

The NCAA News

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Survey reflects CEOs' concern about integrity

Chief executive officers of NCAA member institutions are deeply concerned about the current state of integrity in intercollegiate athletics, according to what appears to be the most comprehensive and definitive national survey of presidential views regarding athletics ever taken.

The CEOs' concerns regarding the integrity of college athletics, its effect on the image of higher education and the degree of institutional control being exercised over intercollegiate athletics programs dominated the re-

sults of a study conducted for the NCAA Presidents' Commission by the American Institutes for Research (AIR).

Results of the survey and the Presidents' Commission's decisions regarding legislation it will sponsor at the special NCAA Convention in June (see story on this page) were announced April 5 at a press conference in Washington, D.C.

The 19-page Commission questionnaire was mailed during the Christmas holidays and despite its length, the

overall response rate was 60 percent. "The high rate surely reflects intense concern on the part of CEOs with the issues that prompted the survey," said Steven M. Jung, AIR's principal research scientist who served as project director in Palo Alto, California.

Included in the response rate were 75 percent of all Division I-A CEOs, 74 percent in I-AA, 64 percent in I-AAA (71 percent for Division I as a whole), 57 percent in Division II and 51 percent in Division III.

The text of the final technical report

provided by the research organization appears in a special pull-out section (pages 5 through 8) in this issue of The NCAA News.

Integrity issues

Of all respondents, 99 percent are very much or moderately concerned by the current state of integrity in athletics and the possible damage being caused to the public image of higher education. In Division I, 100 percent were concerned. Also, 96 percent of the respondents are con-

cerned about the degree of institutional control being exercised over college athletics programs (99 percent in Division I-A).

Specific integrity problems identified as serious by at least 60 percent of the respondents were inducements to prospective student-athletes (75 percent), the academic performance of enrolled student-athletes (62 percent) and the overall question of institutional control (60 percent).

The CEOs identified as serious
See Survey, page 8

Commission's report on Council's agenda

A report on the NCAA Presidents' Commission's proposed legislation for consideration at the special NCAA Convention in June highlights the agenda for the spring meeting of the NCAA Council April 15-17 at the Vista International Hotel in Kansas City, Missouri.

Legislation deadline is April 21

Sunday, April 21, is the deadline for submitting legislative proposals for consideration at the special NCAA Convention scheduled June 20-21 at the Hyatt Regency Hotel in New Orleans.

NCAA Constitution 7-1-(a) and Bylaw 13-1-(a) specify that proposed amendments for a special Convention must be received at the national office by mail or wired transmission not later than 60 days preceding the Convention. Any submission received at the national office

See Legislation, page 4

Commission Chair John W. Ryan, president of Indiana University, Bloomington, will appear before the Council April 15 to discuss the special Convention, the Commission's reactions to its survey of chief executive officers at all NCAA member institutions and the legislative proposals the Commission will sponsor for consideration at the June 20-21 Convention in New Orleans.

The Council also will consider whether it wishes to submit legislation for action at that Convention.

In addition to considering special Convention issues, the Council has a number of agenda items regarding annual NCAA Conventions, including a review of the 1985 Convention and initial planning for the 1986 gathering.

Other Convention topics include a review of all Council-sponsored proposals that were not adopted in January, legislative analyses of that Convention, proposed legislation for the 1986 Convention, various considerations regarding the increasing federation of the Association's Conven-

See Commission, page 4



John W. Ryan

Eight legislative items sponsored by CEOs

The NCAA Presidents' Commission will sponsor eight legislative proposals at the special NCAA Convention June 20-21 in New Orleans and will direct that the vote on each of the eight be taken by roll call.

Commission Chair John W. Ryan, president of Indiana University, Bloomington, announced the Commission's legislative decisions, as well as the results of its survey of all chief executive officers at NCAA member institutions, at a press conference April 5 in Washington, D.C.

More than 50 news media representatives attended the press conference, which was held the day after the Commission met April 3-4 in Chicago to review the results of the survey and determine the legislation it wishes to sponsor at the special Convention.

Ryan told the press conference that the special Convention "promises to be one of the most important in the history of intercollegiate athletics." He also noted that the Commission will take steps to "urge CEOs to appoint themselves as their institutions' voting delegates and to support the package of legislation being of-

fered by the Presidents' Commission."

The Commission has voted to sponsor the following eight proposals, which Ryan described as "meaningful and far-reaching" in dealing with problems in intercollegiate athletics:

- To require that the athletics budget be controlled by the institution and subject to its normal budgeting procedures, and that it be approved by the chief executive officer or the CEO's designee.

- To require an annual audit of all expenditures for the athletics program, with the audit to be conducted by a qualified auditor from outside the institution and selected by the chief executive officer or the CEO's designee.

- To require each institution to conduct a self-study of its athletics program at least once every five years, using a prescribed self-study format to be developed by the NCAA Council, and to maintain the self-study documentation for examination by the NCAA.

- To establish an academic reporting program requiring Division I member institutions to report annually to the NCAA information concerning the academic status of entering freshmen, compliance with continuing eligibility requirements, and graduation rates for recruited student-athletes and students generally.

- To revise the NCAA's enforcement procedure by establishing distinctions between "major" and "secondary" violations of NCAA rules;

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In the News

A leading men's basketball coach recommends the return of freshman teams to alleviate some of the problems in collegiate athletics. 2

Legislative Assistance 4

Presidents' Commission survey results. 5-8

CBS gains top audience for college basketball

The 1985 NCAA Division I Men's Basketball Championship game between defending champion Georgetown University and Villanova University was the second highest rated and most-watched college basketball game on television in history.

CBS' 23.3 rating and 33 share ranks the game second to the 1979 championship contest between Indiana State University, Terre Haute, and Michigan State University, which had a 24.1 rating and 38 share, according to CBS executive Len DeLuca.

The game was seen in 19.8 million homes, with an average audience of 35.6 million. The average figure is computed by A.C. Nielsen, based on the number of people who watched

the game for at least 15 minutes.

Ratings are determined by an average percentage of possible television homes tuned in to the game, while a share is based on the average percentage of the nation's sets in use viewing the program.

The St. John's University (New York)-Georgetown semifinal was the third highest rated nationally televised game, earning a 17.1 rating. The 1983 University of Louisville-University of Houston match-up on CBS drew a 17.3 rating, while NBC's 1979 telecast of the Indiana State-DePaul University game earned a 17.2 rating.

CBS' broadcast of the 1985 Division I Women's Basketball Championship game between Old Domin-

ion University and the University of Georgia declined eight-tenths of a point from last year, but its 5.6 rating topped ABC's United States Football League telecast, which had a 5.3 rating. It was the first time the women's game earned a higher rating than the USFL, DeLuca said.

"That's quite an accomplishment considering that the so-called star team had been eliminated," DeLuca said, referring to top-ranked University of Texas, Austin, which hosted the championship game. "Old Dominion and Georgia held the audience, and the game was strong."

CBS' broadcasts of 19 men's tournament games this year—up two from the number televised last year—

showed an overall ratings increase from 9.2 to 9.8. The national semifinal games had a 15.1 rating, the same as in 1984.

"Basically, what we saw this year in a year in which network sports ratings have declined in the face of competition from college basketball and football and the NFL—is that this is a very strong statement that the NCAA basketball championship retains its place as one of the strongest ratings-proof attractions on television," DeLuca said.

DeLuca said the 1985 championship game's share was lower than in 1979 because of the availability of alternative programming by inde-

See CBS, page 4

Registration has reached 500 for NCAA rules seminars

More than 500 reservations have been received for NCAA Regional Rules Seminars scheduled in Los Angeles, April 22-23; Atlanta, April 29-30, and St. Louis, May 13-14. Registration will continue until seminars begin at each site.

Conducted by members of the NCAA legislative services staff, the seminars will provide information concerning day-to-day application of NCAA rules and regulations. After an opening general session at 12:30 p.m., first-day hourly meetings will focus on topics including financial aid

and equivalencies, recruiting, initial eligibility, amateurism, membership criteria, and the role of the faculty athletics representative.

On the second day, general sessions begin at 8 a.m., followed by hourly breakout sessions on transfers, new legislation, satisfactory progress and the tryout rule. The final session on the second day, from 12:10 p.m. to 1 p.m., offers participants a choice of a questions-and-answers session on satisfactory progress, financial aid and equivalencies, or a general topic.

The seminar format provides a

choice of separate divisional as well as topical sessions. For example, new legislation will be discussed during three concurrent hour-long sessions, one each for Divisions I, II and III. In addition, written materials specifically designed to answer questions by division, supplement oral presentations and assist in daily rules application will be provided at each session.

"Obviously, one of the main purposes of conducting the seminars is to 'dissect' the NCAA Manual for seminar participants and facilitate its use on a daily basis," said Stephen R.

Morgan, assistant executive director for legislative services. All constitution and bylaw references at the seminar sessions will be to legislation printed in the 1985-86 NCAA Manual. It is essential that each participant bring a copy of the 1985-86 version of the NCAA Manual.

The agenda, identical for all three seminars, has been mailed, along with hotel reservation cards, to all individuals who returned either the registration cards mailed to the membership office on March 1 or the registration form printed in four issues of the The

NCAA News from February 27 through March 20.

Registrants will be responsible for transportation, lodging and meal costs. There is no charge for seminar sessions, handout reference materials or the reception for participants.

Any interested individuals who have not yet registered should do so immediately to secure hotel accommodations at the seminar sites. To register or for more information, contact a member of the legislative services staff at the NCAA national office.

Reviving freshman teams could resolve some key issues

By Bob Boyd
Head men's basketball coach
Mississippi State University

The college basketball season of 1971-72 was the last year that freshman athletes played on freshman teams.

Sometime between that year and the next, the NCAA voted to permit freshmen to play on varsity teams.

To me, that was the biggest mistake the NCAA has made in modern times. The elimination of freshman teams has produced tremendous hardships on more than 95 percent of all freshmen on college basketball athletics scholarships. The rising cost of college sports was the reason given for the change.

I am against freshmen playing on varsity teams for the following reasons: The academic difficulty of college freshmen is well-documented. Nonathletes with not nearly as much demand on their time invariably see a sharp drop in grade-point average during their first year in college.

It is interesting that the NCAA in recent times has put much emphasis on academic requirements for entrance into the universities. This seems to be a contradiction to the NCAA rule that allows freshmen to play varsity sports. The freshmen need to concentrate on their studies and not worry about how they are doing on the varsity team.

At Mississippi State this year, our basketball team missed a total of 13 full days of school due to the travel necessary in playing the Southeastern Conference and practice schedule.

How can the NCAA justify that many days of being out of school and at the same time raise academic requirements when, in fact, freshmen should not miss any days of school because of competition and play a limited freshman schedule?

Also, freshman athletes become more a part of their freshman class when participating on a freshman team.

The limitation on grants-in-aid (15) for basketball gives reason to be concerned as to whether the university could field freshman and varsity squads. Raise the grant-in-aid limitation by one. This would give an average of four per year and would be well worth the cost in bringing back freshman sports.

A freshman team in the past usually had four, perhaps five players on grants and the remainder of the squad was made up of walk-ons. (True walk-ons: young men who played high school basketball and were ready to be a part of a freshman squad in the attempt to become a varsity player in the future.)

The student body associated very closely with these frosh teams. They watched the progress of the highly recruited

I'm positive most of the transferring of freshman athletes would stop, grade-point averages would be higher and the development of techniques and fundamentals would improve if freshmen were playing on frosh teams.

The recent decline of quality officials may be related to the demise of freshman programs around the country. I, for one, always watched our frosh team play in preliminary games and was curious to see young officials who might be moving along for future varsity competition. The freshman teams afforded coaches the opportunity to watch officials in their early development.

This lack of coaches watching officials is a problem for the development of officials. For example, where do we now see young officials display their skills?

I'm not speaking for other sports in Division I schools, because I'm not familiar with their problems. But for basketball, freshmen being eligible for varsity competition has become a serious problem.

I say, bring back the frosh teams. Give them a chance to adjust to their new environments without the stress of making the varsity squad. Let freshmen be with their freshman classmates. Let them have the opportunity to be more in the mainstream of student life and delay having to prove themselves until their sophomore year. And of course, let's take a look at young officials in these preliminary games.

Lastly, if we're sincerely interested in the academic progress of young athletes, what more obvious way to limit the schedule of games, limit the amount of practice time, limit the number of games and help them make the adjustment to college life their freshman year?

This article is reprinted from the Starkville, Mississippi, Daily News.

Columnary Craft

athletes in anticipation of their arrival on the varsity squad the following year.

Invariably, the recruited grant-in-aid players were starters on the team, therefore eliminating the traumatic experience of possibly not starting on the team as a freshman, even though they were highly recruited.

Other adjustments necessary for freshmen going to college are well understood: new surroundings, away from home for the first time, etc. But the biggest adjustment for the highly recruited grant-in-aid player is that, for the first time, he is not likely to be the star of the team.

By having a freshman team where he certainly will be a starter, it avoids or delays that need for adjusting to being a squad member. The need for that adjustment can occur in his sophomore year.

Adoption of the shot clock gives pause for second thoughts

C.M. Newton, head men's basketball coach
Vanderbilt University
The Associated Press

"Forty-five seconds with the shot clock gives enough time for the less talented team or the team that wants to play a different style... a slow tempo. It is plenty of time for me to develop a tempo in a game. It is plenty of time to attack a zone defense.

"I don't think you can say it's going to help or hurt anybody. I think it's good for the game.

"It does totally eliminate two areas—lack of action and the threat of a farce game. Now, you've got to shoot, and that's action. At least you won't have a farce game, where some team just holds the ball at midcourt.

"I think the three-point play coupled with the clock may be the total answer to the last two or three minutes of the game (many college games tend to drag in the closing minutes when the team behind constantly fouls to stop the clock in an effort to catch up)."

Judge Henry Bramwell
New York Federal District Court
USA Today

"The only way I can see to deter this (point-shaving) is to give stiff sentences and make sure they're served. I would hope that

Opinions Out Loud

with education and close supervision, it would be cut down; but drugs are now involved. That may be the inducement.

"Kids today are involved in a TV culture. They've got computers. Many of their peers are loaded with money. There are pressures to be like their peers.

"I gave (Boston College basketball player Rick) Kuhn (convicted of point-shaving) 10 years to try to get a message across. Wherever I go, everyone knows about that sentence. School kids who come in to visit know. I hope for Kuhn that things turn out better."

Ralph Miller, head men's basketball coach
Oregon State University
The Associated Press

"I think what has happened (with the adoption of the 45-second shot clock) is you've taken the first step to stereotyping the game.

"I think you will see upsets are going to start to disappear. Simply, the rich are going to get richer, and the poor are going to get poorer. You will not see a team like North Carolina State or Villanova go through and win a national championship with a clock.

"Teams with pure talent, size, this sort of thing are going to win almost all of the time. I think there are a lot of people who haven't thought this thing through."

Eddie Sutton, head men's basketball coach
University of Kentucky
USA Today

"We keep reminding them (student-athletes) that if anyone is approaching them and saying, 'Is the team OK?'—you've got to be suspicious. We try to shelter them a little and allow them to get a normal education at the same time."



Newton

Miller

Perkins

Ray Perkins, head football coach
University of Alabama, Tuscaloosa
The Associated Press

"I'd say there's more going on (recruiting abuses) than I thought there was. It bothers you, but it really doesn't matter. We are going to outrecruit them anyway, because we are going to work harder than they do.

"A lot of guys who want something extra don't turn out to be winning football players anyway."

Hal Bock, sports writer
The Associated Press

"Villanova's gallant overachievers sprang one swell April Fool's joke on powerful Georgetown the other night, but it was nothing compared to the knee-slapper college basketball's rules committee has pulled on the entire sport.

"On the day after one of the greatest upsets in the game's history, the rules-makers decided to move against future underdogs with legislation that will make Villanova-type stunners more difficult to achieve.

"And the irony is that it was done with the approval of the population most affected—the college coaches.

"Armed with survey results supporting the move, the NCAA has put the clock in the college game, which is about the last thing the sport needed. Now, a team will be forced to shoot within 45 seconds of possession, with no option for other strategies.

"It (Villanova vs. Georgetown) was point and counterpoint, like a chess game. That is part of the beauty of basketball. Forcing the action with a clock robs the game of that quality.

"Do you think a clock could possibly have improved that game (Villanova vs. Georgetown)?"

Eldon Miller, head men's basketball coach
Ohio State University
The Associated Press

"I love it (fall signing period for prep recruits) because it lets you know right away.

"It's very good if they (the recruits) know where they want to go. Then, they can concentrate on their senior seasons."

Jim Boeheim, head men's basketball coach
Syracuse University
The Associated Press

"I think coaches are aware of all the possible things that can happen in educating kids; that's what we've been saying (to the NCAA).

"We want to give our kids some money so that they can get the bare essentials that they need. There just has been no movement to get that done."

Stan Morrison, head men's basketball coach
University of Southern California
The Associated Press

"I don't know to what degree drugs were involved in the Tulane situation, if at all. But I think the tragedy of the Tulane basketball situation, both from an individual perspective and from an institutional perspective, is a further indication that incredibly strong standards need to be established in our country's university and athletics administrations.

"No one is immune from that segment of society that would utilize drugs as the vehicle to realize gambling ambitions. To think otherwise is to be sticking your head in the sand."

Gale Sayers, former professional football player
Chicago businessman
The Associated Press

"It's sad. You can look at a lot of (professional) athletes today and see that they don't know what to do with their lives.

"The sports leagues are giving... 21-year-old people a great chance to get a start on life, but so many athletes today are blowing it—up their noses or whatever.

"They think they're going to be able to play forever. I thought that, too. But at 27, I was looking for another job. I'm a living example that the unthinkable can happen to a great player."

Jonathan Rand, columnist
The Kansas City Times

"The danger of point-shaving most likely is greater than ever because illicit gambling probably never has been so widely tolerated.

"Nickel and dime gamblers see no harm in betting with a bookmaker. Newspapers see no harm in publishing point spreads. Television networks use gambling experts as integral parts of professional sports coverage. Many college basketball players understand the gambling aspect of their game by the time they step on campus.

"The permissiveness of American society toward illegal gambling presents a double-edged sword for college basketball. Such permissiveness maintains a climate in which the next scandals may be just around the corner, but also a climate in which they don't shock many of us anymore.

"Many merely nod cynically when such scandals are exposed and soon forget about them, enabling college basketball to resume business as usual, largely unharmed. Unfortunately for Tulane's basketball program, the harm may be irreparable."

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Two plead guilty in point-shaving investigation at Tulane

Two Tulane University students, one a member of the basketball team, pleaded guilty April 9 in connection with the Green Wave basketball point-shaving investigation, District Judge Alvin Oser said.

David Rothenberg, 22, a student from Wilton, Connecticut, and Bobby Thompson, 21, a little-used guard, entered the pleas in a surprise court appearance and face sentencing July 9 after an investigation by the state's department of corrections, Oser said.

Thompson pleaded guilty to one

count of conspiracy to commit sports bribery and Rothenberg to two counts of conspiracy and one count of possession of cocaine. Oser said the conspiracy count carries a maximum sentence of 2½ years in prison and a fine of \$2,500. The possession count carries a maximum penalty of five years in prison and a fine of \$5,000.

They were two of the eight men charged in an alleged point-shaving scheme that led to the discovery of NCAA recruiting violations and the resignation of basketball coach Ned

Fowler and two of his assistants.

In a related development April 9, Oser ordered the university to preserve game films and statistical records of the past four basketball seasons, since they may be used in the defense of two other players.

Oser set a hearing for April 15 to decide whether Tulane will be ordered to produce those records for lawyers representing David Dominique and John "Hot Rod" Williams.

University President Eamon Kelly

has recommended ending the men's basketball program in the wake of allegations of NCAA violations, discovered as District Attorney Harry Connick investigated the point-shaving allegations.

Kelly said that coach Ned Fowler admitted that he made cash payments to several players.

The school's board of directors and university senate are expected to comply with Kelly's recommendation at a meeting April 18.

Others accused in the scandal are

Roland Ruiz, 48, a convicted local bookmaker; Craig Bourgeois of New Orleans, 23, and two other Tulane students: Gary Kranz of New Rochelle, New York, 21 and Mark Olensky of Fair Lawn, New Jersey, 21.

Kranz, in addition to the charges of conspiracy and sports bribery, is accused in a separate indictment of possession and distribution of cocaine. The indictment accuses him of furnishing cocaine to Eads, Johnson and Thompson.

Eight

Continued from page 1

by establishing specific penalties for those categories of violations, with those for "secondary" violations to be assessed by the NCAA enforcement staff (subject to appeal to the Committee on Infractions); by establishing a set of minimum, automatic penalties for "major" violations, which would be administered by the infractions committee, and by establishing a more stringent set of minimum, automatic penalties for repeated major violations (i.e., a second major violation within a five-year period), which also would be administered by the infractions committee.

- To require that restrictions imposed on a coach by the Committee on Infractions be applied to that coach even if he or she moves to another member institution.

- A resolution, which will be approved by the Commission by mail, to deal with its desire to assure that suitable penalties are placed on a student-athlete who was knowingly involved in NCAA rules violations.

- A resolution to specify that the Commission does not favor any further expansion of playing seasons in intercollegiate athletics and specifi-

cally to direct the NCAA Council to propose legislation at the January 1986 Convention that would limit the number of exception opportunities that have enabled institutions to play 35 or more basketball games in a season.

Ryan emphasized that these proposals "represent only the first step for CEOs, through the Presidents' Commission, to deal with problems in college athletics. This package of legislation will be followed by addi-

tional proposals for action in future NCAA Conventions, beginning in January 1986. This is only a beginning," he stated.

He said the Commission has identified several other suggestions from its survey and placed those topics on the agenda for the October 1-2 meeting of the Commission.

Thirty-seven of the 43 Commission members (there is one current vacancy) attended the meeting in Chicago April 3-4.

Calendar

April 15-17
April 15-18
April 15-18

April 22-25

April 23-25

April 24

April 26-27

Council, Kansas City, Missouri
Men's Fencing Committee, New Orleans, Louisiana
Divisions II & III Football Committees, Carmel, California
Men's and Women's Gymnastics Committees, Newport Beach, California
Men's and Women's Swimming Committees, Kansas City, Missouri
Special Academic Standards Committee, Chicago, Illinois
National Youth Sports Program Evaluators, Kansas City, Missouri

Wichita State privileges fully restored

The NCAA Committee on Infractions announced April 8 that Wichita State University has been restored to full rights and privileges of NCAA membership. This action follows a review of the institution's athletics policies and procedures required as a result of penalties previously imposed by the NCAA.

"The Committee on Infractions believed that the university's compliance report demonstrated the institution's diligence in obtaining meaningful institutional control of its athletics program," said Frank J. Remington, Committee on Infractions chair. "After reviewing the report and meeting in person with university representatives, the committee voted to take no further action in the matter and to restore the university to full rights and privileges of NCAA membership."

"In taking its action," Remington noted, "the committee wishes to express its appreciation publicly for the university's candor and ongoing efforts to implement changes to ensure compliance with the letter and spirit of NCAA legislation."

The university was placed on NCAA probation for two years in December 1981 for violations in men's basketball and, in December 1982, additional NCAA penalties were imposed as a result of violations found in the football program.

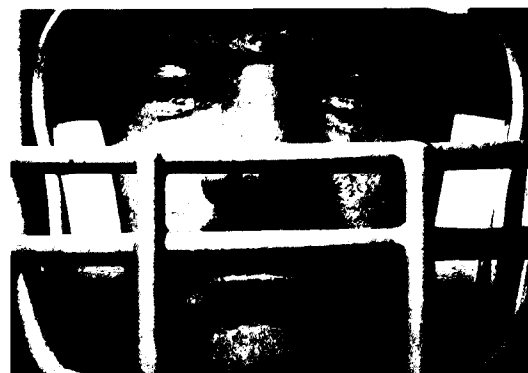
Proposal approved

Wright State University trustees have approved a proposal to elevate the institution's athletics programs from NCAA Division II to Division I.

"The simplest way to put it is we're going to attempt to compete at a higher level," said Michael J. Cusack, athletics director.



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The Business Of Winning

Legislative Assistance

1985 Column No. 15

Precollege expenses

The provisions of NCAA Bylaw 1-9-(a) prohibit a member institution or a representative of its athletics interests from offering, providing or arranging financial assistance, directly or indirectly, for a prospective student-athlete to pay in whole or in part the cost of the prospect's educational or other expenses for any period prior to the prospect's enrollment at that member institution. The prohibition on the payment of precollege expenses applies to all prospective student-athletes, even those who have signed a National Letter of Intent or an institutional offer of admission or written tender of financial assistance. For example, a member institution may not provide a prospective student-athlete any transportation services (e.g., from the airport to campus) or other expenses to travel to its campus for enrollment or preseason practice.

Outside competition

With the adoption of 1985 Convention Proposal Nos. 96, 96-3, 96-5, 97 and 99 [Bylaw 3-3 (pages 80-83, 1985-86 NCAA Manual)] which establish a maximum number of contests or dates of competition in all sports, member institutions are reminded that "outside competition" under this legislation would include competition against any team composed of one or more individuals who are not members of the institution's intercollegiate team in that sport. Accordingly, any game or scrimmage against such an outside team would be a countable contest unless specifically exempted under the provisions of Bylaw 3.

Practice eligibility

Under NCAA regulations, only those student-athletes who are enrolled in a minimum full-time program of studies as determined by the regulations of the certifying institution are eligible to practice in organized practice sessions in a sport [with the exception set forth in Case No. 120 (pages 289-290, 1985-86 NCAA Manual) for participation prior to enrollment at a member institution]. Further, it would not be permissible for a women's team to allow men (other than coaches) to practice with the women's team, inasmuch as men could not be eligible to play on the team in intercollegiate competition, if the institution wishes the team to continue to be considered a women's team.

This material was provided by the NCAA legislative services department as an aid to member institutions. If an institution has a question that it would like to have answered in this column, the question should be directed to Stephen R. Morgan, assistant executive director, at the NCAA national office.

CBS

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pendent and cable networks, which decreases the total number of share points available to the three major networks.

In 1979, many independent and certain cable networks had not yet achieved their current programming strength, according to DeLuca.

On the championship-game evening, CBS also won the overnight ratings battle with NBC and ABC with a 20.7 rating. NBS was second with 19.2.

DeLuca said the combination of promoting the tournament on one network, regional semifinal games televised in prime time and the Final Four itself "justified our claim and vindicated the NCAA (Division I) Basketball Committee's decision to maintain a one-network posture for the NCAA basketball champion-

ship."

CBS, which completed the first year of a three-year contract with the NCAA to televise the championship tournament, started its ratings jump with a 7.8 for the tournament selection show, its highest rating in four years.

ESPN, which televised 21 games, earned a record 3.8 overall rating for four prime-time, first-round games that reached an average of 1.4 million homes.

The network averaged 1.8 (643,000 homes) for six afternoon games, traditionally a poor ratings time-slot. Live regional semifinal games between the University of Oklahoma and Louisiana Tech University and Villanova and the University of Maryland, College Park, drew ratings of 5.4 and 4.1, respectively. The network's overall average, including prime time and afternoon, was 2.6.

Legislation

Continued from page 1

after April 21 will not be considered at the Convention.

Proposals for the June special Convention are limited to two topics—integrity and economics—as specified by the NCAA Presidents' Commission in calling the special meeting.

The Presidents' Commission already has submitted eight proposals for the special Convention, as reported elsewhere in this issue. The NCAA Council will determine in its April 15-17 meeting if it wishes to offer legislation for that Convention.

In addition, any six member institutions can submit legislative proposals per Constitution 7-1 and Bylaw 13-1. Proposals or questions regarding legislation for the special Convention should be forwarded to Stephen R. Morgan, assistant executive director, at the national office.

Commission

Continued from page 1

tions, and a review of the policy regarding commercial functions at Convention hotels.

Also on the agenda, the Council will make appointments to the Nominating Committee, Men's and Women's Committees on Committees, Committee on Competitive Safeguards and Medical Aspects of Sports, and Long Range Planning Committee. It also will approve a revised NCAA certification of compliance form.

Committees scheduled to report at the April meeting include the Academic Requirements Committee, Committee on Competitive Safeguards and Medical Aspects of Sports, Governmental Affairs Committee, Long Range Planning Committee, Special Committee on National Drug-Testing Policy, Postseason Football Committee, and Special Committee on Women's Interests. The women's committee will conduct its final meeting April 14 prior to being dissolved August 1.

The meeting marks the beginning of the third full year of the Council's 44-member, federated structure. The full Council sessions will be headed by new NCAA President John R. Davis, Oregon State University, and new Secretary-Treasurer Wilford S. Bailey, Auburn University. Chairing the separate sessions of the division steering committees April 16 will be Arliss L. Roaden, Tennessee Technological University, Division I; Ade L. Sponberg, North Dakota State University, Division II, and Elizabeth A. Kruczek, Division III.

Committee Notices

Member institutions are invited to submit nominations for interim vacancies on NCAA committees. Nominations to fill the following vacancies must be received by Fannie B. Vaughan, administrative assistant, in the NCAA national office not later than April 23, 1985.

Women's Fencing: Replacement for Michael D'Asaro, San Jose State University, who is resigning from his institution.

Drug Education: Replacement for Everett H. Ellinwood Jr., M.D., Duke University. Dr. Ellinwood has declined the appointment that would have been effective September 1, 1985.

Changes

The following are corrections or changes in NCAA committees listed in the Committee Appointment Notification booklet issued March 12, 1985. Changes are effective immediately unless otherwise noted.

Council: New address for NCAA president: John R. Davis, Director, Special Programs for Agriculture, 329 Crop Science, Oregon State University, Corvallis, Oregon 97331.

Division II: Louise Albrecht, Southern Connecticut State University, appointed to replace Nancy J. Olson, resigned.

Division II: Address for Ade L. Sponberg should be New Fieldhouse instead of Hew Fieldhouse.

Sports committees

Baseball: Richard S. Bakker, Kean College; Martin E. Dittmer, Ellsworth Community College instead of Junior College.

Women's Basketball Rules: Lynne C. Agee, University of North Carolina, Greensboro.

Division III Men's Basketball: James F. Burson, Muskingum College.

Men's Golf: Glen R. Albaugh, University of the Pacific.

Men's Gymnastics: David R. Micelson, Iowa State University.

Men's Lacrosse: Ferris Thomsen Jr., Denison University.

Men's and Women's Rifle: Mr. instead of Lt. Cmdr. Webster M. Wright Jr., U.S. Naval Academy.

Women's Soccer: Sandra R. Weeden instead of Weedon.

Women's Softball: Susan B. Craig, University of New Mexico.

Men's Swimming: Stanley B. Sheriff instead of Sherriff.

Men's and Women's Track and Field: Division I—Gene instead of Eugene Estes, California State University, Fresno; Division I—Karen M. Dennis, Michigan State University.

Division I Women's Volleyball: Beth Miller, University of North Carolina, Chapel Hill, appointed to fill the vacancy created by the resignation of Joan Cronan.

Men's Water Polo: Kenneth instead of Monte M. Nitzkowski, Long Beach City College.

Wrestling: Blaine Gorney, Livingstone College, appointed to the Division II position replacing Mike Edwards; Richard A. Walker, Wartburg College.

Council-Appointed Committees

Classification: Effective September 1, 1985: Chair: Joe L. Singleton, University of California, Davis.

National Youth Sports Program: Nadine Felix-Olmsted instead of Olmstead, University of California, Los Angeles, instead of University of Southern California; Warren K. Giese replaces C. Carson Conrad as the President's Council on Physical Fitness representative; James Donnell, U.S. Department of Agriculture, replaces Beverly King.

Postgraduate Scholarship: Robert J. Bruce, Widener University instead of College.

Public Relations and Promotion: Debbie Harmison, Virginia Commonwealth University, returns to Old Dominion University, effective May 16, 1985.

Recruiting: Sam S. Bedrosian, Aurora University instead of College; Barbara J. Palmer, Florida State University.

Television, Football: William B. Manlove Jr., Widener University.

Amateur Basketball Association Governing Council: Thomas J. Apke, University of Colorado.

Special Committees

Special NCAA Committee to Review Playing Rules: Richard M. Bay, Ohio State University; Judith R. Holland, University of California, Los Angeles; Fred Jacoby, Southwest Athletic Conference, Chair; Bob Moorman, Central Intercollegiate Athletic Association; Donald M. Russell, Wesleyan University.

First women among seven named to basketball hall of fame

Coaches Margaret Wade and Bertha Teague and 19th Century rules-maker Senda Berenson Abbott will become the first women inducted into National Memorial Basketball Hall of Fame July 1.

Also to be inducted this year are former pro star Nate Thurmond; Harold Anderson, who coached Thurmond at Bowling Green State; retired University of Washington coach Marv Harshman, and Al Cervi, a star guard in the early days of the pro leagues.

In 43 years of coaching at Byng High School in Ada, Oklahoma, Teague's teams won 1,189 of 1,275 games to give her an incredible lifetime winning record of 93.25 percent. She is now 84 years old.

Wade played the game. She burned her uniform and wept along with the rest of the Delta State team when college officials abolished women's basketball in 1933 because they thought it was "too rough for ladies."

But 40 years later, when Delta State decided to try women's basketball again, it called on Wade, then 62.

In her second season, the Lady Statesmen won the first of three straight national championships.

Abbott, a games mistress at Smith College, wrote the first separate rules for the women's game in 1892 and left an imprint on women's college basketball that lasted until the 1970s.

Thurmond averaged 15 points and rebounds over a 14-year career that ended in 1977. He is one of just a few

players to have a jersey retired by two teams—Golden State and Cleveland.

Anderson, who died in 1967, coached 20 years at Bowling Green State and took six teams to the National Invitation Tournament and three to the NCAA play-offs. He had a 362-185 record.

Harshman was the second winningest active coach in the game with 642 victories when he retired in March. He began his 40-year career at Pacific Lutheran University in 1945. Before taking over the Huskies in 1972, he coached at Washington State for 13 years. In 1975, he led the U.S. squad to a gold medal in the Pan Am Games.

Cervi, 68, began his pro career at age 20 with the Buffalo Bisons in

1937.

He played on the Rochester Royals championship squads of the old National Basketball League in 1945 and 1946. He was the league's leading scorer in 1946. In 1949 as player-coach of the Syracuse Nationals, he made the first all-NBA team as a

Newsworthy

player and was named coach of the year. He won another title in 1955 as Syracuse coach.

Honor for Hank

Henry P. Iba, former head basketball coach and athletics director at Oklahoma State University, has been presented the 1985 Naismith Award for outstanding contributions to the game of basketball.

After coaching at Maryville College (Missouri) and the University of Colorado, Iba was named head baseball and basketball coach and AD at Oklahoma State in 1934. During the next 36 years, the Cowboys compiled a 655-316 record, including the first back-to-back NCAA Division I

Men's Basketball Championship titles in 1945 and 1946. Iba's teams won 14 Missouri Valley Conference championships and the 1965 Big Eight title.

During his tenure as athletics director, Oklahoma State won 25 of its total 31 NCAA team championships. He is the only three-time U.S. Olympic head basketball coach.

Reprimand issued

Chapman College head women's basketball coach Brian Berger has been publicly reprimanded by the NCAA Division II Women's Basketball Committee for his conduct during the 1985 Division II Women's Basketball Championship.

The committee reprimanded Berger for unsportsmanlike conduct during the player introductions and following the conclusion of Chapman's West regional tournament game against California State Polytechnic University, Pomona, and for his comments made about the opposing team's coach during the postgame interview session.

Pam Gill of the University of California, Davis, and committee chair, noted that Berger has been reprimanded once previously for unsportsmanlike conduct and that future conduct of this nature will result in his exclusion from participation in NCAA championship competition.

Executive Regulation 1-2-(a) authorizes governing sports committees to reprimand privately or publicly or disqualify from future participation in the specified championship a representative of an institution who is guilty of misconduct during a championship.

Attendance good

The NCAA Division I Women's Basketball Championship final four drew 15,245 spectators at the Erwin Center in Austin, Texas, and Donna A. Lopiano, women's athletics director, estimates a net of \$150,000 from ticket sales.

Attendance was 1,008 short of the record set at Norfolk, Virginia, in 1983.

"I think the committee people (NCAA Division I Women's Basketball Committee) were worried when they got here, because we (the Lady Longhorns) had lost and were not going to play in the final four. But it turned out great," Lopiano said.

CEO survey designed to acquire unbiased data

I—INTRODUCTION

At its October 3-4, 1984, meeting, the NCAA Presidents' Commission decided to undertake two surveys to study integrity and financial issues that Commission members believed were troubling intercollegiate athletics. The surveys were intended to obtain the views of chief executive officers of NCAA member institutions regarding (1) the extent and nature of problems in the two areas and (2) possible solutions the Presidents' Commission might recommend to the membership. To obtain unbiased data, it was determined that the survey should be conducted by an organization that had no prior connection with the NCAA or any member institution; further, it was decided that the survey responses should be obtained in confidence so that CEOs could offer their private opinions regarding the various integrity and financial issues to be studied.

In late November 1984, following a competitive bidding process, the Presidents' Commission chair selected the American Institutes for Research (AIR) of Palo Alto, California, to conduct the confidential integrity and financial issues surveys. During early December, AIR and NCAA staff members, working collaboratively, clarified the information to be obtained by the surveys, designed survey questionnaires and revised the questionnaires based on reviews by Presidents' Commission officers and consultants.

To reduce respondent burden and conserve resources, it was decided to combine the integrity and financial issues questionnaires into one instrument with two separate parts, one devoted to each problem area. The initial questionnaire mailing occurred December 14, 1984; a reminder letter from the Presidents' Commission officers went out to nonrespondents one month later. Completed questionnaires that had been received at AIR by February 16, 1985, were processed for discussion in this report.

Organization of this report

This final technical report is organized as follows. Section II contains a brief discussion of survey methodology, response rates, possible nonrespondent biases and analysis procedures; readers who are interested primarily in survey results can give it short shrift. Section III provides an extensive presentation of the survey results, drawing on separate analyses for each NCAA division and, within divisions, for institutions that support or do not support football programs

(within Division I, football-supporting institutions are further subdivided into Division I-A and Division I-AA).

Section IV provides a summary discussion of the survey results, organized according to major questions that express the integrity and financial issues facing intercollegiate athletics. Readers who are interested in obtaining a quick overview of the survey results should find this chapter of most interest.

II—METHODOLOGY

This section provides a brief review of the technical details concerning the NCAA Presidents' Commission survey. Separate subsections describe the survey procedures, response rates by

12, 1985. Telephone reminders to nonrespondents as of January 25 were begun on January 28. Both the follow-up letters and the phone callers offered to send out new questionnaires to CEOs who had misplaced their originals.

Telephone calls to nonrespondents verified that, in most cases, CEOs were filling out the questionnaires themselves rather than delegating the task to others. When overt refusals to participate were encountered, they generally stemmed from CEOs who were new to their jobs and were thus unfamiliar with the issues about which the NCAA survey was seeking information.

After the response cutoff date February 19, more than 25 questionnaires

determine whether the obtained results contained significant nonresponse effects, AIR compared the answers of early and late responders. Such analyses, which are part of standard survey procedures, assume that late responders are more likely to resemble nonresponders in their answer patterns; thus, if large differences are found between the early and late responders, nonresponse bias is more likely to exist.

The results of these analyses demonstrated few statistically significant ($p < .05$) comparisons. For the most part, the early ($N = 192$) responders exhibited similar response patterns on survey items. There was a tendency for late responders to: (1) be less concerned about inadequate institutional controls over athletics programs in general; (2) feel that inducements to student-athletes within their division were more problematic; (3) believe rule violations by coaches in their divisions were more serious; (4) express more uncertainty about the desirability of mandatory rules seminars for athletics department staffs; (5) less strongly favor divisional membership criteria based on amounts and types of financial aid awarded; (6) come from institutions where declining athletics program revenues were a problem; (7) believe it is more likely that the NCAA can help generate additional revenue for their institutions and (8) less strongly favor the reduction in athletics grants-in-aid for all sports.

If a 100 percent response rate had been obtained, it is likely that results for the above items would have been shaded more in the indicated directions.

However, there is no reason to believe that nonresponse bias is a major factor influencing the survey results.

Analysis procedures

All returned questionnaires were processed twice, once to convert multiple-choice item responses to a computer-readable format and again to record all responses to open-ended items. Data on the NCAA division and geographical region of each institution, and its response status (early or late), then were merged onto these two computer-readable files; the institutional ID numbers, on which the merging operation depended, were subsequently removed. Analyses were then performed on these files using the Statistical Analysis System (SAS).

III—RESULTS

This section is organized according

The report on the results of the survey of chief executive officers authorized by the Presidents' Commission was written by Steven M. Jung of the American Institutes for Research of Palo Alto, California

division and subdivision, checks for nonresponse bias, and analysis procedures.

Survey procedures

Survey questionnaire. The survey instrument consisted of two parts, one on integrity issues and one on financial issues. Part I (integrity issues) contained 14 items with 77 multiple-choice and 25 open-ended subitems; Part II (financial issues) contained 17 items with 54 multiple-choice, six short-answer (budget), and 16 open-ended subitems. In all, the instrument consisted of 18 pages of questions plus one cover page (19 pages total). Prior to the first items in Parts I and II, definitions were provided for terms that were used in later items.

Initial and followup mailings. Using NCAA-provided labels addressed personally to the CEO of record, questionnaires were posted to 791 institutions on December 14, 1984, using first-class mail. Each mailing also included a letter from the chair of the NCAA Presidents' Commission (John W. Ryan, president of Indiana University, Bloomington) and a postage-paid response envelope. Ryan's letter emphasized the importance of the survey and urged CEOs to fill out the questionnaires themselves rather than passing them on to their assistants or athletics directors. The letter also requested a rapid response, in view of the tight timeline on which the Presidents' Commission was operating.

On January 14, 1985, 511 follow-up letters signed by the appropriate Presidents' Commission officers were sent out to all CEOs who had not returned questionnaires as of January

were received that could not be processed. The divisional status of these questionnaires was marked, all identifying information was removed, and they were then sent on to the NCAA national office for disposal.

Table 1 provides a longitudinal record of the survey response rate. Within the overall response rate of 60 percent final divisional response rates were as follows:

Table 1		
Division	No. responding	Response rate (Percent)
I-A	79	75
I-AA	64	74
I-AAA	59	64
II	109	57
III	164	51
Total	475	60

Two questionnaires had to be eliminated from processing because they had been improperly marked, resulting in a final analysis count of 473.

The overall response rate of 60 percent (and 71 percent for Division I) is extraordinarily high. This is especially true in view of the fact that the survey questionnaire was almost 20 pages long and was mailed out over the Christmas holidays, during which many CEOs were not on their campuses. The high rate surely reflects intense concern on the part of CEOs with the issues that prompted the survey.

Nonresponse bias

Even though 60 percent of the eligible CEOs completed their survey questionnaires, it is possible that the results would have differed significantly had the remaining 40 percent "cast their ballots." In an effort to

to the major sections of the NCAA survey questionnaire.

Integrity items

More than three-fourths of all respondents reported they were very concerned about the current lack of integrity in intercollegiate athletics, with the remaining one-fourth reporting moderate concern. The respondents who were very concerned also felt that athletics indiscretions might seriously damage the public image of higher education. A slightly lower percentage of all respondents (65 percent) expressed serious concern about the degree of institutional control being exercised over athletics programs, with 31 percent expressing moderate concern and only four percent having no concern.

These serious concerns were even more uniformly held by Division I CEOs, 83 percent of whom checked the "very much" concern category, but CEOs in Division II (70 percent) and Division III (71 percent) also were largely in accord. The strength of CEOs' views on this topic was further demonstrated by the very high survey response rate. It appears that institution leaders as a group are saying that they are dissatisfied with the state of affairs in intercollegiate athletics and are determined to assert more institutional control over athletics programs than has been exerted in the past.

Specific integrity problems

CEOs were given a list of specific integrity problems and asked to rate their concerns from the perspectives of intercollegiate athletics (1) in general and (2) within their division. As expected, views differed for different problems and among divisions. Overall, most respondents (75) felt that inducements to prospective student-athletes were a serious general problem, with smaller majorities viewing as serious problems the academic performance of enrolled student-athletes (62 percent), lack of institutional control (60 percent), and financial benefits to enrolled student-athletes (52 percent). More Division III, II, and I-AA CEOs saw these as serious problem areas than Division I-A and I-AAA CEOs.

Far fewer respondents felt these specific integrity problems seriously affected their own divisions, especially CEOs in Division III (where only two percent to three percent of the respondents saw the above problems as serious within their division). Division II (eight percent to 19 percent), and Division I-AA (14 percent to 32 percent). Division I-A and I-AAA CEOs were more likely to place the serious problems within their own division (45 percent-65 percent and 34 percent-60 percent, respectively).

CEOs also were asked to identify the groups that they considered to be responsible for the most serious rule violations or improper behavior, again from a general perspective and within their own divisions. By far the most frequently identified group overall was alumni or boosters (71 percent of respondents felt they represented a serious problem), with coaches occupying an intermediate position (59 percent), and athletics program directors (25 percent), student-athletes (22 percent), institutional administrators (seven percent), trustees (seven percent), and faculty (two percent), being identified infrequently.

Again, there was a pronounced tendency for CEOs to believe that the serious problem groups existed mostly outside their own divisions, especially in Divisions III, I, and I-AA (where five percent, 11 percent, and 33 percent of respondents viewed alumni or boosters within their divisions as serious problems, respectively), while Division I-A and I-AAA CEOs were more willing to identify the problems as their own (64 percent and 44 per-

See CEO, page 6

INTEGRITY ISSUES

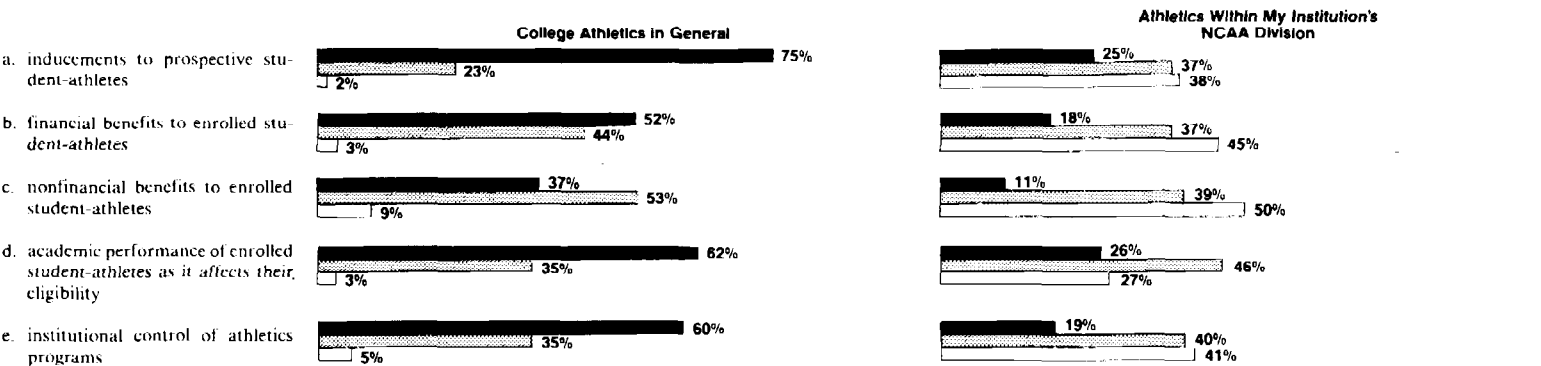
Definitions: For the purposes of this study, "integrity in athletics" is defined as managing and conducting an athletics program in an honest manner, abiding by institutional, conference (if applicable) and NCAA rules, and protecting the welfare of student-athletes. The primary vehicle by which integrity is achieved is "institutional control," as discussed in the NCAA Constitution, Article 3, Section 2. Essentially, the control and responsibility for the conduct of intercollegiate athletics must be exercised by the institution and its conference, if any. Administrative control or faculty control, or a combination of the two, constitutes institutional control.

CONCERNS REGARDING INTEGRITY



CONCERNS REGARDING SPECIFIC INTEGRITY PROBLEMS

Please indicate the extent of your concern regarding the following areas in which integrity problems may occur in intercollegiate athletics. Rate your concern from two perspectives: college athletics in general and athletics within the NCAA division in which your institution is classified. (Check one option under each heading for each item.)



CEO

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cent, respectively, viewed alumni or boosters in their division as serious problems).

In their answers to open-ended questions, respondents generally reinforced the views that major problems arose from loose controls over those who were responsible for offering financial inducements to student-athletes, with about equal proportions believing that past problems could be attributed to the NCAA's or their own shortcomings in overseeing athletics programs and practices.

Possible causes

Although it's impossible to pinpoint the exact causes of integrity problems in intercollegiate athletics (and this survey did not try to do so), CEOs were asked to rate a number of factors that could interact with basic cultural elements to contribute to integrity problems. Overall, respondents identified as major contributors: the income-generating demands on major sports (80 percent); powerful alumni, trustees, or donors (78 percent), and the influence of professional athletics (52 percent). In amplifying their views on open-ended items, respondents emphasized several additional major causes that were not listed—specifically the past inadequacy of institutional control over athletics, a perceived inadequacy of the NCAA's rules and past enforcement efforts and failure to emphasize academic standards for student-athletes.

The relative importance of these contributing factors was rated similarly across all divisions and subdivisions, although Division I CEOs tended to view powerful alumni/donors as more responsible than income-generating demands for causing problems (87 percent vs. 78 percent), while their Division III colleagues reversed that order (87 percent income-generating demands vs. 72 percent alumni/donors).

There was a consensus among respondents that lack of understanding about the role of conferences in enforcing rules, NCAA championships and lack of commitment to rules among athletics directors were not major causes of integrity problems (only 16 percent, 18 percent, and 20 percent of CEOs, respectively, cited these three contributing factors).

Keys to institutional control

CEOs expressed virtually unanimous agreement regarding the necessity for athletics budgets to be controlled by institutional administrators or governing boards. They also supported as major necessities other aspects of institutional control, such as: head coaches reporting directly to athletics program administrators (89 percent); annual audits of athletics budgets by

institutional or independent auditors (83 percent); regular institutional review of athletics program policies and procedures (87 percent) and making institutional CEOs the final authority in hiring head coaches (70 percent). The above response percentages differed little among divisions.

Responses to open-ended items reiterated CEOs' views about the need for strengthened institutional control over athletics programs and for CEOs to get personally involved in exercising such control, perhaps invoking the assistance of internal auditors or monitoring systems.

While virtually all the respondents strongly agreed that CEOs should exercise ultimate responsibility for the integrity of their institutions' ath-

letics programs, there was less uniform agreement that CEOs actually could exercise such control, given the scope of contemporary programs. More than one-quarter of the respondents expressed some degree of doubt about the possibility of CEO control. Unstructured responses pointed out CEO concerns regarding the length and complexity of NCAA rules (both of which some respondents saw as unnecessary) and the need to involve athletics programs directors, staff and student-athletes in self-monitoring.

A majority of respondents (51 percent) opposed only the option regarding annual governing-board certification.

Divisional differences in expressed preferences among the listed improvement options were minor. Unstructured responses generally reinforced the desirability of more systematic and concerted institutional self-study and monitoring of potential abuse areas within athletics programs, perhaps with assistance and spot-checking by the NCAA. Some of the ambivalence regarding the intermediate

Presidents' Commission survey results

and low-cluster options seemed to stem from doubts that the NCAA had resources or capabilities sufficient to support the new programs that would be necessary for implementation (e.g., mandatory certification, accreditation or continuing-education programs).

A new mandatory program for which support was widely expressed (68 percent of all respondents) concerned annual reporting to the NCAA on such topics as special admissions, academic progress and graduation of student-athletes. Division I-A CEOs especially viewed this as a desirable development (80 percent).

Opinion was somewhat divided regarding the desirability of making public the reports of individual institutions, although a majority of respondents believed there might be some benefit to publishing a report showing the distribution of special admissions, satisfactory progress and graduation rates for various classifications of students and institutions. Unstructured responses to this item cautioned about the necessity for careful planning of the reporting system to ensure comparability and accuracy of data from all institutions. A minority of respondents decried the necessity for yet another report and urged a thorough analysis of a reporting system's benefits relative to its overall costs.

Items 11-13 on the survey questionnaire requested CEOs to consider various suggestions for modifications to current NCAA requirements regarding additional compliance and disclosure reports, changes in divisional governance and structure, and changes in procedures for applying penalties to rules violators.

Modifications

Additional disclosure requirements. The suggestion to impose additional

disclosure requirements on athletics program staffs was uniformly viewed with skepticism. Only 18 percent of the CEOs supported it, with very little divisional variation. Some CEOs (33 percent) appeared willing to consider the idea further, offering various proposals for sanctions to be applied for untruthful reports. But most appeared to agree with the CEO who said, "The current (disclosure) system doesn't really work; adding to it won't help."

Changes in structure. Although the average survey respondent did not favor any of the suggested changes in NCAA governance structures, the averages in this case conceal considerable divisional diversity. The most extreme case in point is the item calling for increased voting autonomy for existing divisions/subdivisions: while the overall approval rate averaged 37 percent, fully 71 percent of Division I-A CEOs favored the item.

In a less extreme case, only 32 percent of the Division I CEOs favored use of divisional membership criteria based on amounts and types of financial aid awarded, but 48 percent of Division II respondents (and 56 percent of those whose institutions support football) and 55 percent of Division III respondents favored such a change. Finally, while only 17 percent of all respondents favored the creation of any additional divisional categories, 31 percent of Division I-A respondents did. Suggestions ranged from a Division I-A/AA breakdown for basketball to a new "super-division" for major football institutions.

Modified punishment procedures. Respondents left little ambiguity in their call for more effective procedures by which the NCAA can punish those who violate its rules. Fully 86 percent called for new procedures requiring the suspension or dismissal of coaches found guilty of repeated or serious violations. Eighty-two percent desired sanctions against athletics directors convicted of repeated or serious violations, and a similar percentage called for NCAA penalties to be applied automatically in such circumstances. There was little divisional diversity.

Conversely, there was little consensus regarding the suggestion that NCAA institutions should, as a condition of membership, relinquish their right to appeal penalties beyond established NCAA internal appeal procedures. Less than a third of the CEOs favored it, and 44 percent (51 percent in Division I and 57 percent in Division I-A) opposed it. Unstructured responses expressed considerable doubt about the legality of such a proposal and the NCAA's ability to implement an adequate internal-appeal mechanism even if the mechanism could survive judicial review.

A sizable majority of CEOs (67

percent) supported the concept of allowing permanent ineligibility to be declared for student-athletes who engage in repeated or serious violations; similarly, 62 percent of respondents favored some form of restriction on the employment by other member institutions of coaches who had been found guilty of repeated or serious violations. For both of these proposals, support was stronger in Division I (73 percent and 68 percent, respectively) than in Division III (58 percent and 52 percent, respectively).

Bare majorities of CEOs (53 percent) supported two proposals for the elimination of (1) all grants/recruiting or (2) scheduling future contests in a sport as punishment for proven serious violations. Respondents who did not favor these proposals were concerned lest too many innocent parties suffer from the punishments (e.g., future student-athletes who might wish to participate in the sport at a sanctioned institution). Considerable feeling was expressed in the open-ended items that sanctions should punish primarily those who had broken the rules.

Finally, a substantial minority of CEOs (41 percent) indicated they favored possible penalties involving cancellation of an institution's participation in a sport for an entire season, with provisions for indemnification of other institutions that were affected. Those respondents who indicated they were unsure about or opposed to this measure again raised the issue of punishing the innocent, questioning the effectiveness of the proposed indemnification provisions. But one supportive CEO probably captured the spirit of the recommendation by stating: "If you threaten a donkey with a two-by-four, you're likely to get his attention!"

Steps for future

Three open-ended items on the questionnaire sought respondents' views regarding steps the NCAA should take in the short term to address integrity problems in intercollegiate athletics. These items stimulated a wide range of responses (315 of the 473 forms that were analyzed contained at least one response).

In general, responding CEOs used this opportunity to reinforce their support of previously discussed steps, especially: improved institutional self-monitoring and control; increased CEO involvement; strengthened sanctions for rule violators with more consistent application; simplified rules to eliminate trivial restrictions and facilitate wider understanding and voluntary compliance; and removal of some of the financial incentives for cheating (the latter response was especially common from Division II and III CEOs).

Some other notable suggestions included the following:

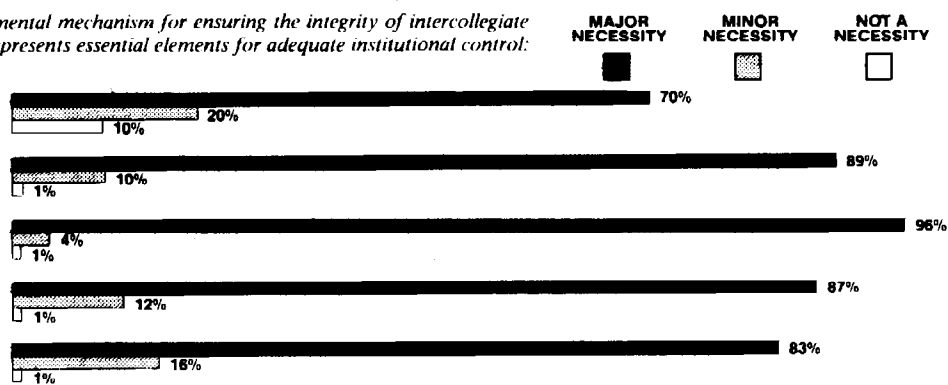
- Emphasize the strict enforcement of satisfactory academic progress rules for student-athletes
- Institute periodic external audits of athletics programs' rule compliance, not just their budgets
- Grant autonomy to the large Division I football and basketball powers
- Provide more positive publicity and honors for administrators and institutions that conspicuously obey the rules
- Create an 800 "hot line" for answering questions about and reporting possible violations of NCAA rules, and increase the size of the NCAA enforcement staff if necessary
- Develop and disseminate an alumni/booster training film/video-tape on NCAA rules.
- Require athletics program staffs to take a "sports ethics" course
- Treat athletics as a form of work-study and "pay" student-athletes accordingly
- Eliminate freshman eligibility in all sports

See CEO, page 7

KEYS TO INSTITUTIONAL CONTROL

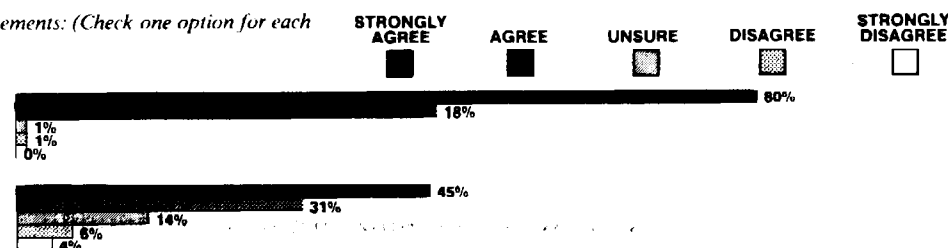
Inasmuch as adequate institutional control is presumed to be a fundamental mechanism for ensuring the integrity of intercollegiate athletics programs, please indicate the degree to which the following represents essential elements for adequate institutional control: (Check one option for each item).

- The final authority in hiring head coaches is the institution's chief executive officer.
- Head coaches report directly to athletics administrators.
- The athletics budget is subject to final approval by institutional administrators and/or the governing board.
- The athletics budget is audited annually by institutional or independent auditors.
- Athletics program policies and procedures are written and regularly subject to institutional review.



Please indicate your agreement or disagreement with the following statements: (Check one option for each item.)

- "The chief executive officer *should* be ultimately responsible for the integrity of an institution's athletics program."
- "The chief executive officer *can* be ultimately responsible for the integrity of an institution's athletics program."



CEO

Continued from page 6

Financial items

Information on the approximate size of intercollegiate athletics budgets and proportions of revenues stemming from various sources was collected primarily as a means of classifying institutions for later analysis of their responses to other financial items. The averages for reported athletics budgets and revenue source proportions are displayed in Table 2.

Table 2

Average 1984-85 Athletics Budgets and Revenue Source Proportions by Division

	Average Athletic Budget (000s)	Average % Revenues Derived from					
		Events	TV/Radio	Contributions	Institution	Student Fees	Other
Division I	\$3,393	29	6	11	27	23	4
I-A	\$6,277	47	11	12	12	11	6
I-AA	\$1,975	20	2	11	33	31	2
I-AAA	\$1,100	17	4	10	36	28	4
Division II	\$ 609	11	0	7	48	30	4
With Football	\$ 668	12	0	9	43	33	4
Without Football	533	11	0	6	52	27	4
Division III	\$ 301	6	0	3	60	26	4
With Football	\$ 380	9	0	2	60	25	5
Without Football	\$ 184	3	0	4	61	28	3

CEOs also were asked to describe a five-year trend in their institutions' athletics program expenditures and revenues, estimating whether these had increased or decreased over the past two years, were expected to increase or decrease this year, and were projected to increase or decrease over the next two years. Tables 3 and 4 illustrate these trends for revenues and expenditures, respectively, focusing on the percentage of CEOs estimating increases.

Table 3

Percentages of CEOs Estimating Revenue Increases

	1982-83	1983-84	1984-85	1985-86	1986-87
Division I	73	73	63	63	62
I-A	87	84	70	65	65
I-AA	63	67	49	56	51
I-AAA	63	67	74	81	80
Division II	51	59	47	57	56
With Football	62	62	55	63	63
Without Football	37	44	35	49	49
Division III	36	35	29	40	39
With Football	35	35	33	38	36
Without Football	38	34	24	44	44

Table 4

Percentages of CEOs Estimating Expenditure Increases

	1982-83	1983-84	1984-85	1985-86	1986-87
Division I	92	91	81	77	77
I-A	96	95	87	79	84
I-AA	94	90	75	71	66
I-AAA	86	88	81	81	81
Division II	80	82	76	86	86
With Football	81	84	78	87	87
Without Football	79	77	73	84	84
Division III	69	66	61	70	72
With Football	72	67	66	73	73
Without Football	65	63	54	65	72

While few trends are dramatically evident in these numbers, it does appear that, compared to the other divisions, fewer Division I CEOs generally (and especially Division I-A CEOs) are expecting future revenue increases. Responses to open-ended items indicated that these declining expectations are principally the result of declining actual and likely TV revenues as a result of the NCAA's loss of control over network contract negotiations. Another cited cause was TV over-exposure of college football and basketball, resulting in loss of fan interest.

On the expense side, many respondents reported that actual and anticipated increases over normal inflation are occurring as a result of their addition of new nonrevenue sports, especially women's sports.

Finally, CEOs were asked to report whether any individual sport programs at their institutions were either self-sustaining or net revenue-producing. Consistent with the disparities between Division I-A schools and schools in all other divisions in both the amounts and proportions of revenues received from sports events (including TV/radio), only Division I-A CEOs reported many self-sustaining or surplus-producing programs (76 percent for football, 64 percent for men's basketball).

Outside of these Division I-A sports, the highest proportion of self-sustaining or surplus-producing programs appeared to be Division I-AA and I-AAA men's basketball (26 percent and 17 percent, respectively) and Division I-AA football (14 percent). According to CEO reports, few other programs, either men's or women's, were self-sustaining or surplus-producing.

In reporting on the disposition of athletics revenue surpluses at their institutions, most CEOs indicated surplus funds went to the support of other sports, with smaller numbers indicating the use of excess revenues to expand the programs that generated the surpluses, make athletics facility improvements and provide general institutional support.

Opinions regarding general financial issues

A vast majority of all CEOs (96 percent) agreed that the chief executive officer of an institution ultimately should control the institution's athletics budget. A similar majority (92 percent) agreed (but less strongly) that net revenues generated by a sports program could be used appropriately to support other sports programs (of course, as illustrated previously, this question was of practical interest only to Division I-A CEOs). On the other side of the coin, 73 percent of the respondents disagreed with the statement that intercollegiate athletics programs should be self-supporting (but only 30 percent of Division I-A CEOs disagreed, compared with 90 percent of Division III CEOs). Prefacing the statement with the qualifier "men's" produced little change; 72 percent of respondents generally, but only 25 percent of Division I-A respondents, rejected it.

There was consensus (71 percent) in opposing the view that the budget for a sports program should be reduced proportionally if its revenues decline; in this case, there was little divisional disagreement. A high proportion of respondents also disagreed with the assertion that the costs of intercollegiate athletics programs generally exceed their benefits, with slightly more Division II and III than Division I CEOs expressing strongly negative positions.

Finally, respondents were about evenly divided in agreeing or disagreeing that intercollegiate athletics programs are currently too costly. Open-ended responses addressing this issue expressed several views: that women's programs, while relatively costly, were well worth their costs; that competitive pressures to increase costs must be resisted; and that costs, while perhaps overly high, were often well-justified in terms of non-monetary benefits.

Specific financial issues

Under this classification, CEOs were asked about the topics of financial aid, divisional structures, strategies for raising additional revenues, and the NCAA's potential role in increasing revenues. Each topic will be discussed separately below.

Financial aid. Most CEOs (84 percent) opposed the idea of

increasing the maximum limits on athletically related scholarships or grants-in-aid for students competing in football and basketball, expressing instead a need to set stricter limits, especially on amounts over and above the level that is allowed by need-based formulas. Although some respondents called for an increase in legal "pocket money" as a way of reducing minor cheating, the calls seemed generally in opposition to the group's consensus. A smaller but still considerable majority (70 percent) opposed an increased maximum for grants-in-aid to students in all sports. There were few divisional differences in this pattern of opposition.

A slight majority of respondents (53 percent overall and 62 percent for Division II) favored eased restrictions on legitimate student-athlete employment during the school year to augment athletics grants-in-aid.

Finally, about equal numbers of CEOs favored, opposed, and were unsure about proposals to increase maximum limits on athletics grants-in-aid only for high-need students or by using the Federal government cost-of-education formula rather than the NCAA's stricter definition.

Divisional structure. Several items were posed to determine whether CEOs felt current divisional arrangements exacerbated financial problems. But very little consensus emerged among the survey respondents. Across all divisions, about the same proportions of respondents agreed and disagreed that divisional classification criteria were problematic. In an open-ended response, one CEO probably expressed the view of many others by stating: "This is a complicated area that requires more study."

Strategies for raising additional revenues. Sixty-seven percent of all respondents believed it was possible for their institutions to increase athletics program revenues (84 percent for Division I, 72 percent for Division II, and 42 percent for Division III). The strategies viewed as most feasible involved increasing attendance at athletics events (68 percent overall, 81 percent for Division I) and increased fund-raising (66 percent overall, 81 percent for Division I). Viewed as less feasible were raising ticket prices (40 percent overall, 55 percent Division I, 69 percent Division I-A) and increasing TV/radio revenues (32 percent overall, 52 percent Division I). In their responses to the open-ended item, many CEOs noted that the surest way to increased revenues was winning; some who made this observation went on to point out that preventing an overemphasis on winning, to improve revenues or for any other reason, was what the first half of the questionnaire was all about.

Few respondents (only 19 percent) felt that the NCAA could help their institutions generate more athletics revenues. They pointed out that revenue generation was not the NCAA's primary purpose, and it was ill-suited to play that role. At the same time, many CEOs noted the pressing need for NCAA control over (and wider sharing of) larger TV revenues. There was consensus that most institutions would have healthier sports programs if a new TV pact for football could be resurrected, either through legislative or judicial intervention. One respondent suggested that the NCAA might help lower-division schools indirectly if it restricted (voluntarily, of course) Division I-A schools to televising their regular-season football games on one day of the week (e.g., Saturday), leaving other less desirable but still potentially rewarding time slots for schools in Divisions I-AA, II, and III.

Addressing economic problems

In considering proffered options for addressing economic problems in intercollegiate athletics, CEOs strongly opposed several proposals but could unite in supporting only few. Most respondents did not favor any proposal to treat football and basketball differently from other sports; 83 percent opposed limiting athletically related aid to tuition and fees in all sports except football and basketball, 81 percent opposed limiting aid to demonstrated need for students in all sports except football and basketball; and 80 percent opposed reducing the number of grants-in-aid for all sports and for basing athletically related aid on demonstrated need alone. And substantial minorities (43 percent, 42 percent and 41 percent, respectively) favored further limitations on playing and practice seasons, coaching staffs and recruiting (these minorities were more substantial in Division I than in the other divisions). The favored sport for these reductions was, not surprisingly, football, with basketball running a close second.

Bare majorities of respondents (53 percent and 51 percent, respectively) indicated support for reducing the number of grants-in-aid for all sports and for basing athletically-related aid on demonstrated need alone. And substantial minorities (43 percent, 42 percent and 41 percent, respectively) favored further limitations on playing and practice seasons, coaching staffs and recruiting (these minorities were more substantial in Division I than in the other divisions). The favored sport for these reductions was, not surprisingly, football, with basketball running a close second.

Steps for the near future

As with the first part of the questionnaire, the second part ended with three open-ended items seeking respondents' views regarding next steps. More than half offered at least one idea, although these were, for the most part, reiterations of points made earlier, such as resurrecting the NCAA TV contract, strengthening institutional control over athletics budgets, and reducing the growth in athletics program costs.

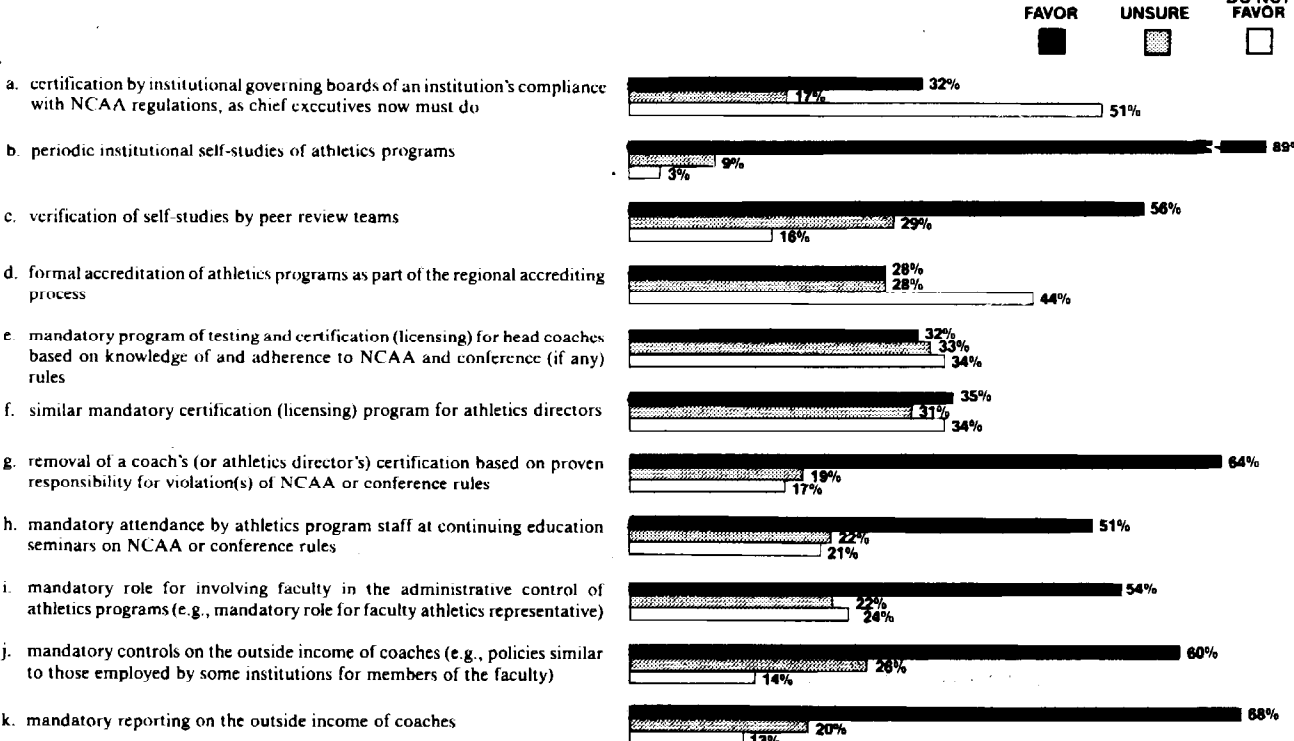
Other interesting suggestions included the following:

- Request financial support from professional sports for which collegiate sports serve as the "minor leagues"
- Reduce the number of sports an institution must support to maintain its divisional classification
- Provide budget management seminars for athletics program staff
- Speak out publicly on the academic, social and personal benefits of athletic competition, not just the financial gains
- Support more low-overhead sports; e.g., cross-country skiing
- Let some institutions "go pro," paying their athletes openly;

See CEO, page 8

ADDRESSING INTEGRITY PROBLEMS

Please indicate whether you favor or oppose the following options for addressing integrity problems in intercollegiate athletics: (Check one option for each item.)



CEO

Continued from page 7

welcome the remainder back into a less costly competitive environment

- Work to prevent implementation of the IRS ruling that donations that result in "perks" are not tax-deductible

IV—OVERVIEW OF FINDINGS

This chapter provides an overview of the findings from the NCAA Presidents' Commission survey. It is organized according to the questions that express the major issues the survey was designed to illuminate.

Integrity issues

Are CEOs concerned about integrity issues?

Yes, they are quite concerned. The survey provided ample evidence of the magnitude of this concern. First, more than 60 percent of the CEOs of NCAA member institutions (and 75 percent) of Division I-A CEOs completed a 19-page questionnaire and returned it within the survey's two-month response period (half of which fell over the Christmas holidays). One hundred percent of the respondents expressed either strong (75 percent) or moderate (25 percent) concern about the state of integrity in intercollegiate athletics. Further, 96 percent of respondents were seriously (65 percent) or moderately (31 percent) concerned about the degree of institutional control currently being exercised over athletics programs. It appears that institutional leaders as a group are seriously dissatisfied with the current situation and are determined to assert more institutional control over intercollegiate athletics than has been exerted in the past.

What problems are CEOs most concerned about?

First, most respondents (both those outside and inside Division I) believed that serious integrity problems exist within large Division I-A football programs and Division I men's basketball programs—primarily because of the large financial stakes involved in those programs. Second, respondents uniformly ascribed the most serious problems of indiscretions and rule violations within these programs to overzealous alumni and boosters; coaches were viewed as sources of serious violations by about 60 percent of the respondents. Few respondents felt athletics directors, student-athletes, institutional administrators, trustees and faculty were major perpetrators of serious violations. In assessing the types of violations that were most problematic, CEOs identified as most serious: improper inducements to prospective student-athletes (75 percent of respondents); inadequate academic standards and performance for enrolled student-athletes (62 percent); lack of institutional control (60 percent), and improper financial benefits to enrolled student-athletes (52 percent).

What causes these problems?

Along with a general cultural tendency to reward winning at any price, CEOs identified several specific factors they felt contributed to the problems noted above: 80 percent rated income-generating demands on the major sports as major contributing factors; 78 percent rated powerful alumni, trustees or donors as serious problems, and 52 scored the influence of professional athletics. There was general uniformity in these ratings across respondents from all NCAA divisions. In their

responses to open-ended items, some CEOs also emphasized the past inadequacy of institutional control, NCAA's overly-complex rules and weak enforcement efforts, and weak or nonexistent academic progress standards for student-athletes as major causal factors.

How might institutional control be improved?

While acknowledging the importance of improving their own performance in the monitoring and oversight of athletics programs, CEOs strongly supported the need for: athletics budgets to be controlled by institutional administrators or governing boards (96 percent of respondents); head coaches to report directly to athletics program administrators (89 percent); annual audits of athletics budgets by institutional or independent auditors (87 percent); regular institutional review of athletics program policies and procedures (83 percent), and making CEOs the final authority in hiring head coaches (70 percent).

Some CEOs (especially those from Division I-A institutions) were concerned about the feasibility of exercising adequate institutional control over their complex athletics programs. These and other respondents urged a concerted effort to set priorities among and simplify the current NCAA rules and to develop techniques for facilitating athletics program self-study and monitoring.

What other solutions might be considered?

Fully 89 percent of the respondents favored periodic institutional self-studies and regular monitoring of athletics programs. Another 68 percent favored mandatory reporting on the outside income of coaches; 64 percent favored procedures for removing proven violators (coaches or athletics directors) from the field, and 60 percent favored mandatory limits on coaches' outside income. There also was majority support for: use of peer review teams to verify program self-studies (56 percent); mandatory involvement of faculty representatives in athletics program governance (54 percent), and mandatory attendance by athletics program staffs at (reasonably scheduled) continuing-education programs on NCAA or conference rules (51 percent). A slight majority of respondents (51 percent) opposed annual governing-board certification of program compliance. Divisional differences in the above expressions were relatively minor.

Sixty-eight percent of the CEOs supported the idea of a mandatory annual report to the NCAA concerning special admissions, satisfactory academic progress and graduation rates of student-athletes. Division I-A CEOs (80 percent) especially viewed this report as a potentially useful tool if it is developed and tested carefully.

Proposed changes in the NCAA's divisional governance structure were generally viewed with caution by survey respondents. One of the few items to gain any consensus attracted 71 percent of Division I-A CEOs; it called for increased divisional voting autonomy (presumably for Division I-A). Yet, overall, only 37 percent of the respondents supported this concept.

In reviewing possible modifications to procedures by which the NCAA punishes rules violators, CEOs strongly supported certain sanctions that would in effect bar serious or repeated offenders from the field. More than 80 percent of the respondents also called for procedures to ensure that certain penalties are applied automatically for prespecified violations. A guiding principle seemed to be "make sure that guilty parties bear the

burden of more severe punishments, and see to it that these punishments are delivered swiftly and surely."

What next?

In general, CEOs seemed to feel that the time was ripe for a major NCAA initiative to enhance institutional control of intercollegiate athletics programs, while at the same time simplifying the overly complex NCAA rules and strengthening the Association's powers to sanction individuals and institutions that repeatedly violate those rules. Respondents saw the Presidents' Commission as a major vehicle for this initiative, emphasizing as it does the increased personal involvement of CEOs. They also called for assistance in developing better tools for carrying out internal self-study and monitoring of integrity threats within their institutions. A secondary "next steps" theme was for the NCAA to continue investigating ways to eliminate or reduce the financial incentives for cheating.

Financial issues

In providing their views regarding financial issues, survey respondents did not miss the direct connections between fiscal affairs and integrity in intercollegiate athletics. Many of the major themes that emerged from the integrity data in the first section of the survey reemerged in the data on financial issues. For example, most CEOs strongly agreed that an institution's chief executive officer should ultimately control the athletics budget.

Another theme was the need to provide more institutional support for athletics programs, thus avoiding the temptation to overlook rules and scramble for more event revenues (this theme was especially strong outside of Division I-A). Few CEOs (21 percent overall and 25 percent in Division I) indicated that the overall costs of intercollegiate athletics programs within higher education exceed their benefits, even if the athletics programs are not self-supporting (as is the case for almost all programs outside of Division I-A).

Nevertheless, about half of the CEOs were seeking ways to reduce the costs of their institutions' sport programs, and many looked to the NCAA to establish rules (mostly limitations) that would accomplish this purpose (e.g., cutting back on the size of coaching staffs, shortening playing seasons).

In this vein, most respondents objected to the idea of higher limits on athletically related student aid. Division II and III CEOs especially advocated making student aid more need-based than it is currently. A slight majority of respondents favored the idea of easing restrictions on student employment during the school year to alleviate what many saw as a common shortage of "pocket money."

Surprisingly, two-thirds of the respondents believed it was possible for their institutions to increase sports revenues as long as it did not give rise to a "win-at-any-price" mentality. In this connection, CEOs looked mainly to improved attendance and fund-raising. But a sizable minority cited declining TV revenues, blaming the NCAA's court-ordered loss of control over network football telecasts as a major factor. There was some consensus that most institutions would have healthier athletics programs if a TV pact (involving wider sharing of larger revenues based on fewer telecasts) could be resurrected, either through legislative or judicial action.

Survey

Continued from page 1

problems the violations of NCAA rules or other improper behavior by alumni and other boosters (71 percent) and by coaches (59 percent). Most other respondents labeled such violations a "moderate" problem. They did not see violations by others (student-athletes, administrators, faculty) as a serious problem, although those by student-athletes and athletics administrators were viewed as a moderate problem.

Major causes of integrity problems include income-generating demands on major sports (80 percent); powerful alumni, trustees or donors (78 percent), and the effects of professional athletics (52 percent). No other cause was identified as "major" by a majority of the CEOs, although a lack of commitment to rules among football coaches was labeled "major" by 44 percent and "minor" by 50 percent. Comparable figures for basketball coaches were 41 and 52 percent, respectively; for athletics directors, 20 percent and 62 percent, respectively.

Institutional control

The CEOs saw five "major necessities" to enhance adequate institutional control of athletics:

- The athletics budget must be subject to final approval by institutional administrators and/or the institution's governing board (96 percent said this was a major need).
- Head coaches must report directly to athletics administrators (89 percent).
- The athletics budget must be audited annually by institutional or

independent auditors (87 percent).

- Policies and procedures governing the athletics program must be written and subject to regular institutional review (83 percent).

- The final authority in hiring a head coach should be the chief executive officer (70 percent).

The respondents clearly believe that the CEO should be ultimately responsible for the integrity of the institution's athletics program (98 percent), but considerably fewer (76 percent) agree that it is possible for the CEO to exercise that responsibility.

CEOs also favored four options to address integrity problems:

- Require institutions to conduct periodic institutional self-studies of their athletics programs (89 percent).
- Mandatory reporting to the institution of coaches' outside income (68 percent).
- Some type of sanction for coaches or athletics administrators whose responsibility for violations of NCAA or conference rules has been proven (64 percent).
- Mandatory controls on coaches' outside income (60 percent, but only 47 percent in Division I-A).

Other options that gained majority support:

- Verification of self-studies by peer-review teams (56 percent).
- Mandatory role for faculty athletics representatives (54 percent).
- Mandatory attendance by athletics staff at continuing-education programs on NCAA and conference rules (51 percent).

Among the options that did not

gain majority support were compliance certification by the institution's governing board, in addition to the CEO; formal accreditation of athletics programs; mandatory certification (licensing) of coaches, and mandatory certification (licensing) of athletics directors.

As a group, the respondents did not believe that any change in the NCAA's governance structure was necessary, although Division I-A presidents favored increased voting autonomy, presumably for that subdivision. The survey began before the 1985 NCAA Convention voted to increase the voting autonomy within Division I.

Sixty-eight percent of all CEOs supported a mandatory program of reporting academic information such as admissions requirements, satisfactory progress toward a degree and graduation rates. In Division I, 73 percent favored that concept; the figure in Division I-A was 80 percent in favor. The consensus was that such data should be publicized for groupings of institutions (by type, location, etc.), but not identifying individual institutions.

Enforcement

The CEOs favored the following changes in the NCAA's penalty procedure:

- Requiring suspension, reassignment or dismissal of coaches found guilty of repeated or serious violations (86 percent favored).
- Authorizing sanctions against athletics directors in the case of repeated or serious violations within

their programs (82 percent).

- Requiring that specific sanctions be applied automatically to institutions found guilty of repeated or serious violations (82 percent).

- Classifying violations by severity (e.g., major and minor or secondary), and prescribing certain clearly specified penalties for each level (79 percent).

- Authorizing a declaration of permanent ineligibility for student-athletes found guilty of repeated or serious violations (67 percent).

- Authorizing a restriction on the employment (for a prescribed period) by other member institutions of coaches found guilty of repeated or serious violations (62 percent).

Two other possible penalties received majority support (53 percent in each case): authorizing the elimination of all grants and/or recruiting in a sport for a certain period, and authorizing a ban on future scheduling of contests with institutions found guilty of repeated or serious violations.

Financial issues

One of the most significant findings in the economics portion of the survey is that the CEOs do not support any increase in the amount of financial aid a student-athlete may receive under NCAA rules, although there was support in Divisions II and III for permitting student-athletes to work during term time even if they are receiving the full amount of aid permitted by the Association.

The respondents did not favor increasing the aid limit in any circumstance, including only in football and

basketball or only for students demonstrating a higher level of financial need.

In fact, in all items in the survey that offered an option of treating football and basketball differently than other sports, the chief executives strongly rejected such a segregated approach.

The presidents agree that they should have ultimate control of their institutions' athletics budget—96 percent agree, and 73 percent indicated that they "strongly agree."

There was no majority agreement that the NCAA division structure or the criteria for NCAA division classification contribute markedly to economic problems in athletics.

There also was no substantial agreement among the CEOs on options for addressing economic problems. The only alternative that received majority support was a reduction in the permissible number of athletically related grants-in-aid in all sports (53 percent, but only 45 percent in Division I-A). Basing all athletically related aid on demonstrated need in all sports barely achieved 50 percent support and only reached 40 percent in Division I (and only 30 percent in Division I-A). Most of the support for need-based aid came from Division III, which already has such legislation in its own division.

Other options receiving appreciable (but not majority) support were additional limitations on the size of coaching staffs, on recruiting activities, and on playing and practice seasons. All were favored by just over 40 percent.

The NCAA News



NCAA Record

DIRECTORS OF ATHLETICS

G. LYNN LASHBROOK named at Southern Illinois-Edwardsville, effective May 6. Lashbrook has been assistant director of athletics in charge of the academic counseling unit at Missouri since 1980. PATRICK R. DAMORE resigned at Fredonia State. He has been AD since 1968 and a faculty member in the department of health, physical education and athletics for 29 years. WILLIAM JOE appointed at Central Ohio, where he also is head football coach, to succeed JEROME QUARTERMAN, who resigned effective June 30. Joe, head football coach since 1981, has led Central Ohio to NCAA Division II play-offs berths the past two seasons.

ASSISTANT DIRECTORS OF ATHLETICS

MIKE NEMETH, former assistant athletics director for sports information at Northwestern, selected at Mississippi State, effective April 15, to direct promotions and communications. BERNADETTE McGLADE named at Georgia Tech. McGlade will continue as head women's basketball coach in addition to supervising Georgia Tech's five women's intercollegiate sports programs and assuming an increased role in budgeting. RICHARD KONZEM appointed at Kansas, where he has



Kirk A. Hendrix named assistant commissioner of Midwestern City Conference



Gail Tatterson selected as women's basketball coach at Salisbury State

been assistant director of the Williams Educational Fund the past four years (see staff). STEVE MILLER named at Kansas State. He also will continue as head men's and women's track and field coach, positions he has held since 1981.

COACHES

Baseball—RAN RAILEY resigned at Colorado State to become athletics promotions director at Cal State Northridge, effective May

6. He will be responsible for the overall marketing, promotion and development of Cal State Northridge's 18 intercollegiate sports.

Men's basketball—ANDY RUSSO chosen at Washington to replace MARV HARSHMAN, who retired. Russo led Louisiana Tech to two consecutive NCAA tournament appearances and compiled a 122-55 record in six seasons. TOMMY JOE EAGLES chosen at Louisiana Tech, succeeding Russo. Eagles,

who played for Louisiana Tech from 1967 to 1971, was an assistant to Russo the past six years. MITCH BUONAGURO selected at Fairfield. He has been associate head coach at Villanova since 1982. MIKE DILL, a former assistant coach at Murray State, will return as assistant coach under new head coach Steve Newton. Dill was assistant athletics director in charge of marketing at Lamar for the past year. He previously served as assistant coach at Murray State for six years. GERRY GIMFISTOB resigned at George Washington, where he compiled a 58-55 record in four seasons. DICK BENNETT, who coached at Wisconsin-Stevens Point the past nine seasons, selected at Wisconsin-Green Bay. Bennett compiled a 174-79 record at Wisconsin-Stevens Point. DAN FITZGERALD, Gonzaga director of athletics, will continue as coach for the 1985-86 season.

Men's basketball assistant—MILTON BARNES selected at Detroit, where he served as a part-time assistant in 1982-83 before becoming an assistant at Eastern Michigan.

Women's basketball—BRENDA PAUL, who led Berry College to two National Association of Intercollegiate Athletics tournament berths in five years, selected at Mississippi

State, effective May 31. Paul succeeds Eddie Vaughn, who was released. GAIL TATTERSON named at Salisbury State, where she starred at center from 1973 to 1977 and established 12 records. Tatterson, a former assistant at Eastern Kentucky and player in the Women's Basketball League, succeeds Deirdre Kane, who resigned. MARY ANN KLUGE, Idaho State's assistant coach for the past five years, selected at Pacific Lutheran.

Football—BILL REAGAN selected at St. Joseph's (Indiana), where he had been defensive coordinator the past three seasons. He succeeds Bill Jennings, who resigned. Reagan has served as strength coach, academic advisor and recruiting coordinator for Ohio. He is a St. Joseph's graduate and former all-Indiana Collegiate Conference quarterback. VIC GATTO named at Davidson, succeeding Ed Farrell, who resigned after 11 seasons to become athletics director at North Carolina-Asheville. Gatto was head coach at Tufts for seven seasons, compiling a 34-19-3 record that included an 8-0 mark in 1979. He also coached at Bates and Harvard. DUANE FORD, defensive coordinator at Tufts, named interim head

See Record, page 12

The NCAA News



The Market

Readers of The NCAA News are invited to use The Market to locate candidates for positions open at their institutions, to advertise open dates in their playing schedules or for other appropriate purposes.

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For more information or to place an ad, call 913/384-3220 or write NCAA Publishing, P.O. Box 1906, Mission, Kansas 66201.

Positions Available

Athletics Director

Director of Athletics, University of Pittsburgh at Bradford. This college of 1,000 students located in northwest Pennsylvania invites applications for Director of Athletics, a 12-month position reporting to the president. Responsibilities: Foster the development of and participation in all athletics including recreation, intramurals, and six intercollegiate sports. Manage the athletic program including scheduling, budgeting, recruiting, fund raising, and public relations. Supervise sports center, college/community athletic fields, and special programs. Coach one of the following intercollegiate sports: Women's volleyball; men's basketball; women's basketball; golf; soccer; baseball. The College is associated with the NAIA. Its location in the Allegheny National Forest provides an unusual opportunity for outdoor recreation. Qualifications: 1) Demonstrated ability to (a) promote and sustain successful program; (b) relate to students, faculty, staff, and community people; (c) manage athletic and business affairs; 2) Sensitivity to the mission of higher education and the role of athletics in it; 3) Familiarity with the range of sports in outdoor activities; 4) Teaching and coaching responsibilities at the collegiate level; 5) Minimum of master's degree required. Salary range: \$22,000 to \$30,000. Application: Please submit a letter of application with a current vita and the names of three professional references. Applications are due by April 26, 1985, and should be sent to: Dr. James Evans, University of Pittsburgh at Bradford, Frame Westberg Commons, Bradford, PA 16701.

Assistant A.D.

Assistant to the Athletic Director. Will assist

the Athletic Director as follows: Supervises and coordinates the planning, repairing, storing, and issuing of athletic, physical education and intramural equipment; includes preparation of inventory for purchasing. Directs the work of full-time and part-time equipment personnel. Coaching assignment will depend upon qualifications. Applicant will need two years of athletic equipment experience or an equivalent combination of relevant academic or work experience and a Bachelor's degree, plus coaching experience. Employment to begin July 1, 1985. Submit resume and placement credentials before May 15, 1985, to: Willis Kelly, Office of Physical Education & Athletics, University of Minnesota, Morris, MN 56267. The University of Minnesota is an equal opportunity educator and employer and specifically invites and encourages applications from women and minorities.

Assistant Director of Athletics for Women's Programs and Head Women's Basketball Coach. 12-month position. BA required; master's preferred. Responsibilities include: Organization and development of women's athletic programs and head women's basketball coach at Division III level. Effective recruiting and public relations skills needed; successful coaching experience required. Other coaching or administrative responsibilities to be assigned by the director of athletics. Salary based on qualifications and experience. Appointment begins July 1, 1985. Send letter of application, resume and three letters of recommendation by May 15 to: Frank L. Girardi, Director of Athletics, Lycoming College, Williamsport, PA 17701.

Development

Staff Associate For Media Relations & Development. University of Southern Maine seeks a Staff Associate for Media Relations and Development to inform public of University athletic program; secure private funds; and assist in development of marketing plan to support athletic program. Required Qualifications: Bachelor's degree; minimum of six months' sportswriting and/or newswriting experience; fund raising experience; excellent communication and public relations skills. Salary: \$13,750 minimum with excellent

fringe benefits. Send resume with names and addresses of three references postmarked by April 22, 1985, to: Robert Caswell, Director, Media Relations, Staff Associate Search, University of Southern Maine, 601 CRAS, 96 Falmouth Street, Portland, Maine 04103. Equal Employment Opportunity/Affirmative Action Employer.

Men's Coordinator

Men's Coordinator Intercollegiate Athletics. Full-time, 12-month position in the Department of Intercollegiate Athletics beginning July 1, 1985. Primary duties include direct responsibility for all phases of men's non-revenue sports including budget, personnel, scheduling, supervision of record keeping and reporting all eligibility requirements for conference and national organizations. Assist with event management, supervise men's equipment room, laundry, training room, and sports information operation, serve as a liaison with all booster groups and other athletic administrative duties as assigned by the director. Bachelor's degree and intercollegiate athletics management experience required. Salary commensurate with experience and qualifications. Letter of application, resume, official college transcripts and three letters of recommendation should be forwarded by 5/15/85 to: Sue MacDonald, Chair, Men's Coordinator Search Committee, University of Minnesota, Duluth, 120 Physical Education Building, Duluth, Minnesota 55812. The University of Minnesota is an equal opportunity educator and employer and specifically invites and encourages applications from women and minorities.

Sports Information

Sports Information and Promotions Director, Kansas State University. Minimum of two years' experience in a sports information office with demonstrated knowledge of methods used in servicing media plus substantiated background in promotions. Directs all publicity and media release endeavors, supervises department publications, promotes all teams' special events, serves as a liaison to the public, acts as liaison for radio and TV matters and other tasks as necessary. Salary is commensurate with demonstrated skills and experience. April 22, 1985, is the closing date for resumes to be submitted to Larry Travis, Director of Athletics, Kansas State University, Manhattan, Kansas 66506. Kansas State University is an Affirmative

Action/Equal Opportunity Employer.

Sports Information Director. Full-time, 12-month. Starting salary commensurate with experience and qualifications. Position available immediately. Job Description: Correspond with national, regional, statewide media and general public through various media in effort to promote and publicize Iowa State athletics in a positive light and project a good image for the university and athletic program. Responsible for negotiating the radio and television contracts for Cyclone Athletics. Provide all news sources, both editorial and electronic with information and proper tools to assist in their coverage of Iowa State athletics. Supervision of media facilities and functions surrounding athletic events. Qualifications required: Bachelor's degree in journalism, sports administration, communications or related field. Three years' work in intercollegiate sports information department. Preferred master's degree in journalism, sports administration, communications or related field. 2-3 years' experience as a sports information director in intercollegiate athletics. Please send letter of application, resume, three letters of reference, and the names, addresses and telephone numbers of three individuals who may be contacted for further information to: Max Urlick, Director of Athletics, 135 Olsen Building, Iowa State University, Ames, Iowa 50011. Application Deadline: April 26, 1985. Iowa State University is an Equal Opportunity/Affirmative Action Employer.

Athletics Trainer

Head Athletic Trainer. Serve as Head Athletic Trainer for all sports. Qualifications: NATA certification, master's degree and two years' athletic training experience. Applicant must have a strong commitment to sports medicine in the college environment. Position requires ability to implement an effective injury prevention program, expertise in injury evaluation and emergency care and rehabilitation and conditioning. Salary commensurate with professional qualifications and experience. Letters of application will be accepted through April 25, 1985. Send resume and three letters of reference to: Mr. John Wadas, Director of Athletics, University of South Florida, 4202 Fowler Avenue, PED 214, Tampa, Florida 33620.

Assistant Athletic Trainer. Full-time position beginning fall 1985 for assistant athletic trainer and fourth person in department. Responsibilities include assisting with 1) coverage of men's and women's athletics

2) teaching courses in NATA approved, major curriculum, 3) supervision of student trainers and related duties within department of sports medicine. Master's degree, NATA certification, American Red Cross first-aid instructor's certification required. Salary commensurate with experience. Starting date: August 1, 1985. Transcript, resume and three letters of recommendation to: Paul Spear, Chairman, Department of Sports Medicine, Marietta College, Marietta, Ohio 45740. Deadline is April 26, 1985. Marietta College is an equal opportunity and affirmative action employer.

Head Athletic Trainer, Valdosta State College.

Applications are being accepted for the position of instructor or assistant professor of health, physical education and athletics (non-tenure track) and head athletic trainer and coordinator of the sports medicine major at Valdosta State College. Responsibilities include: Graduate and undergraduate teaching and advising; management of all training facilities; the treatment and rehabilitation of athletic injuries; the supervision of the training staff for a Division II athletic program with 10 varsity sports; coordinating the education and training of sports medicine majors and intern in the athletic department, NATA Certification required. Master's degree in athletic training, health, physical education or related field. Must be eligible for State of Georgia Athletic License. Salary commensurate with qualifications and experience. Appointment date is July 1, 1985. Application deadline is May 3, 1985. Application and credentials to the attention of Dr. Floyd D. Toth, Dean, School of Education, Valdosta State College, Valdosta, Georgia 31698. An Equal Opportunity/Affirmative Action Employer.

Female Graduate Assistant Athletic Trainer. Beginning Fall quarter 1985. Excellent stipend and waivers. Contact: Steve Moore, Head Athletic Trainer, Tennessee Tech, Box 5102, Cookeville, Tennessee 38505.

Basketball

Head Women's Basketball Coach. Full-time, 10-month position. Salary range \$30,000 to \$40,000 DOE. Responsibilities: Conducts all phases of women's basketball program within the NCAA Division II structure; plans and administers team budget, manages travel, supplies and equipment; recruits student-athletes; monitors student-athletes' academic progress; solicits private funds in support of financial aid programs; performs public ser-

vice activities; participates in professional organizations. No teaching responsibilities. Qualifications: BS required; MS desired. Knowledge and technical skills for coaching basketball. Ability to work supportively with public, faculty, staff, and students; manage financial planning, equipment and records of athletic team. Experience: Full-time teaching/coaching at secondary or college level. Application: Send professional resume, names and telephone numbers of three professional references to Edwin W. Lawrence, Director of Athletics, University of Alaska-Fairbanks, 105 Patty Building, Fairbanks, Alaska 99701. Telephone: 907/474-7205. Position available July 1, 1985. Closing date April 26, 1985. The University of Alaska-Fairbanks is an EO/AA Employer and Educational Institution.

Head Men's Basketball Coach and Head Women's Basketball Coach. Mount Mercy College. MS or MA degree preferred. Responsibilities: Recruit quality student-athletes and must have had successful experience in the organization and administration in areas such as public relations, promotions, team and staff discipline, budget and fiscal responsibility and control, team travel, student guidance and counseling. Salary commensurate with qualifications and experience. Send letter of application, resume and three letters of recommendation to: William B. Hood Jr., Vice President for Student Affairs, Mount Mercy College, 1330 Elmhurst Drive N.E., Cedar Rapids, Iowa 52402. Positions to be filled as soon as possible. Equal Opportunity Employer.

Head Women's Basketball Coach. Carthage College invites applications for the position of Head Women's Basketball Coach/Resident Hall Director and Intramural Director. Responsibilities for an accountability for the total women's basketball program, main recruiter for the program, run the intramural program, teach in the service program, and live in and supervise a coordinated living residence hall. Master's degree preferred. A strong commitment to recruit quality student-athletes for an NCAA Division II program. Salary: Negotiable. Send resume and transcript postmarked by April 30, 1985, to: August R. Schmidt, Head of Physical Education Department, Carthage College, Kenosha, Wisconsin 53141. Equal Opportunity/Affirmative Action Employer.

Head Women's Basketball Coach. Full-time appointment to direct current NCAA II program with intentions of moving to Division I in 1986-87. Bachelor's degree (master's preferred) and 3-5 years of intercollegiate

See The Market, page 10

SWIMMING COACH

Augustana College

Position: Swimming Coach with classroom and administrative responsibilities. Administrator with faculty rank.

Responsibilities: Coach women's and men's swimming; assist with or coach women's tennis, volleyball, softball or women's track and teach aquatics, adaptives, and dance.

Qualifications: Master's required. Experience necessary.

Salary: Negotiable, commensurate with qualifications.

Send vita, transcripts and three letters of reference by May 1, 1985, to:

John R. Farwell
Director of Athletics
Augustana College
Rock Island, IL 61201

Affirmative Action/Equal Opportunity Employer

HEAD COACH: WOMEN'S BASKETBALL & WOMEN'S VOLLEYBALL

Lawrence University

This is a new three-year, renewable full-time appointment in the Department of Athletics and Recreation.

Responsibilities: Organize, manage and coach women's basketball and women's volleyball. Recruit student athletes for these programs. Teach a limited number of Physical Education courses. Perform administrative duties as assigned by the Director of Athletics and Recreation.

Qualifications: Master's degree in Physical Education and demonstrated successful coaching experience in both basketball and volleyball preferred.

Salary: Commensurate with experience and qualifications.

Application Deadline: Monday, April 29, 1985.

Application Procedure: Send resume, 3 letters of recommendation, and records of coaching and teaching experience to:

Rich Agness
Director of Athletics
P.O. Box 599
Lawrence University
Appleton, WI 54912

Affirmative Action/Equal Opportunity Employer

HEAD COACH WOMEN'S BASKETBALL

UNIVERSITY OF PITTSBURGH

This is a full-time, 12-month position in a BIG EAST CONFERENCE, DIVISION I, institution.

The head coach will be responsible for the total women's basketball program and its continued development within the rules and regulations of the NCAA, the Big East Conference and the University of Pittsburgh. This individual will report to the Assistant Director of Athletics for Women's Varsity Sports.

A Bachelor's Degree is required. Previous intercollegiate basketball coaching experience preferred.

Salary will be commensurate with experience and credentials.

For consideration please send a letter of application, a resume, and three letters of reference to:

Carol J. Sprague
Assistant Director of Athletics
University of Pittsburgh
Department of Athletics
P.O. Box 7436
Pittsburgh, PA 15213

Deadline for application will be April 25, 1985.

The University of Pittsburgh is an Equal Opportunity/Affirmative Action Employer.

The NCAA News



The Market

Positions Available

Continued from page 9

experience preferred. Responsibilities include recruiting, budgeting, eligibility and administration of women's basketball program. Familiar with NCAA rules. Salary low \$20s. Application and resume by April 26 to Women's Basketball Search Committee, The University of North Carolina at Asheville, Athletic Department, 1 University Heights, Asheville, North Carolina 28804. UNCA is an EE/AA Employer.

Assistant Basketball Coach. Experience in basketball coaching and recruiting at the collegiate level is preferred. Bachelor's degree required, master's degree preferred. Position may include teaching responsibility. Various duties in coaching, public relations, promotions and fund-raising as defined by the Head Basketball Coach and Athletic Director. Salary negotiable. Send application letter, resume, and two reference letters by April 30, 1985, to: Dean Ehlers, Athletic Director, JMU, Harrisonburg, Virginia 22807. An Affirmative Action/Equal Opportunity Employer.

Fairfield University invites applications for a full-time position of Assistant Women's Basketball Coach. Fairfield University is a member of the Metro Atlantic Athletic Conference and Division I of the NCAA. Qualifications: The ability to recruit quality student-athletes who will be competitive in Division I basketball. Responsibilities also include team preparation for practice and games. The applicant should have a history of successful coaching achievements in basketball and possess a minor of a bachelor's degree. To apply submit a letter of interest, resume and three references to be received by May 15, 1985, to: Dianne Nolan, Basketball Office, Fairfield University, Fairfield, Connecticut 06430. Affirmative Action/Equal Opportunity Employer.

Assistant Men's Basketball Coach. Duties include assisting head coach in all facets of Division I basketball program including coaching, recruiting, and scouting. Additional duties to include academic supervision for student-athletes and other duties as assigned by head basketball coach. Qualifications: BS required, master's degree preferred plus successful coaching experience. Send resume to: Steve Newton, Head Basketball Coach, Murray State University, Murray, Kentucky 42071. MSU is an Equal Opportunity/Affirmative Action Employer.

Assistant Coach Women's Basketball. Division I Mountain West Athletic Conference. Job Duties: Under direction of the head women's basketball coach, is responsible for recruitment, team travel arrangements, on floor coaching (work with guards preferred), academic counseling, functioning effectively in a combined athletic department, and other tasks as assigned. Bachelor's degree required, master's degree preferred. Minimum Qualifications: Previous experience in basketball as a collegiate player, previous coaching experience preferred, familiarity with NCAA regulations, ability to make a good first impression and communicate effectively. Salary: \$17,000 non-negotiable, 10-month appointment, good benefits package. Application Procedure: Send letter of application, resume and three current letters of recommendation to: Mark French, Head Coach of Women's Basketball, Idaho State University, Box 8173, Pocatello, Idaho 83209. Deadline: May 3, 1985. Position Available: August 1, 1985. Idaho State University is an Equal Opportunity Employer.

Head Men's Basketball Coach. The George Washington University is seeking nominations and applications for the Head Men's Basketball Coach. Qualifications: Minimum of three (3) years' coaching experience with demonstrated record of success at the college level. Bachelor's Degree required. Master's Degree desirable. Responsibilities: Responsible for the administration, supervision and management of the University's Men's Basketball Program, within the framework of The George Washington University and rules and regulations of the Atlantic 10 Conference and the NCAA. Help promote the basketball program and develop and maintain effective relationship with the faculty, staff members, students, and administrators of The George Washington University.

University. Salary: Negotiable, depending upon qualifications. Letters of application, resume, and three (3) references should be sent no later than April 22, 1985, to: Mr. Steve Bilsky, Director of Men's Athletics, The George Washington University, 600 22nd St. N.W., #219, Washington, D.C. 20052. All applications and nominations will remain confidential. The George Washington University is an Equal Opportunity Education Institution.

Cross Country

Head Women's Cross Country Coach. Wellesley College invites applications for part-time coach for a new varsity cross country team starting September 1985. Individual will be responsible for initiating, coaching, and administering a women's cross country team at the Division III level. Qualifications: Master's preferred and previous coaching experience. Deadline April 22, 1985. Send resume and references to: Dr. Virginia Evans, Director of Athletics, Department of Physical Education and Athletics, Wellesley College, Wellesley, Massachusetts 02181. Wellesley College is an Equal Opportunity Employer.

Field Hockey

Head Field Hockey/Lacrosse Coach. Position available May 1985 at the rank of Assistant Instructor. Master's degree preferred, experience in all areas of coaching and emphasis on coaching, supervision, scheduling, fund raising, and recruiting expected. Salary commensurate with experience and qualifications. Send application by April 16, 1985, to: Mikki Flowers, Associate Athletic Director, Old Dominion University, Norfolk, VA 23508. An Affirmative Action/Equal Opportunity Employer.

Assistant Field Hockey/Lacrosse Coach. The University of Virginia is accepting applications for the position of full-time Assistant Field Hockey and Lacrosse Coach. Responsibilities include coaching, recruiting, out-of-season programs and the administration of support personnel. Additional duties assigned based upon qualifications. Salary commensurate with experience and qualifications. Direct letter of application with resume to: Jane Miller, Head Field Hockey/Lacrosse Coach, University of Virginia, P.O. Box 3785, Charlottesville, VA 22903. Deadline for Applications: April 17, 1985. Equal Opportunity/Affirmative Action Employer.

Coach of Field Hockey. Directs the development, organization and management of all phases of the intercollegiate field hockey program - including recruiting, fund-raising, supervision of one assistant, and budget control. Additional coaching responsibility at the assistant level will be assigned for the spring session. Requires: Baccalaureate degree, coaching experience in collegiate field hockey strongly preferred. Must be able to communicate effectively and recruit within the Ivy League philosophy. This is a nine-month commitment (9/1/85 - 5/31/86). Send resume and three references to: John P. Reardon, Jr., Director of Athletics, Harvard University, 60 John F. Kennedy Street, Cambridge, MA 02138. An affirmative action/equal opportunity employer.

Head Field Hockey Coach. Davis & Elkins College's field hockey competes in NCAA Division I and has been extremely successful in the past years. Staff position with limited teaching and other responsibilities depending upon the candidate's background. Person will be responsible for the continual development of the program through active recruiting and excellence in coaching. Minimum qualifications: 1) Master's degree in area of exercise physiology; 2) Coaching and recruiting experience at the college level, but will consider experience in high school coaching. Send letter of application and resume to: Edward McFarlane, Director of Athletics, Davis & Elkins College, Elkins, WV 26241, no later than April 22, 1985. An equal opportunity employer.

Football

Assistant Football Coach/Cooperative Education Director. Assistant Football Coach and

coaching a spring sport (men's baseball or track). Successful background in coaching at high school or college level required. Complete knowledge of, and adherence to, all rules; recruiting experience needed as related to sport. Includes internal and external promotion and recruitment; develop new aspects/areas of co-op program. Advise students and faculty. Must have excellent administrative, communication and human relations skills. M.A. in Educational Administration, Counseling, College Student Personnel, Physical Education or equivalent experience in non-degreed area. Send resume to: Dr. John McCandless, Vice President, Olivet College, Olivet, MI 49076. Application deadline April 22, 1985.

Assistant Football Coach. Defensive Coordinator. Additional responsibilities in admissions and academic advisement units. Bachelor's degree, successful coaching experience, communication skills required. Send letter of application, resume, college transcripts and three letters of recommendation by May 1, 1985 to: Dr. James Flood, Director of Men's Athletics, University of Wisconsin, Oshkosh, Oshkosh, Wisconsin 54901. UW-Oshkosh is an Equal Opportunity/Affirmative Action Employer.

Assistant Football Coach. Responsible for Defensive Backs and with the potential to be the Defensive Coordinator. Submit letter of application, resume and at least three current letters of recommendation to: Dave Arnold, Head Football Coach, Department of Men's Athletics, Montana State University, Brick Breiden Fieldhouse, Bozeman, MT 59717-0025. Montana State University is an Affirmative Action/Equal Opportunity Employer.

Assistant Football/Head Baseball Coach. The University of Rochester continues its search for the new full-time position of Assistant Football/Head Baseball Coach. The position is a full-time, academic year staff position in the Department of Sports and Recreation at the University of Rochester - an NCAA Division III institution. A master's degree, background in physical education or related field, and prior playing and coaching experience are preferred. Salary is competitive, based on qualifications and experience. To apply, send letter of application, resume,

and the names of three references by April 30, 1985, to: Search Coordinator, Box 636W, University of Rochester, Rochester, New York 14642. Equal Opportunity Employer M/F.

Assistant Football Coach. Sam Houston State University has an immediate opening for a full-time Assistant Football Coach/Offensive Coordinator. Applicant should have extensive knowledge and experience with the passing game. Must display good organizational skills and recruiting ability. Send letter of application and resume to: Ron Randleman, Athletic Director, P.O. Box 2268, Sam Houston State University, Huntsville, Texas 77341, 409/294-1735.

Assistant Football Coach. West Chester University is seeking an individual with a bachelor's degree (master's preferred), and high school head coaching or college assistant coaching experience for a full-time, non-tenured coaching position with primary responsibilities for coaching, recruiting, scouting and teaching University athletics. This position pays \$12,500 and will begin on or about July 1, 1985. Please send letter of application, resume and references to: Mr. Denny Hale, Head Football Coach, West Chester University, West Chester, PA 19383, postmarked not later than May 1, 1985. West Chester University is an Affirmative Action/Equal Opportunity Employer and encourages women and minorities to apply.

Assistant Football Coach/Physical Education Instructor. Offensive line coach/offensive coordinator. College and high school experience preferred. Teach one-half time in physical education. Master's preferred, bachelor's degree required. Deadline May 6, 1985. Contact: Jim Cochran, Head Football Coach, Independence Community College, P.O. Box 708, Independence, Kansas 67301, 316/331-4100.

Gymnastics

Head Women's Gymnastics Coach/Physical Education. NCAA Division I coaching position effective July 1, 1985. Responsible for the organization and administration of all aspects of the Women's Gymnastics program. Some

teaching in physical education involved. Master's degree in physical education; demonstrated coaching expertise in planning and directing Division I Women's Gymnastics team; ability to recruit; good organizational, management, and public relations skills. Minimum 2-5 years' coaching of Women's Gymnastics and teaching experience. Initial four-year, 12-month contract, salary negotiable. Send letter, vita, original letters of recommendation postmarked by April 26, 1985, to: Ms. Andrea Seger, Director of Athletics/Women's Ball State University, Muncie, IN 47306. Ball State University practices Equal Opportunity in Education and Employment.

Ice Hockey

Head Coach Men's Ice Hockey, Head Coach Men's Golf & Instructor in Physical Education. Acts as Head Coach for women's ice hockey, men's golf, and instructor of Physical Education. Works and communicates with students, faculty, and alumni. Must be able to work within the framework of Ivy League regulations and financial aid program. Requires a BA degree or equivalent experience and successful background in coaching ice hockey and golf (preferably with several years at the collegiate level). Position available September 1, 1985. Please send resume to: Mr. Sam Howell, Director of Athletics, Princeton University, Princeton, New Jersey 08544. EOE/AEE.

Swimming

Assistant in Women's and Men's Swimming. Responsibilities: Assist head coach in the

following areas: (1) Organizing and conducting practice; (2) Meet management; (3) Recruiting; (4) Collecting athletic and academic data; (5) Pre- and post-season conditioning; (6) Travel plans; (7) Land training. Qualifications: Bachelor's degree. Collegiate competition in swimming and a strong desire to coach on a high level. Salary: \$11,200.00 for a 9-month appointment, plus a tuition waiver (no more than 1 course per semester allowed because of time commitment to program). Starting Date: August 15, 1985. Application Deadline: Applications accepted until position is filled. Application Procedure: Send resume, educational credentials and at least three letters of reference with the phone numbers of people supplying recommendations to: Don Sammons, Swimming Coach, University of Illinois, 235 K Armory, Champaign, IL 61820. The University of Illinois is an Affirmative Action/Equal Opportunity Employer.

Assistant Swim Coach. One part-time position available for men's and women's swimming program effective September 1985. Bachelor's degree. Varied duties include: recruiting, on-deck coaching, and other responsibilities as defined by the Head Swim Coach. Send letter of application including resume to: Robert Benson, Head Swimming Coach, Colgate University, Hamilton, New York 13346. Colgate University is an Affirmative Action/Equal Opportunity Employer.

Track & Field

Assistant Track Coach. Boston University is seeking an assistant track coach whose primary area of responsibility will be with the women's program. Qualifications: Baccalaureate. See The Market, page 11

ASSISTANT FOOTBALL COACHES

North Dakota State University

North Dakota State University is seeking nominations and applications for assistant football coaching positions. NDSU is an NCAA Division II member.

Responsibilities: To teach in the physical education program, to assume a position of responsibility within the football staff, to share in the duties related to counseling/advising, recruiting, coaching, scouting, evaluating and public relations.

Salary: Competitive depending upon qualifications.

Letters of application, resume and three letters of reference should be sent to:

A. L. (Ade) Sponberg
Director of Athletics
NDSU Fieldhouse
Fargo, North Dakota 58105
701/237-8985

Deadline for applications is April 15, 1985, thereafter will be dependent upon positions availability.

North Dakota State University is an Equal Opportunity Institution.

BUCKNELL UNIVERSITY

Department of Athletics and Physical Education Lewisburg, PA 17837

Position: Assistant Coach of Men's and Women's Track and Field Team and Lecturer in Physical Education.

Responsibilities: Assist varsity track team (indoor and outdoor). Primary responsibilities in field events, sprints, and hurdles. Assist in organization and direction of practices and meets. Assist in schedule and budget preparation. Recruit within University guidelines. Teach activity classes in the elective physical education program.

Qualifications: Master's degree recommended. Undergraduate or graduate degree in physical education preferred. Competitive coaching experience required. Ability to work effectively with college students, faculty and alumni.

Salary: Commensurate with qualifications and experience. Non-tenured track.

Effective Date: August 26, 1985.

Application Deadline: April 30, 1985.

Application Procedures: Send letter of application, resume, transcripts, and three letters of reference to:

Rosalyn K. Ewan
Coordinator of Women's Athletics
Bucknell University
Lewisburg, PA 17837

Bucknell is an independent, private, coeducational university of approximately 3,000 undergraduate students. The Department of Athletics and Physical Education includes: 23 varsity sports (10 women and 13 men), an elective physical education program, and an intramural and co-rec program. A new Sports and Recreation Center opened in the spring of 1978. Bucknell is a member of the East Coast Conference in men's and women's sports, a member of the NCAA Division I, and the ECAC.

Bucknell University is an Affirmative Action and Equal Opportunity Employer.

DIRECTOR OF ATHLETICS POSITION

Arizona State University

Director of Athletics: Applications and nominations are invited for the position of Director of Athletics, Arizona State University. The position reports directly to the President and is responsible for providing leadership and management of a combined intercollegiate sports program for men and women.

Requirements for candidacy include a bachelor's degree and demonstrated ability in managing an active, nationally recognized collegiate sports program as a Director or Associate/Assistant Director or equivalent. The successful candidate will present high ethical standards, a commitment to academic progress and achievement for student-athletes, and a sensitivity to the ethnic diversity of the University community. Demonstrated competency in the management of human and financial resources, interpersonal relations and communications, leadership, and media relations is required.

Letters of nominations or applications along with a resume and the names of three references should be sent to:

Professor Albert McHenry, Chair
Athletic Director Search
Office of the President
Arizona State University
Tempe, Arizona 85287

The salary is negotiable.

The closing date for applications and nominations is April 24, 1985.

Arizona State University is an Affirmative Action/Equal Opportunity Employer.

ASSISTANT DIRECTOR, WOMEN'S ATHLETICS NORTHEASTERN UNIVERSITY

Responsibilities: Administrative liaison with variety of student service department, admissions, housing, food services, student affairs, registrar. Full responsibility for contracting contests and officials, directing the work flow of support staff, and directing all special events related to or sponsored by the department. Review budget and make recommendations to the director for policy changes.

Qualifications: Bachelor's degree and three years' experience in intercollegiate athletics required. Strong communication and organizational skills; demonstrated ability to interact effectively with students, faculty, staff and alumna.

Salary: Commensurate with experience.

Position Available Immediately.

Send resume and references to:

Jeanne Rowlands
Arena Annex
Northeastern University
Boston, Massachusetts 02115

Northeastern University is an Equal Opportunity Employer.

HEAD MEN'S BASKETBALL COACH

University of Wisconsin-Stevens Point

The University of Wisconsin-Stevens Point is seeking nominations and applications for the Head Men's Basketball Coach.

Qualifications: Master's degree preferred. Successful coaching experience required, preferably at the college level. Ability to communicate effectively within all areas of the program.

Responsibilities: Responsible for administration, supervision, and management of the university's men's basketball program, within the framework of the University of Wisconsin-Stevens Point; and rules and regulations of the Wisconsin State University Conference and national affiliation. Promote the Division III basketball program and develop and maintain effective relationships with the faculty, staff members, students and administration of the University of Wisconsin-Stevens Point. Position is linked to Admissions and High School Relations units, with substantial responsibilities for student recruitment in those areas.

Salary: Open; commensurate with experience and qualifications.

Application Deadline: Screening of applications will begin on April 22, 1985. Applications will be considered until an acceptable candidate is found. Letters of application, resume and three (3) references; as well as letters of nomination should be mailed to:

Dr. Virgil Thiesfeld, Chair
Search and Screen Committee
Department of Biology
Room 110, CNR
University of Wisconsin-Stevens Point
Stevens Point, Wisconsin 54481

University of Wisconsin-Stevens Point is an Equal Opportunity/Affirmative Action Employer.

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The Market

Positions Available

Continued from page 10

reate degree and minimum of two years' coaching experience. Send resumes to Peter Schuder, Head Coach of Track, Boston University, 285 Babcock Street, Boston, MA 02215. Deadline for applications: May 1, 1985. Position starting date: September 1, 1985. Boston University is an Affirmative Action/Equal Opportunity Employer.

Head Coach of Men's Indoor and Outdoor Track (with recruiting responsibilities): Assistant Football; Lecturer in Physical Education/Health Program. Carroll College is a coed, four year private liberal arts college of 1,100 undergraduates located in the Milwaukee metropolitan area with conference affiliation in the College Conference of Illinois and Wisconsin, Division III of the NCAA. Qualifications: Master's degree in physical education and coaching experience in both sports required. Preference given to candidates with experience as offensive football coach specializing in passing and understanding of the physiology of running. Demonstrated concern for the well-rounded education of students. This is a full-time, nine-month position. Salary: Commensurate with qualifications. Position begins August 15, 1985. Submit letter of interest, resume and three letters of reference by April 26 to: Gar Kellom, Vice-President for Student Development and Dean of Students, Carroll College, Waukesha, Wisconsin 53186. Applications will be accepted until May 1, 1985. Carroll College is an Equal Opportunity/Affirmative Action Employer.

Head Women's Track Coach. Position reopened. Bowling Green State University Athletic Department has an opening for the Head Women's Track Coach. Qualifications: BS or BA required. Prefer 3 years' coaching experience at the collegiate level. Experience in conducting track clinics and sports camps is beneficial. Knowledge of NCAA rules and regulations. Ability to produce a highly competitive Division I track team through coaching and effective recruiting. Capable of successful fund raising and positive alumni relations. Send letter of application, resume, three letters of reference and transcripts to: Chair, Search and Screening Committee, Head Women's Track Coach, c/o Athletic Department, Bowling Green State University, Bowling Green, Ohio 43403. Deadline for applications is May 3, 1985. Position starting date July 11, 1985.

Head Women's Track & Cross Country Coach. The University of Minnesota-Twin Cities. Qualifications: Bachelor's Degree/prefer Master's Degree; previous successful coaching experience on the college or university level;

ability to organize and direct intense year-round training program in all the areas of track and cross country; knowledge of NCAA rules. Responsibilities: Coaching and directing the women's varsity track and cross country teams, developing competitive schedule, recruiting, promoting, training and conducting clinics. Appointment: Effective July 1, 1985 (12-month, 100% time appointment). Salary: Commensurate with experience. Application Deadline Extended: Send letter of application, resume, transcripts and three letters of recommendation by April 30, 1985, to: Dr. Jan Stocker, Chair of Track & Cross Country Committee, University of Minnesota, 238 Bierman Building, 516 15th Avenue S.E., Minneapolis, MN 55455. The University of Minnesota is an equal opportunity educator and employer and specifically invites and encourages applications from women and minorities.

Volleyball

Women's Volleyball Coach/Director of Housing. Successful background in coaching at high school or college level. Complete knowledge of, and adherence to, all rules; recruiting experience needed as related to sport. Women's tennis possibility also. Responsibility also includes coordinating Residence Hall activities within all college residence halls; serving as Head Resident for one residence hall. System comprises three (3) facilities with a staff of 20 professional and student members. Must have excellent administrative, communication and human relation skills. Qualifications: M.A. in counseling, college personnel, physical education or related area. Application and resume should be sent to: Dr. John McCandless, Vice-President, Olivet College, Olivet, MI 49076. Application deadline April 22, 1985.

Assistant Volleyball Coach. Women's Athletic Department. Non-tenured position, one-year renewable appointment. Qualifications: BA/BS with two years' college or comparable experience coaching required. Responsibilities: Assist head coach in the organization, management and recruitment in a major Division I volleyball program; performance of direct and indirect public relations; assist in clinics and camps and fund-raising activities; assist in scouting, recruiting and with the conduct of practices and games, and other administrative responsibilities. Knowledge of current NCAA rules and regulations required. Teaching of theory and/or activity classes within the Department of Human Performance. Terms of Contract: Part time appointment begins June 15, 1985. Salary: Competitive and commensurate with experience and qualifications. Applications Procedures: Send letter of application, resume, transcripts and three recent letters of recommendation to: Dick Montgomery, Head Volleyball Coach,

Women's Athletics, San Jose State University, San Jose, California 95192. Application Deadline: May 10, 1985.

Graduate Assistant

Graduate Assistantships. Assistant coaches in football, men's and women's basketball and track, softball, diving, baseball, wrestling, athletic administration and intramurals and P.E. Stipend \$2,940 average, one half tuition waiver. Apply: Dr. Joe Walsh, Chair of P.E. Graduate Program, Mankato State University, Mankato, Minnesota 56001. Applications accepted until positions filled.

Physical Education

Physical Education Teacher. Applications and nominations are invited for a position with faculty status in the Physical Education Department at The United States Naval Academy, Annapolis, Maryland. Position: To teach in the Physical Education Department's general curriculum. To assume chairmanship of the Boxing Committee. Constant review and update of boxing curriculum to stress defense. To continue to stress safety and implement any state of art equipment that is approved. Involvement in the Intramural Sports Program with major responsibility in the boxing area. Qualifications: Bachelor's degree required. Known expertise in the sport of boxing with emphasis on safety. Teaching and coaching experience at the high school or college level in boxing. Salary: Commensurate with experience and qualifications. Submit resume before 15 April 1985 to: Head, Physical Education Attn: Associate Professor, J.M. Gehlides, Lejeune Hall, United States Naval Academy, Annapolis, Maryland 21402-5021. An Affirmative Action/Equal Opportunity Employer.

Physical Education Instructor or Assistant Professor. Master's degree required; athletic training background preferred. Teach lifetime fitness courses including aerobics, tennis, golf, bowling and one theory course per

semester: coach basketball, softball or tennis. Appointment begins August 1985. Salary commensurate with qualifications and experience. Send letter of application, resume, and three current letters of recommendation by May 1, 1985, to: Warren DeArment, Dean, School of Arts and Sciences, Shenandoah College and Conservatory, Winchester, Virginia 22601. An Equal Opportunity Employer.

Physical Education. Full-time, administrative contracts position. Teaching expertise in at least three of the following areas: Test and measurement of physical education, theory and practice of gymnastics and tumbling, theory and practice of rhythms and dance, elementary physical education and principals of movement, health problems, personal health, and emotional health and the personalities. Head Men's and Women's Track Coach, Assistant Coach in Football. A strong commitment to recruit quality student athletes for an NCAA Division III program. Master's degree in physical education or health education is required. At least two years of successful teaching and coaching experience. Salary commensurate with experience and qualifications. Send resume and transcript postmarked by April 30, 1985 to: August R. Schmidt, Head of Physical Education Department, Carthage College, Kenosha, Wisconsin 53141. Equal Opportunity/Affirmative Action Employer.

Physical Education. Full-time, tenure track position. Teaching expertise in at least three of the following areas: Test and measurement of physical education, theory and practice of gymnastics and tumbling, theory and practice of rhythms and dance, elementary physical education and principals of movement, health problems, personal health, and emotional health and the personalities. Head Women's Volleyball and Softball Coach. A strong commitment to recruit quality student athletes for an NCAA Division III program. Master's degree in physical education or health education is required. At least two years of successful teaching and coaching experience. Salary commensurate with experience and qualifications. Send resume and transcript postmarked by April 30, 1985 to: August R. Schmidt, Head of Physical Education Department, Carthage College, Kenosha,

Wisconsin 53141. Equal Opportunity/Affirmative Action Employer.

Physical Education Coach/Instructor. Bryn Mawr College. Responsibilities are diverse and include lifetime fitness instruction in Wellness activities, athletic training, lacrosse coaching and aquatic instruction. Position Required: BS/BA (master's preferred) athletic training (certificate desirable) and one or more years of teaching experience. Please send resume and cover letter to: Marjorie Freier, Director of Personnel, Bryn Mawr College, Bryn Mawr, Pennsylvania 19010.

Open Dates

Women's Basketball, Division I. Villanova University has an opening for one additional team to complete Christmas Tournament

December 27-28, 1985. Other participants are Duke University and Cheney University.

Contact: Mary Ann Steenrod, 215/645-4112. **Football.** Sam Houston State University, Division I-AA has the following open dates: 9/21/85, 9/13/86, 10/11/86, 9/5/87, 9/12/87, 10/10/87. Contact: Matt Fenley, (409) 294-1725.

Football, Division II. September 28, 1985. Contact: Billy Joe, Central State University, Ohio, 513/376-6317.

Football, Division II. St. Joseph's College needs two home games on September 14 and September 21. Contact: Bill Hogan, 219/866-7111.

Women's Basketball, Division III. Nazareth College of Rochester, New York, is seeking three teams to complete pairing for First Annual Tip Off Tournament, November 23-24, 1985. Guarantee: Two nights' lodging and luncheon. Contact: Mike Decillis, Women's Basketball Coach, 716/586-2525, Ext. 420.

ASSISTANT COACH WOMEN'S VOLLEYBALL

Responsible for assisting in the administration and organization of Women's Volleyball program. Including player recruitment, training and conditioning programs for players, and training for State, Regional and National tournaments when team qualifies.

Qualifications: BA in related field and knowledge of NAGWS and USVBA rules and regulations, and NCAA recruitment and player eligibility rules.

Send resume and letter of application immediately to Campus Personnel Services Manager,

Fairleigh Dickinson University
1000 River Road
Teaneck, NJ 07666

Equal Opportunity/Affirmative Action Employer

WOMEN'S TRACK COACH

Colby seeks a women's track coach who understands the role of athletics at a liberal arts college, accepts the New England Small College Athletic Conference guidelines regarding admissions and financial aid and will work productively with faculty, students and administrators.

Duties Include: 1. Head Coach women's track program; Cross Country, Indoor and Outdoor Track. 2. Teach physical education in a lifetime sport and physical fitness program. 3. Recruiting student-athletes under the NESCAC guidelines. 4. Assume other duties as assigned by the Chairman of the Department of Athletics.

Qualifications: 1. Successful track coaching experience required, previous women's coaching background preferred. 2. Bachelor's Degree required; Master's Degree preferred.

Salary: Commensurate with experience.

Application Deadline: April 20, 1985.

Appointment Date: September 1, 1985.

Send application, resume and three letters of recommendation to:

Richard J. McGee
Chairman, Search Committee
Colby College
P.O. Box 436
Waterville, Maine 04901

Colby is an Affirmative Action/Equal Opportunity Employer.

DIRECTOR OF AQUATICS Coach of Men's and Women's Swimming Clarkson University

Secondary responsibilities should include the ability to coach women's lacrosse and/or soccer.

Terms of Appointment: Academic year, non-tenure track.

Responsibilities: To teach assigned physical education classes. To manage and supervise pool personnel. To teach advanced swimming and water safety class.

Qualifications: Bachelor's degree required, master's degree desirable. Major concentration in physical education and/or recreation. Candidate must have current Red Cross and Water Safety Instructor Certificate. Candidate should have knowledge of and expertise in women's lacrosse and/or soccer.

Salary: Is open, commensurate with experience and qualifications.

Application Procedure: Please submit application and resume to:

Mr. John Hantz
Chairman of Physical Education
Recreation and Intercollegiate Athletics
Clarkson University
Potsdam, New York 13676

Application Deadline: May 1, 1985.

Clarkson University is an Equal Opportunity/Affirmative Action Employer.

HEAD FOOTBALL COACH EDINBORO UNIVERSITY

Position: Head Football Coach for NCAA Division II.

Responsibilities: Successfully manage and direct all aspects of a Division II football program while maintaining the high ethical standards of PSAC and NCAA. Answers directly to the Athletic Director. Full-time coaching position.

Qualifications: Demonstrate successful football coaching career. College coaching experience preferred.

Salary: Commensurate with experience and qualifications.

Application: Send letter of application with resume and recommendations to:

Mr. Daryl Lake
Director of Personnel
Edinboro University
Edinboro, Pennsylvania 16444

Deadline: April 17, 1985.

Edinboro University is an Affirmative Action/Equal Opportunity Employer.

COACHING POSITIONS

State University of New York at Plattsburgh

Plattsburgh State seeks to fill two positions within its Department of Physical Education, Athletics and Recreational Sports. The college, located in the beautiful Lake Champlain Valley in upstate New York, enrolls approximately 6,000 students. It is 45 miles from Lake Placid, and 60 miles from Montreal, Canada.

Position I: Head Coach — Men's and Women's cross-country, indoor and outdoor track teams. Teaching responsibilities.

Position II: Head Coach — Men's soccer; Assistant Coach in second sport; other responsibilities as assigned.

Qualifications: Applicants must have master's degree and present evidence of successful coaching experience. Essential skills include communication, motivation, interpersonal relationships and public relations, and recruiting abilities.

Salary Range: \$14,000 to \$18,000.

Application Process: Send letter of application, resume, and at least three letters of recommendation to:

Ms. Mayerlyn Miller, Director
Personnel and Affirmative Action
Box 906
State University of New York
Plattsburgh, New York 12901

Application Deadline: April 30, 1985.

An Equal Opportunity/Affirmative Action Employer

SPORTS INFORMATION DIRECTOR WOMEN'S ATHLETICS University of Illinois

Women's SID will plan, coordinate and execute media-public relations program for women's athletic program.

Responsibilities: Formulate and implement media public relations plan annually including publications, press releases, promotional athletic films, interviews and personal appearances, award nominations, special promotional events; direct media-related services at home; prepare and manage annual departmental budget; oversee student assistants; travel with teams to provide coverage; assist with radio-television contracts; maintain historical files.

Qualifications: Master's degree preferred; background in journalism/communications, public relations, and/or business with outstanding verbal and written communication skills; experience in photography, electronic media, publication editing, layouts and promotional and marketing campaigns with 3 to 5 years' experience desired; integrity, sound judgment, adaptability, initiative and creative ideas are required.

Start July 1, 1985; salary commensurate with experience and qualifications.

Letter of application, resume, credentials, samples of professional work, three letters of recommendation and contact information for three other individuals who may be contacted for further information sent by May 1, 1985, to:

Dr. Karol A. Kahrs, Assistant Director of Athletics
University of Illinois
505 E. Armory Drive, 235-J Armory
Champaign, IL 61820
Telephone 217-333-0171

Qualified applicants interviewed during advertising period and beyond deadline date. All applicants receive consideration throughout notice period.

The University of Illinois at Urbana-Champaign is an Affirmative Action/Equal Opportunity Employer.

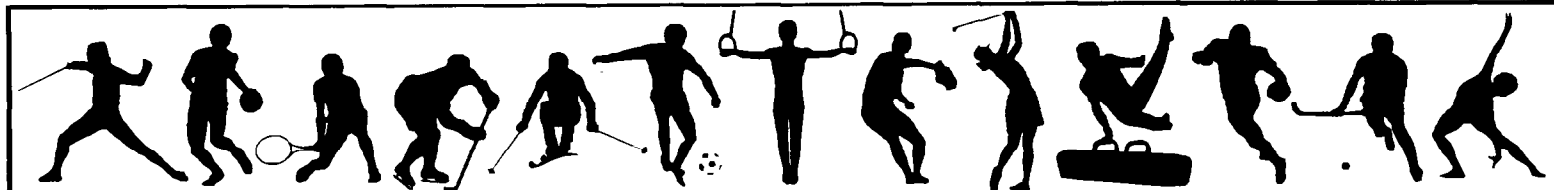
Florida will keep its first SEC football title

Briefly in the News

Crash kills two from Penn State

Next in the News

The 1985 NCAA Postgraduate Scholarship awards winners in men's and women's basketball.



NCAA Professional Development Seminar

Marketing and Promoting Collegiate Athletics Programs

May 31-June 1, 1985

The Westin, Cincinnati, Ohio

Need a corporate sponsor or a profitable licensee program? Want to increase ticket sales or enhance the image of your athletics department? Need an effective promotional campaign to involve a local community or to increase the visibility of your women's athletics program?

Plan to attend the NCAA seminar in "Marketing and Promoting Collegiate Athletics Programs."

This intensive two-day seminar offers the expertise of many of the best promoters and fund raisers in college athletics as well as many of the nation's top officials in marketing, radio networking and corporate sponsors.

Topics will include: Radio Networking • Promotional Opportunities in Print, Radio and Television • Successful Sports Promotion • Effective Community Promotion • Evaluation of Your Athletics Department Image • Athletics Merchandising • Corporate Sponsors

The \$145 registration fee includes eight business sessions, a luncheon and evening reception.

To register or receive more information, simply return this form.

REGISTRATION FORM

Date: _____

Name: _____ Phone: (____) _____

Nickname for Badge: _____

Title: _____

School: _____

Division: _____

Address: _____

City: _____ State: _____ Zip: _____

Registration Fee:

NCAA Member	\$145.00
Late Fee After May 15, 1985	\$160.00
Non-Member	\$200.00
3 or more	\$125.00 each

Make your check payable to: NCAA Seminar and mail to
NCAA Professional Development Seminar
P. O. Box 3071
Lexington, KY 40596-3071

Indicate the major areas you would like to have covered during the seminar:

For more information, contact Cheryl Levick, NCAA, (913) 384-3220, or Dave Littleton, Host Communications, Inc., (606) 253-3230.