation Level II	Competition Penalties: Postseason Ban *Competition penalties may be used singularly or in combination			
Aggravation		1 to 5 years			
Standard	Aggravation	1 to 2 years			
Mitigation	Standard	0 to 1 year			
	Mitigation	0			

Violation Level I	Violation Level II	Financial Penalties: Fine based on percent of total budget for sport program	Financial Penalties: Fine based on participation in NCAA championship and other postseason contests in which an ineligible student- athlete competed (see Bylaw 19.9.5.2.1)	Financial Penalties: Negate revenue from sport program for years in which violations occurred	Financial Penalties: Reduce or eliminate NCAA monetary distribution for sports sponsorship and/or grants-in- aid	Financial Penalties: Loss of all revenue sharing in postseason competition (including NCAA Men's Basketball Championship) for entire period of postseason ban
Aggravation		\$5,000 plus 3 to 5%	Alternative financial penalty	Impose this penalty if greater than percent of budget fine + \$5,000	Alternative financial penalty	Alternative financial penalty
Standard	Aggravation	\$5,000 plus 1 to 3%	Alternative financial penalty		Alternative financial penalty	
Mitigation	Standard	\$5,000 plus 0 to 1%	Alternative financial penalty		Alternative financial penalty	
	Mitigation	\$5,000*	Alternative financial penalty		Alternative financial penalty	
		*A minimum \$5,000 financial penalty will be imposed to ensure the penalty will be at least as significant as the fine imposed for a Level III violation.				

Violation Level I	Violation Level II	Scholarship Reductions of Involved Sport Program*			
Aggravation		10 to 25%	*For cases in which financial aid overages have occurred, a minimum 2-for-1 reduction in financial aid awards shall apply up to at least 20% of the team financial aid limit.		
Standard	Aggravation	5 to 15%			
Mitigation	Standard	0 to 10%			
	Mitigation	0 to 5%			

Violation Level I	Violation Level II	Show-Cause Order	Restrictions	
Aggravation		3 years to lifetime	All athletically related duties	
Standard	Aggravation	2 to 5 years	All or partial coaching and recruiting duties (including game suspensions)	
Mitigation	Standard	0 to 2 years	All or partial coaching and recruiting duties (including game suspensions)	
	Mitigation	0 to 1 years	All or partial coaching and recruiting duties (including game suspensions)	

Violation Level I	Violation Level II	Head Coach Restrictions (game suspensions via show cause for Bylaw 11.1.1.1)		
Aggravation		50 to 100% of season plus % of additional seasons		
Standard	Aggravation	30 to 50% of season		
Mitigation	Standard	0 to 30% of season		
	Mitigation	0 to 10% of season		

Violation Level I	Violation Level II	Recruiting Visit Restrictions	Recruiting Communication Restrictions	Off-Campus Recruiting Restrictions
Aggravation		<p>25 to 100%</p> <p>14- to 52-week ban on unofficial visits (no scheduled unofficial visits and no complimentary tickets)</p> <p>25 to 100% cuts in official paid visits (based on the average number provided during the previous 4 years)</p> <p>Football: 14 to 56 visits (need to account for unused visits from the previous year, if any)</p> <p>Men's Basketball: 4 to 14 visits (need to account for rolling two-year period)</p> <p>Women's Basketball: 3 to 12 visits (need to account for rolling two-year period)</p> <p>Baseball: 7 to 25 visits</p>	<p>25 to 50%</p> <p>14- to 26-week ban on communication with all prospective student-athletes</p>	<p>25 to 50%</p> <p>Sports with no limits: 14- to 26-week ban on all contacts and evaluations</p> <p>25 to 50% cuts in Recruiting Person Days (RPD) or Evaluation Days (ED)</p> <p>Men's Basketball: 33 to 65 (RPD) Women's Basketball: 28 to 56 (RPD) Football: 11 to 21 Fall; 42 to 84 Spring (ED) Women's Beach Volleyball: 13 to 25 (ED) Women's Volleyball: 20 to 40 (ED)</p> <p>Men's Golf: 12 to 23 (ED)</p>
Standard	Aggravation	<p>12.5 to 25%</p> <p>7- to 13-week ban on unofficial visits (no scheduled unofficial visits and no complimentary tickets)</p> <p>12.5 to 25% cuts in official paid visits (based on the average number provided during the previous 4 years)</p> <p>Football: 7 to 14 visits (need to account for unused visits from the previous year, if any)</p> <p>Men's Basketball: 2 to 4 visits (need to account for rolling two-year period)</p> <p>Women's Basketball: 2 to 3 visits (need to account for rolling two-year period)</p> <p>Baseball: 4 to 7 visits</p>	<p>12.5 to 25%</p> <p>7- to 13-week ban</p>	<p>12.5 to 25%</p> <p>No-limit sports: 7- to 13-week ban</p> <p>12.5 to 25% cuts in RPD or ED Men's Basketball: 17 to 33 (RPD) Women's Basketball: 14 to 28 (RPD)</p> <p>Football: 6 to 11 Fall; 21 to 42 Spring (ED)</p> <p>Women's Beach Volleyball: 7 to 13 (ED)</p> <p>Women's Volleyball: 10 to 20 (ED)</p> <p>Men's Golf: 6 to 12 (ED)</p>

Violation Level I	Violation Level II	Recruiting Visit Restrictions	Recruiting Communication Restrictions	Off-Campus Recruiting Restrictions
Mitigation	Standard	<p>0 to 12.5%</p> <p>0 to 6-week ban on unofficial visits (no scheduled unofficial visits and no complimentary tickets)</p> <p>0 to 12.5% cuts in official paid visits (based on the average number provided during the previous 4 years)</p> <p>Football: 0 to 7 visits (need to account for unused visits from the previous year, if any)</p> <p>Basketball: 0 to 2 visits (need to account for rolling two-year period)</p> <p>Baseball: 0 to 4 visits</p>	<p>0 to 12.5%</p> <p>0 to 6-week ban</p>	<p>0 to 12.5%</p> <p>No-limit sports: 0 to 6-week ban</p> <p>0 to 12.5% cuts in RPD or ED Men's</p> <p>Basketball: 0 to 17 (RPD) Women's</p> <p>Basketball: 0 to 14 (RPD) Football: 0 to 6 Fall; 0 to 21 Spring (ED) Women's</p> <p>Beach Volleyball: 0 to 7 (ED) Women's</p> <p>Volleyball: 0 to 10 (ED)</p> <p>Men's Golf: 0 to 6 (ED)</p>
	Mitigation	<p>0 to 5%</p> <p>0 to 3-week ban on unofficial visits (no scheduled unofficial visits and no complimentary tickets)</p> <p>0 to 5% cuts in official paid visits (based on the average number provided during the previous 4 years)</p> <p>Football: 0 to 3 visits</p> <p>Basketball: 0 to 1 visit (need to account for rolling two-year period)</p> <p>Baseball: 0 to 2 visits</p>	<p>0 to 5%</p> <p>0 to 3-week ban</p>	<p>0 to 5%</p> <p>No-limit sports: 0 to 3-week ban</p> <p>0 to 5% cuts in RPD or ED</p> <p>Men's Basketball: 0 to 7 (RPD)</p> <p>Women's Basketball: 0 to 6 (RPD)</p> <p>Football: 0 to 3 Fall; 0 to 9 Spring (ED)</p> <p>Women's Beach Volleyball: 0 to 3 (ED)</p> <p>Women's Volleyball: 0 to 4 (ED)</p> <p>Men's Golf: 0 to 3 (ED)</p>

Violation Level I	Violation Level II	Probation		
Aggravation		4 to 10 years		
Standard	Aggravation	3 to 6 years		
Mitigation	Standard	2 to 4 years		
	Mitigation	0 to 2 years		

<u>Violation Level I</u>	<u>Violation Level II</u>	<u>Vacation of Records</u>		
<u>Aggravation</u>		<u>Prescribe if competition included ineligible student-athlete</u>		
<u>Standard</u>	<u>Aggravation</u>	<u>Prescribe if competition included ineligible student-athlete</u>		
<u>Mitigation</u>	<u>Standard</u>	<u>Prescribe if competition included ineligible student-athlete</u>		
	<u>Mitigation</u>	<u>Prescribe if competition included ineligible student-athlete</u>		

MEMORANDUM

May 3, 2019

TO: NCAA Division I Presidential Forum Members and Division I Conference Commissioners (with a copy to NCAA Division I Collegiate Commissioners Association Compliance Administrators and select NCAA staff members)

FROM: Frank Gilliam, chair, Presidential Forum and chancellor University of North Carolina at Greensboro

SUBJECT: Requesting Feedback on Academic Misconduct and Academic Violation Concepts.

**The purpose of this memorandum is to ask every Division I conference to discuss the enclosed information and provide one written conference perspective not later than July 1.**

The NCAA Division I Board of Directors asked the Division I Presidential Forum to lead a membership review of Division I academic misconduct legislation. The Forum has been overseeing this review for the past 16 months and has developed concepts for membership input. I want to thank the Forum members, and in particular the members of the NCAA Division I Presidential Forum Steering Committee, who have spent considerable time discussing the concepts contained in the enclosed document.

It is inevitable that such major topics garner diverse perspectives, but I believe the concepts presented represent alternatives that balance institutional autonomy and NCAA regulation which helps better ensure not only fair competition, but more importantly the academic success and degree completion of all of our student-athletes. During the last several Forum meetings, we have discussed academic misconduct, and Forum members are prepared to help lead a conversation with their presidential colleagues during spring and summer conference meetings.

In order to help familiarize conference office staff with the concepts, the NCAA staff will schedule a conference call and invite conference office staff to participate.

After receiving all conference input and the feedback of key governance bodies, the Forum Steering Committee in conjunction with the Division I Board of Directors will finalize the concepts and ask the NCAA Division I Council, if appropriate, to sponsor legislation for the 2019-20 cycle.

**Please provide your written feedback using the enclosed feedback form to Bridget Rigney ([brigney@ncaa.org](mailto:brigney@ncaa.org)) not later than July 1. If you have questions about this request, please contact Diane Dickman ([ddickman@ncaa.org](mailto:ddickman@ncaa.org)).**

I appreciate your time and engagement on this important matter.

Thank you.

Enclosure

**Academic Misconduct / Academic Violation Concepts  
Feedback Form**

[Note: Important background information is contained in the attached document.]

**Please provide this form to Bridget Rigney at [brigney@ncaa.org](mailto:brigney@ncaa.org) not later than July 1.**

Name of Conference or Committee: \_\_\_\_\_

***Concept #1: Overarching bylaw that would capture systemic, willful disregard for academic integrity.***

Support concept? ☐ Yes ☐ No

Support some kind of “guardrails” before changing this bylaw  
(e.g., presidential review)? ☐ Yes ☐ No

Comments:

***Concept #2: Changes that improve clarity and readability but do not change substance.***

Support concept? ☐ Yes ☐ No

Comments:

***Concept #3: Provide institutions with best practices to help prevent academic violations impacting student-athletes.***

Support concept? ☐ Yes ☐ No

Support consideration of institutions’ practices for reviewing issues of academic  
integrity for student-athletes as a potential mitigating or aggravating factor in an  
academic violation infractions case? ☐ Yes ☐ No

Comments:

***Concept #4: Status quo – make no changes.***

Support no changes to the legislation at this time? ☐ Yes, make no changes. ☐ No, do want some changes.

Comments:

***Overall Comments:***

Other changes you suggest?



# Defining the NCAA's Role in Addressing Academic Violations

## *Request for Membership Feedback Regarding Concepts Under Consideration*

**Request for membership input:** The purpose of this document is to ask every Division I conference and key governance groups to discuss the following information and provide one conference or committee perspective not later than July 1 to help inform future discussions and final recommendations. Please use the feedback form provided.

### WHY THIS IS IMPORTANT

Academic integrity is of paramount importance in higher education and is among the NCAA's highest priorities. The Division I Board of Directors and the membership want to provide student-athletes with a sound educational experience that contributes to their personal well-being and will help them be successful after graduation. The NCAA's involvement in regulating academic integrity is predicated on fair competition on the playing field involving college students competing against other college students, academic standards that lead to graduation, and the necessity of student-athletes earning the requisite credits/grades.

### Background and timeline for review.

The Division I Board of Directors charged the Division I Presidential Forum to oversee a review of the NCAA's proper role in addressing academic violations that impact student-athlete eligibility and/or fair competition.

Division I adopted improved legislation in 2016 that better balances deference to institutional autonomy and NCAA oversight in academic matters, and the membership to date has not indicated that an overhaul of the current legislation is needed. However, various "gaps" have nonetheless surfaced that may be problematic, and the Presidential Forum has worked over the last several months to develop concepts to address the concerns. The Forum has intentionally not yet taken formal positions on the concepts; rather, Forum members will work with their conference commissioners during spring/summer conference presidential meetings to gather input. Key Division I governance committees (e.g., NCAA Division I Council, Committee on Academics, Committee on Infractions, Infractions Appeals Committee) will also provide comments.

The following bullets summarize the past year of work on this topic:

- Academic violations have been a focus of the division for several years, including a 2016 legislative revision that improved the application of academic rules but is just now starting to be applied in new cases. While the 2016 legislation is broadly considered a vast improvement, some membership groups have urged further exploring whether any "gaps" exist in the new legislation (this central theme is addressed later in this document).
- In April 2018, the Division I Board of Directors made academic misconduct one of its strategic areas of emphasis and assigned its highest advisory body, the Presidential Forum, to review the Association's role in academic violations involving or impacting student-athletes. The Board's decision was reinforced by the Commission on College Basketball, whose report included a reference to ongoing concerns about the NCAA's proper role in regulating academic matters, and by the Division I Committee on Infractions, which sent a written request to the Board seeking such a review.

#### ***From the Board's Strategic Areas of Emphasis:***

*"Examine NCAA expectations related to academic misconduct to assure continued consistency with the practices of higher education while recognizing the Division I membership's collective interest in the fairness of competition and the integrity of the student-athlete experience."*

- The Presidential Forum Steering Committee created a small working group in January 2018 to help inform the review of academic integrity legislation, policy and interpretations. The working group was composed of members from the Division I Committee on Academics, Division I Committee on Infractions and Division I Infractions Appeals Committee – the three membership bodies that interact most directly with academic violations. The working group’s recommendations contributed significantly to the concepts described later in this document.
- The Forum met April 30 to further hone the concepts and pose questions to help shape the membership input that is so critical in this process. That feedback will be gathered through the spring and summer conference and NCAA governance meetings, with Forum members providing background and context during conversations within their conferences.
- Any changes to NCAA legislation as a result of this review would be considered in late winter/spring 2020 for potential application that year.

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### **What are the problems to be solved and issues to be addressed?**

1. Balance deference to the academy and student-athlete eligibility/fair competition.
  - Beyond student-athlete success and well-being, academic integrity is also connected to eligibility and fair competition. Accordingly, the NCAA has a role to play in regulating academic matters involving student-athletes. The NCAA does not wish to insert itself in the academic integrity arena to interfere with institutional autonomy; on the contrary, the NCAA rightfully acknowledges the institution’s authority to regulate academic integrity for all students. However, because student-athletes interact with and may be influenced by institutional staff members and boosters who seek to keep the student-athlete academically eligible to compete, it becomes the NCAA’s obligation to be responsive to those unique circumstances. While it is imperative to honor institutional autonomy in regulating academic matters within the academy, the Division I membership also has a vested interest in ensuring fair competition.
  - Inherent in that balance is a concern about overregulating institutions that already “do the right thing” and underregulating those that do not.
2. Restore public and membership confidence in the NCAA core value of academics.
  - Academic misconduct is particularly damaging, not only to the institution at which the violations occurred but also to the entire Association and certainly the student-athlete’s academic experience is compromised. When one school behaves poorly and the NCAA cannot act, it impacts the entire Association.
3. Position the NCAA to be responsive when “adults” (e.g., coaches, advisors, boosters) commit egregious academic violations to ensure a student-athlete’s eligibility or otherwise compromise fair competition. Current legislation may be particularly vulnerable in cases when an institution has no or sparse policies to address the behavior in question.
  - Academic integrity is at the core of higher education. Colleges and universities have layers of review/evaluation/approval to ensure their academic offerings meet the highest of standards. While there is an underlying desire to treat student-athletes and general students the same when it comes to campus academic policies and requirements, several factors are unique to the student-athlete environment, including the number and types of nonstudents who influence the student-athlete academic experience. That includes coaches, advisors, tutors, athletics administrators/staff and boosters who often have an interest in ensuring the student-athlete becomes or remains academically eligible to compete. While institutional policies regarding academic integrity address all students, they may or may not relate to these other individuals who interact uniquely with student-athletes. It is imperative that student-athletes do their own academic work, and nonstudents who interact with them must not unduly influence the completion of any of that work.

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## Items approved or underway.

Significant changes are already in place or underway that have (or could) improve the regulatory environment.

- **Approved.**

- The Division I membership has generally indicated that the framework adopted in 2016 was a significant improvement over the prior construct, which was vague and undefined legislatively. The current legislation is widely accepted as providing greater clarity in what is and is not a violation of NCAA rules in the academic misconduct space.
- Adding “importation” of outside materials and information as part of the infractions process (a recommendation from a topical working group formed after the Commission on College Basketball issued its report). Other changes include clearer responsibility to cooperate, additional penalties for parties who do not cooperate, and protection of whistleblowers. These changes have already been approved and are now operational.
- Another result of the Commission on College Basketball was to establish an independent alternative resolution program to investigate and adjudicate select infractions cases, potentially including academic misconduct cases.

Many people believe these actions provide a solid foundation from which to consider additional changes that further strengthen NCAA rules.

- **Underway.**

- The Presidential Forum asked the Division I Council to review and examine the interpretive framework within the context of the enforcement/infractions process. A working group has been named and work on this referral has begun. The working group is expected to provide a substantive update to the Forum in October 2019.
- The Forum supported the Academic Misconduct Working Group’s recommendation to collaborate with the six regional accrediting agencies to discuss their role in academic misconduct matters.

These factors both already approved and those still underway add resources that groups within the enforcement/infractions process will have at their disposal to help adjudicate academic violations. But not all areas are covered adequately at this point, as the following section illustrates.

---

## What “gaps” in existing legislation need to be addressed?

Throughout this review, there has been recognition that the 2016 legislation improved how academic integrity was regulated and provides a solid foundation. Yet gaps remain, particularly when conduct falls outside of an institution’s written academic policies and procedures. As such, some “bad actor” behavior may go unregulated, which is what this review attempts to address. Following are areas where such gaps may exist.

1. **Lack of or sparse campus academic policies.** If a member school has no existing academic policies that address a given situation (e.g., no policies that govern faculty; no policies governing grade changes; no policies regarding independent study courses), the remaining legislative framework may be too limited in scope. While the framework is limited in scope, it *is* a mechanism devised to capture those eligibility-impacting decisions that do not conflict with institutional policy. If the institution has no policy, then several criteria must be present to find an NCAA violation (i.e., the behavior impacted eligibility to compete, involved an institutional staff member, and was not generally available to institution’s students). These specific criteria may limit the NCAA’s ability to address all “bad behavior” that falls outside an institution’s own policies.

**2. Campus academic policy violations cannot be adjudicated for some reason or result in seemingly unreasonable outcomes that may yield competitive advantages.** In some instances, campuses have effective policies governing a specified circumstance, but the policy violation is not adjudicated for some reason. The following examples illustrate what can be missed due to this “gap” in the current legislation:

- A student-athlete who was rendered eligible through a coach doing all the coursework has now turned professional, so the school does not apply its policies and does not find any institutional policy violation.
- A student-athlete opts not to participate in the campus’ academic misconduct adjudication process. The campus is therefore unable to determine whether the coach completing all of the student’s coursework was a violation of its policy.

Again, while institutional autonomy is honored in each case, most people would regard the outcomes as unreasonable.

**3. The “unimaginable” (i.e., purposeful disregard of academic norms that threatens the collegiate model).**

While the existing legislation and the concepts aimed at filling the gaps are worth considering, it is not possible to ensure that every possible scenario of academic misconduct would be captured. If an instance were to arise that clearly violates NCAA core academic values but is “unthinkable,” the legislation might not capture the situation. That’s what makes the behavior so outrageous – it is unimaginable for a school to behave in this fashion. When an institution’s behavior appears to threaten the collegiate model, some mechanism needs to provide the flexibility to capture such behavior. When the institution purposefully disregards academic norms in the effort to win, there should be no impediment to an NCAA infractions review.

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**Forum feedback to date.**

- The Forum acknowledges that issues of institutional autonomy, fair competition and reputational impact are at play when addressing academic integrity and fairness issues.
- The Forum has expressed concern about requiring academic policies for student-athletes that are different than for regular students, or requiring supplementary regulations governing only student-athletes and institutional staff members (and boosters) in academic matters. The Forum also is concerned about the NCAA regulating specified areas that campus policies should cover, and often do.
- The Forum has expressed interest in current requirements for institutions to have written academic misconduct policies that govern all students and that alleged violations of such institutional policies are adjudicated by the institution consistent with the school’s policies. Such policies should apply in the same way to all students regardless of the extracurricular activities in which they are involved. These existing standards reinforce institutional autonomy in having each campus determine appropriate academic policies for all students and adjudicating violations of such policies on campus consistent with those policies.
- The Forum is concerned about overregulation on all Division I members, but strongly interested in knowing that those who engage in a pattern of practice of egregious acts of academic misconduct can be penalized through NCAA processes.
- The Forum believes further examination of possible preventative measures that could help each campus review academic integrity issues involving student-athletes is appropriate, including providing examples of possible options to help campuses in this regard (e.g., best practices).

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## CONCEPTS FOR FEEDBACK

*The following concepts have been developed for membership feedback. These concepts are not mutually exclusive. Members may support one or more, or none.*

**Concept 1: Adopt legislation to add an overarching bylaw that would capture instances of systemic, willful disregard for academic integrity as it pertains to student-athlete eligibility and/or fair competition.**

### **Factors to consider.**

- This legislation in concept would state, *“An institution may be held accountable through the NCAA infractions process in rare and extraordinary circumstances in which the value of competitive fairness is compromised in the context of student-athlete eligibility. The purpose of this provision is to address instances in which there is a pattern and practice of egregious academic malfeasance that is (1) systemic and pervasive in nature AND (2) indicates a willful disregard by the institution for academic integrity as it pertains to student-athletes.”*
- Before the enforcement staff alleges this violation in a notice of allegations, a conceptual framework was discussed in which a membership group of academicians (e.g., presidents) would review the allegation as a “guardrail” to protect deference to institutional autonomy and reduce the perception of NCAA overreach. Upon approval of the membership group, the enforcement staff may charge this bylaw in addition to or in lieu of other bylaws.
- This concept supports a strong commitment to defer to institutional decision-making on academic issues yet acknowledges the NCAA has a role to play (with appropriate guardrails) when problems exist that are systemic and pervasive and reflect willful disregard even in instances when the school believes otherwise.
- If adopted, this concept would affect the nomenclature used in NCAA bylaws in that only behaviors alleged under this overarching bylaw would be categorized as “academic misconduct.” All other behaviors would be categorized as “academic violations.” The rationale is that because the term “academic misconduct” is so damaging to an institution’s reputation, it should be reserved only for instances that are systemic and pervasive – indicating widespread institutional accountability – rather than apply to instances involving one or two “bad actors.” *(Note: If this concept is adopted, the nomenclature adjustments would be applied in the legislative changes included in Concept 2 below.)*
- Similar to alleged violations of institutional control, the enforcement staff would charge, and the Division I Committee on Infractions or the new Independent Resolution Panel would have to conclude whether the violation occurred. The charge would occur only after the enforcement staff completes its investigation, as only then are the facts fully known; the institution has provided all the information; and all interviews have been conducted.

### **Questions for membership feedback:**

1. Do you support adoption of such an overarching bylaw? Yes or No.
2. If so, do you support a membership group of academicians (e.g., presidents) reviewing the matter before the enforcement staff alleges the violation as a “guardrail” to protect deference to institutional autonomy and reduce the perception of NCAA overreach?
3. Any other comments about this concept?

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**Concept 2: Adopt legislation to improve the overall clarity and reinforce the intended application of the legislation Division I adopted in 2016. (See the attachment for an overview of these changes.)**

**Factors to consider.**

- The package includes the following components:
  - Consolidate all elements of academic misconduct legislation into one section of Bylaw 14 (definitions, pre-enrollment, post-enrollment).
  - Establish uniform terminology to describe the different types of academic conduct and scenarios that constitute NCAA academic integrity violations.
  - Embed the institutional determination of a policy violation into the legislative mechanics of assessing whether an NCAA academic integrity violation occurred.
- The recommended revisions simply clarify existing legislative authority in a manner that:
  - Continues to address *only* the specific types of institutional academic issues that currently constitute NCAA violations;
  - Does *not* change how the existing legislative framework applies on an individual campus, but simply restructures the legislation into a more approachable format, designed to improve understanding and simplify application; and
  - Does *not* impact how the existing legislative framework is currently used to evaluate academic incidents that occur on campus.

**Questions for membership feedback:**

1. Do you support the clarifications as noted in the attachment? Yes or No.
2. Other comments?

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**Concept 3: Provide institutions with “best practices” to help schools prevent academic violations for student-athletes.**

**Factors to consider.**

- This concept reinforces institutional autonomy by acknowledging that the vast majority of institutions maintain and follow their own academic policies and procedures very well and most have academic oversight committees to help prevent academic integrity issues for student-athletes. The NCAA Division I Committee on Academics could be asked to publish and periodically update suggested best practices that can assist member institutions in developing policies, practices and mechanisms to help prevent academic violations by student-athletes, institutional staff and boosters. There could include, for example, a review of campus academic policies involving grade changes; policies and procedures involving academic support personnel; and training and education of staff and coaches.
- The Academic Misconduct Working Group originally proposed requiring that each institution have an academic oversight committee appointed to review student-athlete eligibility and fair competition issues. However, because the Presidential Forum has consistently been opposed to overregulation, the concept was morphed into a more flexible approach that allows each campus to determine the most appropriate mechanism for reviewing and identifying academic integrity issues for student-athletes.

**Questions for membership feedback:**

1. Do you support this concept? Yes or No.
2. Since having a campus mechanism for reviewing issues of academic integrity for student-athletes is encouraged and not required, some within the membership have suggested that whether the institution has such a mechanism be considered either a mitigating or aggravating factor in an academic misconduct infractions case as a way to further encourage the mechanism being in place. Do you support this approach?
3. Other comments about this concept?

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<b>Concept 4: Allow the legislation adopted in 2016 and the new tools created as a result of the Commission on College Basketball to more fully play out before seeking alternative solutions.</b>
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**Factors to consider.**

- This concept establishes a holding pattern that allows additional review of whether the revised legislation adopted in 2016 – which is just now starting to be applied in new cases – achieves desired outcomes. In addition, the investigative changes and the Independent Resolution Panel that came as a result of the Commission on College Basketball have yet to be fully implemented. While this concept is not a commitment to the status quo per se, it does offer a pause in the review to more fully evaluate the effects of these additions to the toolbox.
- While the current legislation became effective in 2016, cases involving post-2016 conduct are just now making their way through the pipeline. However, the ability to address certain institutional scenarios may be limited, particularly when an institution has no or insufficient policies to address the behavior, or when an institution either cannot or chooses not to find a violation.
- This option could result in egregious breaches of academic misconduct such as those noted in Concept 1, not being captured by NCAA rules.

**Questions for membership feedback:**

1. Do you support making no changes at this time? Yes or No.
2. Do you have any additional alternatives to suggest?

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## Concept #2 Additional Details

### Possible Academic Misconduct Noncontroversial Legislative Revisions

During its January meeting, the NCAA Division I Presidential Forum supported the academic misconduct legislation noncontroversial and editorial changes recommended by the NCAA Division I Academic Misconduct Working Group.

The recommended revisions to the legislative framework are intended to improve the overall clarity and reinforce the intended application of the legislation adopted by the Division I membership in 2016. The identified revisions simply clarify existing legislative authority in a manner that:

- Continues to address *only* the specific types of institutional academic issues that currently constitute NCAA violations;
- Does *not* change how the existing legislative framework applies on an individual campus, but simply restructures the legislation into a more approachable format, designed to improve understanding and simplify application; and
- Does *not* impact how the existing legislative framework is currently used to evaluate academic incidents that occur on campus.

In total these recommended revisions achieve the following:

1. **Consolidate all elements of academic misconduct legislation into one section of NCAA Bylaw 14 (definitions, pre-enrollment, post-enrollment) and update legislative language consistent with bylaw modernization efforts.**
  - While the 2016 changes moved all legislative authority into Bylaw 14, components of the legislation remain in separate sections. The recommended consolidation of all legislative authority into Bylaw 14.9 and revised language will ease membership evaluation and application of the legislation.
2. **Establish uniform terminology to describe the different types of academic conduct and scenarios that constitute NCAA academic integrity violations.**
  - a. The current legislation was designed to capture two categories of conduct (“academic misconduct” and “impermissible academic assistance”) identified as detrimental to the academic integrity of intercollegiate athletics. “Academic misconduct” includes institutional academic integrity policy violations that involve staff, faculty or boosters, or result in specific outcomes. “Impermissible academic assistance” captures impactful types of academic assistance or exceptions that fall outside of institutional policy. Legislatively, neither institutional approach is advantaged over the other and there is no incentive for institutions to dilute or remove existing academic integrity policies.



- b. Neither category of conduct is inherently worse than the other, but rather depends on the facts and individuals associated with the academic incident.
  - c. The recommended revision eliminates the use of the phrase “impermissible academic assistance” to describe prohibited academic conduct that is not addressed by institutional policy. The legislative criteria used to assess conduct that falls outside of institutional policy are incorporated into prohibited conduct involving staff members and boosters. The use of uniform terminology reinforces that either type of violation is contrary to the NCAA’s core academic principles, regardless of whether the underlying incident is addressed by institutional policy.
- 3. Embed the institutional determination of a policy violation into the legislative mechanics of assessing whether an NCAA academic integrity violation occurred.**
- a. The current legislation reinforces that institutions remain the proper entities to develop policies and procedures that adequately promote the academic integrity of the students and staff on their campuses.
  - b. The recommended revisions reinforce that institutions are required to adjudicate academic incidents that arise involving student-athletes or staff in accordance with existing institutional policy. In addition, the revisions clarify that all institutional policies and procedures that pertain to the academic integrity of its student-athletes or staff apply to the adjudication of academic incidents related to a student-athletes, regardless of how such policies are characterized by the institution (e.g., academic misconduct policies vs. grade change policies). Embedding this institutional responsibility into the application mechanics of the legislation solidifies how the NCAA legislation is tethered to an institution’s identification of conduct that runs afoul of its own policy.

**America East Conference APR Breakdown of Men's Sports**  
June 2019

**SUPPLEMENT 18**

Baseball						
School	2013-14 Rate	2014-15 Rate	2015-16 Rate	2016-17 Rate	2017-18 Rate	Multiyear Rate
UA	938	952	990	990	980	985
BING	954	980	971	990	990	985
HART	1000	1000	1000	1000	987	997
UM	957	979	968	1000	968	979
UMBC	969	985	959	962	892	952
UML	946	965	989	989	971	978
UNH	-	-	-	-	-	-
SB	946	926	990	990	962	968
UVM	-	-	-	-	-	-

Men's Basketball						
School	2013-14 Rate	2014-15 Rate	2015-16 Rate	2016-17 Rate	2017-18 Rate	Multiyear Rate
UA	938	959	960	925	960	950
BING	980	981	979	940	1000	990
HART	909	1000	981	979	1000	990
UM	891	980	962	980	896	955
UMBC	889	938	981	979	1000	980
UML	970	961	942	1000	1000	974
UNH	1000	980	900	1000	1000	971
SB	981	1000	1000	940	1000	985
UVM	1000	961	1000	982	1000	986

Men's Cross Country						
School	2013-14 Rate	2014-15 Rate	2015-16 Rate	2016-17 Rate	2017-18 Rate	Multiyear Rate
UA	971	938	1000	-	1000	978
BING	1000	1000	1000	1000	962	991
HART	1000	1000	1000	1000	-	1000
UM	950	1000	1000	969	929	973
UMBC	964	1000	958	1000	1000	994
UML	1000	974	1000	990	1000	992
UNH	983	1000	1000	1000	1000	1000
SB	1000	1000	1000	1000	1000	1000
UVM	1000	1000	1000	975	1000	991

Men's Lacrosse						
School	2013-14 Rate	2014-15 Rate	2015-16 Rate	2016-17 Rate	2017-18 Rate	Multiyear Rate
UA	992	978	1000	978	993	988
BING	980	966	988	986	994	987
HART	966	1000	979	1000	1000	995
UM	-	-	-	-	-	-
UMBC	982	964	955	977	935	958
UML	-	917	1000	978	986	973
UNH	-	-	-	-	-	-
SB	973	1000	988	964	984	982
UVM	938	992	957	962	983	974

Men's Soccer						
School	2013-14 Rate	2014-15 Rate	2015-16 Rate	2016-17 Rate	2017-18 Rate	Multiyear Rate
UA	973	1000	964	968	893	965
BING	986	944	1000	977	1000	981
HART	1000	981	932	962	1000	971
UM	-	-	-	-	-	-
UMBC	1000	1000	926	973	986	969
UML	881	1000	965	1000	1000	992
UNH	1000	958	926	940	972	953
SB	1000	944	1000	986	1000	984
UVM	933	1000	961	973	984	982

Men's Swimming and Diving						
School	2013-14 Rate	2014-15 Rate	2015-16 Rate	2016-17 Rate	2017-18 Rate	Multiyear Rate
UA	-	-	-	-	-	-
BING	987	988	980	973	1000	979
HART	-	-	-	-	-	-
UM	972	973	984	977	1000	995
UMBC	966	969	967	957	1000	972
UML	-	-	-	-	-	-
UNH	-	-	-	-	-	-
SB	-	-	-	-	-	-
UVM	-	-	-	-	-	-

Men's Track and Field						
School	2013-14 Rate	2014-15 Rate	2015-16 Rate	2016-17 Rate	2017-18 Rate	Multiyear Rate
UA	887	960	966	983	1000	982
BING	1000	978	1000	986	925	979
HART	1000	1000	1000	1000	-	1000
UM	935	1000	1000	952	969	979
UMBC	983	971	966	925	970	959
UML	989	980	993	980	993	987
UNH	988	1000	1000	981	990	995
SB	1000	1000	1000	1000	1000	1000
UVM	1000	989	977	987	1000	988

**America East Conference APR Breakdown of Women's Sports**  
June 2019

Women's Basketball						
School	2013-14 Rate	2014-15 Rate	2015-16 Rate	2016-17 Rate	2017-18 Rate	Multiyear Rate
UA	980	1000	909	1000	983	976
BING	962	960	1000	1000	1000	991
HART	1000	1000	981	1000	961	986
UM	983	983	1000	1000	1000	995
UMBC	957	964	1000	1000	951	979
UML	1000	979	1000	922	1000	980
UNH	977	1000	983	1000	1000	996
SB	1000	1000	1000	1000	1000	1000
UVM	1000	1000	980	1000	1000	995

Women's Cross Country						
School	2013-14 Rate	2014-15 Rate	2015-16 Rate	2016-17 Rate	2017-18 Rate	Multiyear Rate
UA	944	1000	1000	-	900	967
BING	1000	1000	1000	1000	1000	1000
HART	971	974	1000	1000	1000	1000
UM	1000	1000	1000	1000	1000	1000
UMBC	1000	962	1000	1000	1000	990
UML	1000	972	1000	1000	1000	995
UNH	1000	1000	1000	1000	981	996
SB	973	1000	971	1000	1000	993
UVM	1000	1000	1000	1000	981	994

Field Hockey						
School	2013-14 Rate	2014-15 Rate	2015-16 Rate	2016-17 Rate	2017-18 Rate	Multiyear Rate
UA	954	950	1000	938	984	972
BING	-	-	-	-	-	-
HART	-	-	-	-	-	-
UM	1000	984	946	1000	1000	983
UMBC	-	-	-	-	-	-
UML	985	986	1000	988	986	990
UNH	1000	1000	986	983	1000	992
SB	-	-	-	-	-	-
UVM	959	970	953	1000	983	975

Women's Lacrosse						
School	2013-14 Rate	2014-15 Rate	2015-16 Rate	2016-17 Rate	2017-18 Rate	Multiyear Rate
UA	944	1000	966	991	990	989
BING	989	1000	1000	1000	992	998
HART	-	-	-	-	1000	1000
UM	-	-	-	-	-	-
UMBC	964	1000	1000	951	952	978
UML	-	936	988	990	1000	985
UNH	989	990	990	1000	989	993
SB	1000	982	980	1000	991	989
UVM	980	1000	1000	974	990	990

Women's Soccer						
School	2013-14 Rate	2014-15 Rate	2015-16 Rate	2016-17 Rate	2017-18 Rate	Multiyear Rate
UA	963	986	976	974	1000	983
BING	1000	990	954	983	980	977
HART	1000	1000	1000	971	1000	993
UM	984	984	958	985	969	974
UMBC	1000	989	973	887	986	970
UML	987	987	988	1000	1000	997
UNH	987	1000	1000	990	1000	997
SB	989	920	1000	1000	1000	985
UVM	1000	987	1000	1000	971	990

Softball						
School	2013-14 Rate	2014-15 Rate	2015-16 Rate	2016-17 Rate	2017-18 Rate	Multiyear Rate
UA	986	956	1000	1000	1000	989
BING	959	1000	962	1000	1000	990
HART	1000	1000	1000	1000	1000	1000
UM	985	986	1000	1000	1000	1000
UMBC	987	988	988	963	986	988
UML	943	963	1000	1000	1000	990
UNH	-	-	-	-	-	-
SB	972	1000	1000	984	1000	1000
UVM	-	-	-	-	-	-

Women's Swimming and Diving						
School	2013-14 Rate	2014-15 Rate	2015-16 Rate	2016-17 Rate	2017-18 Rate	Multiyear Rate
UA	-	-	-	-	-	-
BING	979	986	1000	1000	989	994
HART	-	-	-	-	-	-
UM	1000	961	1000	988	1000	988
UMBC	979	991	1000	993	1000	996
UML	-	-	-	-	-	-
UNH	977	1000	1000	1000	1000	1000
SB	1000	-	-	-	-	-
UVM	969	1000	984	984	991	991

Volleyball						
School	2013-14 Rate	2014-15 Rate	2015-16 Rate	2016-17 Rate	2017-18 Rate	Multiyear Rate
UA	958	957	978	1000	1000	984
BING	972	942	1000	1000	1000	983
HART	1000	1000	1000	1000	1000	1000
UM	-	-	-	-	-	-
UMBC	979	976	978	913	936	955
UML	1000	912	1000	1000	-	-
UNH	1000	1000	1000	979	1000	995
SB	1000	1000	1000	1000	1000	1000
UVM	-	-	-	-	-	-

Women's Track & Field						
School	2013-14 Rate	2014-15 Rate	2015-16 Rate	2016-17 Rate	2017-18 Rate	Multiyear Rate
UA	938	965	964	986	968	977
BING	1000	988	990	1000	1000	995
HART	1000	984	1000	1000	977	995
UM	982	1000	1000	952	970	980
UMBC	983	984	992	990	989	991
UML	1000	991	1000	993	1000	996
UNH	1000	991	1000	1000	982	993
SB	982	1000	1000	978	1000	993
UVM	991	1000	1000	1000	988	1000

**America East Conference GSR Summary  
(2008-2011 Cohort)**

<b>MEN</b>	<b>BSB</b>		<b>MBB</b>		<b>MLAX</b>		<b>MSOC</b>		<b>MTR/MXC</b>		<b>MSW</b>	
<b>Institution</b>	<b>GSR</b>	<b>FGR</b>	<b>GSR</b>	<b>FGR</b>	<b>GSR</b>	<b>FGR</b>	<b>GSR</b>	<b>FGR</b>	<b>GSR</b>	<b>FGR</b>	<b>GSR</b>	<b>FGR</b>
Albany	79	52	75	50	96	74	83	64	75	73	-	-
Binghamton	83	57	64	36	90	71	81	43	97	93	-	-
Hartford	91	53	92	73	95	86	83	31	-	-	-	-
Maine	74	48	86	42	-	-	-	-	67	57	83	
UMBC	76	47	89	40	88	58	83	62	70	62	86	79
UML	79	71	63	38	-	-	73	69	63	45	-	-
UNH	-	-	100	70	-	-	90	74	76	81	-	-
Stony Brook	80	50	100	92	65	33	78	53	100	100	-	-
Vermont	-	-	100	58	84	67	92	67	83	77	-	-

<b>WOMEN</b>	<b>WBB</b>		<b>FH</b>		<b>WLAX</b>		<b>SB</b>		<b>WSOC</b>		<b>WTR/WXC</b>		<b>VB</b>		<b>WSW</b>		<b>WTEN</b>	
<b>Institution</b>	<b>GSR</b>	<b>FGR</b>	<b>GSR</b>	<b>FGR</b>	<b>GSR</b>	<b>FGR</b>	<b>GSR</b>	<b>FGR</b>	<b>GSR</b>	<b>FGR</b>	<b>GSR</b>	<b>FGR</b>	<b>GSR</b>	<b>FGR</b>	<b>GSR</b>	<b>FGR</b>	<b>GSR</b>	<b>FGR</b>
Albany	100	58	93	58	100	63	94	93	95	71	93	79	89	50	-	-	-	-
Binghamton	92	77	-	-	97	82	92	73	100	95	100	96	100	83	92	91	100	60
Hartford	93	87	-	-	-	-	100	77	94	67	91	56	100	100	-	-	-	-
Maine	100	53	100	91	-	-	89	81	100	79	93	75	-	-	94	83	-	-
UMBC	88	42	-	-	87	56	100	62	83	61	86	79	89	62	78	70	-	-
UML	91	78	85	73	-	-	100	93	95	95	87	87	82	73	-	-	-	-
UNH	92	75	93	68	100	88	-	-	94	82	92	80	75	55	100	86	-	-
Stony Brook	92	82	-	-	91	63	92	53	84	48	100	100	91	67	100	84	88	71
Vermont	100	67	100	89	95	76	-	-	100	74	92	82	-	-	92	85	-	-

<b>Overall GSR and FGR</b>		
<b>Institution</b>	<b>GSR</b>	<b>FGR</b>
Albany	89	68
Binghamton	91	73
Hartford	94	69
Maine	86	66
UMBC	83	61
UML	83	70
UNH	93	79
Stony Brook	86	62
Vermont	93	71

**America East Broadcast Media Report  
June 2019**

**1. Total productions for ESPN Networks**

- a. Schools and the conference produced 328 games in 2018-19
- b. Decrease of 17 games from 2017-18
- c. ESPN minimum requirement of 250 (115 men's basketball games)

**2. Production highlights**

- a. Men's Basketball Championship game on ESPN2 (also on Westwood One Radio)
- b. Women's Basketball Championship game on ESPNU
- c. Men's Lacrosse Championship game on ESPNU
- d. Regular-season men's basketball game on ESPNU

**3. ESPN3/+ school productions**

Sport	No. of Productions	Schools Producing
MBB	121 (73 ESPN+/48 ESPN3)	All
WBB	121 (73 ESPN+/48 ESPN3)	All
WSOC	18	Binghamton (8), Maine (5), UNH (3), Albany (1), UMBC (1)
MSOC	15	Binghamton (8), New Hampshire (5), UMBC (2)
WLAX	11 (all on ESPN3)	Binghamton (8), Hartford (3); Championship game on ESPN+ produced by conference
MLAX	9 (all on ESPN+)	Binghamton (5), Hartford (3), Albany (1)
BSB	9 (all on ESPN+)	Maine (6), Binghamton (3)
VB	8	UNH (4), UMBC (2), Binghamton (1), UMass Lowell (1)
SB	7 (all on ESPN3)	Maine (5), Binghamton (2)
FH	4	Maine (4)

**4. Viewership highlights**

- a. Men's basketball
  - i. Championship game viewership: 306,943; additional 79,010 unique digital views
  - ii. Averaged more than 1,600 unique views per game on ESPN3/ESPN+
  - iii. Averaged nearly 5,500 unique views for the quarterfinals and semifinals on ESPN+
- b. Women's Basketball
  - i. Championship game viewership: 50,173; additional 5,851 unique digital views
  - ii. Averaged nearly 900 unique views per game on ESPN3/ESPN+
  - iii. Averaged more than 3,200 unique views for the quarterfinals and semifinals on ESPN+
- c. ESPN3 and ESPN+ unique views for America East basketball were comparable
  - i. ESPN3 averaged 31 more unique views than ESPN+ for men's basketball
  - ii. ESPN+ averaged 122 more unique views than ESPN3 for women's basketball
- d. Fall sports averaged nearly 800 unique views

**America East Conference  
Content Team  
Two-Year Roadmap  
2019-20 and 2020-21**

**Staff Liaisons**

- Sean Tainsh, Associate Commissioner, Content Strategy
- Erin Iwaskiewicz, Senior Director, Creative & Video
- Jessica Ramberg, Director, Digital Media
- Sam Schwartz, Associate Director, Content & Video

**Background**

The conference aims to create, distribute and promote comprehensive, cutting-edge content that promotes the America East Conference as a premier broad-based athletic conference dedicated to excelling in its #3Pillars – Athletic Excellence, Academic Achievement & Leadership On and Off the Field – as well as the overall success of its member institutions, student-athletes, coaches and administrators. Over the next year, the conference plans to further expand those efforts to ensure that it maintains its position as a leader in creating unique and original content that supports the conference's #3Pillars initiatives, as well as having a presence at the forefront of new technologies, platforms and tactics.

**Objectives****1) Tell America East's story through unique, cutting-edge, original content.**

- a. Upon visits to campuses during the AE Road Trip, continue interviewing all nine America East men's and women's basketball coaches and select basketball student-athletes as well as interviewing various America East student-athletes, coaches, administrators, and staff members to convey the conference's best stories.
- b. Explore opportunities to continue sharing inspirational and impactful stories about current and former America East student-athletes, coaches, administrators and staff members, through videos, photos and written form.
- c. Continue utilizing social media platforms such as: Twitter, Instagram, Facebook, YouTube, SoundCloud, and Apple Podcast while also exploring new and trending platforms.

**2) Support America East's leadership initiatives to reinforce the conference's position as a standard bearer.**

- a. Identify student-athletes, coaches and administrators to share their personal stories on overcoming physical and mental challenges to continue growing the AE Voices series.

- b. Continue promoting awareness, education, resources, and AE campus activations and events surrounding America East's BetterTo9ether and SpreadRespect initiatives.
- c. Collaborate with America East staff and other America East constituency groups to highlight America East programs under the conference's #3Pillars "leadership" umbrella, which is aimed at making a difference for conference stakeholders, on league campuses and within their communities

**3) Be at the forefront of new technology and exciting and compelling ways of telling stories and distributing content.**

- a. Solidify website and digital network status with SIDEARM and Stretch contracts expiring following the 2020-21 academic year and maximize the opportunity to re-design both platforms to ensure they remain informative, engaging and user-friendly platforms that are industry standard bearers.
- b. Improve workflows and implementation with existing partners (e.g., Reely, INFLCR).
- c. Build and maintain relationships with industry organizations and leaders to leverage and maximize distribution of America East content while also monitoring nationwide trends and emerging companies that can help achieve objectives.

**4) Increase regional, national and social media coverage for the conference and its initiatives to expand the reach of its brand, content and stories.**

- a. Leverage existing relationships with media members, industry leaders and social media influencers to help tell the America East story and expose it to a larger audience.
- b. Develop new relationships to attract new audiences to America East, its #3Pillars, schools and constituents.
- c. Re-launch the America East newsletter to form a direct delivery method of news and stories to media members, fans and conference constituents.

**Measuring Progress**

In 2019-20, the conference will measure progress towards achieving objectives by:

- 1) Using metrics and analytics to effectively make decisions on what content to produce and how and when to best distribute it.
- 2) Increasing communication, education and training with school communications staffs on the use and implementation of Reely and INFLCR in their workflows.
- 3) Remaining competitive and atop the leaderboards in social media metrics compared to other Division I conferences, primarily our peers.
- 4) Monitoring and promoting America East coverage and mentions in the media (e.g., traditional, digital, social).

### **Membership Involvement**

The America East staff will be the primary oversight body to this work, while utilizing various America East constituency groups, as well as outside entities, to assist in meeting these objectives.

- 1) School communications contacts.
- 2) School video production staff.
- 3) America East coaches.
- 4) America East student-athletes.
- 5) Student-Athlete Advisory Committee (SAAC).
- 6) Members of the media.



## 2018-19 Student-Athlete Engagement Committee Report

### Student-Athlete Data Collection

The committee shared and reviewed the various types of student-athlete feedback that each institution collects at the end of the academic year. There are distinct differences in the length, complexity, level of detail and mechanism of capture among the surveys. The committee discussed best practices for determining impactful questions for campus-specific student-athlete populations and baseline questions that all institutions should consider using. Below are a few key observations from the surveys that were highlighted and discussed by the committee.

- Questions regarding coaching fit, sport knowledge and soft skills were the most frequently used category of questions.
- Student-athletes were often provided the opportunity to identify a sports medicine or athletic performance staff member they specifically interacted with during the year and provide feedback on that individual.
- End of year surveys provide an ideal opportunity to see how impactful and meaningful department-wide programming was for student-athletes.
- There is an opportunity for targeting questions around recent NCAA or conference legislative changes that could provide important feedback on the effectiveness of legislation on campus.
- There is an opportunity for student-athletes to identify fellow student-athletes or administrators/staff that they trust, communicate with frequently or see as influential that may give insight into the leaders in the department from a student-athlete's perspective.

### RISE Partnership

The conference officially partnered with RISE (Ross Initiative in Sports for Equality) in winter 2018. As part of this partnership, RISE engaged with conference members through programming. At the America East SAAC in-person meeting in February 2019, RISE sent a representative to facilitate a leadership workshop with SAAC members. This workshop engaged SAAC members on their initial understanding of student-athlete perceptions related to diversity and inclusion on their respective campuses. SAAC members provided positive feedback regarding the workshop and were eager to sharing their takeaways with other student-athletes on their respective campuses.

RISE also facilitated a panel conversation entitled "Campus Conversation" and activated an interactive booth entitled "It Takes All Colors" at UMBC as part of the institution's Spread Respect event in February 2019. The panel included participants from a cross-section of sport who actively engage in the area of diversity and inclusion. The event featured a panel discussion and an audience question and answer period that focused on identifying strategies to help advance diversity, equity and inclusion initiatives on campus; discussing misconceptions; and determining positive strategies for change. The interactive booth activated by RISE occurred immediately before the scheduled basketball game. Fans and student-athletes had the opportunity show their commitment to the

Spread Respect initiative via a photo booth with signs and a pledge. Both the panel and activation were successful and there is great potential to bring these events to other campuses that are interested.

RISE also administered a perceptions survey on racial climates to student-athletes, administrators and coaches from all nine institutions in early spring 2019. Once all survey results are received, RISE will provide the conference with individual institutional reports and a collective conference report, which will then be subsequently shared with each institution. The Student-Athlete Engagement Committee will do a full review of the results and recommend potential educational programming for 2019-20.

The partnership with RISE solidifies an external partner to aid the conference in its exploration of racial diversity issues. It follows similarly successful external partnerships with LGBT SportSafe and the You Can Play Project, who both address LGBTQ+ equality and inclusion in sports.

## **Spread Respect**

### **1. Events Overview**

- In the fall, institutions hosted 17 Spread Respect events, a record number of events in the fall semester since the initiative started.
- In the winter, the Spread Respect events were condensed to a one-week period from February 13-21, 2019 and featured 19 men's and women's basketball games. This year's overall attendance at women's and men's Spread Respect basketball games was 19,206.
- In spring 2019, institutions finished the year by hosting 17 Spread Respect events.
- Many institutions continued to partner with diversity organizations across the university to bring increased awareness and education to these events.

### **2. Patches**

- America East provided each institution with 360 Spread Respect patches to distribute to their student-athletes and to use for in-game promotions throughout the fall, winter and spring events.



*Patch*

### 3. Apparel

- Similar to past years, America East provided all 18 men's and women's basketball teams with Spread Respect shooting shirts, featuring a new design.
- Due to the Spread Respect initiative's popularity, the conference sold this year's design on a variety of products through the conference's online store.



### 4. Content and Exposure.

- America East produced 10 videos for Black History Month and 6 videos for Martin Luther King Jr. Day featuring student-athletes and coaches speaking about influential African Americans and their importance and impact on their lives.
- America East produced two new Spread Respect 30-second spots. The first featured student-athletes from all nine schools and the logos of the You Can Play Project and LGBT SportSafe. The second featured highlights from America East Spread Respect games with voiceovers from student-athletes and coaches, and the logos of the You Can Play Project, LGBT SportSafe and RISE.
- The spots ran 556 times on ESPN3/ESPN+ during the 2018-19 America East season. With an ESPN-determined value of \$250 per spot, the total exposure was \$139,000.
- Spread Respect was included in the rotational LED signage at the America East Men's Basketball Championship game at Vermont. The game aired on ESPN2 with over 10 minutes of exposure, valued at \$10,000.
- Spread Respect LED signage was provided to institutions for use during their Spread Respect events and during the Men's and Women's Basketball Playoffs games.

<b>America East Spread Respect Forum</b> <b>-Event Roadmap-</b> <b>June 2019</b>
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**Planning Committee Members**

- Abbie Day, UMBC
- Cathy Rahill, Vermont
- Eric Lueshen, LGBT SportSafe
- Adam Wood, RISE
- Magalie Kayrouz, Hartford WSOC (NCAA Inclusion Forum attendee)

**Staff Liaisons**

- Kate Bergstrom, Associate Commissioner, Internal Operations
- Marcus Bishop, Assistant Director, Operations

**Purpose**

To plan and lead the execution of the America East Conference's inaugural Spread Respect Forum, bringing together student-athletes, administrators and coaches from all nine institutions to engage in dialogue about diversity and inclusion.

**Timeline**

1. June 2019.
  - Initial outreach to speakers/presenters.
  - Explore cost relief opportunities.
  - Create promotion and communication plan to institutions.
2. July – August 2019.
  - Invite institution attendees to RSVP and book accommodations.
  - Create schedule and secure speakers.
3. September – October 2019.
  - Finalize logistics with host, speakers and attendees.
  - Execute event.

### **Event Details**

1. Location.
  - Hosted by the University of Vermont – Davis Center
2. Date.
  - Sunday, October 20 – Monday, October 21, 2019
  - Late-morning start on Sunday and early afternoon conclusion on Monday
3. Institutional attendees.
  - Student-athletes: 3-4 per institution
  - Coaches (head or assistant): 1-2 per institution
  - Athletics administrators: 1-2 per institution
  - Additional institutional personnel: 1 per institution
    - Examples: Director of Multicultural Center, Office of Diversity and Inclusion
  - *Total attendees per institution = 7-11*
4. Overnight accommodations.
  - Doubletree Burlington - \$129/night (double occupancy)
  - 25 rooms reserved on 10/19; 55 rooms reserved on 10/20
5. Themes.
  - Solutions-oriented
  - Education into action
6. Financial considerations.
  - Institutional stipend for hotel for student-athletes, coaches
  - No registration fees
  - Seeking available grants

## 2018-19 Student-Athlete Advisory Committee Report

### Initiatives

#### 1. Better To9ether.

- The committee created the Better To9ether initiative this fall with the intent of creating more mentally healthy environments for student-athletes across all nine America East campuses through education, outreach, events and more.
- The conference provided each institution with custom posters that contain information on where student-athletes can access mental health resources.
- The conference provided each campus SAAC with a \$500 grant to host Better To9ether games. The games pit student-athletes of all class years, genders and sports against each other in activities that promote a fun, positive and inclusive environment. Select games focus specifically on educating student-athletes about mental health, teaching mindful and gratitude practices and reinforcing where and how to access resources available on their campuses.
- The dates of the inaugural Better To9ether games:

Institution	Date
Albany	April 7
Binghamton	April 10
Hartford	April 22
Maine	April 2
UMBC	May 15
UMass Lowell	April 28
New Hampshire	April 14
Stony Brook	April 28
Vermont	April 29

#### 2. Food Frenzy.

- After a successful three years of #AEFoodFrenzy campaigns, AE SAAC continued this initiative in 2018-19. The campaign ran exclusively through the fall season.
- The conference continued its focus on highlighting student-athlete community service happening on campuses through social media during the month of December through #AEGivesBack.
- The total items collected over the fall and spring seasons and donated to each institution's local food pantry:

Institution	On-Campus	YGG
Albany	1801	0
Binghamton	1112	0
Hartford	1275	0
Maine	1846	0
UMBC	1209	193
UMass Lowell	853	0
New Hampshire	1406	68
Stony Brook	2702	238
Vermont	5406	0
America East	265	0
<b>Total:</b>	<b>18,374</b>	

### **Committee Updates**

#### **1. Leadership.**

- Kailyn Marshall, a rising junior field hockey student-athlete from the University of Vermont, has been elected as the new Chair of AE SAAC and the representative for NCAA Division I SAAC. Kailyn's term is set to expire on May 31, 2021.
- The election for Vice Chair of AE SAAC will be held at the committee's July meeting.
- Christopher Skelly, a senior cross-country student-athlete from UMass Lowell, completed his term as the America East's representative on NCAA DI SAAC. Chris' term expired on May 31, 2019. Darian Sorouri, AE SAAC Vice Chair, also completed his term this May.

#### **2. Meetings.**

- The committee had an in-person meeting at the America East office February 1-3, 2019. They received presentations from RISE and the One Love Foundation.
- The committee will have its next in-person meeting July 12-14, 2019 at the University of Hartford and its winter in-person meeting in Boston in February 2020.

## 2018-19 Health & Safety Committee Report

### Action Items

The Health & Safety Committee has spent the past year developing two policies with the intention of creating further safety measures for America East student-athletes, while eliminating subjectivity and confusion around weather-related decision making. The Health & Safety Committee unanimously supports both policies and CCC has reviewed and subsequently endorsed the policy recommendations as well during their March 21, 2019 conference call. The two policies were also reviewed by the conference's legal counsel and were found to "be well-reasoned and, in the case of the weather policy, well supported by appropriate legal and scientific authority." Therefore, the Health & Safety Committee recommends approval of the following two policies by the Athletic Directors Council.

<b>Action Item No. 1</b>
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#### ADMINISTRATIVE POLICIES – OPERATING POLICIES

E. Health & Safety. ~~Medical Aid.~~

1. **Athletic Training Coverage.** ~~A certified athletic trainer and/or doctor shall be supplied by the host institution at all America East Conference regular season and championships.~~ **All home athletic competitions, both conference and non-conference, for America East-sponsored sports must be covered by a certified member of the home institution's athletic training staff and/or team physician.**

Rationale. This policy will ratify an existing practice that an athletic trainer covers home competitions and clarifies that this is mandatory for conference and non-conference competitions.

<b>Action Item No. 2</b>
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#### ADMINISTRATIVE POLICIES – OPERATING POLICIES

E. Health & Safety. ~~Medical Aid.~~

2. **Hot/Cold Weather.** **To limit risk of heat or cold illness or injury, all home athletic competitions, both conference and non-conference, shall be governed by the following:**
  - a. **The designated technology of the host institution will be the measurement tool to determine the Wet Bulb Globe Temperature (WBGT) or Heat Index, in the case of heat, and the Windchill Index, in the case of cold.**



- b. To make a determination about the competition, the host institution must refer to the temperature that is projected for the duration of the competition. In sports where a competition event (e.g., track and field meet) or a series of competitions (e.g. baseball, softball) span multiple days, decisions must be made separately for each competition.
- c. If a competition has started, it shall continue, within reason and assuming the absence of an event (e.g. rainstorm, snowstorm, relative humidity increase) during the competition that causes a substantial change in temperature. If the conditions do change and the participants' health and safety are at risk, the host athletic training staff and designated home game administrator, in conjunction with the head official, shall be empowered to determine whether to delay or discontinue the competition.
- d. Specific required actions for hot weather are indicated in Table 1 and specific required actions for cold weather are indicated in Table 2.

**Table 1 – Hot Weather.**

<u>Sport(s)</u>	<u>WBGT (°F)</u>	<u>Heat Index (°F)</u>	<u>Required Action</u>
<u>Soccer</u> <u>Women's</u> <u>Lacrosse</u>	<u>&gt;90°</u>	<u>&gt;104°</u>	<u>Cancel event</u>
	<u>82° - 89.9°</u>	<u>90° - 104°</u>	<u>Increase half-time; allow water break mid-way through each half</u>
<u>Cross Country</u> <u>Field Hockey</u> <u>Track &amp; Field</u> <u>Men's Lacrosse</u> <u>Baseball</u> <u>Softball</u>	<u>&gt;90°</u>	<u>&gt;104°</u>	<u>Cancel event</u>
	<u>82° - 89.9°</u>	<u>90° - 104°</u>	<u>Standard precautions and refer to "Heat Procedure Guidelines" (Appendix A)</u>

**Table 2 – Cold Weather.**

<b><u>Sport(s)</u></b>	<b><u>Windchill Index (°F)</u></b>	<b><u>Required Action</u></b>
<b><u>Soccer</u></b> <b><u>Field Hockey</u></b> <b><u>Cross Country</u></b> <b><u>Lacrosse</u></b>	<b><u>&lt;5°</u></b>	<b><u>Cancel event</u></b>
	<b><u>5-20°</u></b>	<b><u>Shorten introductions; extend halftime; use portable heaters (if available)</u></b>
	<b><u>&gt;20°</u></b>	<b><u>Standard precautions</u></b>
<b><u>Track &amp; Field</u></b> <b><u>Baseball</u></b> <b><u>Softball</u></b>	<b><u>&lt;32°</u></b>	<b><u>Cancel event</u></b>
	<b><u>≥32°</u></b>	<b><u>Standard precautions (Use portable heaters, if available)</u></b>

**Rationale.** This policy will create additional safety protections for America East student-athletes, as the current NCAA policies for weather are vague and non-sport specific. Additionally, there is often confusion and subjectivity in determining when competitions should and should not be played because each institution has differing hot/cold weather policies; therefore, the consistency will better protect student-athletes within the conference and provide a consistent standard for athletic training staff and sport administrators to apply.

## **Informational Items**

### **1. Health & Safety events.**

- a. **Health & Safety Summit.** The conference hosted its fourth annual Health & Safety Summit at UMass Lowell on May 29-30. Over 70 athletic trainers, team physicians and other health-related athletics personnel attended, which is the largest number of participants in the summit's four-year history.
- b. **Mental Health Workshop.** Based on the mental health recommendations approved in June 2018, the conference added a workshop focused exclusively on mental health to the second day of this year's Health & Safety Summit. The workshop included presentations and panels on the impact of sleep deficiency and disorders on health, confidentiality and communication best practices, transition periods and their effects on student-athlete mental health, balancing empathy and accountability. The workshop also featured a

presentation from keynote speakers Kym and Mark Hilinski, who lost their son to suicide in 2018 and co-founded Hilinski's Hope to help tackle the mental health crisis facing student-athletes. Institutions were encouraged to invite their athletics department personnel along with their counseling and psychological services personnel and the total attendance was over 90 attendees for this workshop. The conference will explore creating a future standalone event focused on mental health for the membership based on the strong and growing interest.

## **2. Mental Health Standard Practices.**

- a. Standard Practices implementation. Institutions are aware of the Mental Health Standard Practices that are required to be in place by the start of the 2019-20 academic year. The conference has and will continue to assist institutions to ensure they are successfully implemented.
- b. Needs assessments. In conjunction with the Standard Practices implementation, each institution, via their respective Health & Safety Committee member, was responsible for completing a Needs Assessment and Planning document twice in 2018-19, an initial assessment in October 2018 and an updated assessment in April 2019. Each institution has made significant progress towards having all Standard Practices fully implemented by fall of 2019. The practices that have proven to be the most challenging to implement are quarterly SAAC meetings, pre-participation examination screening for mental health, and creation of a mental health care team. The conference will continue to provide resources and assistance to ensure all institutions have reached fully implemented status.

**America East Conference  
Health & Safety Initiative  
Two-Year Roadmap  
2019-20 and 2020-21**

**Staff Liaisons**

- Kate Bergstrom, Associate Commissioner, Internal Operations
- Marsha Florio, Executive Director, Academic Consortium

**Background**

The conference and its members continue to invest in and reaffirm their commitment to the health and safety of all student-athletes. Over the next two years the conference plans to further expand those efforts to ensure that it maintains its position as a leader in student-athlete mental health, as well as other student-athlete welfare initiatives, as a critical aspect of supporting and enhancing a complete student-athlete experience. In addition to current work and efforts of the conference's Health & Safety Committee, the annual Health & Safety Summit for sports medicine staffs, and the America East SAAC's Better Together mental health initiative, the conference will work over the next two years to achieve the following objectives.

**Objectives**

- 1) Develop conference-wide student-athlete health and safety standards and best practices that ensure consistency and a high standard of care throughout the entire membership.**
  - a. Implement hot/cold weather policies in certain sports and track the impact on involved parties with adjustments, as necessary (pending adoption in June 2019).
  - b. Create eating disorder guidelines, resources and best practices with the assistance of experts in this area.
  - c. Explore opportunities to raise the level of protection and care for all America East student-athletes, primarily through policy and practices of athletic training departments.
- 2) Expand the existing mental health initiative through: (a) increased education, awareness and policy standards; (b) creation of a stand-alone, in-person educational event, and (c) partnerships with industry organizations and leaders.**
  - a. Upon full implementation of the Mental Health Standard Practices in fall 2019, reconvene the Mental Health Working Group, in conjunction with Health & Safety Committee, to examine areas for increased education, awareness and policy standards.
  - b. Create an additional in-person, educational mental health event (e.g., Mental Health Workshop) for student-athletes, coaches, administrators, and staff in 2019-20.

- c. Broaden partnerships and relationships with industry organizations and leaders in the space to leverage their expertise and provide additional resources and access to the membership.
  - d. Create guidelines, resources and best practices around care for student-athletes transitioning out of sport (e.g., injury, graduation).
- 3) In conjunction with the America East Academic Consortium (AEAC), establish an institutional mental health research collaboration across the membership to examine the implications of mental health conditions on student-athletes and the general student population.**
- a. Focus research on mental health, as America East has proven itself as a leader in the space through education, awareness and policy work.
  - b. The Board of Presidents has expressed an interest in conference initiatives serving as a model for general student population. This is an opportunity to leverage that connection through an academic-based collaboration.
  - c. Action items needed to begin this objective:
    - 1. Determine specific area of mental health for prospective research.
    - 2. Identify America East institution faculty to conduct research.
    - 3. Secure grant funding for faculty to complete research.

### **Measuring Progress**

In 2019-20, the conference will measure progress towards achieving objectives by:

- 1) Evaluating the effectiveness and value of the new policies (pending adoption in June 2019) by surveying ATC staffs.
- 2) Reconvening the MHWG and student-athlete subgroup to articulate a clearer definition of success and subsequently setting institutional targets to achieve that success.
- 3) Identifying a topic of research for the AEAC collaboration through focus groups and engaging relevant faculty.
- 4) Submitting grant funding applications to various organizations.

### **Membership Involvement**

The conference will utilize certain committees and constituency groups to assist in meeting these objectives. The Health & Safety Committee will be the primary oversight body to this work. Additional involvement may include but is not limited to:

- 1) Student-Athlete Engagement Committee
- 2) Student-Athlete Advisory Committee
- 3) Institutional athletic trainers & team physicians

- 4) Mental Health Working Group (formed 2017)
- 5) AEAC

**America East Conference  
Alumni Network  
Two-Year Roadmap  
2019-20 and 2020-21**

**Staff Liaisons**

- Chad Dwyer, Associate Commissioner, Championships and Sport Policy
- Kate Bergstrom, Associate Commissioner, Internal Operations
- Jessica Ramberg, Director, Digital Media
- Sean Tainsh, Associate Commissioner, Content Strategy

**Background**

The America East Alumni Network focuses on cultivating the conference's relationship with current and former America East student-athletes through career and professional development offerings, educational opportunities and networking events. Over the next two years the conference will work to remain attentive to the development of the Network's member database as well as the program's offerings, while also incorporating educational and leadership opportunities created by other America East #3Pillars initiatives. Beyond the two-years contemplated on this roadmap, it remains an objective for the Network to grow into an asset that attracts sponsors for its programs and offerings.

**Objectives**

- 1) Expand the Alumni Network member database through events and programming as well as focused interaction with current and former student-athletes via social media.**
  - a. Utilize social media to educate, promote, and grow the Alumni Network database by directing former America East student-athletes to the Alumni Network online sign-up portal and the America East Alumni Network LinkedIn and Facebook pages.
  - b. Commit to a year-long communication/branding plan that includes information sharing via social media as well as with AE student-athlete groups and coaches' groups via email and/or in-person when visiting campus (e.g. AE Road Trip, AE SAAC meetings, championships).
  - c. Create email newsletters that are distributed on a regular basis (e.g., monthly) for current Alumni Network members that provide updates, resources, news, and upcoming events to further strengthen the conference's relationship with the Network's members.
  - d. Utilize the summer social networking events and the AE Connects mentoring platform to attract former student-athletes to stay engaged with the Network and to identify candidates for the Alumni Spotlight series.
  - e. Explore opportunities to provide educational and professional development offerings at networking events through industry experts, speakers, and leaders.

**2) Support the implementation of AE Connects, the conference's online mentoring platform, at the three pilot member institutions, with the vision to expand the platform to the other six member institutions in future years.**

- a. Hold monthly or quarterly "check-in" calls with pilot members to establish target goals and report on successes as well as areas that need improvement.
- b. Increase staff liaisons' familiarity with the AE Connects platform to assist end users with the onboarding process through the completion of a mentoring session.
- c. Identify former America East student-athletes, current Alumni Network members, and America East staff members to engage as mentors within the AE Connects platform.

**Measuring Progress**

In 2019-20, the conference will measure progress towards achieving objectives by:

- 1) Setting a target goal for the number of Alumni Network members added in 2019-20.
- 2) Evaluating and reviewing the onboarding totals and the number of completed sessions from each of the three pilot member institutions on at least a quarterly basis.
- 3) Hosting two summer networking events in Boston and New York City, respectively, with increased attendance and engagement when compared to prior years.

**Membership Involvement**

The America East staff is the primary oversight body to the Alumni Network, however with the development of AE Connects and the potential growth of the AE Connects platform beyond the current pilot institutions, additional constituency groups will be needed to foster the program within each respective athletics department.



**America East Conference  
#3Pillars Academy  
Two-Year Roadmap  
2019-20 and 2020-21**

**Staff Liaisons**

- Jessica Ramberg, Director, Digital Media
- Kate Bergstrom, Associate Commissioner, Internal Operations
- Marcus Bishop, Assistant Director, Operations

**Background**

The America East #3Pillars Academy focuses on providing professional development and educational opportunities to administrators, coaches, and student-athletes from both inside and outside the conference through its leadership initiatives. Over the next two years the conference plans to further expand its efforts to ensure that the conference maintains its position as a leader in providing professional development and educational opportunities, online and in-person. The #3Pillars Academy will work to collaborate with the conference's initiatives such as: #SpreadRespect, Health & Safety, #BetterTo9etherand the Alumni Network, while working to achieve the following objectives over the next two years.

**Objectives**

- 1) Conduct monthly #3Pillars Academy episodes on a wide variety of topics for each audience: administrators, staff, coaches, and student-athletes.**
  - a. Identify at least 12 topics and subsequent speakers at the beginning of each academic year and assign staff or other relevant parties to moderate the conversation.
  - b. Explore various technology capabilities to record episodes to ensure the content is in a form that is engaging and meaningful to the audience, while creating guidelines for the moderator and speakers to establish consistency in branding and messaging during each recording session.
  - c. Broaden partnerships and relationships with industry organizations and leaders on topics discussed to leverage external expertise and provide additional resources and exposure to our members.
- 2) Create and execute branding and outreach plans for the #3Pillars Academy at: (a) in-person meetings; (b) conference events; and (c) leadership initiatives.**
  - a. Identify in-person America East committee/group meetings that provide a professional development session and brand it as the #3Pillars Academy while using photos and other content to promote on social media platforms.

- b. Upon visits to campuses during the AE Road Trip, AE SAAC meetings, conference events and championships, request to meet with staff, teams and student-athletes to educate and provide updates on the #3Pillars Academy.
- c. Continue utilizing the #3Pillars hashtag and #3Pillars Academy visuals, graphics, signage in social media campaigns, presentations and written releases for any of the conference's leadership initiatives.

**3) Consistently utilize social media metrics and analytics on the #3Pillars Academy to measure success in reach and exposure.**

- a. Create monthly reports focused on #3Pillars Academy episodes, measuring their reach, impressions, number of views and total engagements across social media platforms from YouTube, Twitter, Facebook, and Instagram.
- b. Research what other Division I conferences are doing to provide professional development for their members to maintain our leadership position in this space.
- c. Utilize data from reports to help determine who, when, and how our audiences are consuming #3Pillars Academy episodes, adjusting strategy and tactics when/if necessary.

**Measuring Progress**

In 2019-20, the conference will measure progress towards achieving objectives by:

- 1) Maintaining consistency in branding and messaging through #3Pillars Academy episodes while also maintaining the frequency in number of episodes.
- 2) Surveying various America East groups such as SAAC, the SWA Committee, and men's and women's coaches groups to identify topics of interest for #3Pillars Academy episodes as well as surveying select groups post-episodes to ensure we provide effective education and information that is responsive to administrators, staff, coaches, and student-athletes.
- 3) Evaluating the conference's leadership in providing professional development for its members compared to other Division I conferences.
- 4) Measuring social media metrics on all #3Pillars Academy episodes.

**Membership Involvement**

The America East staff will be the primary oversight body to this work, while utilizing various America East committees such as the SWA Committee and SAAC and constituents to assist in meeting these objectives. Additional involvement may include interested parties to moderate the conversation and/or be subject experts for #3Pillars Academy episodes.

## 2018-19 #3Pillars Academy Episodes

### #3Pillars Academy

The conference revamped the structures of the #3Pillars Academy episodes and produced seven episodes in 2018-19. These are video interviews, providing professional development and continuing education to a variety of constituents, both within and outside the America East.

### 2018-19 #3Pillars Academy Episodes

1. ***Social Media and Coaches: Branding yourself*** ([link](#))  
Featured speaker: Kevin DeShazo, Founder of Fieldhouse Media.
2. ***Social Media and Coaches: How to Use Social Media in Your Recruiting*** ([link](#))  
Featured speaker: Steve Dittmore, Assistant Dean for Outreach and Innovation at the University of Arkansas
3. ***Creating Mentally Healthy Environments in Athletics*** ([link](#))  
Featured speaker: Darcy Gruttadaro, Director of the Center for Workplace Mental Health, American Psychiatric Association Foundation
4. ***Crisis Management*** ([link](#))  
Featured speaker: Julie Soriero, Director of Athletics at MIT
5. ***The World of Digital Media and Content in College Athletics*** ([link](#))  
Featured speaker: Brandon Costa, Sports Video Group's Director of Digital
6. ***Using Sport as a Catalyst for Change and Social Justice*** ([link](#))  
Featured speaker: Diahann Billings-Burford, CEO of Ross Initiative in Sports for Equality (RISE)
7. ***Student-Athletes: Using Your Athletics Experiences in Your Resume and Cover Letters*** ([link](#))  
Featured speaker: Susan Peal, Director of Governance at NCAA