

CCA Compliance Administrators
Teleconference
January 10, 2001

Those participating: Tracy Shoemake, America East; Jackie Campbell, Atlantic 10; Stan Wilcox, Big East; Ellen Ferris, Big Sky; Jennifer Heppel, Carol Iwaoka, Karen Toole, Big Ten; Lori Ebihara, Big Twelve; Erica Satterfield, Big West; Tony Moses, Brenda Weare, Conference USA; Carolyn Campbell-McGovern, Ivy; Dell Robinson, Mid-American; Ed Grom, Mid-Continent; Rod Wyatt, Mid-Eastern Athletic; Amy Huchthausen, Missouri Valley; Diane Vaughan, Ohio Valley; Mike Matthews, Dan Coonan, Pacific-10; Beth DeBauche, Jim McCullough, Southeastern; Gil Grimes, Southern; Donita Brooks, Sun Belt; Steve Sturek, Trans America; Pat Hairston, Western Athletic.

1. Approval of Minutes. Approved the minutes of the December 6, 2000 meeting.
2. Bylaw 11 Deregulation.

The CCACA group discussed the December 15, 2000 memorandum regarding proposals set forth by the Division I Deregulation of Bylaw 11 Subcommittee. The following recommendations were made by the group:

a. Personnel – Definitions and Applications

It was the recommendation of the CCACA to simply define a coach as any individual who performs coaching duties and who serves in that capacity on a volunteer or paid basis. The group agreed categories of coaches are unnecessary and that NCAA rules only should regulate the number of coaches but permit institutions to determine coaching categories. In this regard, the CCACA recommends the following legislative change to the subcommittee:

Bylaw 11.01.2 Coach, ~~Head or Assistant~~. A ~~head or assistant~~ coach is any ~~each~~ **individual** who ~~is designated by the institution's athletics department to~~ performs coaching duties and who serves in that capacity on a volunteer or paid basis ~~with no NCAA limitations on earnings~~.

The CCACA noted its intent is to eliminate references to coaching categories throughout Bylaw 11 and that this recommendation would result in other required legislation changes (e.g., Bylaw 11.7.4). However, should the subcommittee retain its current recommendation related to this proposal, the CCACA recommends the following editorial change to the proposal:

Bylaw 11.01.2 Coach, Head, ~~or~~ Assistant **or Restricted**. A head, ~~or~~ assistant **or restricted** coach is any coach who is designated by the institution's athletics department to perform coaching duties and who serves in that capacity on a volunteer or paid basis ~~with no NCAA limitations on earnings~~.

b. Graduate Assistant Coach – Definition.

The CCACA supported the recommendation by the subcommittee, which would permit graduate assistant coaches to receive the same expenses incurred on road trips that are received by full time coaches.

c. Personnel - Bonuses for Specific and Extraordinary Achievement and Personnel - Supplemental Pay.

The CCACA reviewed these recommendations in conjunction with Proposal 2000-121 and 2000-122, noting the combination of the proposals would eliminate required approval for outside athletically related income and eliminate almost all outside pay restrictions. The CCACA supports these recommendations provided Bylaw 11.3.1 (control of employment and salaries) is strengthened to reinforce institutional control over salaries, bonuses, and supplemental pay by requiring they are processed and approved through the institution consistent with its policies for all institutional employees as follows:

Bylaw 11.3.1 Control of Employment and Salaries. The institution, as opposed to any outside source, shall remain in control of determining who is to be its employee and the amount of salary the employee is to receive within the restrictions specified by NCAA legislation. **A full-time or part-time athletics department staff member (excluding secretarial or clerical personnel) is required to provide a written detailed account annually to the chief executive officer for bonuses and supplemental pay from sources outside the institution. The approval and processing of bonuses and supplemental pay shall be processed and approved consistent with the institution's policy to all full-time or part-time employees.**

The CCACA felt the additional wording was necessary to emphasize institutions must remain in control of employee salaries. There was concern regarding the deletion of the supplemental pay regulations without a parallel strengthening of existing legislation emphasizing institutional control.

d. Personnel - Contractual Obligations.

The CCACA supported the recommendation by the subcommittee, which would delete bylaw 11.2.3. The group agreed with the subcommittee that this bylaw is no longer necessary since coaching limitations have been in place for approximately ten years.

e. Personnel - Professional Sports Counseling Panel and Head Coach.

The CCACA supported the recommendation of the subcommittee, to eliminate subsections (a), (b), and (c) of bylaw 11.1.5.1, as it was agreed that they were redundant. The group noted the last sentence of the body of Bylaw 11.1.5.1 stating, "The professional sports counseling panel and the head coach may:" also should be deleted from the proposal as an editorial change.

3. Bylaw 13 Deregulation.

The CCACA discussed the December 15, 2000 memorandum regarding the deregulation of Bylaw 13. As specific proposals regarding Bylaw 13 deregulation have yet to be initiated, the CCACA engaged in a general discussion of this area. It was agreed to re-emphasize the goals, benefits and features set forth in the May 1999 report of the CCACA Deregulation Subcommittee in regards to Bylaw 13, as outlined below:

A deregulated recruiting bylaw would:

- 1) Permit institutions and coaches to recruit effectively, with normal civility, and with dignity, making the best use of their resources.
- 2) Provide prospective student-athletes the best possible environment in which to make a decision that will impact the rest of their lives.
- 3) Unify the recruiting rules to the greatest degree possible by:
 - a) Making the fundamentals of recruiting a prospective student-athlete similar for all sports.
 - b) Eliminating duplicative limits and unnecessary controls.
 - c) Providing more flexibility in the recruiting process.

Key features in a new Bylaw 13:

- 1) Simplified recruiting calendars:
 - a) Two recruiting periods (off-campus and on-campus) instead of four (contact, evaluation, quiet, dead). Coaches may always recruit on-campus or at the site of their team's away-from-home competition.
 - b) Institutions select 40 days for off-campus recruiting in a given sport.
 - c) Institutions may perform recruiting activities with a particular prospect off-campus on only seven days, rather than as a combination of contacts and evaluations.
 - d) Contacts and evaluations are counted on a day-by-day basis (and by institution) rather than separately (and by sport). Only contacts and evaluations initiated by institutions are countable.
 - e) Recruiting year runs from May 1-April 30 in all sports.
 - f) Contact may begin May 1 of the prospect's junior year of high school.
 - g) Telephone contact rules are retained with guidelines that are consistent across all sports.

- 2) Prospects may issue a cease and desist request to an institution to prevent further telephone calls, correspondence and contacts.
- 3) Elimination of the categories of recruiting materials while retaining limits on the starting point for providing them to prospects.
- 4) Entertainment now includes providing complimentary admissions to a prospect for any of the institution's regular-season contests.
- 5) All travel and entertainment related to an official visit occurs during a three-day, rather than 48-hour, period.
- 6) Elimination of all recruiting publicity rules.

Key benefits of a new Bylaw 13:

- 1) Unifies the recruiting rules to the greatest degree possible.
 - 2) Reduces inadvertent violations and the paperwork associated with them.
 - 3) Enables institutions to assess a prospect's character over a longer period of time. Permits an institution to inform a prospect directly about key aspects of recruitment earlier in the recruiting process.
 - 4) Provides prospects with some measure of additional control over the recruiting process.
 - 5) Places more responsibility in the control of institutions, allowing them to determine how to allocate their resources.
 - 6) Allows institutions to make greater use of resources by folding some recruiting costs into team travel costs.
 - 7) Allows for easier administration of the official visit time period without a significant increase in costs.
 - 8) Reduces the number of minor violations related to recruiting publicity. Permits institutions the flexibility to announce NLI signings as desired.
4. Next Meeting. In person meeting February 12, Hyatt Regency, Indianapolis, IN at 10:00 a.m.

