

The NCAA News



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Official attendance at Forum was 514

A total of 514 persons registered for the Presidents Commission National Forum session June 20-21 in Orlando.

That figure, a result of an audit of the registration cards from the meeting, included 482 delegates from NCAA member institutions and conferences, 14 visitors, and 18 news media representatives.

The final figures justified the Commission leadership's original prediction that 500 to 600 would attend the unique summer session, the only one of four national meetings in the 18-month National Forum not held in conjunction with an NCAA Convention.

As expected, Division I had the largest turnout, with 330 delegates from institutions and conferences in that division. Of that total, 152 were from Division I-A, 87 from I-AA and 91 from I-AAA.

Divisions II and III sent a

total of 146 delegates, considerably higher than the original estimate of 50 to 75.

In all, the audited attendance figures include:

- Active member institutions: 433 delegates.
- Member conferences: 43 delegates.
- Affiliated members: five delegates.
- One corresponding member.
- Fourteen persons registered as visitors.
- Eighteen news media representatives.

Of the 97 presidents and chancellors who preregistered for the program, 75 attended. The 75 included 16 from Division I-A, 14 from I-AA, 16 from I-AAA, 15 from Division II and 14 from Division III.

Transcripts of speeches by the major speakers at the Forum appear in this issue of the News, beginning on page 14.

CEOs requested to nominate candidates for Commission

Presidents and chancellors of NCAA member institutions are being invited to nominate chief executive officers to fill vacancies on the NCAA Presidents Commission that will occur in January 1989.

The Commission's Presidential Nominating Committee, chaired by President Lattie F. Coor of the University of Vermont, issued its annual call for nominations, which should be sent to Presidential Nominating Committee, NCAA, P.O. Box 1906, Mission, Kansas 66201.

Deadline for receipt of the nominations is September 20.

The nominating committee will consider all properly submitted nominations when it meets in conjunction with the Commission's September 27-28 meeting in Kansas City, Missouri.

The nominating committee is authorized to develop a slate of candidates for each pending vacancy. In addition, any CEO receiving nominations from at least 10 presidents and chancellors automatically will be included on the ballot for the

appropriate position.

Later this year, all chief executives in the NCAA membership will receive ballots listing the candidates nominated to fill vacancies in their respective membership divisions. The only positions not filled directly by that balloting process are those representing the nine Division I-A conferences, which are permitted to select their own Commission representatives.

Commission terms expiring in January 1989 (at the close of the 1989 NCAA Convention) are as follows:

Division I

Peter Likins, president, Lehigh University. Division I-AA East football region; Division I Region 1. Not eligible for reelection.

The Rev. J. Donald Monan, president, Boston College. Division I-A, representing the football independents in the North. Division I Region 1. Not eligible for reelection.

Chase N. Peterson, president, University of Utah. Division I-A; Division I Region 4. Eligible for

reelection to a full term. Western Athletic Conference designates this position.

Michael Schwartz, president, Kent State University. Division I-A; Division I Region 3. Not eligible for reelection. Mid-American Athletic Conference designates this position.

Walter Washington, president, Alcorn State University. Division I-AA, at large (can be filled from any Division I-AA football region). Division I Region 4. Not eligible for reelection.

In addition, the Commission currently is selecting a replacement for Noah N. Langdale Jr., who retired as president of Georgia State University. The CEO appointed to complete Langdale's term (to January 1989) will be eligible for reelection to a full term. Division I-AAA, currently Division I Region 2; any region eligible.

Division II

Tyronza R. Richmond, chancellor, North Carolina Central University. Division II Region 2. Eligible for reelection.

See CEOs, page 3

75 former athletes qualify for grants to finish degrees

More than \$500,000 has been awarded by the Association's Special Committee on Grants to Undergraduates Who Have Exhausted Institutional Financial Aid, which reviewed an initial group of 113 applications during a July 8 meeting in Kansas City.

Seventy-five grants totaling \$502,948 were awarded to former student-athletes who exhausted athletics eligibility before completing the requirements for an undergrad-

uate degree. Awards averaged \$6,705.98 and were made to former student-athletes who competed in baseball, basketball, football, golf, gymnastics, soccer, swimming and diving, track and field, wrestling, and volleyball. Data reflecting the special committee's awards was prepared by Ursula R. Walsh, NCAA director of research and staff liaison to the group.

"The grants in each case reflect the cost of tuition, fees, room, board

and books for one academic year at various member institutions," Walsh noted, "so specific award amounts varied by applicant."

Initiated through development of the NCAA Foundation and financed through funds generated by the Division I Men's Basketball Championship, this grant program is intended to provide funds to former student-athletes who need one full academic year or less to complete degree requirements.

Walsh said that, in formulating criteria for the program, the special committee used 30 credit hours as a cutoff.

"Members of the special committee determined that funds should be provided to former student-athletes who were no more than one full academic year short of completing their degrees," she explained. "Additionally, they hope that individuals with more than 30 hours left will take the necessary steps to

reduce their credit-hour deficit and apply for a grant through this program."

Initial awards were made to applicants who had first enrolled in 1983 or earlier. "Members of the committee believe it is important to make potential applicants aware of the fact that they may apply regardless of the time that has elapsed since they exhausted intercollegiate athletics eligibility," Walsh added.

"Many of these initial awards were made to former student-athletes who will enter their sixth consecutive year of attendance. How-

See 75 former, page 3



Compliance seminar

Administrators of conferences that receive conference-grant funds attended an NCAA rules compliance seminar July 19-20 in Kansas City, Missouri, to receive assistance in establishing compliance programs. Above, from left, are Patricia

Viverito of the Gateway Collegiate Athletic Conference, Connie Huston of the Ivy Group and Bret Gilliland of the Midwestern Collegiate Conference.

Tim Lilley photo

'88 football preview on TV

The 1988 NCAA football preview show—"The Quest for No. 1"—will be telecast in at least nine of the nation's top 10 markets and 22 of the top 30 between August 10 and September 11.

The show, produced annually by Ronald Schwartz of the NCAA Television News Service, has been scheduled by ABC affiliates in Los Angeles; San Francisco; Boston; Dallas; Washington, D.C.; Houston; Cleveland; Minneapolis; Tampa/St. Petersburg; Seattle; St. Louis; Detroit; Akron; Pittsburgh; Phoenix; San Jose; Milwaukee, and on stations in more than 30 other markets. In addition, it will be shown several times on cable in New York City (Madison Square Garden Network), Chicago (SportsVision) and Boston (New England Sports Network).

One-half-inch VHS copies of the show have been sent to sports information directors of Division I-A institutions and to Division I-A conference offices for their use.

New Orleans gets recommendation as '93 Final Four host

The NCAA Division I Men's Basketball Committee will recommend to the Executive Committee that the University of New Orleans host the 1993 Final Four at the Louisiana Superdome.

This recommendation, along with recommendations for first- and second-round and regional sites for 1991 and some adjustments in the sites for the 1989 and 1990 tournaments, was formulated at the committee's meeting July 3-7 in Colorado Springs, Colorado.

The site recommendations for 1991 are:

East—First and second rounds: March 14 and 16, University of Maryland, College Park; March 15 and 17, Carrier Dome (Syracuse University). Regional: March 22 and 24, Meadowlands Arena (Rutgers University, New Brunswick).

Southeast—First and second rounds: March 14 and 16, Freedom Hall (University of Louisville); March 15 and 17, The Omni (Metro Collegiate Athletic Conference). Regional: March 21 and 23, Charlotte Coliseum (University of North Carolina, Charlotte).

Midwest—First and second rounds: March 14 and 16, Metrodome (University of Minnesota, Twin Cities); March 15 and 17, University of Dayton. Regional: March 22 and 24, Silverdome (University of Detroit).

West—First and second rounds: March 14 and 16, University of Utah; March 15 and 17, University of Arizona. Regional: March 21 and 23, Kingdome (University of Washington).

In the 1989 tournament, Reunion Arena in Dallas, which was scheduled to be a site of first- and second-round competition in the West region (March 17 and 19), will replace Dayton Arena as one of the sites of the first and second rounds of the Midwest region. Southern Methodist University will host.

The Midwestern Collegiate Conference (Butler University) will co-host the other first- and second-round games in the Midwest region at the Hoosier Dome March 16 and 18 instead of March 17 and 19.

The first and second rounds of the West that had been scheduled for Reunion Arena will be played at McKale Center at the University of Arizona.

In the 1990 tournament, the March 16 and 18 first- and second-round games of the West region will be played at Long Beach Arena instead of at the University of Arizona. California State University, Long Beach, will host.

In place of serving as host in the 1989 tournament, the University of Dayton will host the first and second rounds of the Midwest region in 1991 and 1992.

In 1991, all sites for all rounds of the tournament will be neutral sites.

The committee also set pairings for future Final Four semifinal games. In 1989, East will play West and Midwest will play Southeast. In 1990, East will play Southeast and West will play Midwest. In 1991, East will play Midwest and West will play Southeast. The sequence then will repeat.

Application information regard-

ing bids for the 1994 Final Four will be distributed prior to the committee's December meeting. A minimum seating capacity has not been established. Both the committee and the National Association of Basketball Coaches (NABC) have expressed interest in returning to conventional basketball arenas at least once every four years.

For the 1990 Final Four, the number of tickets that may be ordered per application will be limited to two.

The committee reviewed automatic qualification and decided that the subject required further consideration. The committee will meet in Dallas July 31-August 1 and will forward its recommendations regarding automatic qualification to the Executive Committee for consideration at its August 15-16 meeting.

In other actions, the committee accepted a recommendation from the NABC that after the championship final, awards to the second-

place team be made in the dressing room. The postgame press conference will begin immediately following the 10-minute cooling-off period and the award presentation.

The committee unanimously defeated a recommendation that the teams competing in the Final Four be seeded prior to the semifinal games.

The committee also is soliciting recommendations from the national office staff to encourage institutions to file their financial reports on

time.

The committee met with representatives from CBS television. Neal Pilson, president of CBS Sports, said the Olympics is the only sporting event that has more viewers than the men's basketball tournament.

This year, a record six games were shown in prime time, and they had an average rating of 11.8. The championship game gave CBS a ratings victory for only the second time during the season.

Legislative Assistance

1988 Column No. 27

NCAA Bylaws 1-1-(b)-(2) and 1-7-(d)—employment of or reduced-admission privileges to a prospect

The NCAA Legislation and Interpretations Committee recently considered the application of a previous committee interpretation of Bylaw 1-7-(d) (reference: Item No. 2 of the minutes of the committee's September 17, 1987, conference) and Bylaw 1-1-(b)-(2) to a situation in which a member institution wishes to employ at its camp a prospective student-athlete who participates on an outside amateur sports organization's team but never has lettered at his high school. The committee agreed that to resolve the difference in the application of the provisions of Bylaw 1-7-(d) and Bylaw 1-1-(b)-(2), the provisions of Bylaw 1-7-(d) should be considered to apply to high school or junior college awards winners or any other individual being recruited per O.I. 100.

NCAA Constitution 3-1-(h)-(3)—national-championship events

Member institutions are reminded of the application of Constitution 3-1-(h)-(3), which permits institutions to provide actual and necessary expenses to enrolled student-athletes participating in national-championship events such as those administered by the various national sports governing bodies (e.g., The Athletic Congress, as well as the 1988 Summer Olympics official qualifying competition). In addition, revised Case No. 286 (May 5, 1988) indicates that a student-athlete shall not be charged with a date of competition per Bylaws 5-1-(d)-(1) and 3-3-(a), provided the individual receives only transportation, meals, room and entry fees from his or her institution.

NCAA Constitution 3-9-(b)-(1) and Case No. 162—summer basketball leagues

The Legislation and Interpretations Committee reviewed the provisions of Constitution 3-9-(b)-(1)-(viii) and Case No. 162 and determined that no authority exists for the committee to grant an exception in situations for student-athletes who are employed or attending summer school in areas outside of the 100-mile limit for summer basketball league participation, or where no summer league is within 100 miles of the student-athlete's collegiate institution or the student-athlete's official residence.

NCAA Bylaw 10-4-(b)-(1)—membership

The Legislation and Interpretations Committee confirmed that in accordance with Bylaw 10-4-(b)-(1), a member institution changing membership classification (e.g., from Division II to Division I) must meet all applicable membership criteria of the division to which it intends to transfer and must operate in conformity for a period of two years with all other bylaw requirements of the division. The committee agreed that a change in legislation would be required in order to preserve the eligibility of student-athletes affected adversely by the eligibility rules of the new division.

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

Interpretations

Outside teams—Division I restrictions

(New case)

Situation: The provisions of Bylaw 3-4-(c) generally would preclude a student-athlete from participating in out-of-season playing and practice activities with an outside team involving the member institution's coach. A Division I student-athlete wishes to participate on an outside team during the off season and none of the institution's coaches will be involved on the team. (651)

Question: How many student-athletes from the same Division I member institution may participate on such an outside team without such activities being considered contrary to the restrictions on out-of-season practice?

Answer: Effective August 1, 1988, an outside team under these circumstances that includes more than the following numbers of student-athletes from the same member institution would cause the playing and practice activities involved to be contrary to the Division I out-of-season practice restrictions: baseball 4, field hockey 5, ice hockey 4, lacrosse 5, soccer 6, softball 4, water polo (during the academic year only) 4, and volleyball 2. [B 3-4-(c)]

Leadership and merit awards—Division III

(New case)

Situation: In accordance with the Division III membership criteria, an institution is precluded from providing leadership and merit awards to student-athletes. (652)

Question: May such leadership and merit awards be provided to student-athletes without consideration of the recipient's need if the awards are automatically available to members of the student body who meet certain publicized, objective, nonathletic criteria?

Answer: No. A Division III institution shall not make an award of financial aid to any student-athlete except upon a showing of financial need by the recipient, or as permitted per Bylaw 11-3-(a)-(4). However, an institution is permitted to provide student-athletes with leadership and merit awards if such awards fall within the students' need limitations. In this regard, the composition of the financial aid package offered to a student-athlete shall be consistent with the established policy of the institution's financial aid office for all students, and a Division III institution shall not consider athletic ability in the selection of a leadership or merit award recipient or as a criterion in the formulation of the financial aid package. [B 11-3-(a), B 11-3-(a)-(4), B 11-3-(a)-(6)]

Graduate student coaching experience

(Revises Case No. 391—

The revisions are in boldface type)

Situation: Under certain specified conditions, a graduate student may assist in coaching football or basketball without being subject to the coaching staff limitations. One of these conditions is that remuneration be limited to the value of commonly accepted educational expenses. (485)

Question: May such an individual receive actual and necessary expenses from the institution incurred in the performance of the individual's coaching duties (e.g., travel on team trips or to speak at banquets) that

would place the individual in excess of the amount of normal educational expenses?

Answer: No, except for those expenses incurred on road trips by the team the individual coaches, in which case the expenses shall be limited to the same expenses permitted team members, and in scouting the opponents of the team the individual coaches under the provisions of Bylaw 7-2. However, graduate student coaches may accept employee benefits available to all institutional employees (e.g., life insurance, health insurance, disability insurance) without the value of those benefits being computed. [B 7-1-(h) and B 7-2]

High school all-star contest

(Revises Case No. 155—

The revisions are in boldface type)

Situation: A student-athlete may jeopardize intercollegiate athletics eligibility if, following completion of high school eligibility in the student-athlete's sport and before the individual's high school graduation, the student-athlete was a member of a squad that engaged in any all-star football or basketball contest contrary to the requirements of Constitution 3-9-(a). (577)

Question: What is the definition of a high school all-star contest for purposes of this regulation?

Answer: A high school all-star contest shall be any contest in the sport of football or basketball that meets the following criteria: (1) The teams participating in the contest involve individuals who have completed their high school eligibility in the sport and have not yet enrolled in and attended classes during a regular term at a collegiate institution; (2) the contest is scheduled and publicized in advance; (3) the competition is sponsored and promoted by an individual, organization or agency, and (4) the individuals are selected for participation in the contest on an invitational basis and have not competed together previously as members of a team that played a regular schedule of games in an organized recreation or interscholastic program. Contests that are conducted under the criteria would be considered all-star competition for purposes of this legislation unless one or more of the following conditions is applicable: (a) The contest occurs within the framework of a regularly scheduled recreational program involving participants solely from the community in which the sponsor is located; (b) the competition is limited solely to participants from the community in which the sponsor is located and no revenue, including gate receipts, concessions, program sales or contributions, is generated from the contest; (c) the competition is scheduled within the framework of an established cultural exchange program involving other educational activities, or (d) the contest is scheduled in conjunction with developmental competition sponsored by the national governing body of amateur basketball (ABAUSA) or an active member thereof. Multiple competition (e.g., tournaments) involving more than one contest or two teams will be considered high school all-star competition if the specified criteria are applicable, and each game conducted under such circumstances would be considered a countable contest for purposes of determining a student-athlete's compliance with the requirements of this regulation. [C 3-9-(a)]

Network grows

Home Team Sports, the cable sports network that serves the Mid-Atlantic region, has surpassed one million subscribers.

The network, owned and operated by Westinghouse Broadcasting's Group W Satellite Communications, telecasts more than 60 collegiate basketball games a season.

NCAA seeks research projects with practical applications

The NCAA Research Committee continues to look for a few good projects.

The committee, meeting in Kansas City July 7-8, reiterated its call for research proposals from faculty and staff at member institutions.

Most needed are studies that address NCAA member institutions' understanding of past and present governance of sports programs.

Included would be studies targeted at special problems, costs and benefits, administrative policies and the impact of legislation, and especially the acquisition of data regarding student aptitudes, academic performance, financial support, injuries, sports participation, use of chemical substances, graduation and subsequent life histories.

Proposed research projects should have practical applications for NCAA institutions. The Research Committee discourages projects dealing with technical analysis or performance improvement in a particular sport, directing those pro-

jects to coaches' associations or national governing bodies for those sports.

Funds allocated for past projects generally have ranged from \$5,000 to \$25,000. NCAA policy has been to pay for operational expenses but not for a salary or supplemental compensation for investigators. The Association will have complete control of the finished project.

According to Bylaw 12-3(o), the Research Committee is responsible for evaluating, supervising and coordinating the NCAA's research activities and for making recommendations to the Executive Committee regarding funding. The committee is charged with review of all pertinent problems and with seeking new information to extend member institutions' insights.

Proposals received by mid-May are considered for fall funding and are evaluated by the committee at its summer meeting. Ten copies of each proposal should be submitted to Ursula R. Walsh, director of

research and data processing, at the national office.

Among a wide range of research proposals reviewed by the committee at its July meeting were:

- "Annual Survey of Football Injury Research," Frederick Mueller and Richard D. Schindler, National Center for Catastrophic Sports Injury Research.
- "Study of the Perceived Barriers of Women in Intercollegiate Athletics," Cynthia Roberts, Iowa State University.

• "Biomechanical Analysis of Jumping Skills in Collegiate Female Basketball and Volleyball Athletes," Robert Shapiro and Mary Lloyd Ireland, University of Kentucky.

- "Governance of Amateur Sport," Ronald A. Smith, Pennsylvania State University.
- "Predictors of Marketing Effectiveness in Division I Women's Basketball Programs," Dianna P. Gray, Kent State University.
- "Stress Management Training, Its Use in Enhancing Athletic and Academic Performance and Interpersonal Relationships in Student-Athletes," Bill Beckwith, Jeffrey E. Holm and Timothy P. Tinius, University of North Dakota.

Tennessee recommended as host for '90 women's basketball final

The University of Tennessee, Knoxville, will be recommended to the Executive Committee as the host for the 1990 Division I Women's Basketball Championship semifinals and final games, March 30 and April 1.

The committee also will recommend that the field for the championship be expanded from 40 to 48 teams. If this recommendation is approved by the Executive Committee, four games will be added to the first round.

The Division I Women's Basketball Committee, which met in Colorado Springs, Colorado, July 3-7, also will recommend the following sites for 1990 regional competition, March 22 and 24: East—Old Dominion University; Mideast—Uni-

versity of Iowa; Midwest—University of Texas, Austin; West—Stanford University.

Sites for the 1991 championship will be considered at the basketball committee's October 23-25 meeting.

Next year's championship semifinals and final will be held in Tacoma, Washington.

The committee will recommend the following 19 conferences for automatic qualification to the 1989 championship: Atlantic Coast Conference, Atlantic 10 Conference, Big East Conference, Big Eight Conference, Big Sky Conference, Big Ten Conference, Big West Conference, Colonial Athletic Association, Gateway Collegiate Athletic Conference, High Country Athletic Conference, Metro Atlantic Athletic

Conference, Metropolitan Collegiate Athletic Conference, Ohio Valley Conference, Pacific-10 Conference, Mid-American Athletic Conference, Southeastern Conference, Southwest Athletic Conference, Sun Belt Conference and Southern Conference.

In other actions, the committee will recommend that three separate crews of officials be assigned to the championship semifinals and final games.

The committee discussed making the ratings percentage index available to the membership. A member of the committee will attend each of the regional officiating clinics and will be available to discuss the index with head coaches.

Devlin joins NCAA staff

Maureen E. Devlin has joined the national office staff as a legislative assistant. Prior to joining the legislative services department, she completed an internship as assistant athletics events coordinator at Pennsylvania State University.

An honors graduate in government from Harvard University, Devlin was a Radcliffe Scholar and earned seven varsity letters as an undergraduate. She was captain of the women's skiing team for two years and also participated in cross country, track and softball. As a senior at Harvard, she created and marketed "Bike Ireland," a bicycle



Maureen E. Devlin

touring business.

Devlin earned a master's in sports administration at Penn State. As a graduate student and intern, she was involved in the management of Penn State's home athletics events and served as tournament director for special events.

Two teams per region for play-off requested

The Division I subcommittee of the NCAA Women's Softball Committee will recommend to the Executive Committee that at least two teams from each region receive berths in the 1989 championship. The action came in the softball committee's July 11-14 meeting in Kansas City.

In other action, the following conferences will be recommended to the Executive Committee to receive automatic qualification: Big Eight Conference, Big Ten Conference, Big West Conference, Gateway Collegiate Athletic Conference, Mid-American Athletic Conference and Pacific-10 Conference.

Actions taken by the full committee that will affect all divisions include a stipulation that institutions wishing to host regionals and/or finals must have sideline fences enclosing their respective fields. Also, the committee clarified its inclement-weather provisions.

Additional actions taken by each subcommittee follow:

Division I

- A recommendation will go to the Executive Committee that \$300 be paid to an umpire-in-chief, whose duties will be to oversee the conduct and assignments of all umpires in the finals series.

- Once teams are assigned in the bracket according to geographical proximity, each regional will be ranked according to the highest-ranking team in that regional.

- A recommendation will be made that institutions wishing to host regionals must submit budgets for both two- and three-team re-

gionals.

- Power rankings will begin with the third poll as in the 1988 season, but will be based on the top-20 rankings from the first poll (March 14).

Division II

- The subcommittee will recommend to the Executive Committee that an alternate umpire receive \$15 per game to assist in the supervision of all umpires in the finals series.

- It will be recommended that regionals be played May 13-14 and the finals May 19-21. Conferences receiving automatic qualification are: California Collegiate Athletic Association, Missouri Intercollegiate Athletic Association, New England Collegiate Conference and Pennsylvania State Athletic Conference.

Division III

- A recommendation will go to the Executive Committee to allow one of the four umpires used in the finals series to receive air transportation. The remaining umpires must be within driving distance of the site as in 1988.

- No automatic qualifications will be granted for 1989. However, the subcommittee will continue to develop criteria that will be used to select automatic qualifiers in the future.

- In the power ranking, Division III teams will receive an additional two points for a loss to an NAIA top-10 opponent.

- It will be recommended that regionals be held May 12-14, with May 19-22 finals at Trenton State University.

CEOs

Continued from page 1

for reelection to a full term.

Del D. Weber, chancellor, University of Nebraska, Omaha, Division II Region 4. Not eligible for reelection. Replacement must be from Region 4.

Division III

James T. Amsler, president, Salem State College, Division III Region 1. Not eligible for reelection. Replacement may be from any re-

gion.

George Drake, president, Grinnell College, Division III Region 4. Not eligible for reelection. Replacement must be from Region 4.

William A. Kinnison, president, Wittenberg University, Division III Region 3. Replacement may be from any region.

The committee

Assisting Coor on the Presidential Nominating Committee are Presi-

dents William J. Byron, Catholic University; Edward H. Jennings, Ohio State University; Margaret R. Preska, Mankato State University; Bernard F. Sliger, Florida State University; Jack L. Stark, Claremont McKenna-Harvey Mudd-Scripps Colleges, and Lloyd D. Vincent, Angelo State University, and Chancellor Edward B. Fort, North Carolina A&T State University.

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Continued from page 1

ever, as long as a potential applicant is within 30 hours of completing requirements for a degree, he or she may be looking at a seventh, eighth or 10th year. There is no time limit on the program in that regard."

Walsh said the special committee's initial meeting, last April, was used to determine criteria for awarding the grants and to prepare what ultimately became a four-part application for the program. It includes:

- A section, completed by the applicant, that supplies information on current income.

- A section for the dean of the institution involved to certify that an applicant has less than 30 hours of course work remaining in his or her degree program and that appropriate classes are scheduled by the institution during the next academic year for the applicant to complete the necessary hours.

- A section, completed by an institution's financial aid officer, that requests the specific costs of tuition, fees, room, board and books for the academic year in question.

"This section of the application also requests past financial aid information on applicants," Walsh added, "and requires the institution's financial aid officer to certify that he or she will monitor the progress of those who receive grants." Those who receive grants must complete at least 12 hours with at least a 2.000 grade-point average (4.000 scale) during their initial term to receive the remaining funds. "Financial aid officers also agree to return to the

Association funds awarded to student-athletes who do not meet those first-term requirements," Walsh noted.

- A section to be used by the institution's director of athletics to provide a recommendation of individual applicants.

"Transcripts also were included with each application," Walsh added, "and the special committee also reviewed applicants' community contributions, leadership and community service. The process was quite thorough."

She said committee members were somewhat disappointed with what they believed was a relatively low number of applicants. "Of course, they also noted that there was not a whole lot of time for these first applicants to respond," she

said, "and committee members are hopeful that applications will increase significantly in the future."

Walsh said the special committee will meet again in February 1989 to review the progress of this first group of grant recipients and to review the program's year "from a statistically descriptive point of view." Modifications to the application, if necessary, will be made at that time, in advance of the 1989 call for applications.

The next review and grant awards will be made next July. Those interested in receiving more information on the grant program, which applies only to former student-athletes who competed at Division I member institutions, are urged to contact Walsh at the Association's national office.

Questions/Answers

Readers are invited to submit questions to this column. Please direct any inquiries to The NCAA News at the NCAA national office.

Q How are the field sizes for NCAA championships determined?

A The sizes of the fields are established by the NCAA Executive Committee by applying guidelines of a 1:8 participation ratio for team championships and a 1:16 participation ratio for individual-team championships. It also may consider the following factors: size of each event relative to other NCAA championships, unusual factors relative to the quality of competition in the particular sport, net revenues or deficits generated by the event and the number of participants necessary to conduct bona fide national-championship competition.

Comment

It's wrong to try to reregulate football on TV

College athletics officials should be seeking ways to expand the number of telecasts of college football games rather than attempting to impose new limitations, a Duke University law professor says.

"Discussions of further regulation could properly seek to add more product, perhaps in the form of a game of the week. However, this should not be done at the cost of eliminating other coverage," says Professor John Weistart in the June 27 issue of *Sports Inc.*

"Any additional coordination should have the goal of increasing, not diminishing, viewing options," Weistart writes.

When the U.S. Supreme Court nullified the NCAA Football Television Plan in 1984, regulation of college football telecasts ended and rights fee declined dramatically with the saturation effect of games in the open market.

But Weistart sees the decrease in rights fees paid by the television networks as a "very positive development."

"Indeed, the result is precisely what the Supreme Court ordered. Most importantly, it is a state of affairs that the antitrust law will continue to require."

Weistart says the diminished fees

merely are the predictable consequence of the Supreme Court's efforts to promote the interests of consumers by increasing their choices in the marketplace.

Fans have benefited from the court's ruling, Weistart says.

"Not only can they view the high-profile games, but there is the option of seeing virtually every major contest, in addition to games involving favorite teams with modest records."

A natural contraction in the market is possible, according to Weistart, who says it might become necessary to further coordinate schedules and broadcasts. But he

says that any movement toward greater intervention by athletics officials must recognize that joint action to restrict output is "the 'Original Sin' of antitrust law."

Weistart notes the "maturing of the general cable market, the advent of sports channels and the success of regional syndication" as evidence that the market for college football is capable of segmentation.

And it has been reported elsewhere that college officials are considering regional packages negotiated on a nationwide basis in addition to network contracts to increase revenues.

Weistart says that with artificial restraints withheld, "we can expect that the goal of any adjustments will be the further satisfaction of consumer interests rather than the artificial enhancement of producer product."

He warns against seeking anti-trust exemption from Congress because "such legislation could be the event that triggers demand for effective solutions to the recent academic and ethical scandals in college sports."

"This," Weistart says, "could well result in more, rather than less, governmental oversight."

Attitude, not legislation, key to sports equality

By Mike Embry

Changes in attitudes, rather than more litigation, are needed to bring about equality for women in athletics, according to the executive director of Trial Lawyers for Public Justice.

"I found that by the time (women) get to college, it's too late. Women are affected by grade school and high school," Arthur Bryant said July 7 at the second annual Women's Leadership Conference at Eastern Kentucky University.

"They're not stood up and told 'That's great,' like the boys are in sports.... Boys are treated and dressed as heroes, and girls are treated and dressed as incidentals. There's no justification for the difference in treatment," he added.

Bryant said, "What does equality mean? It means equal opportunity."

He said that many Americans have the mistaken belief that "if it's separate, then it must be equal" in intercollegiate athletics.

But he said universities have total control of athletics; and in most cases, they offer more opportunities to men.

Bryant also noted that some schools argue that sports that generate the most money deserve more funding.

"States can't discriminate against women, or anyone else, to make money," he said, adding that 48 percent of the Division I football programs lose money.

He thought it was "crazy" that some schools allow football teams to stay in motels the night before home games when they complain they can't afford to hire more teachers.

"But if they're crazy enough to do it for men, they should do it for women," he said of pregame lodging.

Bryant said school administrators and athletics officials should be sensitive to other concerns of women, such as placing the women's trophy case in an area as visible as the men's, printing brochures showing women as athletes and dropping the use of "Lady" in front of nicknames.

"The women's nickname at Temple is Lady Owls," he said. "We know the men are Owls. Why aren't they called the Gentlemen Owls?"

Bryant said one of the main problems is that "society is still very uncomfortable with the notion of women in athletics, playing physically demanding, contact sports. Being feminine and athletic is a notion Americans have trouble putting together."

But he added, "People are becoming more responsive. Women's athletics is overcoming discrimination every day, but there still is a long way to go."

Embry writes for the Associated Press.

Athletics scandals equate with crime

Thomas K. Hearn Jr., president
Wake Forest University
CFA Sidelines

"The (college) athletics scandals are perhaps more serious than the crimes of Washington or Wall Street because they infect the institution, the university, which exists to provide the one indispensable resource for the future—the human resource."

"The university is the guardian of our social values and the institution most responsible for realizing those values in our professions, institutions and public life."

Jim Henneman, columnist
The Baltimore Evening Sun

"Thanks to the nationally televised championship game and the regular-season and play-off coverage on ESPN, the College World Series is close to becoming a major event, sort of like the Fiesta and Gator Bowls in comparison with the big four on New Year's Day."

"But whenever there is progress, there is also the desire for more, and one can only wonder where that might take the college series."

"Some suggest that increased exposure will take the series out of Omaha—to a domed stadium or to Arizona or California."

"It would be a mistake. Rosenblatt (Stadium in Omaha) seats 17,000, and capacity is approached virtually every session. The interest and enthusiasm that is maintained over the period of a week wouldn't be approached elsewhere—certainly not in a major-league market. They may draw a few more people, but the stands would be half empty, a major distraction to the atmosphere of the event."

"For years, the College World Series was an afterthought in the NCAA records book. It has now gained its own identity. There might still be room for improvement, but the biggest thing the College World Series has to worry about is outgrowing itself."

Terry Donahue, head football coach
University of California, Los Angeles
Los Angeles Times

"Our (athletics) success has not really been altered (by strict admissions guidelines)."

"In fact, maybe it's been enhanced. Certainly, it would be arguable that as the admission standards have gotten tougher, the program has been more successful."

"Policy like that is always dictated by a lot of higher sources than the football coach. It's like any other policy. You just come to accept it and believe it. In our particular case, I think it's good."



Thomas K. Hearn Jr.

Peter T. Dalls

Peter T. Dalls, athletics director
University of California, Los Angeles
Los Angeles Times

"Our high-water mark in television revenue was 1983-84."

"We now have \$1 million less than we had then. That's why I say that although we are philosophically committed to a broad program, I wonder how long we can maintain it."

Grant Teaff, head football coach
Baylor University
United Press International

"I think if the Bluebonnet Bowl were discontinued, it would not only be a setback to the Southwest



Opinions

Conference, but to college football as a whole.

"The Bluebonnet Bowl through the years has been one of the best of the non-January bowls. It's been good to the Southwest Conference because of recruiting and the attention the game receives."

Richard D. Schultz, executive director
NCAA
The Kansas City Star

"I was in this business (coaching) for 25 years; and maybe if I had cheated as a coach, I would have been a little more successful."

"But I think as a coach, you've got to live with yourself first. And the first time you offer an athlete something you shouldn't, you are no longer a recruiting an athlete. You are buying a witness."

Exploitation of Blacks must stop

By Jonathan Yardley
The Washington Post
Excerpted from a column

Among the various plagues and scandals now afflicting higher education, few are more appalling—or more damaging to higher education's claims of intellectual and moral probity—than its exploitation of athletically gifted black youths.

Each year, hundreds of them are

recruited from high schools in rural areas and inner cities where discrimination and poverty have limited their educational opportunities; they are utterly unprepared for the academic life of college; and as a result, many of them are incapable of meeting its demands.

To the fast-talking, back-slapping assistant coaches who recruited them, and jock-sniffing alumni who slip them under-the-table payments, this is of no moment whatever.

Their sole interest in these youths is as fodder for the machinery of athletics success; whether the "student-athletes" in their hire actually learn anything at college beyond the subtleties of big-time passing and catching concerns these Svengalis not at all.

They steer their charges into what in my day were called crib courses, make sure they fulfill their minimal academic obligations and lose all

See *Exploitation*, page 7

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Pro baseball or college? Answer seems to depend on player

By C. W. Nevius
San Francisco Chronicle

If you were a hotshot high school draft choice, would you sign a Major League Baseball contract or accept a college scholarship?

You think you have the answer right away, don't you? Get the diploma, you say. Maybe you've done your homework and you know that 70 percent of the first-round players taken have at least a few college years behind them.

Not so fast, says Oakland A's General Manager Sandy Alderson. As an attorney, he's a big believer in education, but who says you're going to get a diploma playing baseball in college?

"College teams may play 82 games a year," he says. "It's very difficult to keep your course load up

with a schedule like that."

Besides, most college players are drafted after three years, so they don't finish anyway. A true pro prospect might do better to sign, avoid aluminum bats and hone his game in the minors.

Alderson has some players who attend college in the offseason, using their salaries to pay tuition. Sounds reasonable. Why would you want to play college baseball anyhow?

Ask A's shortstop Walt Weiss, who put in three years at the University of North Carolina, Chapel Hill. He's only 24. Couldn't he have played out of high school?

"No way," he says. "I'd have been catatonic. I wasn't physically or mentally ready to play major-league baseball. College was important to me because it let me experience being independent. Un-

less you're a phenom, I can't see signing right away."

And, of course, if you're drafted way down the list, especially out of high school, you don't have any chance of making the major leagues anyhow, so you may as well go to school right away.

Oh, yeah? Check with Jose Canseco.

"I was drafted in the 15th round," says the A's slugger. "And I was told by some people I wouldn't ever make it past Double-A ball."

So why not jump at a college scholarship? He had several offers.

"It doesn't pay off all the time," he says. "First, I don't think college ball can compare with the minor leagues. My idea was to play two or three years and see how I adjusted. I just wanted to show steady improvement. Let's face it, the odds of

making it to the big leagues when you're below a 10th-round choice are astronomical."

Yes, you say, but Canseco missed that college atmosphere. He wasn't exposed to new ideas.

You want new ideas? Try sending a 17-year-old kid from Miami to Idaho Falls, Idaho, for rookie league.

"Real life," he says, "isn't just going to college. It's experiencing life on your own. It's learning to pay rent and do your own laundry."

As Canseco and Alderson say, teams are willing to take a chance on a late-round player out of high school because there's room for improvement. Coming out of college, scouts figure late-rounders are already as good as they're going to get.

So where does that leave us? For

the unbiased view, let's try manager Tony LaRussa. He has done it both ways. He makes his living in baseball, but he earned a law degree at Florida State University in the off-season. If his son were a prospect, would he tell him to sign or go to school?

"If it was for enough money to pay for college," said LaRussa, "I'd tell him to sign. If not, I'd say go to school."

But what if he's drafted after only three years?

"A guy gets three years in and doesn't bother to go back and finish up the fourth," LaRussa said. "What does that tell you?"

That getting a degree is just like playing ball. You don't make a choice, you make a commitment.

Legislation puts spotlight on schools

By Fred M. Hechinger
The New York Times
Excerpted from a column

Complaints that colleges exploit their student-athletes are as old as big-time collegiate sports, but the practice, with high profits and alumni support, resists demands for reform. Now, Congress threatens to shame the colleges into paying attention to the education they give their athletes.

Bills introduced last month in the House and Senate would require schools receiving Federal dollars—and that means most of them—to report annually the graduation rate of students with athletics scholarships, and the average number of years it took athletes, compared with all students, to graduate.

The only penalty would be public embarrassment.

In the bills' present forms, the reporting requirement would not apply to those colleges, like Ivy League ones and hundreds of others that award athletics scholarships based on financial need.

The bills' three sponsors are former college athletes: Sen. Bill Bradley, D-New Jersey, a former scholar-athlete at Princeton University and basketball player with the New York Knickerbockers; Rep. Tom McMillen, D-Maryland, a former star athlete at the University of Maryland, College Park, and Rep. Ed Towns, D-New York, a former athlete at North Carolina A&T State University.

The lawmakers call their proposals consumer protection. They want high school athletes and their parents to know what is really ahead when a college offers generous scholarships and other enticements.

Spokesmen for academia, including some who normally stand for high academic standards, denounced the measure as unwarranted Federal interference.

College spokesmen also say there have been some improvements, particularly in minimum achievement required of freshman athletes. At last month's Presidents Commission National Forum in Orlando, college presidents and sports officials celebrated the fact that, even though no reforms were adopted, controversial issues that had long been skirted were discussed.

Some who attended thought this was a response to the threat of Congressional action. The race may now be between collegiate self-policing and the Federal sheriff.

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Eight women academic all-Americans boast perfect GPAs

Eight student-athletes with perfect (4.000) grade-point averages are among the 59 women who have been named GTE at-large academic all-Americans. University- and college-division teams were selected by members of the College Sports Information Directors of America.

Two of the straight-A students, one in each division, also were named academic all-Americans of the year. Jacque Struckhoff, one of two 4.000 students from Kansas State on the list, won the university-division honor. Tennis player Marcy Erickson of St. Benedict was the college-division honoree.

While no more than two women from any institution were named to either division's teams, seven NCAA members had a pair of student-athletes recognized for the academic prowess.

They include Georgia (Lianna Bebeau and Linda Leith), Kansas State (Anne Stadler and Struckhoff), North Carolina (Stacy Kaplan and Kathy Mulvey), Northeast Missouri State (Karen Bastert and Kristin Lesseig), Ohio State (Karen La Face and Jane Kang), Oregon (Penney Graves and Karen Rayle) and Villanova (Vicki Huber and Celeste Halliday).

Following are the complete GTE women's at-large academic all-America teams.

University division

First team

Lianna Bebeau, tennis, senior, Georgia, 4.000 in finance; Robyn Benincasa, swimming and diving, senior, Arizona State, 3.920 in marketing; Sheila Findley, swimming and diving, sophomore, Harvard, 4.000 in archeology; Vicki Huber, cross country/track and field, junior, Villanova, 3.520 in psychology; Laurie Johnson, track and field, senior, James Madison, 4.000 in German/history; Stacy Kaplan, gymnastics, senior, North Carolina, 3.830 in business/prelaw; Linda Leith, swimming and diving, senior, Georgia, 3.970 in chemistry; Kathy Mulvey, field hockey, senior, North Carolina, 3.870 in English/French; Anne Stadler, cross country/track and field, senior, Kansas State, 4.000 in elementary education; Jacque Struckhoff, cross country/track and field, senior, Kansas State, 4.000 in nutrition science.

Second team

Vill Andrews, gymnastics, sophomore, UCLA, 3.320 in communications; Gail Cummings, lacrosse, senior, Temple, 3.340 in physical education; Celeste Halliday, cross country/track and field, junior, Villanova, 3.520 in accounting; Judi Kirk, tennis, junior, New Mexico State, 4.000 in foreign language; Karen La Face, swimming and diving, senior, Ohio State, 3.780 in economics/premedicine; Barbara Malone, cross country/track and field, senior, Indiana State, 4.000 in computer science; Diane Nowak, tennis, senior, Canisius, 3.940 in history/economics; Lori Rea, swimming and diving, senior, Southern Illinois, 3.800 in public relations; Rebecca Vaughan, lacrosse, junior, Penn State, 3.780 in management information systems; Teri Wisner, cross country/track and field, senior, Western Illinois, 3.930 in biology.

Third team

Susan Alexander, swimming and diving, senior, Vanderbilt, 3.360 in mathematics/general biology; Amy Clark, swimming and diving, senior, California, 3.660 in sociology; Kelly Good, gymnastics, junior, Alabama, 3.830 in biology; Penney Graves, cross country/track and field, senior, Oregon, 3.340 in physical education; Barb Harris, swimming and diving, senior, Northwestern, 3.640 in polit-



Kelly Good



Penny Graves



Vicki Huber

ical science; Jane Kang, golf, senior, Ohio State, 3.830 in international business; Kristina Ljungberg, cross country/track and field, junior, Texas-El Paso, 3.940 in physical education; Mary Ocel, gymnastics, junior, Nebraska, 3.920 in physical education; Karen Rayle, cross country/track and field, sophomore, Or-

gon, 3.960 in elementary education; Marie Roethlisberger, gymnastics, sophomore, Minnesota, 3.670 in chemical engineering.

College division

First team

Karen Bastert, track and field, junior, Northeast Missouri State,

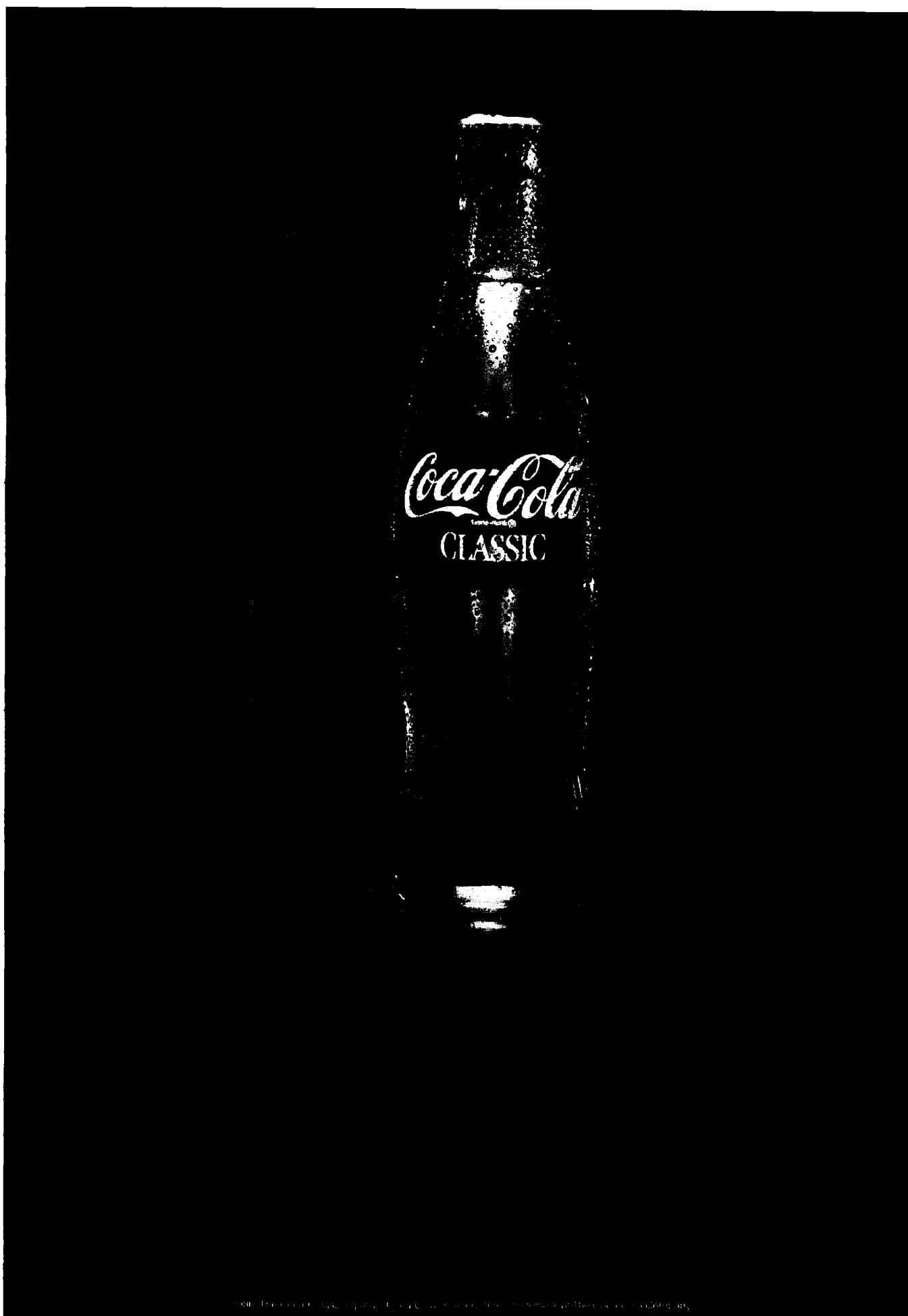
4.000 in English education; Marcy Erickson, tennis, junior, St. Benedict, 4.000 in mathematics/liberal studies; Nancy Gritter, swimming and diving, senior, DePauw, 3.910 in biology; Anne Kister, tennis, senior, Grove City, 3.910 in mathematics/secondary education; Tali Lee, tennis, senior, Grand Canyon, 3.950

in biology; Kristin Lesseig, golf, senior, Northeast Missouri State, 3.970 in mathematics; Tracy Mulvany, swimming and diving, senior, UC San Diego, 3.790 in management science; Cheryl Niederberger, cross country/track and field, junior, Wisconsin-Oshkosh, 3.940 in elementary education; Colleen Skelly, cross country/track and field, senior, Ithaca, 3.760 in biology; Beth Weber, swimming and diving, junior, John Carroll, 4.000 in history.

Second team

Alicia Allison, tennis, senior, Washington and Jefferson, 3.910 in chemistry; Christina Barrett, golf, senior, Longwood, 3.480 in business/economics; Jane Bender, tennis, junior, Clarion, 3.930 in communications; Susan Benjamin, track and field, senior, Luther, 3.940

See Eight, page 7



Four conferences reprimanded, fined

The NCAA Division I Men's Basketball Committee has reprimanded and assessed monetary penalties to the Big Eight Conference, Metropolitan Collegiate Athletic Conference, Mid-Eastern Athletic Conference and Southwestern Athletic Conference as a result of the

conferences' noncompliance with the NCAA requirement that each head men's basketball coach must have attended one of the eight regional officiating clinics during the fall of 1987.

The Special Committee on Basketball Officiating made the recom-

mendation and the basketball committee subsequently voted that a \$2,000 assessment per occurrence be charged and that each conference with a coach in violation of the requirement be publicly reprimanded.

The Big Eight, Mid-Eastern and Southwestern Athletic Conferences were fined \$2,000 each. The Metro was fined \$4,000.

The penalties paid by the conferences will be forwarded to the NCAA Foundation for scholarship aid to student-athletes who have exhausted their eligibility but have not completed their education.

The NCAA recently completed its second year of a two-year pilot program to improve college basketball officiating nationwide.

In May, a permanent basketball officiating improvement program was approved.

Men's tennis format intact

There will be no new format for the 1989 Division I Men's Tennis Championships.

Some coaches and student-athletes at this year's championships had called for a change in format so that individual singles and doubles play would not immediately follow the team championship.

One proposal, originated by University of Texas, Austin, coach Dave Snyder, called for separate tournaments for team and individual play at different times of the season.

The Division I men's subcommittee of the Men's and Women's Tennis Committee, meeting July 17-20 in Kansas City, rejected the proposal for next season because of added costs the plan would incur but agreed that the strain placed on student-athletes under the present format merits further consideration.

A special committee, composed of men's and women's representa-

tives from Division I, will study the problem in the coming year.

Its review could include a survey of Division I coaches.

One proposed alternative to separating team and individual play would be the reinstatement of an off day between the completion of the team tournament and the beginning of the singles and doubles championships.

The extra day was eliminated a year ago to allow for an expansion of the team field.

Much of the concern at this year's tournament at the University of Georgia centered on the possibility that there was a competitive disadvantage for student-athletes who participated in the final round of team competition and then immediately began individual play.

The 1989 Division I Men's Tennis Championships will be held in May at Indian Wells, California.

Horton named assistant AD at VPI

Stephen J. Horton, who joined the Association's legislative services department in February 1986, has resigned to become assistant director of athletics at Virginia Polytechnic Institute. He leaves the national office staff August 1.

At Virginia Tech, Horton will have primary responsibility for compliance with NCAA rules, financial aid and eligibility, and will perform other administrative duties within the athletics department.

Horton received an undergraduate degree in journalism from the University of Georgia in 1971 and a master's degree in sports administration from the school in 1985.

Prior to joining the NCAA staff, Horton served as an administrative assistant in Georgia's athletics department.



Stephen J. Horton

Exploitation

Continued from page 4

interest in them the moment their athletics eligibility is exhausted.

Every so often, one comes along who rises above circumstances and makes college an academic as well as an athletics experience—mostly by his own effort, with little if any assistance from the athletics staff—but that is not the usual pattern.

More commonly, the black college athlete is as exploited as a migrant laborer, and he comes away from college ill-prepared to cope with the middle-class world to which college has accustomed him.

That this is allowed to happen in the name of higher education is by any measure a scandal, one that must be brought to an end.

Eight

Continued from page 6

in biology; Nicoletta Demuro, tennis, sophomore, Southern Illinois-Edwardsville, 4.940 (5,000 scale) in management information; Leanne Fielding, swimming and diving, senior, Navy, 3.900 in weapons systems engineering; Connie Frank, cross country/track and field, senior, Central Missouri State, 3.810 in computer information systems; Tiffany Jeisel, swimming and diving, senior, Denison, 3.800 in psychology; Linda Sommers, field hockey, junior, Wellesley, 3.920 in philosophy/Spanish.

Third team

Cherie Brusko, tennis, senior, Emory, 3.800 in political science; Kathleen Fahey, soccer, senior, Occidental, 3.790 in psychology; Tauna Jecmen, cross country/track and field, junior, Hope, 3.900 in English/Spanish; Kathleen Kane, cross country/track and field, junior, Plattsburgh State, 3.800 in accounting; Kristin Kehle, swimming and diving, senior, Cal State Chico, 3.540 in nursing; Shannan Mattiace, tennis, sophomore, Central (Iowa), 3.960 in political science; Ann Osborne, tennis, senior, Ohio Wesleyan, 3.900 in economics management; Julie Perry, soccer, junior, William Smith, 3.600 in biology; Therese Reagan, cross country/track and field, senior, Salem State, 3.770 in office administration; Jane Wood, tennis, senior, Mars Hill, 3.830 in English education.



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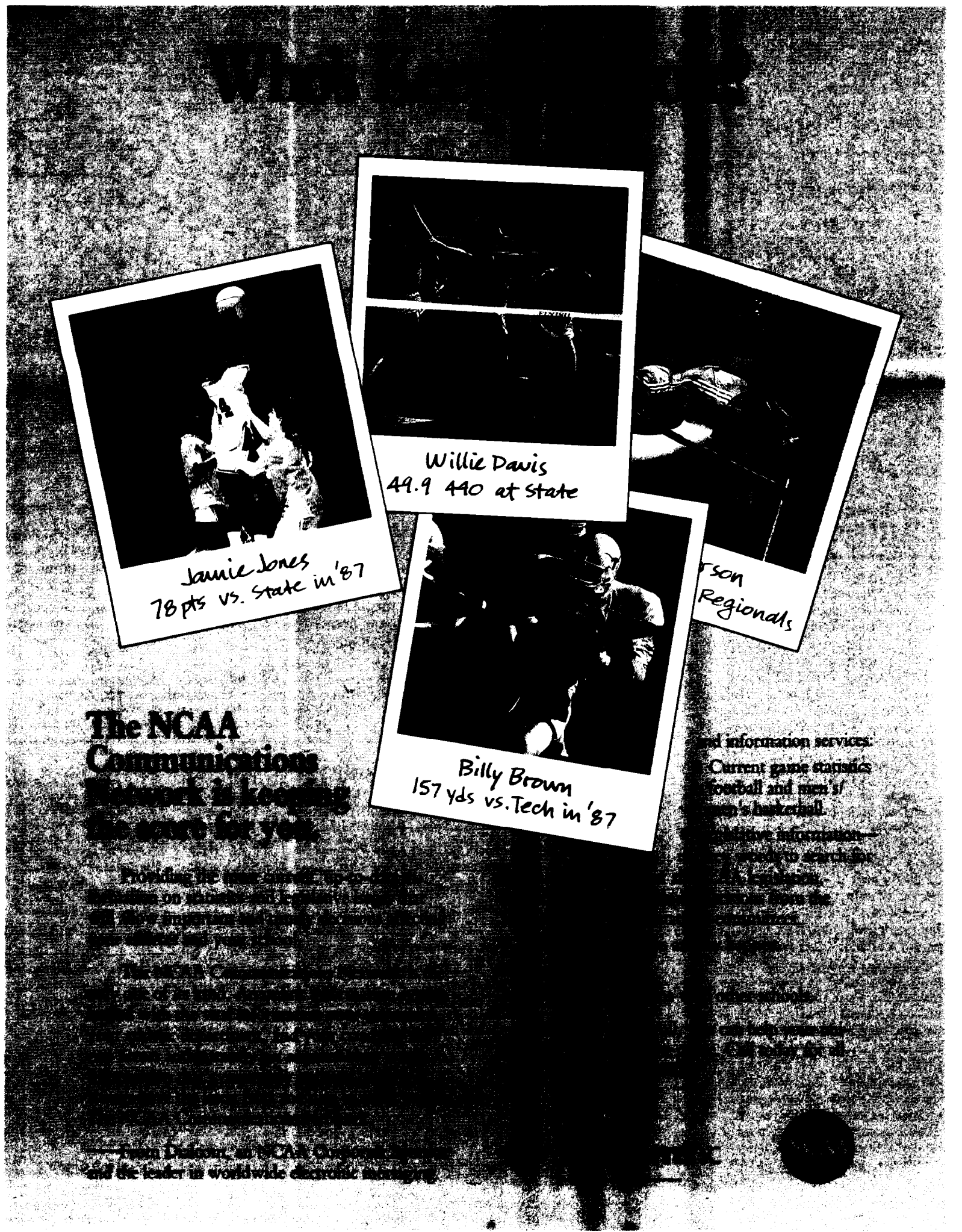
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Legislation and Interpretations Committee minutes

Acting for the NCAA Council, the Legislation and Interpretations Committee:

Summer basketball leagues

1. 100-mile restriction for summer basketball league participation. Reviewed a request from a member institution for an exception to the application of the provisions of NCAA Case No. 162 and Constitution 3-9(b)-(1)-(viii) for student-athletes who are employed or attending summer school in areas outside of the 100-mile limit for summer basketball league participation, or where no summer league is within 100 miles of the student-athlete's collegiate institution or the student-athlete's official residence; agreed that no authority exists for the committee to grant such exceptions and that the committee does not wish to propose a change in the current regulations.

Membership

2. Change of division membership—eligibility status of student-athletes. Confirmed that in accordance with NCAA Bylaw 10-4(b)-(1), a member institution changing membership classification (e.g., from Division II to Division I) must meet all applicable membership criteria of the division to which it intends to transfer and must operate in conformity for a period of two years with all other bylaw requirements of the division; agreed that the committee does not wish to propose a change in the current regulations in order to preserve the eligibility of student-athletes affected adversely by the eligibility rules of the new division.

Prospective student-athlete

3. Definition of prospective student-athlete. Reviewed the application of O.I. 100 and Bylaw 1-4(d) to a situation in which a local high school athlete was interviewed by a member institution's coach on his radio program in March 1988 after the athlete had signed a National Letter of Intent with another member institution during the fall early signing period, noting that the member institution conducting the radio program had reported that when it contacted this student-athlete (by telephone) to participate in the program, the contact was not made

for purposes of recruitment, but rather because the young man is a local personality of interest to the community; agreed that such action would not be contrary to the governing regulations if no contact had been made with the prospect for recruiting purposes, and the institution should be recontacted to confirm the circumstances in this particular case.

Conference No. 10
June 16, 1988

Financial aid

4. Offer of financial assistance in future years. Determined that the provisions of Constitution 3-4(d) would not preclude a member institution from promising a prospective student-athlete financial assistance

for the academic year after initial enrollment (i.e., the student-athlete self-finances the first academic year and is guaranteed a scholarship the next academic year), so long as the offer of aid is signed by the appropriate financial aid authorities and is not in excess of one year; recommended that the NCAA Guide for the College-Bound Student-Athlete include in the financial aid section a summary of the provisions of Constitution 3-4(e).

Commercial logos on athletics equipment and apparel

5. Clarification of 1 1/2-inch square in size. Directed the staff to develop (and, if necessary, to prepare a revision of Case No. 42 for presentation to the Council during its August meeting) the appropriate interpretation of a normal label or trademark not to exceed a 1 1/2-inch square in size in reference to the restrictions on commercial logos on athletics equipment and apparel.

Insurance on student-athletes

6. Institution purchasing policy on student-athlete. Agreed that no legislation exists to preclude a member institution from purchasing an insurance policy to ensure against loss of revenues caused by an injury to a student-athlete; recommended that this issue be discussed by the Council during its August meeting for possible referral to the NCAA Committee on Review and Planning.

7. Exemption for graduate assistant coach. Confirmed that a graduate assistant coach receiving an NCAA Postgraduate Scholarship could exempt this amount from counting toward the remuneration limitations of Bylaw 7-1(h); referred the issue to the NCAA Committee on Financial Aid and Amateurism for consideration of a possible amendment to the provisions of Constitution 3-4(a)-(4) and/or Bylaw 6-1(b)-(3).

Printed recruiting aids

8. Member institution's student-athlete handbook (Divisions I and II). Determined that in accordance with the principle set forth in the provisions of Bylaw 1-1(b)-(3)-(xi), a student-athlete handbook developed by a member institution could be sent to all prospective student-athletes who have signed National Letters of Intent with the member institution.

Eligibility—nonqualifier

9. Seasons of competition for nonqualifiers and partial qualifiers (Divisions I and II). Agreed that a previous Council-approved interpretation (Item No. 5 of the minutes of the committee's February 4, 1988, conference) stating that a nonqualifier or partial qualifier would be entitled to a maximum of three seasons of competition at a Division I member institution following the initial year of collegiate attendance would apply to a situation in which a student-athlete attended a Division I institution as a nonqualifier and did not play and transferred to a junior college for his second season and did participate in intercollegiate athletics during that season.

Summer leagues gain certification

Sixteen additional summer basketball leagues have been approved for student-athlete participation, bringing to 362 the number certified by the NCAA Council.

Following are the 11 men's and five women's leagues recently approved for participation.

Men's leagues

California—Sonoma County, Santa Rosa. **Iowa**—Orange City Summer Recreation League, Orange City. **Michigan**—First Ward Community, Saginaw; Big Rapids Summer Basketball League, Big Rapids. **New Jersey**—Ocean County Summer Basketball League, Toms River; Middlesex County Summer Basketball Tournament, Woodbridge.

New York—Town of Hempstead Adult Summer Basketball League, Hempstead. **Ohio**—Tri-State Hoop-D-Do 3-on-3 Tournament, Athens. **Pennsylvania**—The Connie Hawkins Summer Basketball League, Pittsburgh. **South Carolina**—YMCA Summer Basketball League, Greenville. **Utah**—Salt Lake County Recreation & Parks Summer Basketball League, Salt Lake City.

Women's leagues

Michigan—First Ward Community, Saginaw; Big Rapids Summer Basketball League, Big Rapids. **New Jersey**—Ocean County Summer Basketball League, Toms River. **New York**—Town of Hempstead Adult Summer Basketball League, Hempstead. **Ohio**—Tri-State Hoop-D-Do 3-on-3 Tournament, Athens.

School elevates football program

Bentley College will elevate its football program from club status to NCAA Division III this fall, athletics director Elwood N. Shields has announced.

Bentley has competed as a club team since 1972. Peter Yetten, who has coached the team since 1979, will coach the varsity squad.

Several members, including Bentley, of the New England Collegiate Football Conference are planning to create a Division III conference for the 1989 season.



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NCAA Record

CHIEF EXECUTIVE OFFICERS

David Swank, law dean at Oklahoma and a former member of the NCAA Council and Executive Committee, named interim president at the school. He replaces **Frank E. Horton**, who resigned, effective August 1. Horton will remain at Oklahoma as president emeritus and as a member of the geography faculty... **William H. Breeze** named acting president at Centre, effective October 1. He currently serves the school as vice-president and general secretary... Oneonta State hired **Alan B. Donovan**. He had been vice-president for academic affairs at Northern Michigan... **William F. Dorrell** named at Longwood. He moves from Louisville, where he was provost and professor of political science.

In addition, Michigan elevated **James J. Duderstadt**, effective September 1. He is vice-president of academic affairs and professor of engineering... Former Mount Union President **G. Benjamin Lantz Jr.** named at Indianapolis... **Thomas H. Reynolds**, Bates president, will retire in June 1989... Metropolitan State hired **Thomas B. Brewer**, who had been vice-president for academic affairs at Georgia State... **Sister Mary Reap**, dean of the undergraduate school for women at Marywood, elevated at the school... Wisconsin-Stout selected **Charles W. Sorensen**, academic vice-president at Winona State... **Roy J. Tiede** named interim president at Ferris State, where he is vice-president for business affairs. He replaces **J. William Wenrich**, who was named chancellor of the San Diego Community College District, effective in September.

Also, Alabama's **Joab L. Thomas**, a member of the NCAA Presidents Commission, will step down September 1... Mississippi Valley State President **Joe L. Boyer** named at Knoxville... Drexel has selected Charleston President **Richard D. Breslin**... Villanova has elevated **Rev. Edmund J. Dobbin**, associate vice-president for academic affairs... **Zane E. Earle** named at Pfeiffer. He had been superintendent of the Winston-Salem-Forsyth County (North Carolina) Schools... Jacksonville President **Frances Bartlett Kinne** has been named chancellor at the school, effective in August 1989.

In addition, Hartford named **Hartzel Lebed** interim president. He is the retired president of the CIGNA Corporation... Hunter hired **Paul LeClerc**, who had been provost and vice-president for academic affairs at Bernard Baruch... Paine selected **Julius S. Scott Jr.**, associate general secretary of the division of higher education of the Board of Higher Education and Ministry of the United Methodist Church (Nashville)... **Thomas H. Zarle** selected for the presidency at Aurora. He previously was vice-president for institutional advancement at Bentley.

FACULTY ATHLETICS REPRESENTATIVE

Brother Michael Reynolds appointed at Salve Regina, where he also was named associate athletics director. He is head cross country and track and field coach and a former athletics director at the school, as well as a former sociology chair.

DIRECTORS OF ATHLETICS

Dick Kaiser named at Western Oregon State, where he also will chair the physical education department. Since 1985, he has served in similar capacities at Wilamette... **Jim Hart** hired at Southern Illinois, where the former NFL quarterback played football from 1962 through 1965. He replaces acting AD **Charlotte West**... Philadelphia Textile selected **Len Nordone**, most recently the director of physical education and athletics for the Wethersfield (Connecticut) Public School System. Nordone was associate AD and men's basketball coach at Seattle and coached track and cross country at Rider... **Holger Christiansen** promoted from associate AD to acting AD at Minnesota, replacing **Paul Giel**, who was released. Giel had served at Minnesota since 1971.

Also, **Carol M. Dunn** named interim AD at Cal State Los Angeles. She has been on the school's athletics staff since 1982 and had been serving as assistant AD... Morehead State acting AD **Steve Hamilton** has been given a permanent appointment at the school. He has been acting AD for the past year and has coached Morehead State's baseball team for 13 seasons... **Pokey Allen** agreed to continue serving as interim AD at Port-



Carol Dunn named interim AD at Cal State L.A.



East Texas State promoted Margo Harbison to AD



Lynn Shedy appointed AD at Salve Regina

land State through December, in addition to serving as head football coach. He became interim director in January... **Margo Harbison** promoted from associate AD at East Texas State. She came to the school as coordinator of women's athletics in 1974 and was named associate AD three years ago. Harbison is a member of the NCAA Postgraduate Scholarship Committee... **Neale Stoner** resigned at Illinois... **Tim Weiser** selected at Austin Peay State. He previously was associate AD at Wichita State, where he also had served as assistant AD... Missouri's **Jack Lengyel** named at Navy, where he will be the first non-academy graduate to serve in the post. He was AD at Fresno State from 1983 until accepting the Missouri post in 1986.

In addition, **Lynn Shedy** selected at Salve Regina, where she is head women's basketball coach... Southern Illinois-Edwardsville's **G. Lynn Lashbrook** appointed at Alaska-Fairbanks, replacing **Ed Lawrence**, who stepped down after five years to serve as executive director of the Major League Baseball Umpire Development Program. Lashbrook has been AD at SIU-Edwardsville since 1985 and is a former Missouri assistant AD. Lawrence is a former Division II vice-president (1982-83) whose new duties involve overseeing the recruitment, training, assign-

ment, supervision and promotion of umpires working in the minor leagues. The program is affiliated with the National Association of Professional Baseball Leagues... **Bob Brodhead** named at Southeastern Louisiana, where he had served briefly as acting AD. He is a former AD at Louisiana State... Former Chicago State AD **Gerald M. Butler** selected at Southern-New Orleans, where he also will be head men's basketball coach.



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ASSOCIATE DIRECTORS OF ATHLETICS

Clarence Hudson appointed at Northern Illinois. The former Wichita State, Iowa State and Minnesota football assistant has worked since 1984 with Ruan Transportation... **Lalon Jones** promoted from head women's cross country coach at Pembroke State... **Brother Michael Reynolds** selected at Salve Regina, where he also was named faculty athletics representative.

ASSISTANT DIRECTORS OF ATHLETICS

Ken Crapps named at Augusta, where he also will serve as assistant men's basketball coach... Missouri-Kansas City hired **Pete Cirrintano**, a 1969 graduate of Northeast Missouri State who had been a district manager for the data communications division of Leasametric, Inc. He will handle marketing, fund-raising, ticket sales and game promotions... **Bonnie Everhart** appointed at Dartmouth. She previously was head cross country and track and field coach at Colorado College... Hofstra's **Richard Berg** resigned to become AD at West Florida... North Carolina State's **Ray Martin** named assistant men's basketball coach at Southern Methodist... **Terri Sheridan** of Wisconsin-LaCrosse appointed assistant women's basketball coach at Wichita State.

Also, **David Langford** selected at Maryland-Baltimore County, where he also will be head women's cross country and

COACHES

Baseball—Akron hired **Dave Fross** as the school's first full-time baseball coach. He has coached the team part-time for 15 seasons and has a 396-308-9 mark at the school. **Gene McDonald** retired after 30 years at La Salle, where his teams compiled a 430-352-8 record. Two of his teams appeared in the Division I Baseball Championship... **Scott Kugi** promoted from assistant at Loras, where he has been on the staff for two seasons. He replaces **Pete Ross**, who remains at the school as head swimming coach.

In addition, **Jeffrey Jenkins** appointed at Bethany (West Virginia), where he also will assist with football. Jenkins previously coached baseball at Heidelberg, where he

Northern Illinois picked Clarence Hudson as associate AD

Billy Mims selected for men's basketball at Barry

recently was honored as Ohio Athletic Conference coach of the year... **Rod George** selected at Wayne State (Michigan). He is an instructor at Henry Ford Community College in Dearborn, Michigan, where he served from 1981 until last season as head baseball coach and led his teams to a 197-141-2 record.

Baseball assistant—**Jim DePaolo** appointed at Harvard, where he was the top senior male athlete in 1987.

Men's basketball—Northern Michigan assistant **Brian Ammann** hired at Augsburg... **Mike Martin**, who resigned March 1 from Abilene Christian, named at Stephen F. Austin State. He compiled a 123-98 record in eight seasons at Abilene Christian... Fairleigh Dickinson-Teaneck has extended **Tom Green's** contract for five years... **Roy Williams**, an assistant at North Carolina for 10 years, named at Kansas. He is a 1972 Tar Heel graduate and earned a master's degree from the school... North Carolina-Asheville's **Jerry Green** accepted the job of assistant coach at Kansas. Green's Bulldog teams compiled a 150-108 mark during his nine-year tenure... **Lee Wimberly** appointed to a full-time position at Swarthmore, where he has served the past two seasons on a part-time basis.

Also, **Gary Smith** selected at CCNY, where he has been head women's coach for the past seven seasons. Smith will step into the job after he recovers from injuries he recently received when he was assaulted during an intramural softball game at a public school in the Bronx. He coached his women's teams to a 138-54 record, including a 22-6 mark last season... **Roman Catalano** promoted from assistant to interim head coach at Alfred, filling in for **Ron Frederes**, who is taking a sabbatical leave during the coming season. Frederes plans to study basketball programs at other schools during the

leave... **Billy Mims** named at Barry. He previously has served as an assistant at Chowan College and Winthrop and was head coach of an Irish professional league team during the 1986-87 season.

Men's basketball assistants—Sam Houston State's **Ron Meikle** selected at North Carolina-Wilmington, replacing **Cletus Green**, who was named AD and head basketball coach at Mount Olive (North Carolina) College. Meikle had been on the Sam Houston State staff for seven seasons... **Scott Coval** hired at Lafayette. He was a graduate assistant at Penn State last season... **Rodney Watson**, an assistant at Nebraska-Omaha the past two seasons, selected at Southern Illinois... **Ken Crapps** and **Gerald White** hired at Augusta. Crapps, who also will serve as assistant AD, has coached at Atlantic Christian and Newberry. White, who played at Auburn, was a student assistant with the Tigers last season... **Walter Townes** selected at Dartmouth. The 1984 Clark (Massachusetts) graduate has coached at St. John's (New York), Queens and John Jay.

In addition, New Mexico assistant **Scott Duncan** retained by new head coach **Dave Bliss**. Duncan has served eight seasons at New Mexico. He also coached at Cleveland State... **Randy Moore** appointed at La Salle, replacing **Fran Dunphy**, who resigned to accept a similar position at Pennsylvania. Moore served on the staff at Cheyney for two seasons... **Mark McKown** hired at Jacksonville. He had been an assistant at the College of Charleston since 1985... **Brown's E. William "Bill" Raynor** appointed at Holy Cross. Also a former Harvard assistant, Raynor joined the Brown staff in 1980... **Paul Lee** appointed graduate assistant coach at Monmouth (New Jersey) after working briefly as a Wall Street broker and a high school coach.

Also, former North Carolina standout **Phil Ford** named an assistant at the school... **Dan Peters** appointed to the staff at Western Carolina, which also announced the selection of **Byron Samuels** as a graduate assistant coach. Peters previously was head coach at Walsh College in Ohio, where his teams posted a 116-39 record through five seasons. Samuels is a former player at North Carolina-Asheville... **Bernard Tomlin** and **Tim O'Shea** appointed at Rhode Island. Tomlin is a former head coach at Adelphi and a former assistant at Duquesne, and O'Shea has been on the Yale staff for the past two seasons. Rhode Island also announced that **John Dias**, former head coach at Rogers High School in Rhode Island, will serve as a volunteer assistant.

In addition, **Ray Martin** and **Glen Korobov** selected at Southern Methodist. Martin previously was assistant athletics director at North Carolina State and Korobov was an assistant coach at Oklahoma State... **Jay Dull** returned to the staff at Loras, where he was an assistant from 1985 to 1987. He served last year as athletics director and head men's coach at Mount St. Clare College in Iowa... **Derrell Matthews** appointed at Maryland-Baltimore County. He previously was an assistant coach at Crossland High School in Maryland... **Al Gordon** named at Kentucky State... Tennessee-Martin's **Randy Peele** appointed recruiting coordinator at Campbell.

Women's basketball—Penn State graduate **Jennifer Bednarek** named at George Washington. She has been an assistant at Iowa since 1983... **DePaul** selected **Doug Bruno**, who previously coached the school's women's teams in 1977 and 1978. He has been a men's assistant for the past eight years at Loyola (Illinois)... **Jean Marie Giarrusso** appointed at Brown after three years as an assistant at Fairfield. Giarrusso, a former women's athletics director and head basketball and volleyball coach at Bethany (West Virginia), replaces **Maureen Enos**, who resigned to enter private business... Wisconsin-LaCrosse's **Terri Sheridan** appointed as an assistant at Wichita State. Sheridan coached her teams to a 64-41 record through four seasons at Wisconsin-LaCrosse, where she also served as assistant athletics director.

Also, **John Miller** received a two-year contract extension at La Salle, where his first two teams compiled a 46-12 record and last season's squad appeared in the Division I Women's Basketball Championship... **Frank F. Fry Jr.** selected at Wesley. He previously worked for three

years at Thomond College of Education in Ireland... **Ethel Allman** resigned after one season at Massachusetts to explore other career opportunities. Her 82-86 coaching record includes a five-year stint at Toledo... **Dennis Frese** promoted from assistant to interim head coach at Cal State Hayward, replacing **Barbara Iten**, who was named an assistant at Dartmouth. Frese, who also is athletics director at Newark Memorial High School in California, recently joined the Cal State Hayward staff. Iten's teams compiled a 112-174 record through 11 seasons.

Women's basketball assistants—**Heidi Van Derveer** hired at South Carolina. She has been on the Tennessee staff since 1986... Former Penn State player **Annie Troyan** named at the school, replacing **Doug Hoselton**, who left to enter private business. Troyan started for the Nittany Lions from 1981 through 1983 and served as a graduate assistant with the team last season... Santa Clara hired **Margaret Mohr**, a former standout at Long Beach State who was on the staff at her alma mater last season... Marshall's **Barb McConnell**, who has been on the staff since 1981, resigned to pursue graduate studies full-time.

In addition, **Jeanne Johnston** named at Mount St. Mary's (Maryland), replacing **Karen Elsner**, who is entering private business after three seasons. Johnston previously was on the staff at Trenton State for two years and is a former Cornell assistant... **Tracy Stewart** hired at Missouri-Kansas City... **David Glass**, a member of the Virginia Commonwealth staff for the past five seasons, named at Notre Dame... **Gracia Perilli** appointed at Muhlenberg, where she also will be assistant sports information director. She is a recent graduate of the school, where she played basketball and softball... **Kathy Markey** resigned after two years at Central Connecticut State to pursue business interests in Lexington, Kentucky. She also has coached at Western Illinois.

Men's and women's cross country—**Dan Rincon** named at Maryland, where he earned all-America honors in the sport as an undergraduate. He also will serve as assistant track coach... Colorado College's **Bonnie Everhart** appointed assistant athletics director at Dartmouth... **Gary Wittman** named men's coach at Loras, where he will continue to assist with men's track... **Larry Rodgers** selected to coach the women's team at Pembroke State, replacing **Lalon Jones**, who was promoted to associate athletics director at the school.

Also, **David Langford** appointed women's coach at Maryland-Baltimore County, where he also will coach women's track and serve as assistant athletics director... Siena men's coach **Bob Reilly** resigned after 17 years at the school, where he coached two all-America runners... **Larry Weis** named at Wayne State (Michigan). He is deputy director of parks and recreation in St. Clair Shores, Michigan, and a former boys' cross country coach at Warren (Michigan) Woods High School, and serves as president and board chair for the Michigan Amateur Sports Hall of Fame.

Field hockey—**Beth Bozman** selected
See NCAA Record, page 11

Administrative

Continued from page 8

August 22 to September 5, 1988.

(c) University of Wisconsin, Madison, men's basketball team to Denmark, Finland and Sweden, August 11-23, 1988.

(d) University of California, Los Angeles, men's water polo team to Holland and West Germany, August 9-24, 1988.

(e) Calvin College, men's soccer team to the Netherlands, Belgium, France and West Germany, August 12-26, 1988.

b. Acting for the Executive Committee:

Approved honorariums per Executive Regulation 1-8-(e)-(3) for the following institutions and conferences that served as hosts for sessions of the 1988 Division I Men's Basketball Championship, as recommended by the Division I Men's Basketball Committee: University of Connecticut, \$50,481.35; University of Cincinnati, \$82,274.77; Rutgers University, New Brunswick, \$50,346.00; University of Alabama at Birmingham, \$39,687.01; University of Detroit, \$88,003.26; University of Washington, \$69,138.64; Big Eight Conference, \$71,736.75. [Note: The honorariums represent 10 percent of the net receipts at the respective sites.]

NCAA Record

Continued from page 10

at Princeton, where she also will assist with women's lacrosse. She previously was head field hockey and women's lacrosse coach at Hofstra and earlier was coach of two Division III championship field hockey teams at Trenton State. **Barbara E. Abbott** appointed at Wesley.

Football assistants—Jay Foster named defensive backs coach at Slippery Rock. He moves from West Chester, where he served as an offensive assistant in 1986 and a defensive assistant in 1987. San Diego assistant **Richard Trestrail** named head football coach at St. Mary of the Plains, replacing **Charlie Giangrosso**, who resigned to take an assistant's position at Northwest Missouri State. Former Vanderbilt quarterback **Kurt Page** named quarterback and wide receivers coach at Livingston. He has been a graduate assistant at Texas A&M the past two seasons. Page replaces **Ricky Seale**, who resigned. **Peter Giunta** selected to serve as an offensive assistant at Lehigh, replacing **Chuck Sonon**, who was named head coach at Emmaus (Pennsylvania) High School. Giunta previously served four seasons on the staff at Brown and was offensive coordinator there for the past two seasons. He also has been on the staff at Penn State.

Also, Shippensburg's **Don Faulstick** selected for the staff at Union (New York). **Bill Mack** hired as offensive coordinator at Beloit. **Art Dargard** selected at Loras after serving as an assistant at Western Oregon State. **Doug Downing** added to the staff of graduate assistant coaches at Purdue. **James Karl Burns** named linebackers coach at South Carolina State. He served last season as defensive coordinator and secondary coach at New Mexico Highlands and also has been on the staff at South Dakota. **Mike Schmidt** appointed defensive coordinator at Occidental, where he is a former all-conference defensive end. He also will be head women's softball coach. **Fred Chatham** named outside linebackers coach at Dartmouth. He previously was on the staff at North Carolina. **Jeffrey Jenkins** selected to serve as offensive and special teams coach at Bethany (West Virginia), where he also will be head baseball coach.

Men's golf—**Christopher Humm** named at Brown, where he also will serve as sports information director. Humm has been SID at Hofstra for eight years and golf coach at the school the past six seasons. Glassboro State's **Richard Wackar** retired after 32 years on the school's athletics staff. In addition to golf, he coached basketball, cross country and football at the school during his tenure.

Women's gymnastics—**Jacqueline Gorman** selected at Northern Colorado. She previously was an instructor at the National Academy of Artistic Gymnastics in Eugene, Oregon. Gorman replaces **Brian Muenz**.

Men's ice hockey—**Francis X. "Buddy" Powers** named at Rochester Institute of Technology. Powers has been an assistant since 1982 at Bowling Green, where he helped coach the Falcons to the Division I title in 1984.

Men's ice hockey assistants—**Dave Morinville** appointed at St. Cloud State, replacing **Mike Eaves**, who accepted a position with the Philadelphia Flyers. Morinville previously was head coach for the club team at North Dakota State, which won four national titles. **Scott Borek** selected at Brown after three seasons on the staff at Providence. He also has been an assistant at Dartmouth.

Men's lacrosse—**Tom Keller** hired at Babson.

Women's lacrosse—Hofstra's **Beth Bozman** named head field hockey and assistant women's lacrosse coach at Princeton.

Men's soccer—**Stephen Adlard** appointed at North Carolina-Asheville. **Steve Rakita** named at Lawrence, replacing **Hayden Knight**, who stepped down after one year to become boys' and girls' soccer coach at Cedarburg (Wisconsin) High School. Rakita previously was girls' head coach at Appleton (Wisconsin) West High School, where he also had coached boys' soccer.

Men's soccer assistant—**Don Yerks** selected at Monmouth (New Jersey) after one season on the staff at Trenton State.

Women's soccer—**Steen Christensen** hired at Bridgeport, where he earned all-America honors twice as a member of the men's soccer team. He replaces **Mark Vanston**, who coached the women's squad for one season. **Jon C. Poulakis** appointed at Rochester Institute of Technology, replacing **Paul Caracaci**, who resigned after six seasons. Poulakis has been involved in youth soccer programs in Se-



N.C.-Wilmington named Ron Melkie men's basketball aide



Santa Clara hired women's basketball aide Margaret Mohr

vierville, Tennessee, for the past 10 years. **Dave Kelley** named for the new program at Maryland-Baltimore County, where he also will assist with the men's soccer team. He previously coached at Richard Montgomery High School in Maryland.

Women's soccer assistants—**Julie Sasner** named at Harvard, where she also will assist with the school's women's ice hockey team. **Nancy Slocum** hired at California to replace **Leslie Gallimore**, who resigned to enter law school. Slocum played as an undergraduate at North Carolina.

Women's softball—**Patricia Adorna** hired at Monmouth (New Jersey) after three years at Wagner, where her teams recorded a 29-54 mark. **Jim Maynard** promoted from assistant at Wichita State, replacing **Steve Sink**, who stepped down after two seasons to complete graduate studies. Maynard also has coached the nationally ranked Wichita Flyers in American Softball Association play. **Mike Schmidt** named at Occidental, where he also will assist with football.

Women's softball assistant—**Cal State Sacramento's Alan Segal** appointed assistant women's volleyball coach at Western Illinois.

Men's and women's swimming—**Susan Bassett** promoted from assistant at Union (New York).

Women's swimming assistants—**California** appointed **Mary Bolich**, who had been an assistant at Pittsburgh. She replaces **Agneta Baron**, who resigned to return to her native Sweden. **Kelly Nordell** hired at Nebraska, where the former Arizona all-America also will be recruiting coordinator. Nordell replaces **Mike McMa-**

1970s. She served last season as an assistant at Oregon.

Women's volleyball assistants—**Alan Segal** added to the staff at Western Illinois. He previously was assistant women's softball coach at Cal State Sacramento. **John G. Cook II** and **Terri Lynn Killion** hired at Nebraska. Cook, who previously coached the San Diego Volleyball Club and was coach of the West squad at the 1987 U.S. Olympic Festival, replaces four-year assistant **Jay Potter**. Killion was named to a newly created position at the school, where she is a 1987 graduate. Three-year Ferris State aide **Beth Launiere** joined the staff at Illinois as a graduate assistant coach.

Wrestling—**Michael Knight** hired at Northeast Missouri State, where the sport has been reinstated after two years. Knight has been head coach at Gainesville (Florida) High School.

STAFF

Athletics coordinator—**Joyce Army** given new duties at Salve Regina, where she also will serve as a trainer. She is a cross country and track assistant at the school and a former assistant to the athletics director.

Compliance and eligibility officer—**Kathy Jones** named for men's and women's athletics at Minnesota. She has been an academic counselor at the school for the past eight years.

Development director—**Bill Breene** appointed at Buffalo after serving since 1984 as development director at Houston.

Marketing directors—**Chuck Harris** promoted at UC Irvine after serving for one year as assistant sports information director. **Kimball Smith** promoted from assistant sports information director at



Christopher Humm appointed SID, golf coach at Brown



Rochester Institute named Buddy Powers ice hockey coach

nus, who resigned.

Men's and women's tennis—Boise State named **Ron Dibelius**. **Bill MacDonald** appointed at Union (New York).

Women's track and field—Colorado College's **Bonnie Everhart** appointed assistant athletics director at Dartmouth.

Women's track and field assistants—**Tamela Penny**, a 1985 Maryland graduate, named at her alma mater. **Milan T. Donley** selected at Illinois after two years as an assistant at California. He also has been a head coach at Adams State, where his 1985 women's indoor team was National Association of Intercollegiate Athletics champion. **David Langford** appointed at Maryland-Baltimore County, where he also will coach women's cross country and serve as assistant athletics director.

Men's and women's track and field assistants—**Dan Rincon** named at Maryland, his alma mater. He also will be head cross country coach. **Doug Blackwell** appointed at Mississippi. He previously coached at Lake Howell High School in Winter Park, Florida.

Women's volleyball—**Don Hardin** named at Louisville to replace **Bob McCarthy**, who resigned for personal reasons. Hardin has served as an assistant at Illinois for the past five seasons. **Darrell Morken** promoted from assistant at Cincinnati, replacing **Mike Lingenfelter**, who stepped down to try for a spot on the U.S. national volleyball team. Morken has been on the Cincinnati staff for one season and also has coached at Miami (Ohio). **Lori Anda** selected at Duquesne, replacing **Karen Ruder**, who stepped down after three seasons to accept a teaching position at Eastern Montana. Anda is assistant women's basketball and softball coach at the school and was a standout volleyball player there in the early 1980s. **Debbie Buse** named at Washington, where she played in the mid-

Pittsburgh.

Promotions and marketing coordinator—**Alan Karpick** promoted from public relations assistant at Purdue, where he has served since 1986.

Public relations assistant—**Kenna Belgie** hired at Purdue, replacing **Alan Karpick**, who was promoted to promotions and marketing coordinator. Belgie previously was a graduate assistant in sports information at Ohio.

Recruiting director—**Randy Peele** selected at Campbell after three seasons as assistant men's basketball coach at Tennessee-Martin.

Sports information directors—**Christopher Humm** named at Brown, where he also will be head golf coach. He has been at Hofstra for eight years. **Herb Vincent** named at Louisiana State. **Rob Washburn** selected at Bridgewater (Virginia) to replace **Curt Dudley**. **Jim Seavey** appointed at Loras, where he also will direct marketing and promotions. He replaces **Greg Yoko**, who was named to a similar position at Mercyhurst. **Scott Leisinger** selected at Northern Colorado, where he has been acting SID since June 1 and served the past year as a graduate assistant SID.

Also, **George "Andy" Andrade Jr.** appointed at Salve Regina, where he is head baseball coach. **Lisa M. Gorday** named at Creighton. She previously was public relations coordinator for a school district in Palos Hills, Illinois, and has served as SID at Morningside and assistant SID at Indiana State and Bradley. **Mark Rizzi** appointed to serve as Jersey City State's first full-time SID. He previously was a graduate assistant at Rutgers. **Linda Venzon** promoted from assistant at Pittsburgh, replacing **Larry Eldridge**, who was promoted to assistant athletics director for public relations.

Sports information assistants—**Bill Franques** elevated from graduate intern

and **Tammy Broz** hired at Louisiana State. **Julie Rice** named at Harvard after serving last year as a full-time graduate intern at Dartmouth. **Kevin Shaw** selected at Cincinnati, where he has been a graduate assistant SID for the past year. He replaces **Susan Hartle**, who resigned and is marrying former Cincinnati assistant SID **Alan Aldinger**, who now works at Wittenberg.

In addition, **Gracia Perilli** appointed at Muhlenberg, where she also will serve as assistant women's basketball coach. The recent Muhlenberg graduate was a sports information intern as a student. **Bonnie Bishop** named at Mississippi. She is a recent North Carolina graduate. **Stacey King** appointed at UC Irvine, replacing **Chuck Harris**, who was promoted to marketing director at the school. King previously was a student assistant in UC Irvine's sports information office. **Pittsburgh's Kimball Smith** promoted to marketing director at the school.

Strength and conditioning coaches—**Andrew Klein** named volunteer coach at Lehman. He has a chiropractic practice in the Bronx. **Chuck Okey** appointed at Mississippi. He previously was strength and conditioning coach at Delta State.

Strength and conditioning assistant—**Andy Zucker** selected at Mississippi, where he was a graduate assistant.

Ticket assistant—**Joseph DeMucci** appointed assistant ticket manager at Villanova.

Trainers—Missouri-Kansas City hired **Henry Perez-Guerra**. **Pittsburgh's Charles Thompson** named at Rhode Island. He also has been an assistant at Pittsburgh and Princeton. **Joyce Army** selected at Salve Regina, where she also will serve as athletics coordinator.

Assistant trainers—**Kelly Bockrath** named at Notre Dame. **Paul Cacolice** appointed at Maryland-Baltimore County after serving as a graduate assistant at Massachusetts.

CONFERENCES

Kutztown sports information director **Pete Katsafanas** selected as the new Pennsylvania Conference SID for men's and women's basketball. He replaces **Bloomsburg SID Jim Hollister**, who handled the duties for seven years. The Big Eight Conference named former Wisconsin basketball coach **John Erickson** director of basketball operations. Western New England SID **Gene Gumbs** appointed SID for the New England Football Conference.

ASSOCIATIONS

The Orange Bowl hired **Mark Faber** and **Anne Sherow**. Faber will be a full-time assistant in the ticket office and Sherow will work with the bowl's hall of fame through the summer. Faber holds undergraduate and master's degrees from Kansas. Sherow is a journalism major at North Carolina, where she will play her final season as goalie this fall for the defending National Collegiate Championship women's soccer team.

NOTABLES

Allan Johnson, strength coach at West Virginia, has been selected Region 2 strength coach of the year by the National Strength and Conditioning Association. Johnson has been on the WVU staff since 1982. **Tina Sloan Green** of Temple (Division II), **Barbara Waltman** of Millersville (Division II) and **Pat Genovese** of William Smith named coaches of the year in their respective divisions by the Intercollegiate Women's Lacrosse Coaches Association. Undefeated Temple won the National Collegiate Championship title and William Smith was runner-up in Division III. Millersville won the Pennsylvania State Athletic Conference Championship. The

fifth annual awards were sponsored by STX. **Sheilah Lingenfelter**, head women's softball coach at Allegheny, selected Division III coach of the year by the National Softball Coaches Association. Allegheny placed second in the Division III Women's Softball Championship.

DEATHS

Cliff Kirmss, who coached fencing at Stevens Tech from 1956 to 1979, died July 8 in Point Richey, Florida. He was 72. Five of his teams won Middle Atlantic States Conference titles. **Wilson K. "Bud" Foster**, a sportscaster who appeared on the first telecast of the Rose Bowl in 1951, died of cardiac arrest July 2 in Burlingame, California. He was 73. Foster also broadcast games for Stanford and California, as well as for professional teams in California. **Lynn Rosenbach**, associate recruiting director at Washington State, died of cancer July 1 in Colfax, Washington. He was the father of Washington State quarterback **Timm Rosenbach**.

Dave Schutt, a 21-year-old junior linebacker on the football team at Wyoming, was killed June 12 when his car was struck by a train in Laramie, Wyoming. **Bill Wright**, a former men's basketball assistant at Tennessee-Chattanooga and Armstrong State, died of a brain tumor June 9 in Hamden, Connecticut. He was 34. **J. Ed Friel**, an authority on track and field who wrote a column from 1949 to 1972 for the now-defunct Newark (New Jersey) Evening News, died recently. He was 79.

DIRECTORY CHANGES

Active—Asbury College: **Rita J. Pritchett** (AD)—606/858-3511 ext. 163; Cabrini College: **Robert Bonfiglio** (F); Central Connecticut State University: **Judith A. Davidson** (AD)—203/827-7347, delete (PWA); Chapman College: **James Doti** (Acting P); Christopher Newport College: **Delete** (PWA); Dickinson College: **Les J. Poolman** (AD)—717/245-1320; Eastern Montana College: **Ernie Wheeler** (AD)—406/657-2369; Eureka College: **James G. Murphy** (F); Florida A&M University: **Walter Reed** (AD)—904/599-3868; Glassboro State College: **E. Theodore Kershner** (AD)—609/863-5365; University of Houston: (P), (AD) and (PWA) zip code—77204; University of Idaho: **D. Gary Hunter** (AD)—208/885-0200; Kansas State University: **Steve Miller** (AD); Kenyon College: **Samuel James Freas** (AD)—614/427-5256; Lebanon Valley College: **John A. Synodinos** (P)—717/867-6211; Mankato State University: **Donald Amiot** (AD)—507/389-6111; University of Michigan: **Glenn E. Schembechler** (AD)—313/747-2583; Mills College: **Helen Carroll** (AD)—415/430-2172; Mount Holyoke College: (AD) to be announced; University of North Carolina, Asheville: **Delete** (PWA); Oklahoma State University: **John R. Campbell** (P); Plymouth State College: **Richard C. Evans** (FR); Sacred Heart University: **Anthony J. Cernera** (P); St. Joseph's University (Pennsylvania): **Paul Hightower** (FR)—215/879-7450; St. Louis University: **Joe Yates** (AD); St. Thomas University (Florida): **Roger Dorio** (AD); Southwest Texas State University: **Michael Abbott** (Interim P)—512/245-2676; Thiel College: **Dale A. Liston** (AD); Gie Rhoads (PWA)—412/588-7700 ext. 242; Valparaiso University: **Alan Harre** (P); University of Wisconsin, Stevens Point: (AD) to be announced; Yale University: **Harold E. Woodsum Jr.** (AD).

Conference—Pacific Coast Athletic Association: Change name to Big West Conference.

FINANCIAL SUMMARIES

1988 Division II Men's Indoor Track and Field Championships

	1988	1987
Receipts.....	\$ 1,771.95	\$ 2,491.57
Disbursements.....	13,597.15	11,091.25
Expenses absorbed by host institutions.....	47.60	0.00
Less transportation expense.....	(14,516.66)	(0.00)
Deficit.....	(26,294.26)	(8,599.68)
Charged to general operating budget.....	11,777.60	8,599.68
Charged to division championships reserve.....	14,516.66	0.00
	26,294.26	8,599.68

1988 Men's and Women's Rifle Championships

	1988	1987
Receipts.....	\$ 70.87	\$ 102.38
Disbursements.....	12,822.60	13,884.41
	(12,751.73)	(13,475.03)
Expenses absorbed by host institutions.....	0.00	307.00
	(12,751.73)	(13,782.03)
Transportation expense.....	(15,338.53)	(13,929.10)
Per diem allowance.....	(8,440.00)	(6,600.00)
Deficit.....	(36,530.26)	(34,004.13)
Charged to general operating budget.....	36,530.26	34,004.13

Baseball Statistics

Season final

Division II Individual Leaders

BATTING (Minimums—2.5 times at bat per game played by team and 70 at bats)					
	CL	G	AB	Hits	Avg.
1. Darryl Brinkley, Sacred Heart	Sr	27	104	55	.529
2. Armand Bonifiglio, Wis. Parkside	Sr	28	74	38	.514
3. Kelvin Davis, Longwood	Sr	37	139	71	.511
4. Melvin Wearing, Norfolk St.	So	50	161	80	.497
5. Scott Wanshura, Winona St.	Jr	54	181	89	.492
6. Torin Berge, Metropolitan St.	Jr	48	154	75	.487
7. James Reaves, St. Augustine's	Sr	32	92	44	.478
8. Todd Greenawalt, Kutztown	Jr	28	91	43	.473
9. Al Vernon, Denver	Jr	57	193	90	.466
10. Scott Spurgeon, Northwest Mo. St.	Sr	49	146	68	.466
11. Mike Reven, Central Mo. St.	Jr	54	174	81	.466
12. Scott Rash, Randolph-Macon	Jr	22	85	39	.459
13. P.J. Hanson, St. Cloud St.	Jr	44	125	57	.456
14. John Borini, Franklin Pierce	Sr	25	75	34	.453
15. Tino Martinez, Tampa	Jr	49	188	85	.452
16. Mark Gieseke, Cal St. Sacramento	Jr	60	185	83	.449
17. John McFarland, St. Cloud St.	Sr	44	155	69	.445
18. Chris Lemone, Sacred Heart	Sr	22	90	40	.444
19. Jerry Kane, Sacred Heart	Sr	27	113	50	.442
20. Jeff Teeter, Shippensburg	Jr	46	177	78	.441
21. Dave Wilner, South Dak. St.	Jr	42	144	63	.438
22. Tim Pritchard, Bloomsburg	So	39	117	51	.436
23. Rob Kirkpatrick, Bloomsburg	Sr	39	131	57	.435
24. Steve Ault, Columbus	Jr	49	177	77	.435
25. Jeff Branson, Livingston	Jr	42	138	60	.434
26. Bryan Jackson, Northern Ky.	Jr	44	143	62	.434
27. Mike Stevenson, Lewis	Fr	54	174	75	.431

RUNS BATTED IN (Minimum 40)					
	CL	G	No.	Avg.	
1. Matt Karchner, Bloomsburg	Jr	39	62	1.59	
2. Scott Wanshura, Winona St.	Jr	54	85	1.57	
3. Mike Mitchener, Armstrong St.	Jr	53	82	1.55	
4. Kelvin Davis, Longwood	Sr	37	57	1.54	
5. Tino Martinez, Tampa	Jr	49	74	1.51	
6. John Spencer, Lowell	Jr	40	60	1.50	
7. John Greenwood, San Fran. St.	Jr	49	71	1.45	
8. Mark Battell, Mercy	Jr	43	61	1.42	
9. Dave Danover, Denver	Jr	57	78	1.37	
10. Mike Tonucci, New Haven	So	39	53	1.36	
11. Neal Larsson, Lowell	Jr	40	54	1.35	
12. Cris Allen, Fla. Southern	Jr	57	76	1.33	
13. Jim Elliott, Denver	Fr	57	75	1.32	
14. Craig Chamness, Denver	Sr	57	73	1.28	
15. Dave Gudridge, Metropolitan St.	Jr	47	60	1.28	
16. Troy Mooney, Ashland	So	40	51	1.28	

HOME RUNS (Minimum 10)					
	CL	G	No.	Avg.	
1. Mark Battell, Mercy	Jr	43	22	0.512	
2. Tino Martinez, Tampa	Jr	49	25	0.510	
3. John Greenwood, San Fran. St.	Jr	49	22	0.45	
4. Jack Penrod, Fla. Atlantic	Jr	53	22	0.42	
5. Jim Elliott, Denver	Fr	57	23	0.40	
6. John Borini, Franklin Pierce	Sr	25	10	0.40	
7. Kelvin Davis, Longwood	Sr	37	14	0.38	
8. Stewart Lee, Jacksonville St.	Sr	48	18	0.38	
9. Scott Wanshura, Winona St.	Jr	54	20	0.37	
10. Paul Caseria, Southern Conn. St.	So	38	14	0.37	
11. Dave Danover, Denver	Jr	57	21	0.37	
12. Scott Spurgeon, Northwest Mo. St.	Sr	49	17	0.35	
13. Lonn Gilmore, Cal St. Northridge	Jr	51	17	0.33	
14. Mike Archer, Mercy	Jr	41	13	0.32	
15. Mike Mitchener, Armstrong St.	Jr	53	16	0.30	
16. Rich Adams, Barry	Sr	44	13	0.30	

TRIPLES (Minimum 5)					
	CL	G	No.	Avg.	
1. Charlie Kuehn, Randolph-Macon	Jr	22	8	0.36	
2. Travis Smith, St. Augustine's	Jr	35	9	0.26	
3. Clarence Allen, St. Augustine's	Jr	30	7	0.23	
4. Joe Kuster, Mo. St. Louis	Sr	39	9	0.23	
5. Lenny Hokanson, Cal St. Dom. Hills	Jr	40	9	0.23	
6. Bill Laubach, Indiana (Pa.)	So	41	9	0.22	
7. Chris Leach, Fla. Southern	Sr	54	10	0.19	
8. Jeff Elsing, SIU-Edwardsville	So	45	8	0.18	
9. Kelvin Davis, Longwood	Sr	37	6	0.16	
9. Frankie Watson, Longwood	So	37	6	0.16	

BATTING (Minimums—2.5 times at bat per game played by team and 60 at bats)					
	CL	G	AB	Hits	Avg.
1. Ken Ritter, North Central	Sr	38	111	64	.577
2. Bob Monroe, Knox	Sr	21	72	38	.528
3. Chris Wheat, Monmouth (Ill.)	So	25	92	48	.522
4. Gregg McHenry, Coast Guard	Sr	22	77	39	.506
5. Andy Barrick, Elizabethtown	Sr	38	139	70	.504
6. Dan Barker, Susquehanna	Jr	26	94	47	.500
7. Brian Green, Western Conn. St.	Sr	29	97	48	.495
8. Bob Guajardo, Aurora	So	29	97	48	.495
9. Jay Golub, Drew	So	27	95	47	.495
10. Bruce Ringman, Hamline	Sr	28	80	39	.488
11. Chris Carter, Wartburg	Sr	28	95	46	.484
12. Bruce Matthews, Salisbury St.	Sr	29	101	48	.475
13. Pat Aigner, Wash. & Jeff	Jr	21	72	34	.472
14. John Ponzio, Wabash	Jr	34	104	49	.471
15. Jay Wampler, Bridgewater (Va.)	Jr	33	104	49	.471
16. Rick Grimm, Allegheny	Jr	39	118	55	.466
17. Scott Tedder, Ohio Wesleyan	Sr	31	102	47	.461
18. Eamon Kingman, Southeastern Mass.	So	39	122	56	.459
19. Jerry Auld, John Carroll	Sr	37	134	61	.455
20. Bill McCafferty, Cal St. San B'dino	Sr	37	126	57	.455
21. John Mayer, Augsburg	Sr	29	93	42	.452
22. Steve Townsend, Wheaton (Ill.)	Jr	31	102	46	.451
23. Rod Correia, Southeastern Mass.	Jr	41	160	72	.450
24. John DeBene, Oswego St.	Sr	27	100	45	.450
25. Tom Quackenbush, Wabash	Sr	28	100	45	.450
26. John Ralph, Ill. Wesleyan	Sr	35	116	52	.448

Most Hits in Nation—86, Jansen Evans, Methodist (.432)

RUNS BATTED IN (Minimum 40)					
	CL	G	No.	Avg.	
1. Tom Aldrich, Bowdoin	Sr	25	46	1.64	
2. Ken Ritter, North Central	Sr	38	67	1.76	
3. Doug Flowers, N.C. Wesleyan	Fr	42	70	1.67	
4. Rod Correia, Southeastern Mass.	Jr	41	68	1.66	
5. Andy Barrick, Elizabethtown	Sr	38	62	1.63	
6. Jeff Saputo, Western Conn. St.	So	29	47	1.62	
7. Mike Brewington, Methodist	Jr	46	71	1.54	
8. Bill McCafferty, Cal St. San B'dino	Sr	37	55	1.49	
9. Jim Maynard, Wesleyan	So	29	43	1.48	
10. Scott Aswad, Methodist	So	46	66	1.43	
11. Steve Higgins, Amherst	Sr	28	40	1.43	
12. Jim Hanlon, Susquehanna	Sr	33	46	1.39	
13. Dan Durocher, Johns Hopkins	Jr	34	47	1.38	
14. Rick Capozzi, Wm. Paterson	Jr	42	58	1.38	
15. Anthony Tripi, John Jay	Sr	37	51	1.38	

HOME RUNS (Minimum 5)					
	CL	G	No.	Avg.	
1. Tom Aldrich, Bowdoin	Sr	25	15	0.60	
2. Ken Ritter, North Central	Sr	38	15	0.39	
3. Barry Midthun, Bethel (Minn.)	Sr	33	13	0.39	
4. Tom Bonlander, Wis.-Whitewater	So	33	13	0.39	
5. Rod Correia, Southeastern Mass.	Jr	41	16	0.39	
6. Kevin Neff, Juniata	Jr	24	9	0.38	
7. Kevin Carmody, North Adams St.	Sr	36	13	0.36	
8. Rick Hassman, Central (Iowa)	Jr	39	14	0.36	
9. Dan Barker, Susquehanna	Jr	26	9	0.35	
10. Andy Barrick, Elizabethtown	Jr	38	13	0.34	
11. Greg Waketield, Cal St. Stanislaus	Jr	42	14	0.33	
12. Mark Gilling, Alma	Jr	27	9	0.33	
13. Jim McGlynn, Rhode Island Col.	Jr	27	9	0.33	
14. Rich Hanlin, Cal St. San B'dino	Jr	34	11	0.32	
15. Stuart Fritz, Wartburg	Sr	32	10	0.31	

TRIPLES (Minimum 5)					
	CL	G	No.	Avg.	
1. Tom McNeely, Widener	Jr	28	7	0.24	
2. John Mayer, Augsburg	Sr	29	8	0.27	
3. Scott McNeely, Elizabethtown	Sr	28	6	0.21	
4. Terry Struve, Gallaudet	So	29	6	0.21	
5. Bob Guajardo, Aurora	So	29	6	0.21	
6. Leeroy Parrish, Va. Wesleyan	So	34	6	0.18	
7. Michael Dixon, Montclair St.	Fr	42	6	0.14	

(Minimum 6)					
	CL	G	No.	Avg.	
1. John McFarland, St. Cloud St.	Sr	44	7	0.16	
2. Matt Deibert, Slippery Rock	So	49	7	0.14	
12. Marvin Kelley, Indiana (Pa.)	So	42	6	0.14	
12. Frank Medina, Kentucky St.	So	42	6	0.14	
15. Mike Mitchener, Armstrong St.	Jr	53	7	0.13	

DOUBLES (Minimum 12)					
	CL	G	No.	Avg.	
1. Darryl Brinkley, Sacred Heart	Sr	27	16	0.59	
2. Scott Rash, Randolph-Macon	Jr	22	12	0.55	
3. Torin Berge, Metropolitan St.	Jr	48	24	0.50	
3. Rich Adams, Barry	Sr	44	22	0.50	
3. George Gil, Barry	Sr	36	18	0.50	
6. Scott Wanshura, Winona St.	Jr	54	26	0.48	
7. John Borini, Franklin Pierce	Sr	25	12	0.48	
8. Bill Reifsnider, Barry	So	45	21	0.47	
9. Scott Spurgeon, Northwest Mo. St.	Sr	49	22	0.45	
10. Dave Dickson, Kutztown	Jr	27	12	0.44	
10. Jerry Kane, Sacred Heart	Sr	27	12	0.44	
12. Peter Rofte, Assumption	Sr	43	19	0.44	

STOLEN BASES (Minimum 20 made)					
	CL	G	SB	SBA	Avg.
1. Van Williams, Savannah St.	Fr	22	25	28	1.14
2. Joe Blakey, North Ala.	Sr	45	46	36	1.02
3. John Armento, Mercy	Jr	39	37	43	0.95
4. Jeff Teeter, Shippensburg	Jr	46	41	47	0.89
5. Steve Kirwin, Lewis	Sr	64	53	58	0.83
6. Aiden Woodard, Shaw (N.C.)	Jr	28	23	25	0.82
7. David Cospir, Valdosta St.	Jr	50	40	50	0.80
8. Randy Wills, Bowie St.	Jr	28	22	22	0.79
9. Calvin Culberson, Armstrong St.	Sr	54	42	50	0.78
10. Ryan Lemond, Ky. Wesleyan	Jr	53	41	49	0.77

EARNED-RUN AVERAGE (Minimum 40 Innings)					
	CL	G	IP	R	ERA
1. Paul Mills, Mankato St.	Sr	7	42.0	9	1.71
2. David Flynn, Rollins	Jr	28	41.1	8	1.74
3. Napoleon Robinson, Columbus	Sr	29	54.1	16	1.82
4. Ruben Wall, Shaw (N.C.)	Jr	13	54.0	29	1.83
5. Steve DiBartolomeo, New Haven	Jr	26	137.2	46	1.90
6. Bob Childers, Cal St. Sacramento	Jr	17	51.0	24	1.92
7. Mike Frame, Cal St. Sacramento	Jr	25	54.2	24	1.94
8. Mike Sobota, Indiana (Pa.)	Sr	12	84.0	27	2.14
9. Dave Franko, Morningside	Sr	10	63.0	21	2.14
10. Paul Claglo, Springfield	So	9	50.1	23	2.32
11. Mike Peacock, New Haven	Jr	17	69.1	23	2.34

MOST VICTORIES					
	CL	G	IP	W	L
1. Steve DiBartolomeo, New Haven	Jr	26	137.2	17	3
2. Ron Hogan, Delta St.	Sr	20	133.0	14	2
3. Wayne Koklys, Cal Poly Pomona	So	23	142.2	13	5
4. John Hudek, Fla. Southern	So	22	54.2	12	2
4. Bill Gearhart, Armstrong St.	So	18	105.2	12	3
6. Sam Miliello, Tampa	Fr	16	106.1	11	1
6. Harold Milliken, St. Thomas (Fla.)	So	16	99.2	11	2
6. Brad Stollenberg, Cal St. Sacramento	Sr	17	107.1	11	2
6. Brian Harper, Southeast Mo. St.	Jr	16	98.0	11	4
10. Jim Smith, Jacksonville St.	Jr	14	86.2	10	1
10. Mike Sobota, Indiana (Pa.)	Sr	12	84.0	10	2
10. Erik Bennett, Cal St. Sacramento	So	17	103.2	10	3
10. John Costello, Winona St.	Jr	18	98.0	10	3
10. Doug King, Delta St.	Jr	18	80.0	10	3
10. Bob Russ, Lewis	Jr	22	86.0	10	3
10. Erik Bratlien, Cal Poly SLO	Sr	21	134.1	10	7

STRIKEOUTS PER NINE INNINGS					
(Minimum 40 Innings)	CL	G	IP	So	Avg.
1. Mike Meyer, Indiana (Pa.)	Sr	8	43.1	58	12.0
2. Jim Smith, Jacksonville St.	Jr	14	86.2	111	11.5
3. Jim Sharpe, Central Mo. St.	Jr	28	54.2	69	11.1
4. Dave Biondo, Ashland	Sr	11	62.0	77	11.1
5. Bobby White, Shippensburg	Fr	15	60.1	74	11.0
6. Todd Jones, Jacksonville St.	So	13	74.2	88	10.8
7. Dave Franko, Morrisings	Sr	10	63.0	73	10.8
8. Ron Barnes, Nebraska-Omaha	Jr	12	76.1	88	10.7
9. Vince Herring, Sonoma St.	Jr	13	72.2	80	9.9
10. Mike Fier, Mankato St.	So	10	60.2	65	9.9
11. Bill Jones, Mercyhurst	Fr	13	62.2	66	9.9
* Most in Nation					

Softball Statistics

Season Final

Division II Individual Leaders

BATTING (Minimums—2.0 times at bat per game played by team and 60 at bats)

	CL	G	AB	Hits	Avg.
1 Lori Weesner, West Ga.	Sr	20	61	32	.525
2 Tina Hall, Longwood	Sr	26	88	44	.500
3 Val Ridge, Phila. Textile	Jr	19	61	29	.475
4 Karen Borosso, Molloy	So	27	80	38	.475
5 Barbie Barrett, Assumption	Sr	28	93	44	.473
6 Amy Glowacki, Le Moyne	Fr	21	61	28	.459
7 Lori Phillips, Clarion	Fr	19	62	28	.452
8 Sharon Toth, Kutztown	So	31	105	47	.448
9 Stephanie Levine, Cal St. Sacramento	Sr	69	213	94	.441
10 Mary Murphy, Saginaw Valley	So	43	139	61	.439
11 Candi Simonds, Bridgeport	Sr	34	110	48	.436
12 Danielle Lips, Mercyhurst	Fr	24	78	34	.436
13 Shonda Becker, Assumption	So	23	69	30	.435
14 Julie Kemling, Mercyhurst	So	28	76	33	.434
15 Angie Hense, Mo-Rolla	Jr	34	138	59	.428
16 Tina Ruble, Southwest Baptist	So	31	99	42	.424
17 Jessica Avakian, Springfield	So	22	66	28	.424
18 Lisa Erickson, Cal St. Northridge	So	66	212	89	.420
19 Jenny Jenkins, Merrimack	Jr	47	144	60	.417
20 Deb Goodwin, Mansfield	Jr	24	70	29	.414
21 Brenda LaCorte, Bridgeport	Jr	34	114	47	.412
22 Laura McCune, SIU-Edwardsville	So	51	173	71	.410
23 Nancy Kogle, Metropolitan St.	Fr	42	139	57	.410
24 Lisa Martin, Cal St. Northridge	Sr	55	165	67	.406
25 Kendra Thompson, Quincy	Sr	41	131	53	.405

(Minimum 40)

	CL	G	No.	Avg.
1 Tiffanie Newman, Bowie St.	So	18	28	1.56
2 Renee Nichols, Phila. Textile	So	18	25	1.39
3 Tina Hall, Longwood	Sr	26	36	1.38
4 Deb Gmys, Mansfield	Jr	22	28	1.27
5 Sharon Jaffee, Barry	Fr	51	64	1.25
6 Teresa Smith, Mansfield	Jr	24	29	1.21
7 Jana Schaller, Fla. Southern	So	48	54	1.13
8 Danielle Lips, Mercyhurst	Fr	24	27	1.13
9 Deb Goodwin, Mansfield	Jr	24	27	1.13
10 Crissy Nunez, Barry	Jr	51	55	1.08
11 Nancy Kogle, Metropolitan St.	Fr	42	44	1.05
12 Laura Allgeier, Bellarmine	Sr	27	28	1.04
13 Karen Borosso, Molloy	So	27	28	1.04

HOME RUNS (Minimum 4)

	CL	G	No.	Avg.
1 Laura Allgeier, Bellarmine	Sr	27	8	0.30
2 Tiffanie Newman, Bowie St.	So	18	5	0.28
3 Julie Kemling, Mercyhurst	So	28	6	0.21
4 Teresa Padvaikas, Lowell	Sr	30	6	0.20
5 Jill Everett, Longwood	Jr	26	5	0.19
6 Nancy Kogle, Metropolitan St.	Fr	42	8	0.19
7 Missy Boettger, Kutztown	Fr	27	5	0.18
8 Paula Zanni, LIU-C.W. Post	Sr	34	6	0.18
9 Sue Jameson, LIU-C.W. Post	Sr	34	6	0.18
10 Tina Ruble, Southwest Baptist	So	31	5	0.16
11 Alecia Stephenson, Sacred Heart	So	51	8	0.16
12 Laura McCune, SIU-Edwardsville	Sr	51	8	0.16

TRIPLES (Minimum 5)

	CL	G	No.	Avg.
1 Sue Sanchez, Cal St. Chico	Sr	44	14	0.32
2 Teresa Smith, Mansfield	Jr	24	7	0.29
3 Tiffanie Newman, Bowie St.	So	18	5	0.28
4 Tina Hall, Longwood	Sr	26	7	0.27
5 Amy Watkins, North Ala.	So	26	7	0.27
6 Linda Kunkler, Indianapolis	So	38	10	0.26
7 Nancy Kogle, Metropolitan St.	Fr	42	11	0.26
8 Laura Allgeier, Bellarmine	Sr	27	6	0.22
9 Karen Borosso, Molloy	So	27	6	0.22
10 Beth Onestingham, Cal St. Northridge	Sr	65	14	0.22
11 Annabell Holland, San Fran. St.	Jr	50	9	0.18
12 Laura McCune, SIU-Edwardsville	Sr	51	9	0.18

DOUBLES (Minimum 7)

	CL	G	No.	Avg.
1 Deb Gmys, Mansfield	Jr	22	11	0.50
2 Lori Weesner, West Ga.	Sr	20	8	0.40
3 Cindy Young, Ferris St.	Jr	25	8	0.32
4 Theresa Schreck, Livingston	Sr	34	17	0.31
5 Susie Wright, South Dak.	Fr	32	10	0.31
6 Lori Shelly, Bloomsburg	Fr	42	13	0.31
7 Amy Watkins, North Ala.	So	26	8	0.31
8 Laura McCune, SIU-Edwardsville	Sr	51	15	0.29
9 Tina Ruble, Southwest Baptist	So	31	9	0.29
10 Jenny Jenkins, Merrimack	So	46	13	0.28
11 Tina Hall, Longwood	Sr	26	7	0.27
12 Mary Dailey, Longwood	Jr	26	7	0.27

STOLEN BASES (Minimum 10 made)

	CL	G	SB	SBA	Avg.
1 Tina Hall, Longwood	Sr	26	19	20	0.73
2 Val Ridge, Phila. Textile	Jr	19	13	NA	0.68
3 Wendy Jones, Phila. Textile	Jr	19	13	NA	0.68
4 Renee Nichols, Phila. Textile	So	18	12	NA	0.67
5 Mary Murphy, Saginaw Valley	So	43	28	30	0.65
6 Kelley Miller, Phila. Textile	Jr	24	15	NA	0.63
7 Karen Sticklin, Mansfield	Sr	18	11	13	0.61
8 Cindy Kunard, West Ga.	Jr	36	20	21	0.56
9 Sheely Tozer, Grand Valley St.	So	36	20	24	0.56
10 Denise McKown, East Stroudsburg	So	36	20	21	0.56

EARNED-RUN AVERAGE (Minimum 100 innings)

	CL	G	IP	R	ER	ERA
1 Dori Stankewitz, Fla. Southern	Jr	30	193.1	15	10	0.362
2 Kelly Hawker, Wayne St.	Jr	27	154.0	20	8	0.364
3 Sandy Hess, Lock Haven	Jr	25	169.2	25	11	0.45
4 Margaret Harvey, Cal St. Bakersfield	Jr	40	243.2	53	18	0.52
5 Kirsten Upcraft, Bloomsburg	Sr	20	120.0	23	10	0.58
6 Cheri Schreck, Chapman	Fr	29	175.2	44	15	0.60
7 Beth Russell, Southeast Mo. St.	Sr	29	157.1	50	14	0.62
8 Pauline Madrid, Sacred Heart	So	36	239.2	46	23	0.67
9 Vicki Kennedy, Sacred Heart	So	17	108.1	20	11	0.71
10 Karen Livesey, Wis.-Parkside	So	23	137.1	29	14	0.71
11 Colleen McCabe, Army	Fr	41	247.0	41	27	0.77
12 Deb Weno, Northeast Mo. St.	Sr	28	177.0	37	22	0.87

MOST VICTORIES

	CL	G	IP	W	L	Pct.
1 Lori Galloway, Livingston	Fr	45	291.1	33	11	.750
2 Margaret Harvey, Cal St. Bakersfield	Jr	40	243.2	30	6	.833
3 Colleen McCabe, Army	Fr	41	247.0	29	7	.806
4 Pauline Madrid, Sacred Heart	So	36	239.2	28	4	.875
5 Dori Stankewitz, Fla. Southern	Sr	30	193.1	26	3	.897
6 Julie Bydalek, Saginaw Valley	So	38	229.1	25	10	.714
7 Regina Yagy, Barry	Fr	33	200.1	24	7	.774
8 Katie Kraft, St. Cloud St.	So	32	185.2	23	9	.719
9 Jami Brandenberger, UC Davis	Fr	34	238.2	23	13	.639
10 Debbie Dickmann, Cal St. Northridge	So	38	201.2	22	4	.846
10 Michele Montion, San Fran. St.	Jr	47	263.1	22	18	.550
12 Michele Cleeton, SIU-Edwardsville	Jr	26	172.2	20	4	.833
12 Angie Smith, Cal St. Sacramento	Sr	27	166.2	20	6	.769
12 Kari Bailey, Cal St. Hayward	Sr	32	220.1	20	14	.588

STRIKEOUTS PER SEVEN INNINGS (Minimum 75)

	CL	G	IP	So	Avg.
1 Dori Stankewitz, Fla. Southern	Sr	30	193.1	266	9.6
2 Colleen McCabe, Army	Fr	41	247.0	236	6.9
3 Keitha Pickrell, Northeast Mo. St.	Fr	24	154.1	141	6.4
4 Candy Rathjen, Indianapolis	So	20	131.0	104	5.6
5 Cheri Schreck, Chapman	Fr	29	175.2	138	5.5
6 Kelly Hawker, Wayne St.	Jr	27	154.0	120	5.5
7 Debbie Dickmann, Cal St. Northridge	So	38	201.2	152	5.3
8 Jean Darnieder, Jacksonville St.	So	18	112.0	84	5.3
9 Katie Kraft, St. Cloud St.	So	32	185.2	138	5.2
10 Sandy Hess, Lock Haven	Jr	25	169.2	125	5.2
11 Debbie Boninger, Mercyhurst	Jr	18	106.0	75	5.0
12 Karen Andreotti, Cal St. Sacramento	Sr	21	139.1	96	4.9

Team Leaders

BATTING

	G	W-L	AB	Hits	Avg.
1 Longwood	26	21-5	756	274	.361
2 West Ga.	21	8-13	433	149	.344
3 Mercyhurst	29	16-13	770	258	.335
4 Fla. Southern	53	47-6	1384	463	.335
5 Mansfield	24	11-13	642	210	.327
6 Phila. Textile	18	8-10	521	166	.319
7 Bloomsburg	43	36-7	1174	373	.318
8 Saginaw Valley	50	37-13	1452	459	.316
9 Minn.-Duluth	59	48-11	1715	539	.314
10 Bellarmine	34	21-13	995	310	.312
11 Cal St. Northridge	66	53-13	1749	545	.312
12 Kutztown	31	20-11	864	265	.307
13 Clarion	20	3-17	489	148	.303
14 Barry	51	38-13	1370	413	.301
15 Wis.-Parkside	47	29-18	1231	369	.300

PITCHING

	G	W-L	IP	R	ER	ERA
1 Cal St. Bakersfield	54	54-9-1	460.1	104	45	0.68
2 Sacred Heart	51	41-10	351.0	68	35	0.70
3 Fla. Southern	53	47-6	345.0	58	35	0.71
4 Southeast Mo. St.	41	21-20	279.2	88	31	0.78
5 Cal St. Northridge	66	53-13	454.1	79	53	0.82
6 Bloomsburg	43	36-7	296.0	68	36	0.85
7 Army	44	33-11	298.0	64	41	0.96
8 Wayne St.	52	35-17	376.2	87	53	0.98
9 Lock Haven	44	31-13	311.0	85	44	0.99
10 Northeast Mo. St.	49	35-14	332.0	76	47	0.99
11 Cal St. Sacramento	69	57-12	498.0	107	73	1.03
12 Lowell	30	18-12	203.0	53	30	1.03

FIELDING

	G	W-L	PO	A	E	Pct.
1 Cal St. Northridge	66	53-13	1382	481	57	.970
2 Fla. Southern	53	47-6	1035	354	51	.965
3 Augustana	55	40-15	1110	682	66	.964
4 UC Davis	56	33-23	1137	659	72	.961
5 Cal St. Sacramento	69	57-12	1234	887	86	.961
6 Keene St.	39	17-22	789	463	53	.959
7 Mo. St. Louis	43	21-22	895	480	59	.959
8 Wayne St.	52	35-17	1130	411	68	.958
9 Chapman	62	35-27	1302	573	84	.957
10 Southeast Mo. St.	41	21-20	842	338	53	.957
11 Bloomsburg	43	36-7	869	421	60	.956
12 LIU-C.W. Post	34	21-13	693	381	50	.956
13 New Hampshire	30	15-15	618	327	46	.954
14 Assumption	28	17-11	584	179	38	.953

SCORING

	G	W-L	R	Avg.
1 St. Augustine's	31	24-7	359	11.6
2 Mercyhurst	29	16-13	236	8.1
3 Barry	51	38-13	410	8.0
4 Fla. Southern	53	47-6	391	7.4
5 Longwood	26	21-5	190	7.3
6 Minn.-Duluth	59	48-11	383	6.5
7 North Ala.	27	17-10	174	6.4
8 Phila. Textile	18	8-10	110	6.1
9 Mansfield	24	11-13	146	6.1
10 Bellarmine	34	21-13	202	5.9
11 Molloy	27	13-14	156	5.8
12 Livingston	54	41-13	304	5.6

Division III Individual Leaders

BATTING (Minimums—2.0 times at bat per game played by team and 60 at bats)

	CL	G	AB	Hits	Avg.
1 Laura Redick, La Verne	Sr	30	98	53	.541
2 Anne Cordaro, Cal St. San B'dino	Jr	38	114	63	.553
3 Audrey Warnock, John Carroll	Jr	20	66	35	.530
4 Pam Marston, Worcester St.	Jr	26	81	43	.530
5 Tara Harris, Rutgers-Camden	Sr	26	76	37	.487
6 Kelly Simmons, Framingham St.	Jr	27	68	33	.485
7 Jen Lepore, Geneseo St.	So	22	66	32	.485
8 Lisa Lake, Trinity (Conn.)	Sr	17	60	29	.483
9 Barb Marean, Cortland St.	Fr	33	112	54	.482
11 Christy Seekford, Bridgewater (Va.)	So	17	61	29	.475
12 Diane Klueg, Trenton St.	Jr	46	136	64	.471
14 Mary Jo Genovese, Marywood	Fr	27	68	32	.471
14 Debra Burch, Bridgewater (Va.)	So	17	60	28	.467
15 Lisa Sullivan, Western Mich.	Sr	21	65	30	.462
16 Tracy Knights, Castleton St.	Jr	21	63	29	.460
16 Tess Ira, Upper Iowa	Sr	24	63	29	.460
18 Amy Tostenson, Muskingum	So	46	155	71	.458
19 Kathy O'Connor, Plymouth St.	Fr	31	92	42	.457
20 Donna Bartuccelli, Staten Island	Fr	23	79	36	.456
21 Michelle Sinicola, Nichols	Sr	24	66	30	.455
22 Michele Prauss, Beloit	Jr	23	75	34	.453
23 Julie Carrelli, John Carroll	So	20	62	28	.452
24 Karen King, Worcester St.	So	26	71	32	.451
25 Stephanie Bailey, Alma	So	29	87	39	.448
25 Lori Lobb, Elizabethtown	Jr	30	87	39	.448

RUNS BATTED IN				
(Minimum 25)	CL	G	No.	Avg.
1 Rachel Clayton, Bates	So	15	43	2.87
2 Laura Redick, La Verne	Sr	30	54	1.80
3 Tara Harris, Rutgers-Camden	Sr	26	43	1.65
4 Lisa Banks, Trinity (Conn.)	So	17	28	1.65
5 Vicki Grissman, Lawrence	So	19	30	1.58
6 Meg Sorber, Susquehanna	Jr	21	32	1.52
7 Michele Smith, New Paltz St.	Jr	22	31	1.41
8 Kelly Benanti, Staten Island	Fr	20	28	1.40
9 Vicki Scott, New Paltz St.	Jr	19	26	1.37
10 Heather Baker, Frank & Marsh	So	25	32	1.28
11 Lori Lobb, Elizabethtown	Jr	30	38	1.27
12 Kristy Heustis, Gallaudet	Sr	20	25	1.25

NCAA Forum

Following is the text of the keynote address presented by Congressman Tom McMillen, D-Maryland, during the Presidents Commission National Forum June 20 in Orlando, Florida.

Thank you very much, John (Slaughter, Presidents Commission chair), for that kind introduction. As I was walking up here, I might add that this low podium (laughter), that is one of the problems being 6-11, of course. I want to thank John for the invitation to address the Presidents Commission and to invite me to Orlando to be part of this very, very important conference.

As John said, we have been friends for some time and I congratulate John and commend him on his work in chairing this Forum. By the way, I wish you the best of luck in your new role at Occidental. Again, thank you for the chance to come here today.

You know, when I came from the world of intercollegiate sports and professional sports to the world of politics, I guess my first and most powerful impression was really the daunting task that faces our nation. When you look across the panorama of the problems we face in the nation, whether it be the budget and trade deficits, threats to our national security, the AIDS problem, the ozone complex in our atmosphere, nuclear threat, it is quite a humbling experience to see all these problems and realize that we have the challenge of dealing with them.

You know something, I guess my innate optimism has always come out and that is we always have had leadership in the past to deal with these problems. I look back in American history to presidents such as Washington, Lincoln, Roosevelt and Kennedy, who have risen to the challenge and given our nation the leadership that it has needed to really surmount these challenges.

As I was flying down here yesterday, I thought about a story about leadership because clearly leadership is important to your work, and it is a story really about President Nixon when he went to China in 1972 on that tremendous, historic mission to open up Red China, really for the first time since World War II.

Of course, as you know, Henry Kissinger and a whole entourage accompanied President Nixon on this trip to Red China. So much of the Western world was curious to see what had happened to China in those intervening years. So there were a lot of reporters on the plane.

They landed in Peking and these reporters went out and sought out Mao Tse-tung, chairman of China, who, as you know, was quite elderly and had seen much of history transpire before him. So, these reporters were very curious to ask him all kinds of questions.

Well, they got to the great hall where he was located and they started asking the chairman these questions. One particular reporter piped up in the back and asked him a hypothetical question. He asked, "What would have happened in history, Mr. Chairman, if instead of John F. Kennedy being shot, what would have happened if Khrushchev would have been shot?" Again, alluding to the leadership issue I have mentioned here.

Mao was very quiet and reflective for a moment, and then he finally looked at the reporter to answer the question. He said, "You know, I really don't know the answer to that question." Then he looked down again and looked back up, and a smile came across his face. He said, "But I do know this. I do know that Mr. Onassis would not have married Mrs. Khrushchev." (Laughter)

Just as we need leadership in dealing with our national problems, so does the NCAA need leadership really to, I think, bring into better balance the system of intercollegiate athletics in our colleges and universities and really to correct the deficiencies that are there.

It will take great fortitude, people like John Slaughter, to deal with this array of problems. Because you know as well as I do, the NCAA is at a crossroads. The question today is will you get back to your original mission of educating young people? The bottom line on that is that sports should serve to enhance that mission and not to impede it.

Education, as you well know, does not start at the university level, and to many degrees our country is off track all the way up and down our educational ladder. Parents don't care enough about their kids' education. To me, it is quite startling,

when you look at a high school graduate today, they will have spent 2,000 more hours watching television than they do going to the classroom.

A recent study revealed that one-third of the 13-year-olds cannot handle basic elementary math tasks, one-third of the 11-year-olds don't understand what their math teacher is telling them. Obviously, we have misplaced our priorities in this country and our values have gotten askew along the way.

The young athletes today oftentimes, with our encouragement and approval, mortgage their education in their school years only to find that their dream of becoming a professional athlete is all but an impossible dream.

The NCAA has the unique role, because the duty of the NCAA is to balance the academics and athletics missions. If you



Rep.
Tom
McMillen

do not accept that mission, others will, in fact, require that it be done because overall the objective is too important to our country.

You know, I was a product, as John said, of the NCAA. I have to honestly say that there is much more good than bad involving our intercollegiate athletics programs in this country. Some of my finest memories were my days back at Maryland and I would find little to criticize the system.

But there are things that we can do to make it better. You hear about the horror stories, the phony transcripts and recruiting violations. Yes, some say that intercollegiate athletics are really an abomination to the ideals of higher education. But amidst all these violations and educational ethics, you start to distill down what are the reasons for the problems that we face in our systems.

Everyone knows that television and media have contributed to that problem. Through the tremendous amount of revenue that can be attributed to the media, millions and millions of dollars are involved and are driving this system forward. As Michener said when he wrote in his book, "The age of sports facilities is upon America" and that also is an aggravating factor in colleges and universities trying to make this balance possible.

Oftentimes, the athlete's educational well-being is put second to the fiscal solvency of these programs. College sports are big business. That is the driving factor that has made it so difficult to come and reach a consensus on the issues that it faces.

You know, for many, professional athletics is the dream that they have had since they were young persons. It was mine. When I was seven years old, I wanted to be a professional basketball player. When you look at it and realize how unreliable it is, you realize that we are selling a myth in this country.

In 1986-1987, 500,000 kids played high school ball. Twelve thousand men participated in NCAA basketball programs. The NBA drafted 161 of those athletes. Fifty made it and only a few lasted more than three years. The fact is that being a professional athlete is in no way a substitute or a replacement for a good education.

The chances are less than one in 10,000 that a youngster will make it to the professional ranks. Recruiters perpetuate that dream. As John Underwood wrote in that great Sports Illustrated article, "There are two pots at the end of the rainbow. One is the NBA and one is the NFL. In the NBA, where you can make \$500,000 a year if you are so lucky, and in the NFL, if you would make \$230,000, that is an irresistible temptation for a 17- and-18-year old who believes that dream is compatible with a good education."

The fact is when the recruiters besiege you—and I was besieged by all kinds of recruiters, 500 of them, in fact—the in-

formation I learned about an institution also often came from them and not from the academicians in the institution. It was filtered. The pertinent information I needed oftentimes I did not receive. It was difficult to delineate, differentiate between the schools that I was looking at.

In fact, in my own recruitment I would classically say that caveat emptor, let the buyer beware, is really the essence of the issue. If it was true in my case, it is true in many, many cases across this country. When you get to school, the pressures intensify even more.

I was in premedicine at Maryland. I would go to class all day, go to practice, get home exhausted at 7:30 at night, and have to maintain a premedicine curriculum. My brother, Jay, who is now a successful doctor, almost became a tragedy story of this system for he thought the professional dream was reliable and as a result he mortgaged his education, let his grades slip, and it took him two to three extra years to get into medical school.

Fortunately, my brother's story has a happy ending. But so often the ending is not so happy. The fact is that it is easy to compromise your education in those scenarios. The tragedy is not those who make it, but those who don't make it and fall by the wayside.

We must return our educational system to its original objective. Athletes must be students first and athletics and academics cannot be divorced from each other. Leadership of the NCAA is vitally critical in building on this balance. The presidents of these institutions are the ones that truly have the buck stopping at their desk.

They are the ones that are going to have to provide the leadership to make sure that our system is in order. The NCAA will have to move forward with substantive recommendations of this Forum.

I want to tell you this. I do not think that the trend is very promising when the citizens of Texas don't reelect a governor because he artfully stands for a pass/play standard. There is something wrong with our system. When the NCAA does not adopt a minimum grade-point average for participation, there is something wrong with our system.

For those critics who say that it wouldn't work, let me remind them that the same argument is placed on us in the Federal government about Gramm-Rudman when we deal with the Federal deficits. Everybody said Gramm-Rudman will not work, there are too many problems with Gramm-Rudman.

My answer to that is what would the Federal deficit be without Gramm-Rudman? It is better to have it than not to have it, better to have these standards than not to have them. The public opinion is becoming very, very important in this issue, increasingly critical, as you know.

Recent polls say that 52 percent of the American people say there is an overemphasis on college sports; and among college graduates, 70 percent say there is an overemphasis on sports. And Congress is beginning to respond. In a hearing in the Ways and Means Committee on the unrelated business tax issues, colleges are beginning to be viewed as big business. It is not just academic excellence.

A few more Lennie Bias stories could open up a Pandora's box that would force Congress to begin micromanaging the affairs of the NCAA. No one wants to see that happen. The Congress wants to see the NCAA and the presidents build on themselves and police themselves on these issues.

The government might not have a role in these issues, you might say, but it will have a role. I have to remind you only of Title IX and the Civil Rights Restoration Act to show you that the Federal government does get involved in these issues at times.

Last week, as John Slaughter said, (U.S. Senator) Bill Bradley and I introduced a bill, along with Congressman Ed Towns from New York City. This bill was to require graduation rates, not only of the general population but of student-athletes, to be reported to the Secretary of Education so that students would have the pertinent information in making the decision where they want to go to school.

This was a relatively innocuous piece of legislation designed to prod the system forward, or a right-to-know bill; if you will, a full-disclosure bill. It is interesting that 85 percent of the presidents polled in a 1985 poll indicated that they approved of these graduation rates being reported. But little has been done.

Again, the bill that Congressman Towns and Senator Bradley and I are introducing is just a step forward in trying to prod the system along so that we can get back to our original mission. The NCAA and its leadership can significantly change the system.

You need to insure these incentives are in place so that schools with the dismal graduation rates will not be treated the same as those who are graduating their student-athletes in a much better way. The presidents must be sure that meaningful degrees are awarded.

We must encourage enrollees to take some of the responsibility here so that if an athlete goes hardship, the professional leagues have some responsibility to return that athlete back to the university to receive some kind of education. Nothing is more important in these issues than trying to strive to obtain this balance.

For those who say it cannot be done, its force is too big, let me remind you the most important challenge that we face in this country is not being played on the fields and courts of our colleges and universities, but it is being played out in the global arena where there is a race going on for technological superiority, for trade balances and for standards of living. That is the race that we cannot lose sight of.

The mission that you have is to return our institutions back into better balance. You know, it is particularly important in this Olympic year that all of us realize that a sound mind and a sound body are indeed attainable.

Thank you very much. (Applause)

Membership structure

Following are the texts of speeches on the topic of NCAA membership structure presented June 20 by principal speakers at the Presidents Commission National Forum.

Richard D. Schultz

NCAA executive director

Chancellor Slaughter, ladies and gentlemen: My assignment is an overview, so I am going to be brief. We have a short time schedule and I am going to leave many of the details to the next two speakers. I think, however, there are some questions when we talk about structure that need to be dealt with and need to be brought to the surface so that in the ensuing comments and discussions, perhaps we will all be in a better position to get the most out of them.

I think one of the first questions that always comes to mind, and I have heard it so much in the past year, is what, really, is federation? This seems to be a big question that everyone has in their mind. Well, obviously, federation in its purest form would allow each of the divisions and each subdivision to really determine its own rules.

We don't have complete federation of the NCAA, but over the past number of years we have moved closer and closer to what we would consider a full form of federation. When you speak about refining or improving the federated process or moving toward more federation, basically, what I am talking about is developing and



Richard
D.
Schultz

refining and fine-tuning the process, so that we have a better chance of operating more effectively and more efficiently as an organization.

I think when we talk about federation there are basically five questions that we need to deal with.

In April, we put together a working document for the Council that deals with not only the structure and procedures and interpretations, but the role of the Council. This was well-received by the Council and they urged that we send this to the membership. We asked not to do this until after this Forum because it does deal with

many of the issues here, and I didn't want it to appear that this paper would be something that would steal some of the thunder or deal with many of the issues that you will hear today.

After this Forum is completed, we will send out an edited version, somewhat, of that document to all of the members. We hope you will read it; we hope it will be a thought-provoking document about future changes that are needed in the NCAA. It is from the structured formality of that document that I just want to provide a quick overview for the next two speakers.

Basically, the five questions are:

One, are the current memberships of the divisions and subdivisions properly constituted?

There are many that will say they are not. What we are looking for in federation is a homogeneous grouping, so that the people that are in a division or a subset of a division are those individuals or those schools that have common interests and common programs.

As we take a look at our structure, we probably have a number of schools in Division I that should be in Division II. We probably have a number of schools in Division III that should be in Division II, and Division II is the smallest of our structures and perhaps the division that needs at this particular point in time the most attention.

We have tremendous diversity in Division I. We have talked about that many times. We have programs in Division I whose budgets will vary all the way from \$400,000 to \$16 million. They are all Division I schools. Perhaps that is fine. We have subsets in Division I in football, I-A and I-AA, and perhaps in the future maybe even I-AAA.

Perhaps through the Division I structure, with some refinement, those subsets can become more autonomous, and because of their grouping deal with some of the problems that are incidental to those particular groups.

What is the appropriate level of autonomy for each one of these divisions? I think when we take a look at that we need to see where we are in the federated process right now and what is left to be done. I want to refer to a document that was done some time ago that really outlines what you can do right now in federation.

If you take a look at it, you will find there are many things that we could be doing right now in individual divisions and in the subsets of Division I that we are not doing that would provide for more autonomy for each one of these groups.

I am just going to take Division I-A, for example, for the sake of time. I am not going to go into detail. Basically, I-A can deal with almost every recruiting issue they want to deal with, all the way from the contact period to the evaluation period, to tryouts, to clinics, to all-star games, to transportation.

I-A has almost complete autonomy to determine how they are going to recruit. Extra events I-A can determine what extra-event activities, the number of college all-star games, the postseason football contests, the administration of those events; playing and practice seasons; practically everything that has to do with playing, with foreign tours, with the length of practice, with the number of contests; eligibility rules; transfer rules; drug usage and drug testing; financial aid awards, as it has to do with squad limitations, countable and exempted employers, multiple sports participation, etc.

Perhaps this is one area in which we could take one closer step toward federation and provide I-A and I-AA with the opportunity to determine their own financial aid within those divisions, and maybe that would solve some of the autonomy problems that are existing right now.

Other issues that can be decided already are personnel limitations, football television and membership criteria for I-A. The things that I-A cannot do under the current federated process is determine institutional eligibility for NCAA championships, establishment of new NCAA championships, conference eligibility, maximum awards in basketball and coaching and squad limitations in basketball, criteria for Division I classification, and the definition of commonly accepted educational expenses.

What I am talking about for I-A is virtually repeated for each subset in each division. When you stop and analyze

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NCAA Forum

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what we are doing right now, under the federated structure that we have, you will find that there are a number of these things that are available that are not being used.

Another question is what would the impact of greater Division I autonomy or more federation for Division I or I-AA... be on Divisions II and III? Obviously, there is a concern by some that with greater autonomy for I-A or Division I, they might take the money and run.

We all realize that Division I basketball basically drives the NCAA and provides the subsidy for Division II and Division III. We can't change that. We are an Association. We have an umbrella group and it is very important that we don't lose sight of that.

We talk about the Division I basketball program, which is another one of the questions—can we have greater federation in our Association without making major changes in the Division I championship, or that championship structure?

I think all we have to do is to take a look back a few years. A number of years ago, as an Association, we had an in-season football television package that provided a good amount of revenue and good coverage for the membership. Many of you felt that that should be changed, so the NCAA no longer has or is allowed to have because of antitrust regulations an in-season television package.

There are many of you who would like to turn the clock back after seeing the results and have once again the television coverage that we experienced and the programs we experienced a few years ago. Let's not be short-sighted. Let's be sure that we analyze what the Division I basketball championship means to the NCAA and especially to Division I.

Let's not tamper with that and destroy something that is so viable for so many schools. I think we can create an atmosphere and a situation for greater federation and greater autonomy without destroying something that generates so much for so many.

The final question is probably can we have more federation without destroying the umbrella structure? To me, it is very important that we do maintain an umbrella. We should not become so divided that there are not the opportunities to share the common philosophies and the common understandings.

Each division adds to the other division and the weakness of one might be the strength of the other. There needs to be some continued umbrella structure regardless of how much we refine the overall federated concept. There are some solutions that require some legislation and there are some other solutions that do not require legislation.

Basically, if we are going to have legislation, it would have to deal with greater autonomy in financial aid and there probably would have to be some changing in multiple-division classifications.

Division I-AAA football should be given strong consideration even though there are some concerns among some I-AA schools and Division II schools as to the impact it would have on their programs. Perhaps we should look, if we pass and approve a I-AAA concept, at some type of freeze on the membership so there isn't an immediate moving back and forth until some of those problems can be solved.

There probably would need to be some changing of structure among committees to deal with some further federated issues. There are some solutions that can be handled without legislation.

Division II can be made much more attractive. I think this has to happen. I think we need to take a look at strengthening that division. It is very small, and in many cases it is creating problems for Division II members to even play a Division II schedule. Because of this, it has suddenly become attractive for a number of Division II schools to move their programs to Division I, not because they are going to compete as the Division I members do but, because of the attractiveness of Division I basketball, it makes it almost attractive enough to move their whole programs there and really not do much about the other programs.

But if we were to make Division II basketball, as a start, more attractive by working very diligently to achieve some live television, to subsidize that program so that the amounts of money available to those teams that perhaps would win the championships or events would be more attractive, this might help solidify some of those situations and stop some of the upward mobility.

I want to go back to some comments I

made in January. I think this is an important issue when we are talking about federation or structure, or whether we are talking about procedures or what we are going to do.

I mentioned at that time that one of the important issues is trust. We are never going to improve the structure of this organization, we are never going to generate reform that is necessary to keep us in the modern world unless we can develop a greater trust between each other; division-to-division, member-to-member, Association-to-member.

If every time we talk about changes there is a fear that some disaster is going to take place or someone is going to move us in a direction we don't want to go, we are going to remain in this status quo position. We have to trust each other. It has to be a step-by-step process.

This is not something that is going to happen overnight. It will take a period of time to be effective. But as an organization, we can't fear change. We have to have the courage to adjust our structure and our procedures so that we maintain the viability of the solid governance organization.

If part of our membership perceives there is some type of problem in our structure or in our procedures, whether that problem is real or perceived, it is a problem. We have to have the courage and the trust to deal with that problem.

We have already heard from Congressman McMillen a thought that is shared by many, that there is a threat that if we don't deal with our own problems, someone else will deal with them for us.

You are the educational and athletics leaders of this country. You are the people who can create change, positive change, not only for intercollegiate athletics but for higher education and the purposes and the goals that we all want to achieve. We have to have the trust and courage to effect those changes.

Hopefully, what goes on today and tomorrow will be stimulating, will cause creative discussion and will form some consensus that will be a base for progress and the future success of one area of our lives that we all love.

Thank you. (Applause)

Charles M. Neinas Executive director, College Football Association

Thank you, John.

Good morning. I appreciate the invitation to be with you this morning. I know that my speaking here at the NCAA Forum probably comes as a surprise to some and it was a surprise to me when I got the invitation.

When President Slaughter asked me to speak on the position of granting greater autonomy for the major athletics programs, probably what I have to say will be a surprise to no one. The format that has been developed here should provide the opportunity to generate new ideas as well as dissecting some old ones.

Dick Schultz has commented on what he perceives to be the need for a federated structure. Last January, in Dick's articulate State of the Association address, he said, "I think it is important that we complete the federation process. We are halfway there now and we need to get the rest of the way to a fully federated Association just as quickly as we possibly can."

The word "federation" is defined in the dictionary as the act of uniting in a league or agreement by each member to subordinate the powers to that of a central authority in common affairs and to go for a similar association of groupings.

Although we may have a difference of opinion on some matters, I trust that we can agree that there is a common bond that exists within the National Collegiate Athletic Association. Further, I assume that there is a common agreement that intercollegiate athletics must be a worthwhile enterprise for colleges and universities to continue, or we wouldn't be here today.

I trust that there is a common desire to conduct intercollegiate athletics in accordance with the rules, and that we all have an abiding interest in the welfare of the student-athlete. There is recognition that college sports provides a learning experience and enjoyment for both participants and spectators.

Another common bond among those assembled here today is the desire to promote higher education and to provide for individuals the opportunity to learn and hone their talents and gain through experiences as they begin to accept the challenges of life after college. What better example than Congressman McMillen?

We must also recognize there are differences that exist between the members of the NCAA, not only athletically but academically. For example, there are those that believe that a small liberal arts college provides the best education because such an environment offers the student more personal attention.

Others support attending a large state university, because they conclude that such an environment will provide for a broader educational experience.

And there are differences that exist within the universities themselves. For example, the requirements to enter graduate school in engineering may differ considerably from those who desire to attend law school or to pursue graduate work in the college of arts and sciences. The fact is that differences do exist in the academic area.

We should also then recognize that there are differences in philosophy, approach, resources and objectives in intercollegiate athletics. I will have more on that later.

Now, the focus of this Forum is to look to the future and attempt to determine a course of action that will enable the NCAA to be more responsive to its diverse membership in matters relating to struc-



Charles
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Neinas

ture, procedures and financial aid.

But before we talk about tomorrow, we need to review the past with the hope of providing a perspective as to the need for the further federated structure. We all know that the NCAA was formed in 1906 and we have heard the story about Teddy Roosevelt and his concern for football.

But the organization did not really become viable until the 1950s. That is when Walter Byers was hired as the first full-time director of the organization, and it established its own permanent office, recodified its constitution and bylaws, authorized the establishment of an enforcement program; and at that time the NCAA was comprised primarily of what we would term major athletics programs and some smaller colleges located primarily in the East.

As the NCAA's membership began to grow, the Association responded by providing university- and college-division athletics competition. The first college-division championship was staged in 1957, and the NCAA membership, active membership at that time, was 467.

I would call the '60s the decade of growth. College enrollments grew. Some of the larger state universities enrolled 40,000 to 50,000 students. Institutions that had been classified as state colleges, primarily regional in scope, expanded, became state universities, and saw a broadening of the educational process.

It was during this decade that college football experienced its greatest growth, from 20 million to 30 million spectators a year. It was also during this decade that the NCAA basketball tournament was shown on network television for the first time, and during this period the NCAA membership expanded.

In 1967, it was determined that the institutions should classify themselves as either college division or university division. Some of you may remember the arguments on the NCAA Convention floor at that time that said whether you were fish or fowl. Well, a total of 223 opted for university division and 388 elected college division.

In the 1970s, the NCAA membership became interested in economics. It was during this period that we suffered from double-digit inflation, which impacted heavily on athletics because of the cost of transportation, housing, etc., that exceeded the general inflationary spiral.

A special NCAA Convention was called to address cost control and established a grant-in-aid limit, the size of coaching staffs and recruiting restrictions; and it was also at this time that the Convention eliminated the incidental-expense allowance from the grant-in-aid.

Title IX was adopted and became instrumental in the development of women's athletics. The NCAA again recognized

the need to reorganize and in 1973 established three divisions. Later in that decade, in 1978, the membership approved new subdivisions of I-A and I-AA in football. At that time 139 selected I-A and 37 were I-AA, and 82 were Division I-AAA.

It is always difficult to provide a historical perspective to current events. I will term the '80s the decade of evaluation. We have seen the emergence of chief executive officers in the establishment of the Presidents' Commission, interest in academic standards spawned Proposition 48, a satisfactory-progress rule, and there has been concern about enforcement of rules; and a special Convention was called and legislation enacted that would provide for the imposition of more severe penalties.

Institutional self-study is now required. Many colleges and universities have commenced employing compliance officers. We have had problems associated with drugs. This certainly is not limited to athletics, but implicates the society as a whole.

The NCAA has taken the lead in instituting a drug-testing program. Those of us engaged in the administration of college athletics certainly are not without fault. Fortunately, many people have endeavored to try to improve the situation.

Earlier in this decade, new criteria were established classifying the sport of football. As a result, active membership in the NCAA, as of April 1 this year, numbered 105 in Division I-A, 87 in I-AA and 111 in I-AAA, and 181 in Division II and 320 in Division III.

Since I have attempted to give a historical perspective, I now polish off my crystal ball and comment about the future. Your ideas as to what may lie ahead for college athletics may be better founded than mine, but let me share some ideas about the '90s, which I will term the decade of change.

There will be increased and continuing concern for the funding of higher education. I have noticed the trend where institutions themselves have become more entrepreneurial and more active in seeking support from business and industry. I anticipate that universities will become even more entrepreneurial, and I expect that athletics departments may follow the same route.

The question is raised, "commercialization." What is commercialization? Is it acceptable for a university to actively pursue a company such as U.S. West and convince it to establish a research facility in connection with the university? Is it wrong for the athletics department to utilize the resources of the same company in the promotion of intercollegiate athletics?

We may see realignment of conferences or conference lines may even become somewhat obscured. What if college athletics' greatest asset is its tradition? One of the greatest drawbacks is its tradition. We promote tradition and I trust we will never lose it. But we should not hinder further development because of tradition.

For example, a traditional conference may engage in football and basketball but create some conferences for other sports on a geographical basis and to satisfy the needs for competition. I trust there will be an evaluation of intercollegiate athletics from a practical standpoint that has already been commenced under Wil Bailey's committee in renewing and rewriting the Manual. Included will be an analysis of the regulations that are currently imposed upon the student-athlete.

At the CFA's recent annual meeting, I was interested in the address by Joel Porter, a recent graduate and football player from Baylor University. Joel noted that the student-athlete has been doing all the listening, and it would be helpful if those of us engaged in intercollegiate athletics could hear what the student-athlete has to offer.

I expect that there will be further demarcation between those institutions sponsoring a major program and other institutions sponsoring intercollegiate athletics programs. That is why we are here—to discuss restructuring the NCAA that will allow the organization to progress and better serve its membership, which is quite diverse.

Since the '50s and the creation of college and university divisions, the NCAA has addressed the need to restructure. The current discussion about federation is a continuation of that progress. The demarcation between institutions and their sponsorship of athletics may be more pronounced now than some realize or are willing to admit.

Let me give you some examples. An analysis of football attendance for the 1987 season reveals that the 105 members of Division I-A were responsible for 70

percent of all college football attendance that numbered in excess of 36 million. This includes all colleges playing football, including non-NCAA members.

Division I basketball attendance for the 1986-87 season, this is Division I only, totaled 20,215,000. The Division I-A members comprise approximately 35.5 percent of the total Division I membership, yet those institutions attracted 61 percent of the spectators to Division I basketball games.

Perhaps most revealing was the emphasis that Division I-A members placed upon sports other than football and basketball, sports for both men and women. The study reveals that 75 percent of the NCAA individual and team success of Division I championships can be attributed to those institutions classified as Division I-A.

Now, I recognize that statistics can be boring unless you are a baseball player, and they also can be misleading. In this instance, however, I don't believe we can ignore the facts. Those involved in the highly visible athletics program operate in a competitive arena and are confronted with a variety of problems and concerns that those involved with the less visible program may not experience.

This is not to say that those involved in major athletics are right and others are wrong; it is just that there is a place for a variety of colleges and universities in an educational system, and there is a place for different types of athletics programs within the NCAA.

The concerns of those of us involved in a major athletics program rest primarily within our own division, Division I. We recognize that those involved in intercollegiate athletics are competitive by nature and, as the Army recruiter states, "be all you can be." That is what all of us hope to accomplish.

While we recognize there is a place for a variety of institutions in higher education, we need to understand that there is room for different approaches and emphases in athletics. We need to recognize that within Division I there are philosophical differences and that not all Division I members possess the same resources.

Dick, we can have the trust, but when NCAA legislation is introduced it will be viewed from different perspectives. For example, there are those fostering major programs that may view legislation as helping to solve a problem, while others assume it is a device to provide a recruiting advantage.

The evaluation of legislation to exempt the full Pell Grant, and the 1988 Convention, will illustrate my point. Fifty-five percent of the Division I-A members voted to support awarding a full grant to qualified students. The same proposal was supported by only 13 percent in I-AA and 28 in I-AAA.

Subsequently, the Division I members did vote to increase the amount the student-athlete can receive from the Pell Grant from \$900 to \$1,400. Such a proposal was supported by 95 percent of Division I-A but only 30 percent of Division I-AAA.

What are some of the options for the NCAA membership in considering further federation?

Number one, status quo. If this course is followed, however, and the '90s do become the decade of change, frustration will only grow.

Number two, establishment of more stringent criteria for Division I membership. Previous attempts to adopt criteria of Division I membership in the sport of basketball failed. Unless something is done, it can be anticipated that the influx of members in Division I will continue to grow.

Division I was not meant to become a one-sport division, but in reality some institutions opt for Division I classification for one reason only, and that is for the opportunity to compete in the Division I basketball tournament.

Perhaps there should be a Division I-A and I-AA in basketball, with the understanding there would be appropriate financial incentives available to encourage such an arrangement.

Number three, Division IV. Legislation was proposed in 1982 that would create Division IV. The members of such a division, basically those involved in the sponsorship of major athletics programs, would enjoy legislative autonomy over their own affairs. Division IV members would continue to compete in the Division I championships.

Number four, creation of an auxiliary organization for those involved in major college athletics that would be affiliated with the NCAA and would take advantage

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of the services offered by the organization, with an appropriate funding commitment, but the members of the organization would regulate their own programs.

Unfortunately, there are other options but I will not attempt to describe them. I would assume there would not be great support for the establishment of an auxiliary organization. Hopefully, there would not be great support for retaining the status quo.

Therefore, the solution would appear to lie somewhere between more stringent criteria for Division I and the creation of Division IV.

Now, the basic question confronting us in attempting to provide a meaningful structure in the NCAA is to analyze where an institution does belong. It is one thing to have the philosophy to be major and another to have the necessary resources. You must have both to be successful.

For example, Harvard University has the resources to fund a major college athletics program when it has philosophically decided it is more comfortable in a different arena. There are institutions that philosophically would like to be major but may lack the resources to achieve that goal.

Whatever an institution's objectives may be in connection with the intercollegiate-athletics program, each institution must evaluate not only its philosophy toward athletics but also analyze its resources and its commitment.

I recognize this is not that easy to accomplish. Perhaps the Scotch poet Bobby Burns said it better in his poem: "Oh wad some Pow'r the giftie gie us: To see ourselves as others see us!"

Thank you. (Applause)

Kenneth J. Weller President, Central College (Iowa)

I put a tag on my remarks: Federation, proceed with caution. Discussions of federation in recent years have provided two faces. Most evident has been the polite, somewhat abstract face of the public forum. But there has also been the practical face of the hotel corridors and the smoke-filled rooms.

We have talked publicly about the ephemeral issues dividing Divisions I, II and III when you have known that concrete tensions, the frustrations and the suspicions really divide Division I.

In our assemblies, we have talked piously about self-determination for the major programs in the areas of academic standards and financial aid, and we have talked about full programs and autonomy, but in our small circumstances of power we talk about dollars and always within the shadow of the tournament, the threat of losses to the powerful, if it is watered down; the threat of losses to the few, if they are frozen out; the tantalizing windfall if the smaller circle of victors divides the spoils. And so it has gone.

From this tough, grimy perspective, it is very easy for me to identify the pivotal problem in pursuing federation. It is the worry, bordering on paranoia, of some of our members who figure they will be federated right out of the Division I tournament.

As one of them put it to me, "We are fighting for our lives as institutions and conferences." This threat of financial disaster overwhelms the thoughts of potential benefits and creates anxiety, suspicion and almost insurmountable political roadblocks to change.

I believe that any hope of progress in federation—and much progress could be made—depends on a specific commitment to retain the tournament in its current form. We should do it, and let me cite two reasons.

First, the present tournament set-up is already very lucrative for those institutions that might be tempted to eliminate others. It doesn't appear that their share is likely to be eroded by these undesirables in the future. Major programs will remain strong since they are inherently more attractive to blue-chip athletes and star coaches.

Furthermore, strict limits on the number of automatic qualifiers of 30 and the number of competitors at 64 will establish a preserve for the major institutions and banish most of the scrapping and the uncertainties to the lesser rank. The big payoff of today can still be here tomorrow.

Secondly, tinkering with the tournament is very risky. It jeopardizes the goose that lays the golden egg. Past experience with the football TV agreement has shown that attempts to beef up the take can backfire. Likewise, attempts to reduce the number of institutions with a proprietary



Kenneth J. Weller

interest in the basketball tournament could seriously undermine the TV ratings on which its financial success is based.

In fact, I believe that it can be argued persuasively that the tournament does not really belong to any particular group of schools; it belongs to the public, the public that always wants to give the underdog a chance, a public with long-standing emotional allegiance to some of the teams that may seem to be expendable, a public that wants a true national champion, a public that covers this nation in a pattern of TV markets that may not match well with the narrowed list of participants, and a public that deeply appreciates the current arrangement as evidenced in both the emotional and the financial support that made it the premier sporting event of our time.

To seriously alter it would be unfair and unwise. To assure its continuance would be an acceptable price for the most lauded advantages of federation. Those advantages are real. Federation does work. The development of Division III is striking proof.

Early in the history of Division III, a philosophy of athletics was hammered out that defined a relatively homogeneous group. Competition has been spirited and reasonably fair. Only a few comprehensive rules have been needed and huge blocks of minutiae of Divisions I and II regulations have been totally bypassed.

It is efficient, effective and successful. It clearly establishes one small, self-sufficient, unsensational but unique place in the sun. We love it. It would be great if the same could be accomplished across the board.

On the other hand, federation could lead to the disintegration of the NCAA. Disintegration is a strong word but it is appropriate. The separate conclaves of the vulcanized world of athletics could stretch farther and farther apart and finally snap the ties that hold it together.

In particular, there is the possibility of an abrupt and concerted move by the major powers into a more commercially oriented structure. Such a move, although advocated frequently in the media and in cynical faculty circumstances, would be tragic in my judgment.

It is essential that we use the advantages that entrepreneurship can provide, enlightenment of management, aggressive marketing and excessive cost controls, but we should not forget that an unabashed acceptance of the profit-making model also means pressures for unionization and higher wages for the athletes, pressures for unrelated business income taxes, application to athletics of the traditional governmental programs designed to protect all employees, and finally, the traumatic possibility of the loss of tax deductibility for the donors.

All of these, however, fall to insignificance when measured against the devastating charge that excessive commercialization violates our fundamental mission as educational institutions. By definition, colleges do not exist to make a profit, nor do we exist to enhance the reputation of a coach or an athletics department.

We exist to serve people, athletes, students and the public. Some people see clearly religious and ethical implications behind such an assertion. Others are pragmatic, and no one denies that it is fundamentally true and that it lies at the heart of the existence of the NCAA and each of its members.

It is the glue that holds us together. The glue may work in different ways and different places, but ultimately we are all educational institutions serving people. The key challenge today is to articulate integrated principles that are appropriate for educators and will be relevant in the highly commercialized environment of modern athletics.

Let me take a moment to develop an approach to that challenge that many have found to be compelling. Every educational institution has two sets of objectives. One familiar set deals with what we

are seeking to do in serving our students.

A second, equally valid, deals with our attempts to serve society broadly: going beyond current studies to a larger constituency, the state, the nation, the society, however you choose to describe it. A large state institution builds an enormous library with an outstanding collection. Why? To serve the current crop of students but also to provide resources for the general public of that area.

A college or university sponsors a series of cultural events. Why? To enrich the lives of students but also to serve the surrounding community. It would be easy to list other examples, but let me settle for one more, very closely analogous to the situation facing athletics: the role of research in academic life.

It is clear that many universities place great emphasis on research, in small measure for the students, but principally to develop knowledge and technology, and in the service of society to help pay the bills. Research programs often take on an autonomous existence.

Financing is obtained from the outside, separate budgets are established, personnel are hired, promoted and dismissed who never see a student, but despite these unusual arrangements research is traditionally regarded as a valuable and legitimate part of the institution. In fact, the balance that is struck between research and teaching does much to establish the special identity and character of an institution.

The logical progression in this line of reasoning is to assert that an athletics program may also have two sets of objectives.

It can serve the objectives of the participants, the student-athletes. It can also serve the interests of the general public, the spectators, the constituency, the society. Countless coaches in after-dinner speeches have extolled the value of athletics performance.

This rationale need not be elaborated here, although, granted, philosophy is in order. Few, however, have addressed the role of athletics in serving society as a whole. Although the provision of entertainment is an important aspect of this role, it is certainly not the only source.

Recent studies of sociological, psychological and cultural roles in sports make it clear that sports is important to our society. It is a major determinant of our national character and our cultural heritage. Some people abhor this fact, others applaud, but the reality is inescapable.

Sport is an essential and integral part of our corporate existence. People want it to be that way, they appreciate it and they supply the money to make it possible. Responding to this well-established need, many educational institutions have developed programs designed to provide the entertainment that people are seeking.

Rarely, however, have universities articulated a philosophy which focuses on serving society. They have chosen instead to legitimize their programs by reference to participant objectives. This is unfortunate. Somehow or other it seems totally inadequate if not ludicrous to justify a 100,000-seat stadium as a means of teaching young people about the game of life.

At the other extreme, it is crass and irresponsible to advocate that an educational institution adopt the goals and morals of the marketplace. A persuasive and logical case can and should be made for athletics programs based on societal objectives.

Like research, athletics can become somewhat autonomous in its organization and can be financed from outside sources, and like research it can and should be respected as an integral part of the mission of an educational institution.

It also seems clear that decisions regarding the relative emphasis placed on service to participants and service to society do much to establish the special identity and character of an institution. Similarly, it can serve as a basis for distinguishing the divisions of the NCAA.

It can be claimed that in general the Division I institutions are characterized by a greater emphasis on societal objectives. Division III institutions concentrate on participant objectives. Division II institutions are likely to fall in between.

It is interesting to note in the context of this meeting that this taxonomy of objectives could also be used to distinguish two key groups within Division I. Those institutions which sponsor and aggressively support a large number of sports have clearly added a healthy dose of participant objectives to the societal objective that characterizes that division.

Other institutions in Division I have minimized their commitment to nonre-

venue sports and in effect focused almost exclusively on societal objectives through basketball. Let me note parenthetically that participant and societal objectives could be very, very helpful in attacking the problem we face today in getting institutional budgets to support some aspects of athletics.

In Division III, where participant objectives prevail, all athletics is at the end of the institutional budget. The difference between what I call societal objectives and good old-fashioned capitalism may seem to be a semantic charade and perhaps even a bit hypocritical. I believe that it is valid.

Let me cite one further advantage. It has a very special value that facilitates the view of regular educational governing structures in the control of athletics. Businesses are run by businessmen and businesswomen. Presidents, faculty and trustees tend to wash their hands of profit-making, apologize to other academics and look the other way.

Too many athletics programs are controlled by outside forces or inner forces that are isolated from established lines of authority and responsibility. If institutions are to assert and strengthen traditional educational control of athletics programs through such things as audits, self-studies and wrenching reorganizations, traditional educational objectives will be far more effective in leading the way than will reliance on the simplistic controls and procedures of the marketplace.

My instructions for this presentation included the suggestion that I introduce and advocate some new thought-provoking ideas. I will conclude with six brief statements calculated to do just that.

1. Almost all past efforts toward federation have tried to create groups of mutual athletics characteristics. Much of the current interest in federation is based on a mutuality of educational characteristics. For example, research universities as a group; universities with national as opposed to regional constituencies, in discussions described as Ivy League types, whatever that means; finally, small private liberal arts colleges in Division III as contrasted with large public multipurpose institutions in Division III.

Conclusion: It seems clear that our attempts to define groups with similar interests must include educational as well as athletics characteristics.

2. In my years on the Presidents Commission, I have learned that many Divisions II and III presidents became involved in the NCAA not because of their interest in the affairs of a single division, but because of deep concern for fundamental holistic questions regarding intercollegiate sports and its appropriate role in higher education.

Since discussions of these issues have focused on Division I needs, some Divisions II and III presidents have felt per- versely excluded from the very issues that they regard as most important, and the federation process has done this.

Conclusion: Federation should provide a system for identifying and widening the involvement in those issues that, in fact, affect all of higher education. It must be done, however, without infringing on the rights of each division to run its own affairs. The Presidents Commission should take major responsibility for this delicate task.

3. Financial aid differences have played a key role in establishing our divisional structure. They are bound to be important in any future federation attempts. Although some major programs talk about raising the maximum allowable figure, there are strong indications that aid will go down, not because of philosophy but because of costs.

Athletics costs are rising exponentially. Reducing scholarships is a simple, direct offset. Knowledgeable observers believe that lowering scholarships in the second-tier programs of Division I will not change the basic distribution of the blue-chip athletes.

They will go to the same places they go now, because of the facilities, because of the coaching, the reputation and access to the professional game. Ambitious coaches in smaller programs will be frustrated by reduced scholarships as they seek particular recruits, but they will be working with much the same pool of vital prospects, nonetheless.

Division II will almost certainly follow any cuts in Division I. They need cost cuts as desperately as the rest of us, but have resisted unilateral cuts because of the fear of increasing their recruiting disadvantage vis-a-vis the lower tier in I.

Conclusion: Expenditures on financial aid should be reduced generally and in a coordinated way.

4. I expect that in the long run, the very long run, federation will move toward two divisions that subsidize athletes at distinctly different levels—let's call them I-A and I-B—and two divisions that do not subsidize at all, one composed primarily of large state colleges and the other small private liberal arts colleges—let's call them II and III.

A first step today in that direction, which seems visible and feasible, is to increase the size of Division II by shifting some of the smaller, less competitive programs from I to II and some of the larger aggressive programs from III to II.

The shift from I to II would be facilitated if the Executive Committee, as part of the consideration of revenue sharing, would take steps to increase the payoff to the winners of the Division II basketball tournament. It is quite possible that some smaller Division I teams would do the rational thing and opt for a good chance at a medium payoff in II in preference to a very, very long shot at the big jackpot in I.

The shift from III to II would be facilitated by a scaling down of the costs in II, which would make it much more attractive to some of the large, aggressive schools which seem to be impatient in Division III at the present time.

Conclusion: Division II should become larger. We should encourage shifts from both I and III.

5. The regular legislative procedures of the NCAA seldom elicit proposals that resolve controversial issues. Proposals are commonly presented by proponents of one point of view, and the arm-twisting, coalition-forming battle for votes takes place. Rarely is there a negotiated compromise or a consensus proposal that gains support from both sides of a polarized constituency.

Conclusion: Therefore, the federation issue, which is controversial, which is polarized, and interdivisional, needs a special task force or a committee to develop ideas and to negotiate proposals that are acceptable to the membership.

6. Finally, any meaningful system of federation must preclude multidivisional classifications. When an institution has different sports in different divisions, it is confusing. It creates inequities and it caters to an institution which espouses mutually contradictory philosophies.

A moratorium should be declared on any multidivisional classifications and the continuing effort should be made to remove existing arrangements as equitably as possible through such things as I-AA football, the attrition of grandfathers and so forth.

The only exception in principle justified by its truly unique characteristics—and emphasize that—would be the Division I basketball tournament, where more than one subdivision would be eligible.

In essence, this system would require institutions to classify their entire programs in the subdivision in which they naturally belong, but permit basketball to move up under carefully regulated circumstances. This contrasts with the current system in which the entire program must be in one, despite some very obvious misfits, and the football can be omitted or moved down.

Conclusion: Multidivisional classification should be eliminated.

Summary: To put all of this in a nutshell, let me say this. Although there are great advantages to be gained from increased federation, it should be approached with caution. We must be sensitive to the interests of all of our members and build on a careful analysis of our long-range goals as educational institutions, not on opportunistic responses to the power politics of the moment.

Now, let's talk about it. (Applause)

Procedures

Following are the texts of speeches on the topic of NCAA legislative procedures presented June 20 by principal speakers at the Presidents Commission National Forum.

Jeffrey H. Orleans Executive director, Ivy Group

Thank you, Chancellor Slaughter. The topic of reform of administrative and rule-making procedures is on its face, I guess, the dry stuff of a political science exam. But whatever NCAA members may not agree on, it seems sometimes to me we all do agree at least on this much, and that is that we have more and more academic interest in providing our stu-

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dent-athletes the very best school environment that we possibly can.

Fortunately, we are well past the beginning of this effort. The work of Wil Bailey and his colleagues in revising the Manual and in seeking opportunities for rules simplification—the issues raised by Dick Schultz to the Convention in January and the Council this spring, and again this morning—and innovations within the compliance, enforcement and legislative services divisions, all have given us a clear start.

President Bailey and President Coor each will offer us a model for turning these beginnings into permanent change. In this preface or overview, I would like to offer a number of ways to evaluate their proposals, not in a technical sense, but in terms of the essential values our organization seeks to promote, and of the opportunity we have to serve those values.

What should be our fundamental values are already set forth very clearly in this book (NCAA Manual), pages 6 and 7, Section 2 of the constitution, which is aptly titled our "Fundamental Policy."

It reads in the main part, "The competitive athletics programs of the colleges are designed to be a vital part of the educational system. A basic purpose of this Association is to maintain intercollegiate athletics as an integral part of the educational program and the athlete as an integral part of the student body and, by so doing, retain a clear line of demarcation between college athletics and professional sports."

It continues, "Legislation governing the conduct of intercollegiate athletics programs of member institutions shall apply to basic athletics issues such as admissions, financial aid, eligibility and recruiting."

We are here this afternoon because we are concerned, all of us, that NCAA rules do not any longer apply only to basic athletics issues and do not any longer maintain intercollegiate athletics as an integral part of the educational program to the extent that we hoped they would.

We have 1,000 institutional, conference and affiliated NCAA members, organized in five divisions and subdivisions. A quarter of a million young men and women play on teams subscribing to NCAA rules, in 34 sports with as few as 44 sponsoring institutions and as many as almost 800.

NCAA sports are hugely and increasingly popular with both participants and spectators alike, and in some contexts they produce substantial revenues. But athletics competition is not limited to the playing field, to the court and the rink.

It extends to recruiting, to coaching salaries, even to schedules. And so increasingly, we that administer these sports, from presidents to coaches, see tension in and pay attention to the relationship between the right academic, financial aid and other educational arrangements for student-athletes, and the nature of their athletics participation.

These kinds of relationships are addressed most basically by institutional philosophies and policies. Like-minded schools, then, join together in conferences to assure that all schools will and, therefore, that all schools can play by the same arrangements.

This kind of rule-making is essential to have any athletics competition at all. In and of itself, it should not cause us great difficulty. But athletics competition and competition to recruit student competitors are both national and intense.

So we have increasingly sought more rules and more detailed rules on a national basis seeking to promote uniformity across types of schools, geographic regions and even NCAA divisions. This is a game, if you will, with enormous stakes.

So it should not surprise us that we come to this result, but the comprehensiveness of this regulatory scheme should not by itself put us in the box we are in. Far more difficult areas of commerce and science are regulated far more coherently.

Rather, we have by failure of will, and I do not mean a failure of Wil Bailey (laughter), led ourselves to a failure of structure. Each of us has our own sense of our structural problems.

Let me offer an admittedly personal view that might serve as a common reference as we discuss the remedy this afternoon. Our national rule-making is, first of all, direct rather than electoral. That is, virtually every NCAA rule either is made initially by the entire membership voting in Convention assembled, or subject to Convention review.

In the full year that then elapses between regular Conventions, we permit Council members to advise us about changing those decisions. But we do not view them

as legislators having the delegated power to make changes themselves.

Second, our current structure is collegial rather than executive. That is, virtually every decision is made by a representative group rather than by an appointed agent. I know of no other rules-oriented body, even remotely as large and influential as ours in this country, in which both initial and final regulatory decisions are made so substantially by the same people who are regulated.

There is real democratic and pluralistic virtue in each of these approaches as a starting point—a genuine attempt to have rule-making remain responsible to those who must live with the rules. But there is real vice when these approaches evolve to include the Council, the Presidents Commission, the Executive Committee, plus 20 appointed and 35 elected



Jeffrey H. Orleans

NCAA committees—as many separate groups involved in rule-making as there are NCAA professional staff members to support them.

Thus, despite all our best efforts, we find ourselves with what Dick Schultz aptly calls a cacophony of questions and answers. We no longer know clearly who should be asked what questions, or how, when and by whom the answers will be formulated and directed.

Legislation must be proposed before a Convention, but interpretations may be handed down just days before an event. All too frequently, these interpretations then are viewed as being the right technical ruling, but the wrong result. Then they are changed at the very next Convention.

Pursuit of the major initiatives especially seems hampered from beginning to end by inadequate information, consultation and support. In recent years, comprehensive proposals about drugs, academic eligibility, recruiting calendars and contest limits all have seriously faltered because they came to the Convention floor with fundamental practical or political questions unanswered, or because legislation proved after enactment to be far less workable than had been hoped.

The best evidence of both this state of affairs and our dissatisfaction with it can be found right here in the January 1988 Convention program. One hundred sixty-three separate pieces of legislation, as you all remember, considered in 11 separate voting sessions, is simply not a workable procedure in making rules.

Changing this situation requires acknowledging that it is not caused by the athletics competition that we are trying to regulate; it is rather that no rule-making system can function unless it offers a clear way to discover the underlying values which are to be implemented by the rules, and then pushes the participants to actually agree on those values.

Across our different institutions, we are often trying to accommodate very different approaches. When that is done directly, through political agreements in the best sense of the word "political," the rule-making process is a clear basis on which to proceed.

But when explicit agreements are avoided, and we try to cover our differences just by making more rules, the system will overload. And I believe that explains much of what has happened to us. We have come to learn that reliance on rule-making by itself cannot become a permanent substitute for redefining from time to time what really matters behind the rules.

Wil Bailey and Lattie Coor thus will not be asking us simply to decide such details as the right number of sponsors for proposed legislation, although these details certainly have to be right.

They will be asking a more essential question: "What administrative and governance elements will help us focus clearly on truly agreeing, as in our constitution we say we want to, on what should be basic legislation for athletes who are also students?"

This morning's discussion is a good step in that direction, and I think it emphasizes our need to commit ourselves

to defining new values that will hold us together. This morning's discussion also should caution us against believing that there are shortcuts to a better procedural system that can avoid addressing those values.

One current suggestion is that "deregulation" can contribute to finding this better structure. I certainly share the hope that this might be so. But as a commissioner, I wonder which of our most detailed regulations we really are ready to undo.

Suppose when we all come back on Wednesday, on the first full day of summer, this book (Manual) is blank: no words, no rules, no bylaws. Which parts of it do you believe will not be the subject of proposed legislation by the Fourth of July?

Which attempts at local or conference regulation will not then quickly become calls for national rules? I don't mean to be gloomy about this just for the fun of it, but I do wonder at the conference level, in my conference as much as in any other, and not just in Division I, what major subject we would be willing to leave without rules if there were no rules to begin with?

We choose to regulate those areas in which we compete most strenuously and can agree least readily. Unless we each choose to self-regulate reliably, regulation will continue wherever there is substantial competition. Unless we each agree to focus on the major issues of what we should regulate, we will continue to drown in the detail of how we regulate.

It is also sometimes suggested that more autonomy for the "major" football and basketball programs might enhance "deregulation." I would think that no one would be more skeptical about this hope than those among us who are in Division I-A.

For you know better than anyone that your particular concern about eligibility, recruiting and financial aid, subjects to which admittedly we must all attend, have led to the most complicated and difficult of our rules—to the most extensive national application of our rules—and indeed to the application of uniform rules to hundreds of schools in all divisions, who, in fact, would be comfortable with a much greater diversity of approaches.

It seems to me from this morning's discussion that if restructuring in some form is to help us with rules simplification, it would be by having the concerns of the "big time" Division I schools not predominate any longer in the remainder of Division I and, indeed, down to the other divisions.

What could help produce fewer rules in any context is a legislative and rule-making process that helps us focus on what it is that our fundamental values should be, as a predicate for making rules in the first place. What criteria might we use to make sure governance reform proposals meet that goal?

I would offer four, emphasizing I believe they are applicable for every division's rule-making activities and not just to those in Division I.

First, how do proposals foster at every institution an attitude of self-discipline and the capacity, as Dick Schultz has urged, to come to a considered institutional position? Change begins at home. With discipline, both within institutions and across them, but only with discipline, we can become accountable for what we do.

We can acknowledge that only we are responsible for the complexity of our legislation, and that, therefore, we can master that complexity.

With rigorously developed institutional viewpoints, bringing together presidents, faculty, coaches and students, we can clearly define our institutions' regulatory goals. Then we can better assume our responsibilities for institutional and conference administration, and no longer make national regulation kind of a "default drive" for difficult issues.

But progress of this type demands not simply discipline in making decisions, but a sense of what values those decisions should serve. An essential value in this context should be to resort to legislation when it does positive good for the students whom it will affect, rather than primarily to referee competitive behavior among institutions.

A second criterion, therefore, is how well do proposals foster an attitude that governance, legislation and administration serve a positive function on behalf of our students, rather than simply a negative one in terms of institutional competition?

We have rules for a very good, indeed essential, purpose, so that in competing

with one another across the country we are able to rely on a fairness at that competition. But that purpose is, nonetheless, a limited one and in implementing it with any rules we limit both institutional freedom and our students' freedom.

To be sure that those limits are justified, as Dick Schultz has written to the Council, we should try to assure that legislation commands substantial allegiance among broad spectra of the membership, not simply majority votes on behalf of particular viewpoints at particular times.

Even when we agree on legislation, however, we clearly need a process that forms it better at every step of the way. So a third question is how well do the proposals allocate responsibility for the very difficult task of identifying what our principles should be, translating those principles into general policies and legislation, and implementing those policies on a day-to-day basis with rules and interpretations?

When we do agree to legislate, we want to have the rules we need, and have them right, but not have the rules we don't need. We have learned somewhat ruefully that not every rule is a solution. We need to learn more clearly that not every solution requires a rule.

Essential to these objectives is finality in decision-making—assurance that at some point in the legislative process and then at some point in the interpretation process, that a rule will stay in effect long enough for us all to measure its effectiveness.

That goal, in turn, requires there be some single body authorized to make binding rulings between Conventions, to assure a sensible and fair result when the "technical rule-making" answer would simply not be "right" in some fundamental sense.

Finally, a successful political and administrative process requires that each institution have a clear voice in formulating legislation and adequate information to use that voice.

So, fourth, we should ask how any proposal for reform provides wide opportunity for membership input and debate, full consideration of possible applications and criteria before rules are enacted, and full and prompt notice once they are enacted.

Institutions will be both better equipped to exercise their franchise, and more responsible in doing it, in a system that invites wide comment in developing rules and that assures timely information about what rules mean.

An essential element of such a system is wide circulation of proposed rules before they are adopted. Another is prompt publication of Convention debates. Most importantly, there must be prompt republication every year in a new Manual of all relevant materials so that we do not lose the principal gain we desire from the revised Manual that will be submitted for January; having each year a single reference for all applicable rules that is complete through each Convention's new legislation.

We have already invested substantial energy in finding the right model for our future and we are obviously prepared to invest more, and there is an important way we can maximize that investment.

Very simply, we should commit to each other now that we want change, that we cannot and will not continue without change, that we will make it our personal and institutional priority to be able to vote on specific proposals for change by the 1990 Convention at the latest—change that returns to the two basic values in our constitution, a focus on basic legislation and the service of the athlete's integral role as a student.

To help us keep that promise, I suggest that the executive director engage the best outside consultant we can find to work with him and a group of the (Presidents) Commission, Council and Executive Committee, taking the ideas generated today and over the past few months, in developing detailed alternatives for our consideration.

It can be very hard to separate the differences in our values from designing a process to work out those differences, and outsiders can help in that immeasurably.

Let me end with a thought from Sadaharu Oh, the great Japanese slugger who batted with one foot held off the ground in what he called the "flamingo" stance. He wrote about that stance: "The most obvious thing to say about standing on one foot in order to hit a baseball coming at you at 90 miles an hour is that it requires as much belief as technique."

We can certainly develop the techniques to have a better system of administering

ourselves. The real question before us is to find the will to find the common purpose in values which any techniques must serve.

Thank you. (Applause)

Lattie F. Coor President, University of Vermont

Thank you very much, John. Now I know why I was invited. I am not entirely sure, however, who entitled my remarks today as a call for a radical change in NCAA governance.

I am told by some this was one of my university presidential colleagues. I find that kind of hard to believe since they, above all, know that a radical proposal from a university president is about as unlikely as a papal canonical in support of the marriage of a priest. But radical it has been billed, and radical I shall try to make it.

I must confess I am somewhat uneasy about making a speech before this group today, given the reputation of university presidents, at least in my neck of the woods, for their propensity to make speeches. I was at the annual meeting of the New England States University Presidents just last week when someone struck the side of their empty water glass with a fork to get our attention, and all six university presidents stood up simultaneously to speak. (Laughter)

I guess I am even more uneasy given the number of ADs and coaches here today, after what I saw two weeks ago in the men's room nearest the office of our AD, Denis Lambert. There was a sticker under that great big button on the hand-drying machine that said, "Press here for a message from the university president." (Laughter) I know who put it there, Denny. (Laughter)

To add finally to my discomfort is the fact that talking about procedures, as Jeff has initially commented, is about as exciting as watching grass grow. I believe this issue of governance and procedures, as John has suggested, is so important and that there is an opportunity and a need to make a bold change, not an incremental one, in the way that we address and make policy within the NCAA, that I have summoned up the very best ideas I could from my days in teaching political science in hopes that you and I can genuinely engage in this issue for the next 15 or 20 minutes or so, and then again in the break-out sessions, this afternoon, in the hope together we can frame a more compelling and effective policy-making process for the future.

My analysis of current NCAA governance and new proposals for change are the result of five years, as John has suggested, as a charter member of the NCAA Presidents Commission and attendance at each of the regular and special NCAA Conventions since 1983, the year that Proposition 48 was enacted into (Bylaw) 5-(1)-(j).

While I recognize that maybe my experience with the NCAA is limited, since that first meeting my experiences have been intense. I must tell you that nothing has been as vivid for me in NCAA governance as that first meeting I attended in San Diego.

While Proposition 48 was the talk of the day with caucuses buzzing and the press howling, I had really come for quite a different reason. There was another proposition on the table, Proposition 71, that would eliminate my university from its status as a Division I institution if we did not meet certain, quite substantial attendance requirements for our basketball program.

Indeed, in my first speech at an NCAA Convention, I told them it would take a quarter of my state's population in attendance at the basketball games for us to be able to qualify under that rule. The proposal had been drafted by the NCAA Council as a way to curb the growth of single-sport basketball schools who wished to concentrate their intercollegiate budgets in building a nationally competitive basketball program while paying only scant attention to other sports.

My university, a very different type of institution, fielding as we did then and now 26 intercollegiate sports, was being struck along with this legislation simply because we didn't play football.

I had been a university president for seven years at the time of this first Convention, and in my line of work there is very little in the way of complex, often volatile public discussion and decisions that I and others like me have not experienced in faculty meetings, or where a provocative issue has gripped the entire

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campus to boisterous student rallies and demonstrations.

Yet nothing, I must tell you, had prepared me for the policy-making process of an NCAA Convention. I was startled then at what I saw and experienced, genuinely startled, and I remain so today even as some reforms such as roll-call voting and a clustering of key policy issues on the agenda have occurred.

Why was I startled then and now? There are three reasons, basically. First, there is nothing quite as memorable as the specter of walking for the first time into a roomful of approximately 1,700 grown-up human beings waggling multicolored paddles in the air again and again, only to realize that over 100 different policies, great and small, are being decided.

The immediate impression is that some arcane tribal ritual is at work here, like watching the floor action at the Stock Exchange or the Commodities Market, realizing there is a deeper and more thoughtful and reflective process at work.

Yet, my second concern, a closer look at the 125 or more issues that have come before each of the Conventions, and as you just heard Jeff report, over 160 at the last one, shows no evidence of an attempt to separate the great from the small, the truly important policy issues from those related to the implementation of policy.

Thus, save for the truly dramatic, like Proposition 48, issues tend to flow together through the policy process in a kind of an undifferentiated mass. And, finally, floor procedures do not permit the kind of discussion, debate and subsequent honing, shaping and refining of propositions with some kind of an amendment process that allows the policy process to treat such truly global issues as academic eligibility or financial support for athletes or ethical conduct in recruitment with the importance they deserve.

Are my impressions correct? If so, why has the circumstance I have described come to be? Can it, should it be changed? If so, how? Conversations with many college and university presidents, as well as with athletics directors, coaches and faculty reps since that time, affirm my impression.

Erroneous though they may seem to those of you who have been a part of the NCAA for years, there are powerfully held perceptions by many who seek to play a legitimate role in the policy-making process of the NCAA, and as perception is reality, the current mode of operation stands as the real impediment, in my judgment, to a valid and broadly accepted policy-making process.

It is quite understandable to me as a resident of one of the nation's remaining town-meeting states how the current circumstances came about. Exponential growth in the size and complexity of the policy arena for the NCAA has not been accompanied by comparable evolution in the policy-making process.

I am struck in reading the diamond anniversary history published by the NCAA just how profound the growth in NCAA rules and responsibilities has been in the past 30 years. Yet, as with many organizations, the response to the growth policy demands has been to expand an existing town-meeting style, a system that worked well in an earlier, simpler era, without changing it.

In the face of exponential growth, more of the same simply doesn't work after a while, no more than the town-meeting format works well for a small community that has grown into a city. The reasons for the evolution of the current governing system are clear and understandable from my point of view. That does not make the current system, however, any less a candidate for change.

I believe the NCAA policy-making process should be changed. I believe it can be changed. Let me tell you how, and as I do I invite you to use the very useful framework that Jeff Orleans has put before us today in testing the fundamental precepts of the NCAA.

This is my so-called radical proposal, which, when you hear it and reflect on it, I hope you will find sufficiently compelling to be taken seriously. I believe the problems with the current system of policy-making within the NCAA are threefold.

First, there is no differentiation between the major policy issues and those related to implementation or to the operational questions.

Second, major policy, when it is made, is not the product of a process that allows the basic principles to be formulated and debated, with policy itself then flowing from those basic principles, nor is it a process that permits a sequential series of steps of proposal, refinements and adop-



Lattie F. Coor

tion, with a period of time available for that process of refinement to work itself out between each step.

Third, there is no staying power to a major policy once it is adopted. The current process allows it to be amended, altered or even eliminated at the next meeting of the Association.

I believe that the time has come to treat those underlying problems and to do so by taking a bold step, not an incremental one, a step that will fundamentally alter the way that policy is made on the floor of the NCAA Convention.

Specifically, I propose the following. Here, please follow closely, and I will summarize at the end in hopes you can take this as part of your portfolio to the discussion this afternoon.

There should be a clear delineation between policy, on the one hand, and implementation, on the other, in all issues that come before the NCAA Convention—a clear delineation between policy, major policy issues, and issues related to implementation or operation.

Those that are identified as major policy issues should be treated differently than they are now. Those issues related to implementation or operations would be treated in much the same way as issues are currently treated and brought before the Convention.

What do I mean by basic policy issues? They are the major issues, the ones that set the basic direction for the NCAA and its relations with intercollegiate athletics. They are the kinds of issues to which we have turned increasingly in recent years—Proposition 48, for example—as well as the issues that have been central to the kind of Forum we had last January, that we are having here today, this morning, tomorrow morning, this afternoon, and we will have again this coming January.

I scanned the proceedings of the NCAA Convention and the Council and the Presidents Commission for the past five years, and I have developed the following list of likely topics that would fall under the category of basic policy.

1. Academic eligibility, including not only initial eligibility but continuing progress as well.

2. The bases on which financial aid is made available to athletes, the topic of this Forum tomorrow morning.

3. Freshman eligibility.

4. NCAA governance, including the role of the Presidents Commission, the Council, the roles of the CEOs and the basic voting privileges of institutions.

5. NCAA division structure, including basic questions concerning federation, the very topics that each of us discussed this morning in the major session and in the break-out sessions.

6. Basic structure of the athletics enterprise, including such issues as recruiting, playing seasons, number of grants per sport, number of coaches, but with emphasis placed on the basic principle, the nature and fit of playing seasons in the academic year, for example; with implementation, including the numbers and details, left to the current procedures.

7. A final example, an emerging issue, whether such athletics programs and their practices should be incorporated more fully into the process for institutional accreditation.

This list is suggestive, not exhaustive, but yet it does incorporate the major issues, all major issues that I could find, that have been before the NCAA over the past half-dozen years.

Interestingly and importantly, a survey of all the propositions that have been before the NCAA Conventions over the past five years, all of those, or what Jeff said today, all of those in the call of the Convention that we have received each year from 1984 to 1988, shows that only about five to ten percent of all of the issues that come before the Convention fit into the definition of basic policy that I have given you here today.

Using a very liberal interpretation of the concept of policy, for example, at the very most, 83 of the 732 issues from 1984

to 1988, or 11.3 percent of those issues that came before the Conventions, could be termed policy. Since many of those proposals even defined as policy were duplicative, representing only slight variations on one another, the approach I am proposing would result in an even smaller percentage of the total set of proposals being identified as basic policy.

How should these basic policy issues be treated? Here I will make a proposal, setting it forth in enough detail that you could see how it could work, but emphasizing for purposes of this Forum today and in the break-out discussions the basic concept of a new policy-making process.

I would urge the attendance of this Forum now in these sessions to look at the basic concept, suggesting that we leave the details as to how it would work to subsequent study and recommendation.

Having already identified the kinds of issues I believe to be policy matters as contrasted with implementation, let me now speak to three specific items in the proposal for treating basic policy issues, on the one hand, and implementation, on the other.

First, identification of the policy issues. One of the first and most central questions is what is policy and what is implementation? It is important not only to make this distinction initially, but then to shape the process by which a major policy issue will be developed and brought before the NCAA Convention for decision.

The current system of having six institutions initiate an issue, even if modified, as proposed in various deliberations currently under way, does not allow for a basic determination of the policy issues. I propose the creation of a policy committee, elected from the membership of the NCAA Council and the Presidents Commission, equal numbers from each group, to perform the task of reviewing any and all policy proposals, making the decisions as to those that qualify as major policy issues and those that do not.

The elected NCAA president, Wil Bailey at this moment in time, for example, should serve as chair of that policy committee. Policy proposals may be initiated by the NCAA Council, by the Presidents Commission or by a designated number of member institutions as at present.

But it will be this elected policy committee that determines which of those proposals qualify as major policy issues to be brought before the NCAA Convention.

Second, the development of major policy issues, once identified in the process I have described. Major policy issues should proceed in three distinct stages: proposal, refinement and adoption. As the issue completes the proposal stage with its designation as a major policy issue by this elected policy committee I propose, the policy committee may engage in an interim process of returning the proposal to the sponsor, to the Council, to the Presidents Commission or member institution for clarification, additional data and other features the policy committee feels necessary in order to enable the matter to assume full proposal status.

Refinement and adoption of major policy issues should take place in two separate steps, each on the floor of an NCAA Convention, whether regularly scheduled or specially called. Each member institution would be represented at those sessions for refinement and adoption by its president or chancellor, or that officer's specially designated representative for the occasion.

These delegates, and please listen closely to this part of the proposal, these delegates from every institution, and only these delegates, when a major policy issue is on the floor, would sit in a group in the center of the Convention floor, much as these tables are here today, and would have the full rights of discussion, debate and amendment, limited only by the rules of order adopted or by the will of the body.

To distinguish this body for major policy issues from the regular decision-making process, it should be given a special name. I propose calling it the NCAA Senate. All other attendees at the Convention would be in attendance at the policy sessions elsewhere in the room and would be permitted to speak at the discretion of the chair, but only the specifically designated institutional delegate would have the right of amendment and vote and would have priority in speaking.

For the adoption of a major policy issue that was of pressing importance, the issue could be approved for consideration by the policy committee by late spring in the calendar year, with a special Convention for debate and refinement scheduled in September, (and) with the issue then going to the floor of the Convention in

January for final debate and adoption.

A more normal schedule could be followed on the less urgent matters, with the proposal being discussed and refined at one annual Convention, in the format I have described, and then scheduled for adoption at the next regular Convention a year later.

Finally, adoption of major policy issues. Major policy issues would have to be adopted by the Senate as described at a regularly scheduled NCAA Convention. While amendment is permitted right up to the moment of final voting, it is hoped that the major alterations and refinements would have taken place in the earlier refinement stage.

All voting on amendments, as well as final adoption, would be by roll-call vote unless unanimous consent for an amendment is granted by the Convention floor. To insure some enduring qualities to a major policy issue, these issues should be given a specific life span, when adopted, of no fewer than three years nor longer than seven years, a timetable that could be altered only if at least two-thirds of a Senate at a subsequent Convention voted to do so.

For those major policy issues contained wholly in a division, a process similar to the one I have just described by the whole Convention would take place in sessions involving only the membership of each division.

All other issues, the implementation issues, the questions of operations, would be considered and adopted as is currently the case, refined by many of the excellent recommendations currently under consideration.

That means that the NCAA Convention, therefore, would look much like it does today except that for the first full business day the Senate would treat those specifically designated major policy issues first at the divisional level and then on the floor of the whole Convention, with implementation matters—more than 90 percent of the items on the Convention's agenda—then scheduled for the following two or however many days are necessary.

In making this proposal for discussion today, I am less interested in its details than in its basic concept. Indeed, I believe a matter like this is so complex that we would be well-served, as Jeff Orleans has proposed earlier today—a proposal that I strongly endorse—to retain a nationally recognized and experienced management consulting firm to study the NCAA policy-making process and to make specific recommendations to us as to how best to embrace notions of the kind I have presented and others have presented here today.

Let me, in conclusion, summarize the basic features of my proposal. A copy of this summary will be distributed to each of you as we leave this major session today for the break-out session.

Major policy issues should be separated from those related to implementation. Major policy issues may be proposed by the NCAA Council, the Presidents Commission or by groups of member institutions, but can reach the Convention floor only upon designation by an elected policy committee.

Major policy issues are to be refined and adopted in two distinct steps, each on the floor of an NCAA Convention. Major policy issues are to be amended and adopted by roll-call vote by presidents and chancellors or their specially designated representatives, functioning as a Convention Senate for this purpose.

Major policy issues are to be given a life of between three and seven years, subject to change only by a two-thirds vote of a subsequent Senate. All other issues not specifically designated as major policy issues constitute implementation and are to be treated by the NCAA Convention as they are currently.

Finally, a nationally recognized consultant should be retained by the NCAA to study the policy-making process and to make a specific set of recommendations as to how best to accomplish the objectives stated above.

Thank you. (Applause)

Wilford S. Bailey NCAA president

Thank you, Chancellor Slaughter and colleagues. It is certainly a privilege for me to participate in this session and a distinct honor to be able to share with you some thoughts about ways in which we might change to achieve greater efficiency and greater effectiveness in the NCAA legislative process.

When I accepted the invitation to participate in this session, it was my impression that I was expected to present

whatever consensus, albeit preliminary, from the views of the Council in our April meeting. Perhaps that is why it was suggested that I would present a more moderate view.

It comes as no surprise, I am sure, that with the time available in only one Council meeting, no preliminary consensus was reached; indeed, there was no attempt to do so. It seems much better at this point to gain a meaningful overview of the problems and alternative objectives to achieve short-term and long-term improvements.

Consequently, I am presenting today views for which I must bear the sole responsibility, but few of which are original. I am, indeed, indebted to many individuals, especially the committee members with whom I have worked for the past three years on the NCAA Manual revision project, for the views which I have assimilated and offer for your consideration today.

I agree fully with the analysis that Jeff has presented, an analysis which helps us focus on the important issues of governance and legislative process, and I am fascinated by some of the, I think, not so radical changes proposed by Lattie, which I think deserve very, very careful consideration.

While our approaches are somewhat different and the details are strikingly different in certain respects, I think on reflection you will find that there are a number of common principles that run throughout our three concerns and our three evaluations and proposals.

My challenge is to offer some suggestions that will make a contribution in helping us affect changes that lead in the direction charted by Jeff in his four questions. I think that how one evaluates and reacts to situations is influenced considerably by one's experience.

From my experience in biomedical sciences, I have a deep conviction that to achieve the greatest effectiveness and control of any amount that we use in preventative and corrective measures, one must first have an accurate diagnosis of the problem.

Therefore, I will concentrate first on some of the things that I consider to be serious problems with our current procedures. For purposes of this discussion, I consider NCAA procedures to include all



Wilford S. Bailey

of the processes involved in the identification of needed legislation, its development, consideration and adoption, its codification and communication to the membership, and its interpretation for the purpose of helping member institutions to achieve compliance with the rules and regulations contained therein.

I should indicate that I will not deal as much with the adoption process as Lattie has and I think that is why I am especially fascinated by some of the suggestions he has made.

As we consider the problems of the Association's legislative process, it is important that we recognize that the phenomenon known in the medical sciences as multifactorial etiology disease operates, I believe, in the complex arena of athletics just as it does in the biological systems of man and animals.

This means a specific decision may be the result of several interacting agents or influences rather than a single cause. I believe that in the past we have been all too often too superficial and too simplistic in our diagnosis of the causation of problems in intercollegiate athletics, with the result that we have acted hastily and that each problem has a single cause and will respond to a quick fix in the form of a regulation that may, in fact, address the manifestations of the problem rather than its cause or causes.

If I am correct on this point, it follows that some of the problems that must be resolved more effectively if we are to achieve our goals or our purposes, as Jeff has identified and called our attention to, can be addressed only partially by the

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adoption of additional regulations through the Association's legislative process.

As Jeff has indicated, a major factor contributing to problems of our legislative process is the widespread desire to achieve a perfectly flat playing field. Desirable as this would be in a perfect world, I believe that we are forced to agree it will be achieved in our imperfect one, regardless of the number of regulations, even in the most minute detail, adopted for formal application.

It is simply not possible to fill all the gaps. At some point, we have to decide what rules we must have and which ones we can do without.

Another factor contributing to the problems of the legislative process is the one that Dick Schultz has identified on a number of occasions in recent months, including his challenging State of the Association address in January, in which he expressed the view that institutions have relinquished responsibility for control in many instances by transferring that responsibility from the institutional to the national level—another point that Jeff called to our attention.

Added to this, I believe, is the fact that there is often not a proper definition and delineation of roles of the chief executive officer, athletics director or faculty representative at the institutional level. I should also note that, not infrequently, members of governing boards intrude into the discharge of proper responsibilities by institutional officials, complicating our problems.

A lack of role definition often results in a failure in the discharge of responsibilities or the assumption of responsibilities that more properly belong at another point in the system.

To borrow further from biomedical analogies, I suggest that we often mistake manifestations of a problem for the problem itself, just as clinical science can be mistaken for the disease. Among the signs or underlying problems are too many amendments proposed at our Conventions.

Reference has already been made to these: lack of understanding of rationale for a proposed amendment and its ramifications; too many amendments to amendments drafted on too short notice; too many interpretations, and too many regulations changed too quickly and too frequently. I think you can see that all three of us are agreed on a number of these manifestations of our problems.

Having identified what I believe are contributing causes of problems of the legislative process and some manifestations or signs of those problems, I come now to identify what I believe are principal problems in our legislative process, and here I am speaking more specifically of the process itself and not some of the elements that Lattie has identified for us.

I am convinced that the greatest single problem we have in the legislative process is inadequate communication. Our communication networks are woefully inadequate or at least are not being used effectively, both horizontally at the institutional level and vertically between the institution, conference and the NCAA, and in the matrix of the NCAA committee structure and the affiliated organizations.

Second, proposed legislation is often inadequate or improper for accomplishing the objective desired due in large part to the lack of understanding of the causes of the problem or the effects of the proposed changes.

Number three, too many amendments are not well enough developed with respect to wording, meaning, rationale and relationship to other legislation.

Number four, compilations of interpretations are diffused, voluminous and cover an infinite period.

The legislative process, number five, has not been developed and is not functioning as a holistic system with adequate feedback for correction.

If my diagnosis is correct, or at least largely so, I believe that it follows that if we are more patient, more diligent, more thoughtful, more cooperative in developing proposed legislation, there will be less need for some amendments to amendments, for the multiplying interpretations and for early remedial changes in legislation that has only recently been adopted.

To accomplish these things and thus to make the legislation process more effective in achieving a wholeness in the relationship of intercollegiate athletics and other parts of higher education, which must certainly be our goal, we must have more time for the development of legislation, we must develop a more effective communication network within our institutions,

and among the various constituencies in the Association we must make the legislative process an integrated system. In order to have the time required for effective communication between the various constituencies of the NCAA, the legislative cycle must be expanded.

Before this suggestion is considered by you, I believe it can be helpful if we concentrate for a few minutes on the objectives achieved during different phases (Forum session). Hopefully, this will provide a better context for reactions during our breakout sessions.

Sufficient time is needed after the deadline for submission of proposed amendments for the legislative services staff to work closely with representatives or sponsors of the amendment for clarification of the intent, improvement of the wording and the determination of other affected legislation, all of this before the first circularization of the proposed amendment among the membership.

I suggest that the preliminary proposals be accompanied by not only a statement of intent, but also by a concise statement of rationale for the proposed amendment. The latter should provide a brief justification for the proposed legislation as an effective way to address the problem in the context of the principles for the conduct of intercollegiate athletics to which the membership is committed.

After the initial circularization in The NCAA News of the proposed amendments, there should be a review process to secure feedback from all components of the membership that will make it possible to revise wording, modify content of the proposal, or result in withdrawal or deferring the proposal pending further study.

Time will be required for evaluating and improving alternative mechanisms for the review process, and to improve the communication network for the necessary feedback. I suggest that we begin by urging institutions, conferences, coaches organizations, committees and other entities of the NCAA to identify advantages and disadvantages of the proposals, to propose alternative wording and raise questions about relationship to other legislation.

Conferences could serve as primary channels for communicating feedback during this review process. With experience, more formal alternatives, such as regional hearings or national teleconferences, might be employed and reviewed.

After the feedback process to the preliminary proposals, the amendments would then be revised to achieve greater clarity of wording, would be modified substantively into more effective alternatives for ameliorating the problems, would have the relationship with other legislation clarified as needed or, as I have indicated, could be withdrawn if a proposed solution is not necessary, is untimely or needs further study.

These modifications would be made before the deadline for revision of amendments, after which the amendments would be published and distributed to the membership with a deadline for submission of amendments to amendments.

The revised amendments, with all amendments to amendments, would then be incorporated into the Convention Program and mailed to the membership. In order to provide the mechanism for consideration of emergency legislation which could not normally be anticipated for processing in this expanded schedule, it seems appropriate to permit both the Presidents Commission and the Council to include in the Convention Program amendments that meet the final but not the earlier deadline, provided the amendments receive a two-thirds vote of all members sponsoring who are present and voting.

Consideration should be given to the publication of critiques of amendments by subcategories in a series of articles in The NCAA News after the publication of the amendments. Pro and con positions could be developed from information provided by the sponsors and the feedback to the initial publication of the amendments.

While considering the rationale for and details of such an extended legislative process, it is important to consider the importance and the desirability of incorporating into that process a more effective voice for student-athletes in the evaluation of NCAA legislation and programs.

Rather than attempt to do this by including student-athletes on more NCAA committees, I urge consideration of the suggestion offered by Dick Schultz that selected student-athletes be assembled for regional meetings each year.

In such meetings, which might be viewed as public hearings for student-

athletes relative to their needs and interests and to their welfare, their reactions and recommendations of both proposed amendments and existing programs could be secured for review and consideration by various NCAA committees, the Presidents Commission, the Council and the membership generally.

Summaries of the views expressed in these hearings would be published in The NCAA News. I am convinced that by using the longer lead time effectively for work by the staff, the Council and the Presidents Commission, and by giving more careful attention to the feedback from the membership, the language of legislation considered in Convention would more clearly and accurately reflect the intent of the sponsors and would be understood well enough by the membership to permit (better) discussion and debate of the issues in preparation for voting.

I am furthermore convinced that there would constantly be need for fewer interpretations during debate, and more importantly, after adoption of regulations. I hasten to add that these goals would be achieved only if the membership becomes properly involved in the process at all levels.

I believe the experience from Conventions of the past two years shows clearly the need for an earlier deadline for amendments to amendments than currently provided in our legislation. We would not be even extreme, however, if we thought a longer period for development and the most dedicated and assiduous work by staff and all others concerned would result in adoption of legislation requiring more interpretation.

Interpretations will always be necessary, especially with the increasing sensitivity on the part of institutions and an understanding of a strict adherence to NCAA rules and regulations. The experience of the past few years can provide considerable illumination for the direction of our interpretative activities in the future.

I believe the transferring of the responsibility for interpretations from the Administrative Committee to the Legislation and Interpretations Committee, subject to review by the Council, has been a very positive step. One reason for this is the involvement of more individuals with exceptional knowledge of NCAA legislation and its application by virtue of their daily working in the trenches at the institution or conference level.

On a related point, the conference contact program implemented by legislative services both complements and enhances the formal interpretation process as it currently operates and should by all means be continued regardless of modification that may be made in the form of legislative process.

I expressed earlier the conviction that we have in the recent past been publishing too many interpretations. That is not to say that valid questions by an institution or conference should not be answered by the legislative services staff, nor that the institution should not have a right to appeal a controversial staff interpretation of the Legislation and Interpretations Committee, nor that the impunity in regulations should not be addressed when this is necessary to provide clarification about an extrudible point of the legislation in this application.

I do believe, however, that there is widespread agreement, even within the Legislation and Interpretations Committee, that before some modification was made this past spring, we came very close to overloading the system by publishing too many interpretations that were simply slightly different features of the application of the given rule, a situation with respect to institutions.

Fortunately, there has been enough feedback in the system that self-correction has already begun. However, we are far from a complete and satisfactory solution to the problem experienced in the interpretations portion of the spectrum of our legislation process.

As a point of departure for your discussion, I suggest the following approaches for the refinement of the interpretations process.

1. Interpretations that restate the rule and the context of a specific situation and institution should not be published. These should be compiled in the computer, categorized and monitored as a means of identifying possible ways for improving the language so as to reduce the need for such entries to the extent that this is possible.

2. Interpretations that are of sufficient importance in clarification of legislation to be applicable to the entire membership, or to the division, should be published in

The NCAA News. In addition, these should be added to a computerized compilation classified under the reference number corresponding to the new Manual and to the comparable key-word references corresponding to index words of the revised Manual. This compilation would be available to access by electronic mail.

3. Interpretations which are published should be reviewed carefully annually to determine which ones are of sufficient importance as general principles or are otherwise needed for clarification of meaning or applicability of legislation to justify incorporation into the Manual by revision of wording and thus be deleted from the compilation. Those so identified will be submitted to the membership as a consent package of amendments at the next Convention.

4. Until such time as the electronic access to the published interpretations has been improved to the point that it meets membership needs, the compilation of applicable interpretations should be published as an annual updated summary in a form compatible with the revised Manual. In this way, individuals responsible for the application of NCAA legislation will have only three rule sources with which to be concerned.

I think all of us would like to have the ideal single rule source, but that does not appear to be a possibility, at least in the near future. Those resources would be the current NCAA Manual; secondly, the latest annual compilation of updated, published interpretations not covering an infinite time span, and three, interpretations published in the issues of The NCAA News since the last annual compilation was developed.

My suggestions for the interpretation process may sound both idealistic and very imaginative. They are, but I believe we must strive for the goals which implementation of these suggestions will help us achieve.

Yet there is another element of the interpretations process I would like to address very briefly. I refer to the preliminary interpretation, the type of interpretation provided last January on an experimental basis whereby the membership is entitled to submit questions about the meaning of an amendment.

The question submitted was reviewed then by the Legislation and Interpretations Committee, and the interpretations of this committee were in turn reviewed by the Council at its pre-Convention session, and the interpretations were then duplicated and distributed for the information of the membership in determining a voting position during the business session.

Time does not permit the discussion of the advantages and disadvantages of this element of the interpretation process. While I am convinced that the changes I have proposed in the legislative process would reduce the need for it, I suggest that we continue on an experimental basis with appropriate adjustments until there is sufficient experience to permit a more adequate evaluation of it.

I recommend, because of the timing involved in the development of these preliminary interpretations, that they be subject to modification by the Council after the Convention to reflect as accurately as possible the intent and understanding of the membership.

This certainly does not appear to be contrary to the long-standing principle that the interpretations, even those which have reached a level of formality to justify incorporation into cases in the Manual, will still be changed by the Council.

Having addressed these several elements of the legislative process individually, I would like to make a brief observation about the importance of viewing all of these as a part of the integrated process.

Each element interfaces with or interacts—impacts—on one or more of the other elements in the process and, consequently, must be viewed as part of the whole if we are to achieve the quality of legislation desired to accomplish the Association's purposes. My experiences in the past three years on the Council and the Administrative Committee, and especially the committee revising the Manual, combined to lead me to the conclusion that a legislation oversight committee is essential if the Association is to have a truly integrated process for the development, review and codification of legislation, for the monitoring of all aspects of the interpretations process, for feedback of information from interpretations to improve legislation, and for Manual maintenance.

I recognize that most of the work in these areas must be done by the NCAA staff. I feel strongly that the oversight function for the integrated process can be

best provided effectively by a small committee composed of representatives from institutions and conferences who must implement legislation and who participate in its adoption.

Based on my diagnosis and the rationale for changes needed to improve the legislative process in its entirety, I suggest the following calendar for your consideration in the discussion sessions. Copies of these will be distributed in the discussion sessions.

I emphasize the dates I am suggesting are approximate, recognizing that some modifications will be needed to accommodate such things as publishing requirements and dates for publication of The NCAA News. Such a schedule could be adjusted to accommodate the major issues and the implementation issues that Lattie has proposed for us.

April 15, deadline for amendments from the membership. May 15, publication of the proposed amendments in The NCAA News. July 15, deadline for response to amendments, after the review period.

August 15, deadline for amendments, for revised amendments and for emergency amendments from the Presidents Commission and Council. September 15, publication of amendments. October 15, deadline for amendments to amendments, and November 15, publication of Convention Program.

If such a schedule were adopted, changes in meeting times for the Presidents Commission and the Council would be needed in order for those entities to fulfill their responsibilities most effectively.

Finally, I have one relatively minor point to address. I would suggest a change regarding sponsorship, and this might be modified depending on what we decide with regard to the two categories proposed by Lattie. To assure a somewhat broader base of support for proposed amendments and to promote more effective communication, I suggest that consideration be given to increasing the required number of sponsors from six to 10, with the provision that no more than five of the minimum number may be from the same conference.

Your reactions to these suggestions in the discussion sessions will help us to determine the changes needed in the Association's legislative process to promote that for which we must strive. I think that we are all agreed with the points that Jeff has made and that we can, indeed, modify our legislative process to achieve technical improvement.

In doing so, we must keep in mind what he has challenged us to address, and that is the common purpose and values which that technique must serve.

Thank you very much. (Applause)

Financial aid

Following are the texts of speeches on the topic of financial aid presented June 21 by principal speakers at the Presidents Commission National Forum.

Peter Likins

President, Lehigh University

Thank you, John. I appreciate the opportunity to address the Forum. I have taken my assignment seriously and worked hard to produce a useful dialogue, and if I want to do justice to this little paper, I have got to get my spectacles on. You know how it is, the eyes are the second thing to go. (Laughter) Memory is the first.

The NCAA Forum provides us with an opportunity to explore all sides of complicated and emotional issues without yet facing the need to vote on specific Convention legislation. That is good.

The Forum format is liberating and healthy in many ways, but all this freedom has its own dangers. There may be a tendency here today for all of us to air our conflicting views of this well-worn subject of financial aid, with no greater convergence of opinion than we have seen under the lawmaking pressures of past NCAA Conventions.

I am going to try very hard to avoid this trap, because I want to see enough convergence of opinion here today to guide the preparation of reform legislation that can be passed in January '89.

I am going to try to resist the temptation to describe my sense of the ideal system of financial aid for student-athletes, and do my best to describe what I regard as an achievable reform. I will tell you why I think that we can make that progress.

If the debate here today indicates that I must modify my proposal to conform to

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the wishes of the membership, then I will seek that path. One way or the other, I am determined to find an escape from our current dilemma, which truly satisfies no one.

Now, what is the dilemma, what is the problem we are trying to solve? The difficulty is that question has too many answers. Maybe that is why we have been unable to come together. Different ones among us are struggling with different versions of "the financial aid problem," so we get different and seemingly conflicting answers.

The challenge is to find a new framework for financial aid that has the capacity to correct a variety of serious deficiencies of the current system. I think that we could meet that challenge, if we just listen to each other thoughtfully and respectfully and seek out common ground.

Now, what is wrong with the present system? I would say there are at least three or four major problems.

One, current limitations on grants-in-aid are too low to meet the full costs of a college education, so genuinely poor student-athletes must find other sources of money. Ironically, some of them could qualify for higher grants if they weren't athletes, since the NCAA ceiling is often lower than that defined by the standard methodologies of the U.S. government. That is one problem.

Now, in the opposite direction, the second problem relates to the fact that the cost of maintaining the full complement of grants-in-aid in the full spectrum of sports for men and women is simply prohibitive for most colleges and universities.

Rather than attempt to compete with less than full funding, many athletics directors feel obliged to cancel sports teams entirely, or at least to avoid adding new teams. They simply can't afford any new policies that will increase costs.

A related third question follows: The necessary expansion of opportunities for women athletes is inhibited by the high cost of matching the financial aid programs previously adopted for men.

Finally, the fourth problem, many educators object in principle to a system that provides a "free ride" to even the most wealthy student-athlete while impecunious young people with other talents are obliged to forgo college entirely.

Are these problems real? Yes, I think they are. Judging by the noise level over the years in these Conventions and outside of them, I think that all four of these problems are real and need our response. We need a response that embraces solutions to all of those problems simultaneously.

We have all been listening to appeals on behalf of impoverished college athletes at every NCAA Convention for years. Should they get \$15 a month as they did until 1976, or \$50 a month, or nothing at all to meet incidental expenses? Should they get to keep \$900 or \$1,400 or all of their Pell Grants?

Every year we are asked to "have a heart" and every year compassion is tempered by pragmatism. No one wants to add costs to a program that is losing money, as most of them are.

How serious are these financial pressures? I think if you will just listen to our athletics directors, we will realize that these problems are serious for most of us now, and they are bound to get worse.

In the January Forum of the NCAA, Mitch Raiborn spelled it out for us: "We cannot expect our athletics programs to generate sufficient revenue to cover costs as our system is currently structured. Expenses have been growing at 10 to 15 percent a year and average revenues are flat." It just doesn't work.

Neal Pilson of CBS told us in that same Forum that network television revenues are not the answer. Those revenues will not solve the problem. Neither will any other means be found to pump up revenues to match growing costs.

Our athletics directors are told that they must cut costs to balance budgets; sometimes they are constrained by state law prohibiting the use of tax moneys for intercollegiate athletics. At the same time, they are told for good reason that we must move toward parity for women's athletics.

Civil rights legislation requires faster progress, as does the human conscience. What in the world is an athletics director supposed to do? Well, you might say he could just unilaterally cut recruiting for football or offer a smaller coaching staff or fewer grants-in-aid than his competition. But that kind of decision impacts competitiveness, jeopardizing revenues. That is unilateral disarmament and it just doesn't work; it is untenable in the world

of sports.

The only thing an AD can do to cut costs without becoming a "loser" is to eliminate sports teams entirely. That's the worst possible choice for those of us who believe that athletics competition can be a healthy and positive aspect of a college education. That's a decision that hurts kids, and no AD wants to do that; no president wants to push the athletics director in that direction.

Is this happening already? You must wonder. Are the numbers of varsity teams offered by NCAA members already in decline? Well, the data available in the NCAA headquarters are inconclusive.

In Division III, where financial aid based on athletics talent is prohibited, there is a healthy growth in the average number of women's teams per school in the past three years of record, and that is just '83 through '84 and '86-'87. We don't have this year's data. But in Division III, that period shows a healthy growth for women and also a modest growth for men's sports teams.

On the other hand, in Divisions I and II, where, of course, the financial aid pressures are much more severe—much more severe impact in the budget—the number of men's teams declined in those three years, but the number of women's teams has grown more or less comparably.



Peter Likins

I am not going to bore you with the details of the data, but for those three years, through '86-'87, the trends are as we defined them and they are modest in character. It is, however, true that two out of three men's sports lost teams nationally during these three years, and certain men's sports fell dramatically.

NCAA wrestling teams numbered 342 in 1983-84, and only 300 in '86-'87. They have continued that pattern of decline, 10, 15, 20 teams a year.

Gymnastics dropped from 71 to 56 in the three-year period in question. Then in '86-'87, gymnastics teams fell below the threshold that insures NCAA sponsorship of a national tournament.

The reasons for these declines are not entirely clear but the evidence for cost motivation of cuts is mounting. A very recent study, according to The NCAA News in May 1988, indicates that in Divisions I and II costs are the primary reason for dropping sports.

In Division I, the cost was mentioned three times more often than any other motivating factor. Anecdotal knowledge of the ADs is that cost pressures are only beginning to be felt, with deep declines in sports offerings on the horizon if we fail to act now.

But if we exercise just a little imagination, we can make progress toward the solution of all the noted problems simultaneously. We can get our budgets under better control, we can demonstrate our compassion for needy student-athletes, we can tread less heavily on sensitive principles.

But we need more flexibility than the NCAA rules now provide. We need to recognize that the enormous variety represented by intercollegiate athletics today requires more options than the current choice between the extremes of the free ride of Divisions I and II and the zero award for athletics capability in Division III.

And we can't expect an individual school to make an intermediate choice between these extremes. We have to act in concert to preserve competitive equilibrium within the NCAA divisions across the land.

Now, finally, here is the proposal that I have been building up to and you have waited for so politely, as outlined in a one-part handout that you will receive as you walk into your break-out sessions.

Rather than specify in the NCAA Constitution an award limit, as we do now, of "commonly accepted educational expenses," to be defined and interminably argued in the bylaws, we might define in the constitution four options for financial aid limitation.

I have called them options W, X, Y and

Z for this discussion, but essentially with the current grant-in-aid somewhat modified—modified in order to accommodate real needy student-athletes. Zero is Division III's option.

I have introduced two alternatives in between. They are Option W, the top of the line, full-cost grants, providing full cost of education in accordance with the Congressional methodology, which varies in small ways from the NCAA stipulations. These awards could be made without restrictions to those with financial need.

The second option, I am calling it Option X, which would provide tuition and fees grants made without restrictions relating to financial need, with any additional awards up to full costs limited by financial need, as defined by the Congressional methodology. This is a single national standard mechanism.

Option Y, in the series of four, is need-based financial aid, awards limited wholly by need, again, choosing the Congressional methodology. Option Z provides no awards related to athletics.

If we establish these four options in the constitution and then allow each division to decide on its sport-by-sport basis which of the options it wanted to elect, then we would have a lot more room to work.

In the NCAA bylaws, which are subject to revision by each division each year, we could expect each sport would be assigned one of the four financial limitation options. That is W, X, Y and Z. Then we will have everybody competing by the same rules. In any given sport and in any given division, adjustments can be made over time motivated by principle or pragmatism, or both acting in concert, without any national divulgence of the NCAA, but within nationally authorized constraints.

Please note that the virtual preservation of the status quo would still be possible if this revision of the constitution were put in place, because it would still be possible to preserve the option with the grants-in-aid everywhere if that was the will of the convention, of all divisions of the Convention.

My consultations, however, tell me that is a most unlikely outcome. Division I-A athletics directors have been polled on this subject and it appears that a clear majority of those folks would like to exercise Option X in some situations; in fact, in the majority of the situations. So, if there was the flexibility in place, I am confident that it would be used.

Now, as an illustration of the possibilities, I offer the little handout that you will pick up when you go in the break-out sessions; an option table, just an illustration of the range of choices that would be available to us.

I assume in that option table further progress toward federation, so that Division I-AA could have different choices than Division I-A, for example. In my particular illustrative sketch, which I insist is not my preference but is just a model that illustrates the flexibility of such a system, and in that little handout, it shows the image that Division I-A might end up with Option W, with the full-cost grants in men's and women's basketball, football, and women's volleyball, with Option X sports—that is to say, tuition plus need—chosen for all other sports in Division I-A.

Division I-AA might choose Option X, which is to say tuition plus need for all sports. If there is to be a I-AAA—that is to say, the football I-AAA that is under discussion right now—then they may end up with need-based financial aid—that is Option Y—not only for football but all sports. They would have that flexibility if they so chose.

The basketball schools—that is, those schools that are Division I but have elected not to play football—would be in this model of independent choices, and they may choose Option W—that is full grant—for men's and women's basketball only, with Option X—which is to say tuition plus need—in all other sports.

Similarly, however, Division II could make its choices probably relying substantially on the tuition-plus-need formula. But that would be a decision to be made by Division II and probably only after they observed what happened in Division I.

I would assume that Division III would stay with what I have called Option Z; that is, with their prohibition of aid related to athletics. If you think all this through, you realize that it does address the four problems that I have identified.

It does provide full costs for needy athletes in any of the options, and at the same time it does substantially reduce expenses insofar as divisions elect the

intermediate options—tuition plus need, or pure need—and it really opens up some space for those who are responsible for expanding the women's programs and need to find the resources somehow.

You have got to wonder if this is workable. Changing the constitution of this organization requires a rather remarkable coincidence of opinion. Can we manage to do that in January '89? I think that we are witnessing that rare moment when complex and controversial NCAA legislation can be accomplished through the confluence of forces both philosophical and pragmatic.

Those of our members who favor need-based financial aid as a matter of principle must applaud the introduction of the concept into NCAA rules, even if the initial entry is quite incomplete. The athletics directors in Divisions I and II must seize the opportunity for saving money without damaging kids.

Those who worry about the need to expand women's athletics more rapidly should line up solidly behind this plan. And those defenders of impoverished athletes who each year at the Convention advocate pocket money for their charges; those people, too, should recognize the solution to these problems in this proposal.

I would like to know what you think in the break-out sessions. It is very important that we learn something about the reaction of those assembled here today to these concepts—not to the particular options on the option table, the particular choices for particular divisions and particular sports; that is subordinate.

The main question is how do we feel about altering the constitution so that this range of choices is available. You can fool around and figure out your own option table. The question is, can we find one? Can we imagine a situation in which men and women have good will in the NCAA to finally come together to create this range of possibilities in the constitution and then ultimately find an option table that we can all abide? I do hope so.

Thank you, John. (Applause)

Cecil Mackey Professor of economics, Michigan State University

Thank you, John. Good morning, ladies and gentlemen.

The Detroit Free Press regularly carries a one-frame, cartoon-like feature that is called "Potshots." Every day it combines a drawing with either a humorous or philosophical question or comment. One of my recent favorites in this cartoon was the observation, "It's hard to be friends with reality because she doesn't care whether you like her or not." I think that is very true.

Reality is often unpopular, sometimes harsh, and all too often threatening. Psychologists say that, typically, each of us, clinging nostalgically to old perceptions and ideas, lives in our own world that no longer exists. In the process, we create euphemisms, perpetuate myths, and nurture concepts and ideas that deny reality and inhibit change.

Even when we express a need for change or sense its inevitability, we resist, hoping to avoid the trauma that change brings. It is much like the British Tory's characterization of the Socialists' prayer: "Lord, give us Socialism, but not in my time."

Such attitudes are pervasive, so it is not surprising to find them in intercollegiate athletics. My comments today are based on the belief that we need to confront reality in our planning for the future of intercollegiate athletics.

What is it that we want for our colleges and universities?

At least from a Division I perspective, my conclusion is that we want the most outstanding faculty money can buy. We want the most modern classrooms and laboratories money can buy. We want the newest equipment and computing capability money can buy. We want the finest library money can buy. We want the most talented coaches money can buy, and we want the best athletes we can get for room, board, tuition and books. (Laughter)

It is interesting to me that we set such a limitation on our quest for excellence in athletics. We don't impose similar limits in other areas of our institution, nor do we adopt a similar philosophy to its students who are not athletes.

We have neither ideological objections to nor rules against generous stipends for National Merit Scholars, for students who march in the band, who sing in the glee club or act in campus plays, nor for students who play the violin, write poetry, debate, edit campus publications or design computer software.

We pay students to come to our institu-

tions. We call the payment such things as scholarships, fellowships, grants, gifts or awards, and we compete vigorously for the best of the lot.

If a dean successfully solicits a large gift to support a scholarship that allows us to bring in the nation's outstanding violinist among this year's high school graduates, the reaction will be immediate. The dean is applauded for vision and skill, the donor is honored for philanthropy, and the student is praised and put on public display.

A similar scenario in athletics, bringing to a school the nation's premier running back, makes the coach a crook, the donor a bum, and brings the student ridicule, opprobrium and ineligibility. I find that fascinating.



Cecil Mackey

In my judgment, our present system for supervising and regulating intercollegiate athletics is finally unenforceable. It is too expensive, it is too complex, and too much at odds with reality ever to be enforceable no matter how much money or how many people we pump into the enforcement process.

This same system, however, has proved to be highly effective at undermining the basic credibility of higher education in general and many of the nation's finest academic institutions in particular. I know of nothing else that has come our way that raises such widespread concern about the integrity of our colleges and universities and those who administer them.

And if that were not bad enough, each year, this same system, with devastating predictability, does irreparable damage to a new group of student-athletes and their families as a result of "violations" that we knew for sure were going to occur.

I sometimes have to remind myself that this is a system that we created. The NCAA is us. The system and its results have not been fashioned by some force hostile to higher education, that takes pleasure in our woes and benefits from our transgressions. We have done it to ourselves.

How is it that we have come to this? Why do we have, why do we want, why do we need a system in which an entity of our creation is using funds generated by our own institutions to hire ex-FBI agents and other security officers to investigate the bona fides of some of the world's most distinguished scholars, teachers, academic administrators and the institutions of higher education they lead?

In my judgment, a major factor is the way we compensate the student-athletes; basically, the philosophy that we have adopted in arriving at our rules and policies on financial aid.

The major concerns are centered on recruiting and benefits, and recruiting is interrelated to financial aid. More specifically, the problem relates to the way we compensate athletes, the principal problems for an institution offering athletics scholarships that are not based on need.

The system, with all its regulations, is based on the NCAA's concept of amateurism, which is basically that of a student pursuing athletics as an avocation, presumably not for compensation.

Unfortunately, however, NCAA "amateurism" is far less pure than many of its advocates suggest or perhaps would like to believe. The "athletics scholarship," an interesting term in itself, is clearly a means of compensating a student for coming to an institution to play a sport. So it is not that we don't compensate the athletes, we do. It is what we pay them and how we go about doing it that is at issue.

The NCAA rules are a convenient mechanism for the schools to determine, collectively, what the maximum cost of acquiring the athletes' services will be and then enforcing that limit on the athletes. This goes a long way toward eliminating "price competition" in the recruiting process.

Amateurism is a basis for establishing who is to be allowed to compete in certain types of events under particular sponsor-

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ship. There is no universally accepted definition of "amateur" in sports in this country. Likewise, there is nothing preordained about the compensation that is allowed under NCAA regulations within its concept of amateurism.

There are those who argue strongly for a return to a purer form of amateurism, the elimination of the athletics scholarships, with student financial aid based solely on need, and no distinction between athletes and other students. Many institutions have never departed from this concept.

Where that is the case, relatively few problems seem to exist, or if they do exist, hardly anyone seems to know and perhaps care. Personally, I doubt that many of the big schools that have big-time intercollegiate athletics programs will move in that direction for their major revenue sports. More importantly, however, I do not believe that such a step is necessary to get at the heart of our trouble and sorrow.

At the same time, I do believe it would make good sense, even for Division I schools, to eliminate athletics scholarships in all the nonrevenue sports, except those women's sports where financial aid needs to be maintained for equal opportunity and affirmative-action purposes.

Let me focus on football and basketball, the primary revenue sports nationwide, while acknowledging that other sports share the problems in varying degrees. Recruiting competition is intense and the pressure to win, great.

Most institutions with "big time" programs seek out and enroll a substantial percent of their athletes who are marginal students. They are poorly prepared academically, in need of remedial work and from low-income families that can offer the student little or no financial support.

Support from virtually all other sources is prohibited. Many of these athletes are minorities. The typical problems of adjustment to college life and peer pressures, combined with the existing NCAA regulations, often leave the student-athlete exposed and vulnerable, with no source of funds for usual student expenditures, including such normal student items as clothes, stereo and tapes, dating, miscellaneous matters, and transportation home.

Even if there were incentive and opportunity to earn spending money while enrolled in school, that is prohibited for the student-athlete receiving a grant-in-aid. Summer is the exception. But for many of the marginal students, full-time development or remedial work on campus during the summer would make the best academic sense.

The changes I propose in our system of financial aid for student-athletes are changes intended to bring greater rationality and more humane understanding to the terms and conditions on which we bring student-athletes into the campus community.

Student-athletes, I believe, should be made eligible for the full Pell Grant award when it is justified on the basis of need. That initial eligibility has been recognized and there have been two steps in getting the award where it is now.

Schools should be allowed to provide a student-athlete with round-trip transportation home at least once and possibly twice during the academic year, depending on the school's academic calendar. The grant-in-aid should also provide for transportation to and from school at the beginning and end of the school year.

It should be permissible for the institution to provide each student-athlete with the equivalent of a "travel uniform"; for example, slacks, blazer and accessories—something that could be worn when the student-athlete represents the institution.

The rules should allow each student-athlete to receive a modest direct cash payment as part of the athletics scholarship. Any figure is necessarily arbitrary, and experience might indicate some adjustment is needed. \$100 per month during the academic year would seem a reasonable initial level.

If one needs a theory to justify this, the theory might be to balance the foreclosed earning opportunity. Travel expenses for two family members for major postseason events—for example, a bowl game or the Final Four—should be allowed.

Considering the revenue generated by these events, the amount budgeted for expenses by the participating schools and a typical "official guest list" for an institution, it seems hard to find an acceptable basis for excluding families of the players.

Student-athletes with academic deficiencies, and who need developmental or remedial help, should be allowed to enroll in summer school, take the necessary course work and receive an amount of

money as part of the athlete's grant-in-aid equivalent to what could have been earned in a reasonable summer job. If we really care about our athletes as students, this type of program should be encouraged.

The terms of the athletics scholarship should be changed to allow an entering freshman to begin school, with financial aid, the summer after high school graduation. This is especially important for the marginal student. Two or more courses, remedial if necessary, without the pressures of practice and competition during the first academic term would ease the transition to campus demands and enhance the chances for academic success.

Combined with the opportunity to take a reduced load during the term of primary competition, this would allow student-athletes to be treated more reasonably considering their individual characteristics and academic background. It would also allow them to move away from the widespread practice of majoring in eligibility, particularly during the freshman year.

Our concept for financial aid for student-athletes should include insurance, protection designed to cover medical and disability contingencies. An institution's commitment should not be simply a reflection of some state court or legislature's interpretation of workers' compensation statutes, but should reflect fundamental concern for the welfare of the student who represents the institution in its athletics programs.

It would also be desirable for the institution to fund insurance for its student-athletes covering the loss of earning potential as a professional athlete as a result of injury in the institution's athletics program. This would replace the present system in which the individual athlete who considers himself to have professional potential may buy a policy himself, typically financing the premium with a loan to be repaid from professional compensation after signing a pro contract.

If we look realistically at who many of these student-athletes are, how earnestly we solicit their attendance at our institutions, the demands and restrictions we place on them, and their contributions to the schools, we see a complicated picture.

I recall the comment made to me by the chief academic officer of one of the nation's great research universities, a school with a strong and successful athletics tradition. He said that a certain young man who was currently enrolled in his university was "the finest athlete ever to play for the university and the weakest student ever admitted."

In such an instance, if the university believes the student has no reasonable chance to succeed, it is immoral and corrupt to recruit him. If, on the other hand, the responsible university officials honestly believe the student can succeed, even though requiring an unusual amount of help, and if the university can admit him under university and NCAA policies, then the rules should certainly be on the student's side when it comes to making academic support.

When a student's academic background and performance indicates that it would be advisable, student-athletes should be allowed to register for a reduced course load, and the grant-in-aid extended accordingly. On most of our campuses, advisers would encourage and in some cases even require that a weak student-athlete undertaking the equivalent of very demanding, nearly full-time, work take a reduced load, possibly as few as six for that particular term.

One of the Big Ten faculty representatives, a distinguished scientist, told me of a personal experience with one of his first-rate students. She came to his office one morning to drop his course and others, leaving only a minimum load for the term.

Her reason was that the night before, she had been elected to an important office in the student government. She did not want to jeopardize her academic work or her grade-point average while serving in that office. Somehow this is perfectly acceptable for the president of student government or the editor of the campus newspaper, but outrageous and unacceptable for a point guard or for a defensive tackle. Regrettably, I must admit, I do not understand the basis for this distinction among our students.

Directly related to the issue of financial aid is the question of a student-athlete's right to transfer and the corresponding opportunity to compete. If a piano student enrolls at a particular university to study with a renowned faculty member, whose approach and teaching style suit the student's talent, personality and career objectives, that seems entirely logical.

If the teacher moves to another institu-

tion, it is equally logical if the student elects to move with the teacher. Nor is it surprising or illogical for the student, under any circumstances, to transfer if the teacher-student relationship changes significantly for any reason.

The student-pianist is not expected to sit out a year, forgo playing with the campus symphony, to be barred from musical competition or to be prevented from representing the institution. Why should we place a more severe burden on the student-athlete who wants to transfer for academic or athletics reasons, or even for personal reasons, for that matter?

Of course, limitations on the student-athlete's right to transfer make our coaches' lives more certain and their work easier, but is that reason enough to restrict a student-athlete's academic choice? Normally, we encourage students who sense an absence of direction or motivation, or who might for any of a number of reasons benefit from some time off campus, to "stop out," to take a break in their education.

We have finally begun to make this process easier, to accept it as normal, and realize that it can help some students mature. The student-athlete should be given the same choice in this regard as other students, without being forced to sacrifice either athletics eligibility or eligibility for financial aid as an athlete.

The arguments against this, like those against freedom to transfer, go more often to the ethics of our coaches and the convenience of our institutions than they do to the welfare of our students.

The step from intercollegiate athletics to the pros is great. We know that only a very small percent of college athletes make it in the pros, especially in the NFL and NBA. But some do. Some make the move with success and with class. Oddly enough, however, we seem to go out of our way to make it difficult for our student-athletes to make informed judgments about their athletics careers and their financial futures. NCAA rules do not allow us to treat student-athletes the way we encourage our placement officer to treat all other students.

We have apparently come to take for granted the annual hypocrisy of "going hardship" and tryouts are allowed, as long as there are no expenses, in the summer-time or during a term when a student-athlete is not carrying a full academic load.

But, generally, we treat contact with the pros by any student-athlete who has remaining eligibility as threatening and potentially corrupting. Wouldn't it make more sense in terms of the welfare and interests of these student-athletes, or these athletes who are also our students, to actually encourage the ones who appear to have the necessary talent and the maturity to go ahead and try out with the pros, to get a realistic evaluation of their prospects, and then make their decision about whether or not to turn professional or return to college and play out their eligibility?

Why should we treat an athlete as somehow tainted, just for having tried the pros and failed to make it big or for seeing what it is like, and then deciding to return for some more college, maybe to even try the pros again later?

Such a venture should not be grounds for loss of eligibility or the loss of opportunity for financial aid. If Steve Jobs and Steve Wozniak, the college dropouts who founded Apple Computers, had left school to try their hand at designing computers for IBM, worked for them a while, and then decided to return and finish a degree, they would have encountered no resentment, hostility or any penalties.

Would there really have been sufficient reason to prevent Isaiah Thomas or Magic Johnson returning to school and Big Ten/NCAA competition if they hadn't made the starting lineups as soon as they did in the NBA?

Is it actually so terrible to contemplate the prospect of a Kirk Gibson or a Steve Garvey or a Bo Jackson playing pro baseball in the summer and then returning to the campus and finishing the academic program and being allowed to compete for Michigan State or Auburn during the academic year?

The present rules relating to agents for student-athletes are unsatisfactory and need to be changed. We should encourage student-athletes to get timely advice of a helpful nature. The rules should establish a corresponding responsibility on the part of the schools to provide competent, objective advice to student-athletes and their families on financial and legal aspects of career planning in athletics. This should begin during the recruiting process. The movement toward statutory regulation of

agents in some states does not seem to me to be desirable.

Under the present system, much of the support that can be provided by a family with substantial financial resources within the rules is simply unavailable to student-athletes from less affluent backgrounds. Too often the result is inordinate, but predictable, pressure on the less affluent student-athletes to break the rules. This, in my judgment, is an unacceptable form of discrimination.

It is no more right to do something just because someone else is doing it than it is wrong to do something just because it has never been done. It is important to keep both aspects of this in mind when reflecting on what The Athletic Congress and the Olympic committee have done in recent years.

The Olympic committee is said to have relaxed its concept of amateurism. The Athletic Congress TACTRUST Handbook, which many of you are familiar with, says of athletics (and athletics in that form means track and field, long-distance running and race walking), "It's no longer what once was called 'amateur' and it decidedly has not become 'professional'."

In both cases, athletes have been allowed to receive financial benefits, some present and some deferred, from their athletic performance, while still being considered amateurs and remaining eligible for sanctioned competition. In neither case do there appear to have been significant adverse effects on either level, either on the competition or on those receiving the benefit of the TACTRUST.

The NCAA should establish a trust-fund arrangement for intercollegiate athletes similar to TACTRUST, and NCAA regulations should be changed to allow intercollegiate athletes to receive support and benefits from a sponsorship program through such a trust.

It is readily apparent that we do not, in principle, believe that money corrupts. We do not believe that money corrupts college and university presidents, we do not believe it corrupts athletics directors, we do not believe money corrupts coaches, trainers or sports information directors.

Within our athletics programs, we provide it or allow it in many forms. A partial list includes salaries, benefits, deferred compensation, insurance, endorsements, media contracts, sports camps, appearances and speaking engagements, board memberships, and even gifts.

The current system is structured in such a way that responsible college officers who do not want to know the details of who gets how much and how they get it can still be considered as having met their responsibilities under the NCAA rules. I sometimes wonder if the rules are this way simply because we believe too much information and too much supervision might spoil what many consider a good thing.

Actually, almost everybody gets at least a chance for a piece of the action; just about everybody, that is, except the student-athletes whose performance is essential to the generation of the basic revenue pool and the many ancillary financial opportunities.

We justify this arrangement through the application of a definition of amateurism that demands their exclusion. If we choose not to adopt a policy of direct cash payments based on athletics performance, there seems to be little justification for denying student-athletes the opportunity to receive funds into a supervised trust that is part of a defined program of sponsorship, endorsements and appearances.

A new book on Saudi Arabia describes that country as facing what is termed "the dilemma of trying to forge the future while clinging to the past." I believe that is an accurate description of where the NCAA is today with regard to "big-time" intercollegiate athletics. It is facing the dilemma of trying to forge the future while clinging to the past.

In my judgment, the dilemma can be resolved, but only if we are prepared for a large dose of reality.

Thank you very much. (Applause)

NCAA Committee on Financial Aid and Amateurism

Marvin G. Carmichael, Clemson University (Chair): If the world was created in seven days, surely a knowledgeable committee can explain need-based aid programs in 30 minutes. These are complicated issues and a total understanding is essential.

The financial aid and amateurism committee was directed to review and raise

related issues to include financial aid based on need for student-athletes. Some of the issues of concern are: Should all aid for student-athletes be based on need? Should any talent or merit awards be permitted within such a need-based approach? Should athletics ability be considered in packaging financial aid within a need-based limitation?

At the other extreme, should more aid be available to student-athletes, perhaps a stipend or laundry money, as it is commonly referred to? Should student-athletes be paid—the amateurism versus professionalism status issue?

The committee agreed that any specific



Marvin G. Carmichael

proposals recommended should adhere to generally accepted financial aid principles, be logical and provide advantages that outweigh any complications in changing the current system for awarding athletics-related aid.

Serious issues considered in evaluating the proposal with certain types of financial systems or funds received from various sources should be treated differently than others, the extent to which each proposal provides the opportunity for abuse, cost containment and whether the proposals produce the same results for the same athlete regardless of the institution that athlete decides to attend.

You have had the opportunity to read about each of the panelists that will be addressing you this morning. I would like to tell you a little bit about what they are going to do. They are seated in the order in which they will be presented.

Jeff Orleans will discuss the options. Diane Tsukamaki will talk a little bit about financial need assessing. Judith Brame will actually review the committee's recommendations. Joe Russo will attempt to educate you on the application of the recommendations. I have to admit that is the most complicated part of this report.

Before I turn this over to the panelists, I would like to state that financial aid assessment is a complicated process and should be subject to annual review. Some annual monitoring of such an environment is essential.

At this time I would like to ask our first panelist, Jeff Orleans, to come forward. (Applause)

Jeffrey H. Orleans, Ivy Group: Thank you, Marvin. I might say by way of very brief introduction that our committee was created as a result of the Convention action just about a year ago, with an obligation to report to the Council on the consideration of alternatives to the present athletics financial aids structure by this August 1. What our subcommittee is doing this morning is reporting to you on the substance of the committee's report and recommendations, which will be submitted to the Council at its next regularly scheduled meeting in written form; and then I assume at the Council's pleasure will be published in its full text.

We have been asked this morning, in view of the timing of the Forum, to provide an outline and overview of that report. I might also note, just to avoid confusion, the two handouts that you have gotten will be used, first, by Diane Tsukamaki (the financial aid definition handout) and then by Judy Brame (the alternatives handout) to go along with their remarks and to be available in the break-out sessions.

Marvin has asked me to describe very briefly the five principle approaches to athletics financial aid which our committee considered. All had in common, at least, the following three principles.

One was that we sought to provide an alternative which would permit the individual student-athlete to receive financial aid up to the full cost of attendance established under a Federal student-aid budget and under our NCAA constitution, which purports to be a significant change in the way the bylaws currently permit in each division.

The second, we sought to preserve, in whatever systems we were to recommend, competitive equity among institutions

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within a particular division, in terms of the ease of financial aid on the recruitment and the selection by student-athletes at which institutions they would attend.

Third, we tried to be sensitive to the desires of the membership as expressed at various Conventions to try to provide for savings, if at all possible, in the administration of financial aid for the reasons so very clearly set out by President Likins in his presentation.

With these limits, and emphasizing that each of the alternatives I will describe would provide for financial aid up to the full cost of attendance, we considered five alternatives.

One alternative at one extreme would be to provide a full grant-in-aid in all sports up to the full cost of attendance. That would basically add to current grant-in-aid structure the cost of attendance difference, which is not presently provided.

That alternative obviously has the advantage of providing to student-athletes more funds than they may currently receive. It obviously had the disadvantage of being more costly, and in addition it makes no contribution toward the goal of treating the student-athletes more similarly to other students in the student body at large.

A slightly modified version of that alternative would be to retain the current grant structure and provide that costs above that, up to the cost of attendance, would be provided on the basis of financial need.

That would, in fact, provide the additional money to needy students on a cost basis that was correlated with need, but it seemed to us that it involved a certain amount of administrative burden and not a whole lot of additional savings in efficiency or broad-based change.

At the very other end of the spectrum, another alternative the committee considered was to eliminate the grant-in-aid as it is currently executed and to provide instead that any aid to any student-athlete would be on the basis of need, although with the provision that such aid could be all in cash without a self-help requirement.

That alternative, although obviously providing money to those student-athletes who need it by not providing it where there is no need, would save a lot of money, but would create some very difficult competitive situation for institutions with higher tuitions, particularly private institutions.

In addition, it is for fairly obvious reasons to all of you not likely to be adopted by any of our Conventions in the near future. We, therefore, focused on the two alternatives which Judy Brame will describe to you.

One alternative would be to provide that a grant-in-aid would consist of tuition and academic fees. The student-athlete would be able to receive on the basis of need any other expenses which she or he had up to the full cost of attendance, with a provision that all of such need-based aid could be provided in cash with no self-help requirement.

That alternative makes significant movement in the direction of awarding aid to student-athletes on the same basis as all other students and at the same time retains the special-talent context of the grant-in-aid, which Dr. Mackey pointed out is used in a wide variety of other situations. It would also appear to us to have some of the attributes of eliminating private schools' competitive difficulties.

Finally, the fifth alternative, and the second one which Judy will discuss in detail, would provide that alternative for a majority of sports, but for a selected number of smaller sports would retain the current system of a grant-in-aid and add need-based aid up to cost of attendance on top of that.

I hope without having gone deeply into Judy's remarks, I can turn it over to Diane and Judy to walk through the elements of need-based financial aid and then our specific recommendations.

Diane Tsukamaki, Lewis and Clark College: Good morning. What I would like to do in the next few minutes is to go over the concepts and definitions that we use in the role of financial aid as we talk about eligibility for need-based aid.

I am going to refer to the handout that was provided called "Financial Aid Definitions." For some of you, this is real old stuff; for others it will be new terminology. I hope to give each of you some familiarity and some foundation on which we build our proposal.

Eligibility for need-based aid, which others refer to as need, is simply defined as a cost of attendance minus an expected family contribution. The cost of attendance—that includes tuition and fees, room



Diane Tsukamaki

and board, and a discretionary amount for books, personal expenses and transportation, as well as occasionally, depending on the situation of the student, some medical costs, as well as day care. Colleges must set a standard amount for each of those items for the students who are receiving financial aid.

The second factor, expected family contribution. Expected family contribution is an amount that is determined through a Federally legislated system of need assessment. The current one in use for both Federal and state funds is called Congressional methodology.

Congressional methodology assumes that both income and assets are an indicator of the family's financial strength. It also assumes that the contribution from both the student and the parent, unless the student meets Federally legislated criteria, for instance, shall be used in determining that family contribution.

It considers such factors as family size, the number in college, the Federal and state taxes paid, extraordinary medical expenses incurred by the family, as well as such factors as aid to the parents. Therefore, again, eligibility for need-based aid or need (is) people's cost of attendance minus that family contribution.

It is pretty obvious to all of us that cost will vary from college to college. For example, if the cost of one institution is \$10,000, and the family contribution is \$1,000, the eligibility for aid is \$9,000. At a lower-cost school, of \$5,000, that family contribution should be made stable or \$1,000 and, therefore, the eligibility for aid would be \$4,000.

I think it is also important to note that aid administrators may exercise professional judgment. This is really one of the first times in the history of Congress that a law has been passed and has given the authority to make exceptions to that law.

With great discretion, aid administrators may document that the Congressional methodology is not realistic for a particular student. This is currently in use on all campuses for all Federal funds. It is not to be used simply because the family does not want to or feels that they cannot come up with the family contribution.

It exists for real exceptions, and I hope it again will be used with great discretion. Exceptions must be documented and subject to Federal review for all students receiving federal funds.

So with that basic course on financial aid, I am going to turn it over to Judy Brame. (Applause)

Judith M. Brame, California State University, Northridge: The handout that you did receive will be walked through by Joe Russo and not by me. As you did hear from Jeff, we considered five different possibilities, and of the five the committee ultimately decided to present two alternatives to the Council.

The alternative which was most strongly supported by the committee would permit the awarding of financial assistance in an amount not to exceed the value of tuition and fees to student-athletes in all sports at Divisions I and II institutions, without consideration of the recipient's financial need.

Further, the awarding of additional financial assistance, up to the cost of the attendance, would be permissible based on again the recipient's financial need. The tuition and fees, plus need, alternative was based on the following rationale.

First, all student-athletes are treated alike regardless of the sports in which they participate.

Second, as cost containment has been identified as an issue among the membership, this proposal would represent a substantial cost savings on a department-wide basis, particularly in the head-count sports.

Third, financial aid above tuition and fees on the basis of need can provide for the most effective use of an institution's financial resources.

Fourth, this alternative continues to provide an opportunity for requisition of the student-athlete's talents through a

merit award of tuition and fees.

The second alternative proposed by the committee would permit the awarding of financial assistance above tuition and fees only on the basis of the recipient's financial need, in all sports other than football and basketball in Division I and such other sports in Division I or II that may be deemed appropriate by the Council or the membership.

In the designated sports, student-athletes would continue to be permitted to receive the value of tuition, fees, room and board, and the required course-related books, without consideration of the recipient's need; all additional financial assistance, up to the cost of attendance, would be permitted on the basis of demonstrated financial need of the recipient.

The second alternative was included as a committee recommendation on the basis that:

One, the membership has recognized the distinctions between Division I football and basketball, and possibly other sports, and the remaining sports in Divisions I and II in other areas of regulations.

Two, the political pressure may be exigent to the NCAA membership's consideration of need-based aid.

Three, the proposal may be viewed as more palatable to a large number of Division I member institutions.

And, four, this alternative still could represent an overall cost savings but not nearly as great as in the first alternative.

The primary disadvantages of the second alternative are that a two-tiered approach creates two different categories of



Judith M. Brame

student-athletes for financial aid purposes. The other problem deals with concerns about equitable treatment for men's and women's programs.

With regard to the implementation of the proposal, several administrative issues were addressed by the committee.

1. In order to award financial aid based on need consistently at various institutions, the subcommittee has recommended that Congressional methodology be used for all student-athletes.

2. It was determined that in adjusting the needs analysis to accommodate a student-athlete's individual circumstance, the financial aid officer's professional judgment should be permitted as is currently the case.

3. The committee determined that \$1,600 should be established as the overall upper limit on the financial aid that can be provided as budgeted cost of attendance over and above the value of room, board, tuition, fees and required course-related books.

4. The committee adopted a basic approach of considering a dollar of aid as a dollar of aid, regardless of its source or purpose. This would mean that although a student-athlete will continue to be able to receive financial assistance, whether it is an honorary award or a Pell Grant, the values must be considered in determining whether the individual qualifies to receive any additional financial assistance on the basis of need.

Lastly, it was agreed that the proposed changes in NCAA financial aid legislation should be applicable only to those students initially enrolled in the collegiate institution after the legislation's effective date. (Applause)

Joseph A. Russo, University of Notre Dame: As we proceed through the numbers on the two pages that you have in front of you, I will highlight one thing; and the other page, the one single page, that was noted on explaining the family contribution financial need, note well that what a family can afford, a family can afford. It is a constant figure regardless of where a student attends.

As we go through the two pages of numbers in an effort to make it appear a little less awesome than it might when you first glance at it, I would recommend that you take a piece of paper or note pad and put it horizontally like this, across, as I go down the numbers. It might make it a little less awesome.

Alternative No. 1 of the committee's

recommendation was to limit athletics grants-in-aid to the value of tuition and fees of the institution. Any additional aid above and beyond that will be based on this concept of financial need.

We have on the front page two institutions—on the top half a public institution and on the bottom half a private institution. Going down the left column, we have the common components of a student's expense budget as employed by financial aid officers for all students on the campus—again, the tuition and fees, room and board, books, personal and transportation.

Under the current structure, the NCAA regulates what can be considered in the cost of attendance to the tuition and fees, room and board, and books of a student. So under the current regulations, at the state university, the tuition is \$2,500, room and board is \$3,500, the books and supplies \$300, which would limit the aid through an athletics grant-in-aid to \$6,300.

The committee's proposal under alternative one would be, in the expense budget, to include all the expenses which we include normally for any other student as we administer student aid. They would be tuition and fees, room and board, books and a personal allowance, as well as a transportation allowance.

This is a typical expense budget for a major public institution in the Midwest published expense budget. As you can see, there is a \$1,200 differential for the typical student who is now the athlete.

Let's proceed to look at four different students. Here is where I highly recommend using the piece of paper across the page to look at one kid at a time.

The first student under the current set, Robert Rich, has a family contribution that exceeds the cost of attendance. His family can afford the full \$7,500 of his public institution. Under the current system, his grant-in-aid is limited to the value of tuition, fees, room and board, and books, or \$6,300. Therefore, it costs the family \$1,200 for that student. In fact, they are paying for his personal and transportation costs.

Under the proposal, the grant-in-aid would be limited to the value of tuition and fees and any additional grant would be based upon the student's demonstrated need. Since that family can afford more than the cost, they have to pay all of that themselves, or \$5,000. The family's cost of \$5,000, plus the grant-in-aid of \$2,500, is the expense budget of \$7,500.

Look at the next student. This student is from a more modest family income, and let's call him the middle-income kid, and his family can afford \$5,000. It will not make any difference where that student goes to school. We can string out 16 different schools, but the family contribution is constant at \$5,000, as measured through Congressional methodology in the aid officer's review.

So it costs \$5,000; that is the family contribution that is expected. Under the current system, the grant-in-aid is valued at \$6,300, tuition and fees, room and board, and books; therefore, it does cost the family again the personal expenses of personal and transportation.

Under our proposal, limiting the grant to \$2,500, just to tuition and fees, the difference would have to be what the family has to come up with or \$5,000. Again, that is a constant.

Moving down to a lower-income student, the family contribution is measured to be \$2,000. Under the current system, the student receives tuition and fees, room and board, and books, again \$6,300, and the cost to the family is \$1,200.

Under the proposal of the committee, alternative one, the grant-in-aid is restricted to tuition and fees, plus whatever need the student may still show. This family's ability to pay was measured at \$2,000. \$2,000 from the full expense budget leaves a need of \$5,500.

So in addition to the \$2,500 of tuition and fees, the institution can give an additional \$3,000. The full grant awarded to the student, plus the cost of the family, will equal the budget.

The last student is Oliver Orphan. He is a very, very destitute student with absolutely no family contribution. Both of his parents are deceased. This is a rare bird, I might add, a very rare bird in these analyses.

Under the current system, the student receives \$6,300 grant-in-aid, tuition and fees, room and board, and books. The family contribution was measured at zero, yet the expenses of personal and transportation (remain).

Under the proposed system, his need is measured at full cost. He has absolutely no family contribution, so his need is the full expense budget of \$7,500. The grant-

in-aid would go up to the full expense budget of \$7,500. The cost to the family is zero. They can't come up with what they don't have to come up with.

Let's look at the same kind of thinking for a private institution under alternative one. The expenses are going to be higher. The private institution is typically higher. That is not necessarily true for room and board. The tuition at this institution—\$9,650 for tuition and fees, room and



Joseph A. Russo

board \$2,850, books \$400.

Under the current NCAA rules, there is no allowance for personal or transportation, so the cost allowed under the NCAA is \$12,900. Under the proposed alternative one of the committee, all of the expenses, including tuition, fees, room and board, and books, and personal transportation, would allow the student an additional \$1,000. These are again actual costs taken from a large private institution.

Let's look at the four students again. Robert Rich, his family can afford the cost wherever he went. The full cost of attendance at that particular institution was \$13,900. Under the current system, the student is allowed tuition and fees, room and board, and books, or \$12,000, and it, therefore, costs the family \$1,000. Under the proposal, \$9,650, limiting it to tuition and fees. Since the family can afford everything, they are going to be expected to pay the difference, or \$4,250.

Mike Middle, the family contribution is \$5,000. The current system gives him full tuition and fees, room and board, and books, and a cost to the family for personal and transportation. Under the proposal, it limits the student to tuition and fees, plus need. His tuition and fees which exceed the need; therefore, the family has to pay the difference.

Larry Low, the family can afford \$2,000. The current system gives him tuition and fees, room and board, and books, and it costs the family \$1,000. The grant-in-aid under the proposal would be an amount up to his need. That includes tuition and fees, as well as an additional amount up to his financial need. The family would pay what they are expected to pay, \$2,000.

The last student, Oliver Orphan, can't afford anything, and we are currently giving \$12,900, and it costs somebody \$1,000. Under the proposed system, that student would have all of his expenses met because that is his need, a full expense budget.

Let's turn the page to the second alternative proposal of the committee. Alternative two would allow in certain circumstances the value of tuition and fees, room and board, and books, plus need, if there is any additional need for the student.

Obviously, this is not quite as satisfying in terms of cost savings, but it is something that we think politically might be a little more feasible for some schools and certain sports. This is again a state university at the top. The costs are the same as they were on the first page; the limitations are tuition and fees, room and board, and books under the current regulations. The proposal would allow the full expense budget.

Let's look at the four students again. Robert Rich, again, he can afford the full cost, but the grant-in-aid right now will give him tuition and fees, room and board, and books, costing the family the difference. The same exact amount would be allowed under this alternative two. Nothing would change.

Mike Middle, his family can afford \$5,000. The grant-in-aid under the current situation is tuition and fees, room and board, and books. The same amount would be restricted for him and no allowance for anything beyond those direct expenses because his family is measured to be able to pay for them.

Larry Low, a \$2,000 family contribution, current grant-in-aid to tuition and fees, room and board, and books, and the family pays the personal expenses and transportation; under the proposal exactly

See NCAA Forum, page 23

Eligibility appeals

Eligibility Appeals Concerning Recruiting Violations (Includes all actions taken after May 18, 1988)

Institution	NCAA Rule(s) Violated	Facts	Recruiting Advantage	Result
University of Louisville	B 1-4-(b)-(2)	Head volleyball coach's comments regarding prospective student-athlete (PSA) commitment to attend institution were published in local newspaper.	No.	Eligibility restored.
Delta State University	B 1-2-(a)-(7)	Head basketball coach delivered letter of intent to PSA during no-contact period; (NCAA Eligibility Committee determined PSA had decided to attend institution prior to improper contact and was not being recruited actively by other institutions.)	Yes/No.	Eligibility initially not restored; restored by NCAA Eligibility Committee (Division II).
Tennessee Technological University	B 1-4-(b)	Head softball coach appeared in newspaper photograph with PSA at site of letter-of-intent signing.	No.	Eligibility restored.
University of California, Los Angeles	B 1-4-(a)	Men's head volleyball coach was interviewed by local television station and made comments regarding the skills of PSA.	No.	Eligibility restored.
University of California, Los Angeles	B 1-4-(a)	Former men's head basketball coach's comments regarding talents of PSA were published in the local newspaper.	No.	Eligibility restored.
Southeast Missouri State University	B 1-2-(a)-(8)	PSA (basketball) made official paid visit to campus during 48-hour no-contact period prior to initial National Letter of Intent signing date.	Yes.	Eligibility not restored; affirmed by NCAA Eligibility Committee (Division II).
Sweet Briar College	B 1-6-(a), 5-1-(c) and 5-5-(b)	Student, who was enrolled at another institution, competed as a nonscored participant in one intercollegiate tennis match for institution to which she planned to transfer.	No.	Eligibility restored. [Season of competition used pursuant to B 5-1-(d)-(1).]
University of Maryland, Baltimore County	B 1-2-(a)-(6)	PSA was contacted by athletics staff personnel at signing of letter of intent during no-contact period.	No.	Eligibility restored.
South Carolina State College	B 1-2-(a)-(8)-(ii)	PSAs contacted during no-contact period on initial day of National Letter of Intent signing period.	Yes.	Eligibility not restored.
Boston College	B 1-4-(b)	Institution's sports information director distributed press release announcing that PSA, junior in high school, had made public commitment to attend institution in fall of 1989.	No.	Eligibility restored.
University of California, Santa Barbara	B 1-1-(b)	During visit to campus with his parents, PSA (who had made official paid visit earlier) stayed overnight with member of men's volleyball team.	No.	Eligibility restored.
University of Idaho	B 1-1-(b)	PSA was arrested and bail bond was posted by head football coach; bail money was repaid to coach.	No.	Eligibility restored.

Institution	NCAA Rule(s) Violated	Facts	Recruiting Advantage	Result
Georgia Institute of Technology	B 1-2-(a)-(1)-(ii)	Head football coach visited PSA's high school twice in one week; coach did not contact PSA in person.	No.	Eligibility restored.

Eligibility Appeals (Other Than Those Involving Recruiting Violations) (Includes all actions taken after May 18, 1988)

Institution	NCAA Rule(s) Violated	Facts	Result
Memphis State University	C 3-1-(a), 3-1-(c), Case No. 32	Student-athletes (S-A) signed contract with sports agent and later signed Student-Athlete Statement attesting to eligibility and competed; S-As received money from agent; S-As made no disclosure of involvement before it was reported to media.	Eligibility not restored; affirmed by NCAA Eligibility Committee (Division I).
Western Carolina University	C 3-1-(g)-(5)	S-A was provided transportation to airport by head tennis coach; S-A reimbursed coach for cost of transportation.	Eligibility restored.
University of South Florida	B 5-1-(c), 5-5-(b)	S-A participated in last game of basketball season knowing that he was enrolled in less than 12 hours.	Eligibility restored after S-A withheld from first three intercollegiate games of 1988-89 basketball season.
Northern Arizona University	C 3-1-(g)-(2)-(iii), 3-1-(g)-(5)	Nonqualifier S-A traveled with team to basketball tournament.	Eligibility restored upon repayment of cost of transportation, meals and lodging.
South Dakota State University	B 5-1-(j)-(7), 5-5-(b)	Transfer S-A (baseball) competed in 10 games while ineligible; institution erroneously believed S-A was eligible under provisions of B 5-1-(j)-(10) as two-year transfer.	Eligibility restored for 1988-89 season. [Season of competition used pursuant to B 5-1-(d)-(1).]
University of Texas, Austin	B 6-1-(a), 6-1-(b)-(1)	S-A worked during academic year and earned money in excess of aid limitation.	Eligibility restored upon repayment of excess earnings to local charity.
Northern Michigan University	B 5-1-(j)-(7), 5-5-(b)	Transfer S-A (basketball) competed entire season while ineligible; institution erroneously believed S-A was eligible under provisions of B 5-1-(m)-(14).	Eligibility restored after S-A has been withheld from competition for full academic year.
Michigan State University	C 3-1-(a)-(3)-(i)	Walk-on S-A received aid contrary to C 3-1-(a)-(3)-(i) prior to being identified as a S-A; S-A used aid for academic purposes.	Eligibility restored.
University of Washington	C 3-1-(e)	S-A appeared in advertisement for local retail store; S-A was not compensated.	Eligibility restored after S-A withheld from next intercollegiate competition.
University of New Mexico	B 5-1-(j)-(6)-(iv), 5-5-(b) and Case No. 324	S-A did not designate degree program and participated in entire 1987 football season while ineligible.	Eligibility restored after S-A has been withheld from competition for full academic year, provided S-A otherwise eligible.
University of Texas, Austin	C 3-1-(g)-(5)	S-A was transported to airport by assistant basketball coach.	Eligibility restored upon S-A's repayment of cost of transportation.
Western Kentucky University	B 4-1-(a)-(3), Case No. 273	S-A did not attend college for nearly one year in order to take care of grandfather.	Extension request denied.
University of New Mexico	B 4-1-(a)-(3), Case No. 273	S-A initially enrolled in fall of 1983; S-A withdrew from university because of illness and was not able to attend institution during rehabilitation and recovery.	Extension request granted for period equal to the exact number of days in which S-A was unable to attend a collegiate institution (approximately 11 months).
California State University, Fullerton	B 4-1-(a)-(3), Case No. 273	S-A initially enrolled in fall of 1983; S-A was victim of shooting incident and was unable to attend institution during hospitalization, rehabilitation and recovery.	Extension request granted for period equal to the exact number of days in which S-A was unable to attend a collegiate institution (approximately 12 months).

NCAA Forum

Continued from page 22
the same, no change.

Oliver Orphan cannot afford anything. The current system allows him \$6,300, and someone else has to come up with the \$1,200. Under the proposal, he can get the full grant-in-aid because he has need for all of the expenses allowed in a student's expense budget, the same as a nonathlete in those circumstances.

At a private institution, the costs again are the same as they were for alternative one, both under the current structure and under the proposed structure; the current structure limiting things to tuition and fees, room and board, and books, and the proposal allows the same expense budget as every other student at the institution.

Robert Rich, the family can afford the entire expense budget. He would be under the current system receiving tuition and fees, room and board, and books, and it will cost the family \$1,000. Nothing would change under the proposed Alternative No. 2 of the committee.

Mike Middle, the family can afford \$5,000, the current system will give him tuition and fees, room and board, and books, and it will cost the family \$1,000. And the proposal number two will still be the same as under the current regulations.

Larry Low, the family can afford \$2,000, grant-in-aid is \$12,900, it costs the family \$1,000, exactly the same as under

the proposal.

Here is the big difference again. Oliver Orphan, whose family cannot afford anything, his costs currently are tuition and fees, room and board, and books under NCAA regulations. Our proposal would allow him to go up to the full expenses.

There are a lot of numbers here. I think our simple goal when we started this committee, at least my personal goal as I read the history of this discussion and debate over the years at the Conventions, was to try to educate to some degree everyone involved in this discussion about the complexities of financial aid.

As I went through the key discussions myself, I learned a lot, as I think my financial aid colleagues did, about the complexities of financial aid administration. It has been a very good learning experience for those of us in financial aid.

I hope that it is the shared goal of all the people on this panel that, before we vote the next time at the Convention, there is a little more understanding of both sides of the issues on this matter. It is probably going to have a lot of emotion involved, but perhaps a little less emotion and a little more understanding.

The committee looks forward to the break-out sessions and thanks you for the opportunity to present its proposal. (Applause)

MVC extends marketing pact

The Missouri Valley Conference has extended for three years the contract of Creative Sports Marketing to produce and syndicate the conference's basketball games nationally and regionally.

"Creative Sports provides our conference with first-rate production values, creative marketing techniques and the professional experience our conference needs," said Doug Elgin, commissioner.

The contract provides that Creative Sports will serve as the conference's "exclusive representative" to negotiate with ABC, CBS, NBC, ESPN, USA, SportsChannel, FNN/Score and other cable networks for the rights to telecast basketball games. Creative Sports will also produce the tournament telecasts as well as sell advertising time for the telecasts.

Last year, Missouri Valley teams appeared on national television 14 times, including four appearances on ESPN, nine on FNN/Score and one appearance on CBS.

Poll in rifle recommended

The development of an in-season poll and a site for the 1989 championships are among the recommendations the NCAA Men's and Women's Rifle Committee will submit to the Executive Committee.

The recommendations were developed by the rifle committee at its July 14-16 meeting in Monterey, California.

The committee voted to encourage development of an in-season poll by an association of rifle coaches.

Murray State University was recommended as the site for the 1989 National Collegiate Men's and Women's Rifle Championships. Dates for

the meet would be March 10-11.

In an effort to address declining sponsorship of rifle as a varsity sport, the committee will develop strategy to enhance support, especially among those institutions that have dropped the sport to club level in the past four years.

Varsity sponsorship of the sport has dropped from 88 institutions in 1985 to 57 in 1988, a drop of more than 35 percent.

There were no major rules changes made by the committee. It clarified the scoring of inner 10s on the smallbore target and added diagrams to indicate how outward gauges should be viewed for scoring.

Committee Notice

Member institutions are invited to submit nominations to fill interim vacancies on NCAA committees. Nominations to fill the following vacancy must be received by Fannie B. Vaughan, executive assistant, in the NCAA office no later than August 15, 1988.

Committee on Financial Aid and Amateurism: Replacement for Alvin J. Van Wie, College of Wooster, resigned from the committee. Appointee must be a Division III representative.

Calendar

July 18-21	Baseball Committee, Monterey, California
July 21-22	Special Budget Subcommittee, Kansas City, Missouri
August 3	Special Council Subcommittee to Review the Recruiting Process, Monterey, California
August 3-5	Council, Monterey, California
August 13-16	Committee on Infractions, Syracuse, New York
August 14	Staff Evaluation Subcommittee, Monterey, California
August 14	Divisions I, II and III Championships Committees, Monterey, California
August 15-16	Executive Committee, Monterey, California
August 16-17	Special Events Committee, Kansas City, Missouri
August 22-23	Special Committee on Deregulation and Rules Simplification, Kansas City, Missouri

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.

Rates are 55 cents per word for general classified advertising (agate type) and \$27 per column inch for display classified advertising. Orders and copy are due by noon five days prior to the date of publication for general classified space and by noon seven days prior to the date of publication for display classified advertising. Orders and copy will be accepted by telephone.

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

Assistant A.D.

Assistant Athletic Director for Business and Operations. Responsibilities: Assist in preparation and monitoring of athletic department budgets. Supervision of accounting procedures and auditing controls for all department income and expenditures. Arrange for and oversee all ordering of departmental equipment and supplies. Also responsible for facility management, game management, concessions, and some marketing, fund-raising and booster support work. Bachelor's degree required; Master's preferred. Successful athletic business administration experience helpful. Twelve-month, non-tenured appointment. Salary commensurate with experience and qualifications. Applications accepted until position is filled. Send letter of application, transcripts and three letters of recommendation to: Michael D. Strickland, Athletic Director, Murray State University, 211 Stewart Stadium, Murray, KY 42071. MSU is an Equal Opportunity Employer and minorities are encouraged to apply.

Assistant Athletic Director for Facilities. Description: The University of Northern Iowa is seeking a full-time Assistant Athletic Director in charge of facilities. Qualifications: Bachelor's degree in Public Administration, Business Administration; sound management and personal communication skills; three years of progressively responsible budget management experience; a background in facility and/or entertainment management is desirable. Specific Responsibilities: Coordinate the University's athletic facilities, including the UNI-Dome, a 16,000-seat, domed stadium; promotes and markets revenue-producing programs; directs employment, support services, maintenance, concessions, set-up, take-down, parking, and security for all activities and athletic events; ensures all financial transactions in accordance with established accounting procedures; and prepares annual UNI-Dome budget. Position: Full-time, 12-month appointment within the Department of Intercollegiate Athletics. Reports to the Athletic Director. Salary: Negotiable, depending upon qualifications and experience. Application Procedures: Send letter of application, personal resume, and supporting documents, along with names and telephone numbers for references, Office of Personnel Services, Latham Hall, University of Northern Iowa, Cedar Falls, IA 50614-0343. Screening of Applicants will begin July 22, 1988, and position will remain open until filled.

Academic Adviser

Academic Adviser—Graduate Assistant-Counseling. Responsibilities: Advise and counsel student-athletes, supervise study table, monitor class attendance and progress. Secure syllabus for all courses. Assist in study skill program. Maintain records and report to

the Assistant Athletic Director. Compensation: Room, board and tuition. Send letter of application and resume to: Tom Chapman, Assistant Athletic Director, Head Basketball Coach, Gannon University, Erie, PA 16541.

Academic Coordinator

Assistant Academic Coordinator. Twelve-month, full-time position. Responsibilities include: advising students, proctoring study halls, teaching study skills, overseeing the administration of a tutorial program, administering book distribution, assisting with the recruiting, programming and orientation process as well as special projects, communicating with coaches and faculty, and aiding the Academic Coordinator in all phases of academic advisement. Qualifications: Master's degree in education, counseling, psychology, sports administration or related area, or bachelor's degree plus two years' experience in a related field required. Teaching, tutoring or advising experience helpful. Experience working with underprepared or minority students as well as familiarity with NCAA rules helpful. Applications must be postmarked no later than August 10, 1988. Please send letter of application, resume and names of three references to: June Smith, Personnel Office, Rice University, P.O. Box 2666, Houston, Texas 77252. EOE A/A M/F/V/H.

Academic Coordinator/Coach. Twelve-month, full-time position. Responsibilities: Advise and counsel student-athletes, design and provide academic support programs to meet needs of students. Handle NCAA compliance. Possibility of coaching Men's Golf. Send resume and three letters of reference to: Joe Gottfried, Director of Athletics, University of South Alabama, HPELS Room 1107, Mobile, Alabama 36688. Application Deadline: August 1, 1988.

Academic Counselor

Assistant Athletic Academic Counselor. Faculty, non-tenure track in athletics. Full-time nine-month. Reports to supervisor of Athletic Counseling and Academic Affairs. Responsibilities include: Assisting in the development and implementation of academic support services for student-athletes; monitor academic progress of student-athletes; manage tutorial program; implement a learning skills program for student-athletes. Minimum Bachelor's degree in Counseling, Education, or related field. Master's degree preferred, experience with learning skills and remedial education at the secondary or post-secondary level. Some knowledge or experience with intercollegiate athletics is important. Knowledge of computer assisted instruction is beneficial. Must be able to work flexible hours, including evenings and weekends. Salary commensurate with qualifications and experience. Application deadline: August 5, 1988. Send application to: Search Committee: Assistant Academic Counselor; University of Wyoming; P.O. Box 3414, University Station, Laramie, WY 82071. AA/EOE.

Academic Counselor—Univ. of Illinois Athletic Association. Position available August 15, 1988. Bachelor's degree required; master's preferred. Experience in athletics, demon-

strated personal skills in dealing with student-athletes, peers, staff and administrative personnel required. Send letter of application, resume, academic credentials, names, addresses and phone numbers of three individuals who may be contacted for further information on or before August 12 to: Terry Cole, Dir. of Academic Services, Univ. of Illinois Athletic Assn., 235-H Armory Bldg., 505 East Armory Street, Champaign, IL 61820. An Affirmative Action/Equal Opportunity Employer.

Athletics Trainer

Assistant Athletic Trainer and P.E. Instructor. The University of Illinois at Chicago seeks applications for this nine-month split position. Duties include assisting the head trainer in all areas of training room operations, with particular emphasis and responsibility for men's intercollegiate teams. Also, teaching undergraduate professional athletic training courses required. Salary commensurate with qualifications and experience. NATA and American Red Cross CPR at advanced first aid instructor certification required. Bachelor's degree in P.E., master's in athletic training preferred. Send letter of application and resume by August 15, 1988, to: James Schmidt, Associate Athletic Director, University of Illinois at Chicago, Box 4348, MC195, Chicago, Illinois 60680. EOE/AA.

Head Athletic Trainer/Instructor in Physical Education and Sports Studies. Responsible for training program for all sports science majors and working with nine sports programs in preventive and rehabilitation procedures. Must have a master's degree in physical education and must possess NATA certification. Send resume, including transcripts and three letters of reference, by August 1 to: Dr. Mark Davis, Atlantic Christian College, Wilson, NC 27893.

Assistant Athletic Trainer. Assist Head Athletic Trainer in care, prevention, rehabilitation of injuries for intercollegiate athletics program. Part time, starting August 15, 1988. Qualifications: Bachelor's degree, NATA certification or candidate for exam, proven experience with men's and women's intercollegiate program. Contact: Ed Farrington, Athletic Director, Western Connecticut State University, 203/797-4239. An Equal Opportunity/Affirmative Action Employer.

Graduate Assistant/Assistant Trainer. University of Evansville. Report to head athletic trainer, primary involvement with men's basketball. Send letter of application, resume including certification status, references and transcripts to: Terry Collins, A.T.C., Head Athletic Trainer, 1800 Lincoln Avenue, Evansville, IN 47722. Deadline: July 29. Starting Date: August 1988.

Development

Director of Development for Athletics. Summary: Responsible for directing the planning, administration and implementation of the University capital fund-raising and annual support program for the Division of Recreation and Intercollegiate Athletics. Receives general administrative and program direction from the Director of Athletics and reports to the Director of Athletics and Vice President for Development. Knowledge Needed: At least five years of diverse experience in public relations, sales or fund-raising activities is essential. Knowledge of intercollegiate athletics would be helpful. Familiarity with university policy and procedure desirable. Strong organizational and communication skills. Skills of this nature are generally associated with the completion of a Bachelor's degree. Requires willingness to work evenings and weekends. Applications: Margaret A. McGee, Development Office, University of Pennsylvania,

Golf championships sites are recommended

The NCAA Men's and Women's Golf Committee, meeting June 27-30 in Kansas City, Missouri, developed recommendations to submit to the Executive Committee for approval at its August 15-16 meeting. Among the recommendations submitted on behalf of the men's subcommittee were:

- That Gannon University serve as host of the 1989 NCAA Division II Men's Golf Championships and that Central College (Iowa) serve as host for the 1989 NCAA Division

III Men's Golf Championships.

- That the field for the NCAA Division II Men's Golf Championships be increased by six additional spots to bring the tournament field to 96. Three spots would be awarded to District 3; the remaining three spots would be awarded on an at-large basis.

Recommendations submitted on behalf of the women's subcommittee include:

- That site-selection criteria for

future championships be prioritized as follows: (1) quality and availability of the facility and other necessary accommodations; (2) geographical location (including such factors as rotation of sites, weather, accessibility and transportation costs), and (3) revenue history and attendance potential.

- That the computer rankings used to select the championships field be published in The NCAA News.

nia, 624 Franklin Building, Philadelphia, PA 19104-6285. Application Deadline: July 25, 1988.

Director of Athletic Development. Kansas State University Intercollegiate Athletic Department is accepting applications for Director of Athletic Development. Responsible for assisting in the reorganization and coordination of external fund-raising. Will work closely with the Director of Athletics and Director of Marketing/Media Relations to coordinate all fund-raising activities and develop long-range capital improvement projects. BS Degree required, MS preferred, excellent organizational and verbal skills and ability to work with donors and volunteers. Submit letter of application, resume and three references by July 29 to: Steve Miller, Director of Athletics, Kansas State University, Manhattan, KS 66506. Kansas State University is an Affirmative Action/Equal Opportunity Employer.

Development Specialist. Georgia State University is accepting applications for an entry position available September 1, 1988. Duties include the assistance in continual development of the annual campaign (direct solicitation of alumni and corporations), direct responsibility for securing new corporate sponsors, assist in basketball game day preparations and celebrity golf tournament. Qualifications: A bachelor's degree is required, and master's preferred in marketing or business field. Salary is commensurate with experience. Closing date for applications is August 17, 1988. Direct applications and list of a minimum three references to: Kathryn N. Edwards, Georgia State University, Athletics, University Plaza, Atlanta, Georgia 30303-3083.

Equipment Manager

Manager, Athletic Equipment/Athletic Specialist. (Marshall University Department of Athletics). Pay Grade 10. Salary: Commensurate with experience. Minimum Qualifications: Bachelor's degree required; Master's degree in Sports Administration preferred; minimum of three years' experience in athletics. Duties and Responsibilities: To coordinate all equipment, filming and purchasing activities within the Athletic Department. Resumes must be completed and received by July 28, 1988, or until position is filled. Send resumes to: W. Lee Moon, Director of Athletics, Marshall University, 400 Hal Greer Boulevard, Huntington, WV 25755. Minorities are encouraged to apply. Applicants whose files are not completed by the deadline will not be considered. EOE/AA.

Fund-Raising

Athletic Fund-Raises. Full-time position available August 1, 1988. Contact Joseph F. Malinsur, Youngstown State University, Youngstown, OH. Phone: 216/742-3718.

Recreation

Coordinator of Recreation and Assistant Wrestling Coach. This division is searching for a person to serve as a Coordinator of Recreation Sports and Assistant Wrestling Coach. This individual must have the competencies necessary to relate effectively with college students in a recreational setting as well as assist in all phases of Wrestling Coaching at the NCAA Division II level of competition. Effective Date: August 29, 1988. Responsibilities: 1. Assist with the development and administration of campus-wide recreational sports program. 2. Maintain a secure, safe and healthy environment for recreational pursuits. 3. Recruit, train, schedule and supervise the student staff necessary for a quality campus-

based recreation program. 4. Coordinate recreation record keeping, promotion and publicity. 5. Implement structured recreation offerings to include such things as instructional activities, fitness programs and sport clinics. 6. Assist Head Wrestling Coach in all phases of wrestling coaching, at the NCAA Division II level of competition, with particular emphasis on recruiting. 7. Teach life-time sports activity classes in Basic Instruction for Physical Education Program. Qualifications: 1. Bachelor's degree required; master's preferred. 2. Minimum of two years' experience in administering recreational programs. 3. At least three years' successful experience as collegiate wrestling coach/competitor. Salary: \$20,000-\$24,000 range depending on experience (10 months). Application Procedure: Submit letter of application; personal resume and three references to: Mr. Ed Michael, Associate Athletic Director for Recreation and Intramurals, State University of New York at Buffalo, 152 Alumni Arena, Buffalo, NY 14260, 716/636-3148. Deadline: July 22, 1988. State University of New York at Buffalo is an Affirmative Action/Equal Opportunity Employer.

Intramural Sports Program Supervisor. Full-time/career; 10 month position with July and August furlough. Manage campus intramural sports program; responsible for purchasing equipment and supplies; manage budget; responsible for publicity; supervise staff. Requires: Extensive experience related to administration of intramural program; strong athletic background; current CPR and first aid certificate. Starting Salary: \$24,300-\$30,400/annually, commensurate with qualifications and experience. Refer to Job #88-0721. Application/Resume: Must be received by 8/9/88 at the UCSC Personnel Office, 102 Communications Building, Santa Cruz, California 95064. EOE.

Assistant Director of Recreation and Intramurals. Responsibilities: Assist in the organization and administration of informal recreation and a comprehensive intramural program including special events and intramurals. Qualifications: Bachelor's degree is required; Master's degree is preferred in recreation/sports management or related field; experience in recreation and intramurals at the college or university level or related experience; strong interpersonal, managerial and communication skills. Salary: \$16,000 annually; liberal benefits. Position is full-time, 12-month administrative position. Starting Date: September 1, 1988. Application Deadline: August 1, 1988. Please send letter of application and resume to: Linda Gundrum, Department of Recreation and Intramurals, Woodruff Hall, Adelphi University, Garden City, New York 11530. Equal Opportunity/Affirmative Action Employer.

Sports Information

Sports Information Director. The University of Rochester seeks to appoint a Director of Sports Information. The position is a full-time, 12-month administrative appointment in the Department of Sports and Recreation. The director is responsible for maintaining and coordinating accurate records of all sports and to disseminate information on department programs. Starting Date: August 1988. Bachelor's degree, three years' experience, computer skills desirable. Send letter of application and names of three references to: Jeffrey Vennell, Director of Sports and Recreation, University of Rochester, Rochester, New York 14627. Equal Opportunity Employer.

Sports Information Intern (Baseball SID). The University of New Orleans (NCAA Division I) is seeking applications for an internship in its Sports Information Office for the 1988-89 school year. Intern will coordinate all publicity of the Privateers' baseball team including compilation, writing and editing of media guides, news releases and statistics, home-game management and travel to all road contests. Approximate dates of internship will be Sept. 1, 1988, through May 31, 1989. Qualifications: Bachelor's degree preferred but not required. Sports information experience preferred, particularly with baseball publicity. Strong writing, editing, design and computer skills also preferred. Salary: \$6,000, paid in nine equal monthly installments. Send cover letter, resume (with references) and work samples to: Ed Cassiere, UNO Sports Information Office, Lakefront Arena, New Orleans, LA 70148-1613. Application Deadline: Aug. 1, 1988. UNO is an EOE/AA Institution.

Intern. The University of Arkansas is accepting applications for a 10-month internship in the Sports Information office of the Department of Athletics. The position involves all phases of sports information for nine intercollegiate sports. Applicants should have a background in college sports information including the use of computers for word processing and statistical updating. Qualifications require a bachelor's degree and good writing skills. The term of the internship is from August 8, 1988, through June 8, 1989, with a total compensation of \$6,300. Applications must include a resume with references as well as writing and publication samples. Applications should be sent to: Mr. Rick Schaeffer, Sports Information Director, University of Arkansas, Broyles Athletic Complex, Fayetteville, AR 72701. Deadline for applications is July 28, 1988. The University of Arkansas is an Equal Opportunity/Affirmative Action Institution.

Co-Sports Information Director. Twelve-month, full-time, non-tenure track. Salary commensurate with experience. Joint responsibilities: Liaison with external media, management of staff, preparation of releases, statistics and sport summaries, host selected home events, selected sports publications, photography, media functions, student-athlete files, coordinate media coverage and travel for away events, video tape network production, distribution and interviews. Qualifications: Bachelor's degree in communications or related field; four years' previous experience in sports information. Application Deadline: August 1, 1988. Send application letter, resume and three current letters of recommendation to: Harold Gibson, Associate Athletic Director, Washington State University, Bohler Gym 107, Pullman, Washington 99164-1610. WSU is an EOE/AA educator and employer. Protected group members are encouraged to apply.

Sports Information Internship—The University of Maryland Baltimore County is seeking a Sports Information Intern for a nine-month appointment beginning August 29, 1988. Training and experience is offered in publicizing a 19-sport NCAA Division I intercollegiate program, statistics, event management, writing and editing of news releases and departmental publications, and other duties as assigned. Bachelor's degree and experience in sports information desired. A minimum stipend of \$3,500 accompanies the internship. Forward resume, references and writing samples to: Steve Levy, Sports Information Director, UMBC, Baltimore, MD 21228. UMBC is an AA/EOE and encourages minorities and women to apply.

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Tennessee State University

NEW POSITION: Director of Development and Marketing Department of Athletics.

RESPONSIBILITIES: Responsible for development, implementation and management of fund-raising activities for the University's intercollegiate athletic programs and duties assigned by the Athletic Director.

QUALIFICATIONS: Bachelor's Degree required, Master's Degree preferred. Experience at the intercollegiate athletic level is desirable. Demonstrated record of gift solicitation will be given major consideration.

EFFECTIVE DATE: July 1, 1988.

CLOSING DATE: August 1, 1988.

SALARY: Commensurate with qualifications and experience.

FORWARD RESUMES TO:

Bernard G. Crowell, Chairperson
Search Committee for
Director of Development and Marketing
Department of Athletics
Tennessee State University
3500 John A. Merritt Blvd.
Nashville, TN 37209-1561

ASSISTANT ATHLETIC DIRECTOR

Position in Division I Women's Athletic Program. Provide administration of day-to-day operations of program and supervise support services. MA degree in physical education or closely related field is required. Ph.D. or MBA preferred. Demonstrated administrative/fiscal and management skills in a university setting. Salary commensurate with qualifications and experience. Starting date negotiable. Send letter of application, resume and three recent letters of recommendation to:

Dr. Christine H.B. Grant
Women's Athletic Director
The University of Iowa
340G Carver Hawkeye Arena
Iowa City, Iowa 52242

Screening to begin June 30.

Equal Opportunity/Affirmative Action Employer

ASSISTANT MENS BASEBALL COACH

PART-TIME POSITION

Recent college graduate with 1 or 2 years experience at the coaching or playing level. Ability to work with and communicate with students, faculty and alumni. Must be able to work within the framework of Ivy League regulations and financial aid programs.

Position available: September 15, 1988, thru May 30, 1989. Salary is modest stipend.

Application deadline: August 1, 1988.

Send resume to: ALLEN MOSLEY PERSONNEL SERVICES, CLIO HALL, PRINCETON UNIVERSITY, PRINCETON, NEW JERSEY 08544.

Princeton University

PRINCETON, NEW JERSEY 08544
An Equal Opportunity/Affirmative
Action Employer



The Market

Continued from page 24

Sports Information Intern. Randolph-Macon College (NCAA Division III—1,000 students) is accepting applications for sports information director for 1988-89. Duties are the organization and administration of all aspects of sports information for 12 varsity athletic teams. The 10 1/2 month position is available immediately. Housing and health benefits are provided in addition to a salary. Applicants should have a solid background in college sports information, including experience with publications. Typing skills are desirable. Send applications to: Helmut Werner, Athletic Department, Randolph-Macon College, Ashland, VA 23005. Please include a resume, three references and samples of work. Randolph-Macon is an EEO/AA institution.

Sports Information Director. The University of Arkansas at Little Rock has a full-time, twelve-month position within the athletic department available immediately. Under general supervision of the Director of Intercollegiate Athletics, the SID plans and directs the publicity and promotion of the 12 sport program. General duties include development and preparation of news/feature articles, compilation and reporting results of athletic events, selling of program ads, design and preparation of media guides and programs, supervision of stat crews, and maintenance of informational base for all teams and individuals. A BA degree in public relations, journalism, communications or related field is required. Applicants should have excellent writing skills, knowledge of publication layout and design and sports photography experience. Prefer two years' experience as aid at the collegiate level. Salary is commensurate with experience and background. Applications will be subject to inspection under the Arkansas Freedom of Information Act. Send resume, references and support material to: Mike Newell, Athletic Director, University of Arkansas at Little Rock, 2801 South University, Little Rock, AR 72204. Deadline for Receipt of Applications: July 25, 1988. UALR is an Equal Opportunity/Affirmative Action Employer and actively seeks the candidacy of minorities and women.

Ticket Manager

Athletic Ticket Office Manager. Full-time, 12-month position at Colorado State University reporting to the assistant athletic director for internal administration. Bachelor's degree required; strong business background with good organizational and public relations skills required; previous athletic ticket office experience highly desirable; previous experience in collegiate computerized ticket systems preferred. Responsibilities include: operations, management and supervision of the ticket office and its personnel; implementation and administration of computerized ticket system; financial management; marketing and sales. etc. To apply, submit letter of application, resume and references to: Mr. John D. Twining, Assistant Athletic Director/Internal Administration, Colorado State University, Fort Collins, Colorado 80523. Applications must be received no later than 5:00 pm on Friday, July 29, 1988.

Ticket Manager. Description: The University of Northern Iowa is seeking a full-time Ticket Manager. Qualifications: Bachelor's degree in Public Administration, Athletic Administration or Business Administration; sound management and personal communication skills; two years' experience in ticket and/or facilities management at a major institution; strong background in fiscal management and accountability. Specific Responsibilities: Designs and orders tickets; sells advertising; prepares football seating chart; supervises or sells tickets and programs; reconciles tickets and programs sold with cash total; supervises arrangements necessary for all events; interviews, hires, supervises and evaluates staff; attends all events held in the UNI-Dome, and assists Facilities Director. Position: Full-time, 12-month appointment within the Department of Intercollegiate Athletics. Reports to the Assistant Athletic Director/Facilities. Salary: Negotiable, depending upon qualifications and experience. Application Procedures: Send letter of application, personal resume and supporting documents, along with names and telephone numbers of references. Office of Personnel Services, Latham Hall, University of Northern Iowa, Cedar Falls, IA 50614-0343. Screening of applicants will begin July 16, 1988, and position will remain open until filled.

Ticket Office Manager. Plans, organizes and supervises the work of the Associated Students Ticket Offices for all on-campus programs which use AS Ticket Offices. Two years' experience in ticket office management with four years' in financial record keeping.

Must be bondable and eligible for Notary Public license. Salary: \$1,815-\$2,163/mo. Send letter of application and resume to: California State University-Northridge, Personnel, 18111 Nordhoff Street, Northridge, CA 91330. Deadline: August 4th, 1988.

Aquatics

Head Men's And Women's Aquatics Coach. This is a full-time contract faculty appointment in the Department of Physical Education and Athletics. Organize, manage, and coach men's and women's aquatic programs, which include men's water polo and men's and women's swimming & diving. Recruit student-athletes for these programs. The opportunity is also available to teach courses selected from the following: Physical Fitness, Lifetime Sports, Coaching Methods, and Social Sciences in Physical Education and Sport. Required Qualifications: A bachelor's degree in physical education or a related field. A master's degree is preferred. Successful experience in teaching and coaching at the secondary or college level, and a commitment to the values of Division III athletics. WSI preferred. An interest or experience in intramurals and/or wellness desired. Salary: Commensurate with degree and experience. Application Procedure: Send letter of application, resume and three letters of recommendation to: Dr. Christopher Walker, Director of Athletics, University of Redlands, 1200 E. Colton Avenue, Redlands, CA 92373-0999. Application Deadline: 1 August 1988. University of Redlands is an EEO/AA Employer.

Baseball

Assistant Baseball Coach. Kansas State University: BS degree with previous playing and coaching experience. Assist the head coach in general development of a competitive team in the Big Eight Conference to include recruiting and coaching. Salary \$15-17,000. Resumes accepted until July 25 by Mike Clark, Baseball Coach, Kansas State University, Ahearn Field House, Manhattan, KS 66506. Kansas State University is an Affirmative Action and Equal Opportunity Employer.

Basketball

Head Women's Basketball Coach. Missouri Southern State College is seeking candidates for the position of head women's basketball coach and instructor of HPER classes. Candidates must have a commitment to compliance with NCAA Division II rules and regulations. Teaching responsibilities will include courses as assigned during the fall semester. Excellence in the classroom is expected. Specific coaching responsibilities include, but are not limited to: coaching, budget management, recruiting, scheduling, promotional and fund-raising activities and public relations related to the program. Qualifications: Master's with degree in physical education. Individual's credentials should reflect proven success in coaching, recruiting, and working with staff members and student-athletes. Salary and rank commensurate with qualifications and experience. Send letter of application, statement of philosophy, resume and three letters of recommendation, by July 27th to: Sallie Beard, Women's Athletic Director, Missouri Southern State College, Joplin, MO 64801.

Assistant Men's Basketball Coach. Grambling State University is seeking applications for the position of Assistant Men's Basketball Coach. Bachelor's degree required, master's degree preferred in appropriate area of specialization. Responsibilities: Have ability to effectively recruit, relate to and work with student-athletes as academic counselor. The search will remain open until the position is filled. Salary commensurate with qualifications and experience. Applications should be forwarded to: Robert Hopkins, Head Basketball Coach, Grambling State University, P.O. Box 868, Grambling, Louisiana 71245. Grambling State University is an Equal Opportunity Employer. Facilities accessible to the handicapped.

Assistant Women's Basketball Coach. University of Colorado, Boulder: Applications now being accepted for openings which may develop on the basketball coaching staff of UCB. Basketball coaching (college preferred) and recruiting experience required. Playing experience at college level desirable. Salary dependent upon experience. Deadline for applications: Open (this ad solicits applications for future vacancies). Send written applications to: Associate Athletic Director, University of Colorado, Boulder, Colorado 80309. The University of Colorado at Boulder has a strong institutional commitment to the principle of diversity. In that spirit, we are particularly interested in receiving applications from a broad spectrum of people including women, members of ethnic minorities and disabled individuals.

ities and disabled individuals.

Men's Basketball Coach. St. Lawrence University is accepting applications for the position of varsity men's basketball coach. The position is a 10-month appointment and involves coordinating the varsity men's basketball program, assisting with another intercollegiate sport and participating in the department's instructional program. Candidates must have at least one degree in physical education or a related field and applicants with advanced degrees will be given special consideration. Application closing date is August 1 and the appointment date is effective August 25, 1988. Applications should be sent to: Dr. Richard A. Metcalf, Chair, Department of Sports and Leisure Studies, St. Lawrence University, Canton, New York 13617. St. Lawrence University is an Equal Opportunity/Affirmative Action Employer.

Assistant Coach, Men's Basketball. Baptist College, an NCAA Division I member of the Big South Conference, invites applications for the full-time position of Men's Basketball Coach. College coaching experience preferred. Responsibilities include coaching, scouting, recruiting and public relations activities. Application Deadline: August 1, 1988. Send letter of application, resume, and references to: Gary Edwards, Head Basketball Coach, Baptist College, P.O. Box 10087, Charleston, SC 29411. EEO/AAE.

Assistant Women's Basketball Coach. Syracuse University is seeking applications for a full-time assistant women's basketball coach. Primary responsibilities will include assisting with recruiting, practice organization, practice sessions, pre-season conditioning, on-the-floor coaching, public relations and post-season programs. Bachelor's degree required, master's preferred. One three years' coaching women's basketball required. Experience in college recruiting preferred. Salary commensurate with qualifications and experience. Send letter of application, resume, and three letters of recommendation by August 2, 1988, to: Office of Human Resources, Skytop Office Building, Syracuse University, Syracuse, New York 13244. Equal Opportunity/Affirmative Action Employer.

Coach—Assistant Men's Basketball. Five-year non-tenure track position beginning September 1988, at Baldwin-Wallace College. Includes teaching physical education activity classes, professional classes in health and/or physical education, and serving as an assistant coach in one other sport. Duties also include recruiting of student athletes. Qualifications include a Master's Degree (preferred), teaching experience, and coaching experience in basketball and another sport. Baldwin-Wallace is a coeducational, liberal arts college offering a full curriculum in physical education and athletic competition in NCAA Division III. Send resume to: Mr. Steve Bankson, Director of Men's Athletics, Recreation Center, Baldwin-Wallace College, Berea, Ohio 44017. Baldwin-Wallace is an Affirmative Action, Equal Opportunity Employer.

Men's Assistant Basketball/Equipment Manager. Part-time position. Basketball duties to include: recruiting, scouting and on-court practice. Equipment manager duties to include: dispersal of equipment, laundry and supervision of student help. Bachelor's degree required with some playing and/or coaching experience. Salary: \$5,000 plus room and benefits. Send letter of application, resume and names of three references to: Kevin McCarthy, Director of Athletics, Canthage College, Kenosha, Wisconsin 53141. Deadline for Application: August 1st.

Assistant Women's Basketball Coach. Portland State University. Appointment is part-time for the period September 15 to June 15. Responsibilities include assisting the head coach in all facets of the program, BS or BA required, coaching experience on a college or college grad assistantship level required. Salary commensurate with qualifications and experience. Send letter of application, resume and two letters of recommendation by July 25, 1988, to: Greg Bruce, Head Women's Basketball Coach, Portland State University, P.O. Box 751, Portland, Oregon 97207. Equal Opportunity/Affirmative Action Employer.

Men's Head Basketball Coach. The University of North Carolina at Asheville invites applications for the position of men's head basketball coach. UNC is a member of Division IAAA and the Big South Conference. Individual will have the responsibility of organizing and administering all aspects of the men's basketball program: coaching, recruiting, promotions, counseling, public relations, scheduling and scouting. They must have successful collegiate coaching experience, preferably as a head coach, and demonstrated ability to recruit. They must have knowledge of NCAA rules. Bachelor's degree required, master's degree preferred. Salary commensurate with qualifications and experience. Applications will be received until position is filled. Send resume and letter of application to: Ed Farrell, Director of Athletics, The University of North Carolina at Asheville, Asheville, North Carolina 28804. UNC is an

AA/EOE.

Assistant Men's Basketball Coaches. The University of Kansas. Duties: Assist the head coach with the successful administration of our NCAA Division I basketball program including: budget management, scheduling, recruiting, academic/entrance retention matters and other duties as assigned by the head coach. Must have at least a bachelor's degree and at least one year coaching experience. Must have experience in the areas of recruiting and scouting and be capable of assuming organizational duties. Must have ability to communicate effectively and be effective in promotional activities and media relations. Prefer individual with strong coaching experience at the college or professional level. Send resume to: Roy Williams, Head Basketball Coach, University of Kansas, Allen Field House, Lawrence, Kansas 66045. Applications must be received by 5:00 pm, Friday, July 29, 1988. EEO/AA.

Assistant Coach, Women's Basketball. NCAA Division I program. Full-time position. Duties: 1. Coordinate all facets of recruiting. 2. Assist with the planning, organization and administration of the total Women's Basketball program. 3. Assist with home/away game preparation. 4. Assist at clinics and camps. 5. Assist with Basketball promotions and fund-raising for Women's Athletics. 6. Additional duties as mutually agreed upon. Qualifications: 1. Strong commitment to Women's Basketball. 2. Master's degree preferred. 3. Prior recruiting and coaching experience. 4. Prior recruiting experience required. Salary: \$18,786. Effective Date: August 8, 1988. Application Deadline: August 1, 1988. Application Procedure: Submit letter of application, extensive basketball resume, college transcripts and three current letters of recommendation to: Ruth Cohoon, Women's Athletic Director, University of Arkansas, Barnhill Arena, Fayetteville, AR 72701. Interviews will be conducted during the application period.

Part-Time Assistant Basketball Coach. Please send resume to: Gary Brokaw, Basketball Department, Iona College, New Rochelle, New York 10801. No phone calls please. Equal Opportunity/Affirmative Action Employer.

Assistant Men's Basketball Coach. Arizona State University is seeking an Assistant Men's Basketball Coach. Will provide coaching and administrative assistance to the Head Coach. Will assist in planning and directing recruitment, conditioning, training and performance of student athletic team members. Assists the Head Coach in monitoring student athletes' performance in furthering the success of the team and in meeting academic and eligibility criteria. Mail letter of application and recommendations to: Arizona State University, Personnel Department, Tempe, Arizona 85287. Application deadline is July 27, 1988. ASU is an Equal Opportunity/Affirmative Action Employer.

Assistant Coach Men's Basketball. Bachelor's degree required, master's desired. Three years' coaching experience in college basketball is preferred. Knowledge of NCAA rules and regulations. Demonstrated ability to effectively teach the fundamentals and theories of basketball. Proven ability to work with fellow staff members, community members and boosters. Salary will be commensurate with experience, 12-month appointment. Application Deadline: Open, however we will begin reviewing applications on August 12. Successful candidate to be in place on August 22. Application Procedure: Qualified persons should send a letter of application, resume and three letters of recommendation, speaking specifically to your potential and experiences for filling an assistant coaching position, to: Chairman Search Committee, Athletic Department, Northern Arizona University, P.O. Box 15400, Flagstaff, Arizona 86011. Will be responsible for recruiting top prospective student-athletes with strong athletic and academic ability; assist with day-to-day administrative and operational responsibilities; assist with practice and game preparation; and other duties assigned by the head coach. Northern Arizona University is an Equal Opportunity/Affirmative Action Employer.

Assistant Men's Basketball Coach. Ideal for recent college graduate that wants to get started in collegiate-level work. Roanoke College invites applicants for the position of assistant men's basketball coach. The primary responsibilities involve recruiting, coaching and additional duties as assigned by the head coach. Salary: \$1,500 plus housing. Six-month position, October thru March. Potential candidates should send letter of application by August 12 to: Ed Green, Roanoke College, Salem, Virginia 24153. Equal Opportunity/Affirmative Action Employer.

Assistant Men's Basketball Coach. The University of Rochester is seeking an assistant men's basketball coach. In addition, the successful candidate will serve either as an assistant intramural director or in a spring sport. Candidates must have a bachelor's degree. A master's degree is preferred. The position is a full-time, nine-month appointment. A letter of application, resume, and the

names of three references should be sent to: Jeffrey Vennell, Director of Sports and Recreation, University of Rochester River Campus, Rochester, New York 14627. Equal Opportunity Employer (M/F).

Head Men's Basketball Coach. Northampton Community College, Bethlehem, PA, invites applications for head men's basketball coach. Position is unique in that it may be part-time or full-time if candidate is qualified for other college-related duties in student affairs division. Screening of applications will begin immediately and continue until position is filled. Send letter of application and resume to: William F. Bearse, Athletic Director, Northampton Community College, 3835 Green Pond Road, Bethlehem, PA 18017. An Equal Opportunity/Affirmative Action Employer.

Part-time Women's Basketball Coach. Murray State University has an opening for a part-time coach for the 1988-89 season. Duties include assisting in the conditioning program, scouting, practice sessions, academic supervision, limited recruiting and summer camp programs. A bachelor's degree with collegiate playing experience a prerequisite. Graduate work is not a requirement. \$5,000 per academic year. MSU is a Division I member of the Ohio Valley Conference. Application Deadline: August 12. Send letter of application and resume to: Bud Childers, Head Women's Basketball Coach, Murray State University, Carr Health Building, Murray, Kentucky 42071. Murray State University is an Equal Opportunity/Affirmative Action Employer.

Cross Country

Head Women's Cross Country/Indoor and Outdoor Track Coach. NCAA Division I institution. Part-time position includes recruiting and coaching duties. Bachelor's degree required. High School or college experience necessary. Send resume and letter of application to: Gela Mikalaukas, Wagner College, 631 Howard Avenue, Staten Island, New York 10301, 718/390-3470. Appointment begins September 1.

Football

Assistant Football Coach/Director of Intramural and Recreational Sports. University of Chicago. Requirements: (1) Experience and demonstrative competence as physical education teacher, football coach and intramural director. (2) Master's degree preferred. Responsibilities: (a) Teach in required physical education program. (b) Defensive coordinator/linebacker coach, recruiter, and assist with other duties as assigned by the head coach. (c) Direct a large intramural and recreational sports program in terms of scheduling the program and officials, managing the budget, and supervising personnel. Faculty appointment, 10-month, non-tenure track. Starting Date: August 15, 1988. Send complete application, including resume, transcripts, and three recent letters of recommendation, by August 3, 1988, to: Mary Jean Mulvaney, University of Chicago, 5640 South Van Ness Avenue, Chicago, Illinois 60637, 312/702-7684. The University of Chicago is a private institution and a member of NCAA Division III and the University Athletic Association. The University of Chicago is an Affirmative Action/Equal Opportunity Employer.

College Assistant Football Coaches. Available/Part-time. Offensive line/defensive line/linebackers. College or high school experience preferred, will consider solid entry-level

coach. Contact: Coach Rick Trestail, Head Football Coach, at 316/225-4171 extension 108 or send resume to: St. Mary of the Plains College, Dodge City, Kansas 67801. Deadline: 8-25-88.

Gymnastics

Head Coach—Women's Gymnastics. Summary: This position is responsible for the administration of the Women's Gymnastics program at the University of Pennsylvania. This includes recruiting, coaching, counseling and training of student-athletes and alumni relations. This is a nine-month position (September-May). The work is performed under administrative supervision, and reports to the Associate Director of Intercollegiate Athletics. Knowledge Needed: Previous experience in coaching women's gymnastics on the college or high school level in required and competitive gymnastic experience at the college level is desirable. Candidate must be able to counsel students and to motivate them to support the program enthusiastically. Skills of this nature are generally associated with completion of a baccalaureate degree and some management and fund-raising experience is helpful. Applications: Carolyn J. Schlie, Senior Associate Director, University of Pennsylvania, 235 South 33rd Street, Philadelphia, PA 19104-6322. Application Deadline: July 29, 1988.

Women's Gymnastics Coaching Assistant—Penn State. The Department of Intercollegiate Athletics is seeking someone to assist in coaching, spotting, traveling with the team, recruiting and providing general gymnastics-related office responsibilities assistance for the Women's Gymnastics program. Position requires a Bachelor's degree and previous NCAA coaching or collegiate competitive experience, and a desire to pursue a career in coaching gymnastics. Knowledge of NCAA rules desirable. Send letter of application, resume and salary requirements to: Linda Woodring, 202 Recreation Hall, Penn State University, Box N, University Park, PA 16802. Application Deadline: 8/5/88. This position is funded on a fixed term basis, full-time from mid-August through December, with a break in December, and then from January through May. Continued annual re-appointment depends upon performance and commitment. An Affirmative Action/Equal Opportunity Employer. Women and minorities encouraged to apply.

Ice Hockey

Assistant Ice Hockey Coach. Appointment: September 1, 1988. Qualifications: Bachelor's degree required. Experience in Ice Hockey coaching at the collegiate, high school or professional level. Demonstrated abilities in all aspects of the recruiting process; areas of administration, organization and leadership. Abilities in effectively developing and maintaining relationships with student-athletes, academic and athletic faculty and staff. Ability to maintain the integrity of The Ohio State University and work within its policies, including being knowledgeable in and abiding by NCAA and Big Ten regulations. Responsibilities: The assistant ice hockey coach is a nine-month position charged with assisting the head hockey coach with the administrators of the varsity hockey program. Duties to include: the organizing and maintenance of a successful recruiting program. Assist with

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DIRECTOR OF SPORTS INFORMATION AND SPORTS PROMOTIONS

Plan and direct publicity and promotions of 17 sport programs. General duties: develop and prepare news/feature articles, compile and report results of athletic events, sell program advertising, design and prepare media guides and programs, supervise stat crews, maintain information base for all teams and individuals. Reports to Director of Public Relations.

ATHLETIC TRAINER

N.A.T.A. certified. Responsible for all athletic programs, handle all phases of care, prevention and rehabilitation of injuries, assists with University's Health and Safety Program, direct student trainers' program.

PART TIME HEAD BASEBALL COACH

Organize and conduct all aspects of Division I baseball programs, recruit student athletes and program promotions. Previous coaching experience required. Application, resume and references to:

Irmgard Pfennig
Assistant Vice President for Personnel
HOFSTRA UNIVERSITY
1000 Fulton Avenue
Hempstead, New York 11550
AA/ECE

University of North Dakota

Position: Assistant Football Coach.

Qualifications: BS required, Master's Degree preferred.

Experience: Prior intercollegiate football coaching experience preferred, with emphasis on defensive line (or defensive secondary).

Personal: Applicants must possess the ability to interact with colleagues, students and constituents of the community. Public speaking experience is desirable. Applicant must possess a strong personal commitment toward the academic well-being of the student-athletes.

Responsibilities: The University of North Dakota is seeking applications for an Assistant Football Coach. Responsibilities assigned will depend in large measure on background and experience against the position for which hired. Additional responsibilities could include teaching within the HPER Department, dependent on qualifications of individual selected. The individual selected must work completely within the standards and regulations of the University of North Dakota, the North Central Intercollegiate Athletic Conference and the NCAA.

Salary: Negotiable (commensurate with experience and background).

Appointment: Immediately.

Application Deadline: July 28, 1988.

Application must include resume, transcript and three letters of recommendation to:

Roger Thomas
Head Football Coach
University of North Dakota
P.O. Box 8175, University Station
Grand Forks, ND 58202

UND is an Equal Opportunity/Affirmative Action Employer.

WOMEN'S GYMNASTICS COACH UNIVERSITY OF MASSACHUSETTS/AMHERST

CONTRACT LENGTH: 43 weeks (Academic Year) (Renewable)

EMPLOYMENT DATE: September 6, 1988.

QUALIFICATIONS: Master's degree preferred. Bachelor's degree from an accredited institution required. Successful women's gymnastics coaching experience (higher education preferred). Ability to successfully complete the administrative tasks of the position.

RESPONSIBILITIES: Coach of the University's Division I Women's Gymnastics Team.

SALARY: Commensurate with experience and qualifications. Employee benefits include health and dental insurance, membership in Massachusetts State Retirement System, vacation, sick leave and personal leave.

DEADLINE FOR SUBMISSION OF APPLICATION:

August 17, 1988

APPLICATION: Please submit letter of application listing relevant specific experiences in coaching and recruiting. Also submit detailed resume, supporting documents, and the names and telephone numbers of three references to:

Chairperson, Search Committee (Gymnastics-W)
Department of Athletics/Intramurals
Boyden Building
University of Massachusetts/Amherst
Amherst, MA 01003

Letters of recommendation are useful in the screening process but may be deferred if desired. Nominations are encouraged.

UNIVERSITY OF MASSACHUSETTS IS AN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER.

UNIVERSITY OF ARKANSAS

POSITION: Assistant Track Coach, University of Arkansas.

RESPONSIBILITIES: 1. Recruit.
2. Coach field events—throws and jumps.
3. Travel arrangements.

QUALIFICATIONS: Bachelor's degree minimum, Master's preferred. Must have experience in coaching and recruiting as an assistant or head coach at a Division I college or university. Must be knowledgeable of NCAA rules and regulations.

SALARY: Commensurate with training and experience.

FRINGE BENEFITS: Same as other University employees.

TIME SCHEDULE: Be able to report on campus by September 1, 1988. This is a 12-month appointment normally running July 1 to June 30.

APPLICATION: Those possessing the above stated qualifications should send resume with 2 letters of recommendations to:

John McDonnell
Head Track Coach
University of Arkansas
Fayetteville, AR 72701
Phone: 501/575-5403

APPLICATION DEADLINE: August 10, 1988.

NOTE: The University of Arkansas is an Equal Opportunity Employer, committed to a program of Affirmative Action.

The Market

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practice management, game staging and game strategies. Supervise video tape for game preparation and advance scouting. Implementing office conditioning program. Assist in monitoring of athletes academic progress. Supervise equipment management. Maintain personal recruiting budget. Effectively represent team and institutional interests to the media and community. Compensation: Salary negotiable. Application Deadline: August 5, 1988. OSU is an Affirmative Action/Equal Opportunity Employer. Submit applications and resume to: Bill Myles, Associate Director of Athletics, The Ohio State University, 410 Woody Hayes Drive, Columbus, OH 43210.

Lacrosse

Lacrosse. Keuka College is seeking applications for the position of Head Men's Lacrosse Coach. A Division III, E.C.A.C. member. Keuka is looking for someone to continue to build a strong men's lacrosse program. This position will also have responsibilities as a residence hall director or admissions counselor depending upon the qualifications of the individual hired. Candidates must have demonstrated coaching ability. Please send letter of application and resume to: David M. Sweet, Director of Athletics, Keuka College, Keuka Park, New York 14478. Applications will be reviewed until the position is filled. AA/EOE.

Assistant Men's Lacrosse Coach. Full-time, non-tenure track position available with responsibilities to assist the head coach with conditioning, practices, travel arrangements, recruiting and completion of an additional assignment in the Division of Physical Education and Athletics to be determined. Bachelor's degree and sports-related experience required. Applications will be reviewed upon receipt. Send letter of introduction, resume and three letters of reference to: Paul J. Dudzick, Director of Men's Athletics, SUNY Stony Brook, Stony Brook, NY 11794-3500. SUNY Stony Brook is an Affirmative Action/Equal Opportunity Employer and Employer. AK# 192.

Soccer

Soccer. Keuka College is seeking applications for the position of Head Women's Soccer Coach. A Division III, E.C.A.C. member. Keuka is looking for someone to continue to build a strong women's soccer program. This position will also have responsibilities as a residence hall director or admissions counselor depending upon the qualifications of the individual hired. Candidates must have demonstrated coaching ability. Please send letter of application and resume to: David M. Sweet, Director of Athletics, Keuka College, Keuka Park, New York 14478. Applications will be reviewed until the position is filled. AA/EOE.

Head Soccer Coach. Part-time position as head soccer coach. Duties to include recruiting, scheduling, academic counseling and budget preparation. Please send letter of application, resume, and three references by August 1, 1988, to: Tom Ackerman, Athletic Director, University of Pittsburgh at Bradford, Bradford, PA 16701-2898.

Assistant Women's Soccer Coach. Full-time, non-tenure track position. Bachelor's degree and sports-related experience required. Responsibilities include: Assisting the head coach in the areas of recruiting, team travel, off-season training program and the completion of an additional assignment in the Division of Physical Education and Athletics to be determined. Applications will be reviewed upon receipt. Send letter of introduction, resume and three letters of reference to: Sandra R. Weeden, Director of Women's Athletics, SUNY Stony Brook, Stony Brook, NY 11794-3500. SUNY Stony Brook is an Affirmative Action/Equal Opportunity Employer and Employer. AK# 191.

Softball

Head Women's Softball Coach. Southwest Missouri State University is seeking applications for the position head women's softball coach. Southwest Missouri State University is an NCAA Division I institution and a member of the Gateway Collegiate Athletic Conference. Responsibilities for the 10-month, full-time, non-tenure position include all aspects for the organization, administration and di-

rection of a successful NCAA Division I program. Teaching negotiable. Bachelor's degree required, master's preferred; collegiate playing experience required, preferably at a Division I institution; successful coaching experience. Application deadline is July 25th, 1988. Interviews will begin as soon as qualified applications are received and screened. Send letter of application, resume, names of three references and copy of transcripts to: Dr. Mary Jo Wynn, Director of Women's Athletics, Southwest Missouri State University, 901 South National, Springfield, MO 65804-0069. Southwest Missouri State University is an Equal Opportunity/Affirmative Action Employer.

Swimming

Assistant Coach, Men's and Women's Swimming. Bowling Green State University Athletic Department has an opening for an Assistant Coach, Men's and Women's Swimming. This is a full-time, 10-month, entry level position with a Division I school. Responsibilities include on deck coaching, dryland and strength training, recruiting, team administrative duties and other responsibilities as assigned by the head coach. Bachelor's degree required. The potential exists for additional employment with swim camp, age-group coaching. Send letter of application, resume, three letters of recommendation and official college transcripts to: Chair, Search and Screening Committee, Assistant Coach, Men's and Women's Swimming, c/o Athletic Department, Bowling Green State University, Bowling Green, Ohio 43403. Salary commensurate with experience. Deadline for applications is July 28, 1988. Equal Opportunity Employer.

Assistant Swimming Coach. Full-time position in Division I women's swimming program. Assist in coaching and administration; recruiting coordinator. Bachelor's degree in physical education or related field and coaching experience required. Master's degree and previous Division I experience at national level preferred. Salary dependent on qualifications; starting date August 1 negotiable. Send letter of application, resume and three letters of recommendation to: Paula Jantz, Assistant Director, Women's Athletics, The University of Iowa, 340E Carver Hawkeye Arena, Iowa City, Iowa 52242. For further information contact: Head Coach Peter Kennedy, work: 319/335-9257, home: 319/354-0499. Screening to begin immediately. Equal Opportunity/Affirmative Action Employer.

Graduate Assistant, Swimming for Men and Women. Duties: Female Assistant Coach on-deck coaching, recruiting and other duties as assigned by the Head Coach. This is a great opportunity as a World Class Aquatic Center is under construction. Applicants may apply by sending a letter of application, resume, three letters of recommendation to: Frank W. Elm, Head Swim Coach, Rutgers-The State University of N.J., Division of Intercollegiate Athletics, P.O. Box 5061, New Brunswick, NJ 08903-5061. Phone Number: 201/932-7004.

Full Time Head Coach. Family Y located in beautiful community in southwest New Hampshire. Exciting opportunity for energetic, organized and knowledgeable person to coach, all age group, Dolphins swim team program. Responsibilities include development, staffing (2 assistant coaches), and administration of full swim program. Competitive swim experience desirable. Will consider new entrants. Send resumes to: Tom Baird, P.O. Box 234, Keene, NH 03431.

Assistant Swimming Coach—Denison University. To assist in all phases of the men's and women's swimming programs. BA or BS preferred. Salary negotiable. Send letter of application and resume to: Cheryl Manna, Athletic Department, Denison University, Granville, OH 43023.

Assistant Swimming Coach. University of Wyoming. Full-time, 10-month appointment, faculty non-tenure track in athletics. Bachelor's Degree required. Qualifications: Coaching experience at the club/high school and/or collegiate level. Responsibilities: Assist the head coach in all phases of the program including, but not limited to: practices, recruiting, correspondence, conditioning, public relations, promotions and travel. Responsible for adhering to university, WAC, HCAC, and NCAA policies, procedures, and regulations. Salary: Commensurate with experience and qualifications. To apply, send letter of application and resume to: Search Committee, Assistant Swimming Coach, Athletic Department, P.O. Box 3414, University Station, Laramie, Wyoming 82071. Application Deadline: August 20, 1988. An Equal Opportunity/Affirmative Action Employer.

Graduate Assistant, Swimming. Ohio University is seeking a female graduate assistant for the men's and women's Division I swimming program. This person will be responsible for

both administrative and on-deck duties. Position is available immediately. Please contact: Scott Hammond, Head Swimming Coach, Ohio University, P.O. Box 689, Athens, Ohio 45701. 614/593-1612.

Tennis

Women's Tennis Coach (part-time). Under the direction of the Associate Athletic Director, responsible for planning and directing the recruitment, conditioning, training and performance of athletic team members, as well as intercollegiate competition. Develop and manage the sport budget. Promote athletics as an integral part of the University and assume responsibility for team performance and student academic performance and eligibility. Bachelor's Degree in Physical Education or related field; knowledge of training and conditioning for tennis competition; knowledge of NCAA rules and regulations are required. Coaching experience at the Division I level; demonstrated skill in managing and coaching a designated sports program at a major institution and recruiting experience at the University level are preferred. Send materials by July 20, 1988, to: Women's Tennis Search Committee, Department of Athletics #27, Fresno State University, Fresno, CA 93740, 209/294-3178. EOE/AA.

Head Women's Tennis Coach and Men's and Women's Cross Country Coach. The University of North Alabama announces the job opening for Head Women's Tennis Coach and Men's and Women's Cross Country Coach. Responsibilities: The Men's and Women's Cross Country Coach is responsible to the University for assisting in the development of a complete Cross Country program. Qualifications: Baccalaureate degree in Health and Physical Education or related field of study. Preferably experienced as a Men's and Women's Cross Country Coach at the college or university level. Exceptionally well qualified assistant coaches at the college or university level as well as exceptionally well qualified head coaches at junior colleges or high schools will be considered. Position available immediately. Salary competitive and determined on the basis of qualifications and experience. Resume, three names of professional reference, and permission to conduct personal and financial inquiries must be received postmarked no later than July 29, 1988, and should be sent to: University of North Alabama, Office of Personnel Services, Box 5203, University Station, Florence, Alabama 35632-0001. The University of North Alabama is an Equal Opportunity Employer.

Coach/Instructor. Women's Tennis Coach, Men's Assistant Basketball Coach, and Instructor in Physical Education and Sports Studies. Must have a master's degree in physical education sports studies. Experience in coaching and teaching preferred. Send resume, including transcripts and three letters of reference, by August 1 to: Dr. Mark Davis, Atlantic Christian College, Wilson, NC 27893.

Head Women's Tennis Coach. Bachelor's degree required with five years of competitive coaching and/or equivalent experience. Must have excellent knowledge of tennis and good organizational, teaching and communication skills. Salary commensurate with experience and qualifications. Send application, resume and three references to: Personnel Services, 905 Asp Ave., University of Oklahoma, Norman, Oklahoma 73019. Application deadline is July 28, 1988. EEO.

Men's and Women's Tennis Coordinator. Administrative appointment. Qualifications: Bachelor's degree (Master's degree preferred). Three years' coaching tennis at collegiate or acceptable level; demonstrated competence in recruiting student-athletes; demonstrated competence in fund-raising; demonstrated ability to communicate effectively with players and the public; knowledge of and commitment to NCAA rules. Salary: Commensurate with experience and background. Application Deadline: August 20, 1988. Application Procedure: Qualified persons should send a letter of application, resume and three letters of recommendation speaking specifically to your potential and experience for filling a head coaching position to: Chairman, Search Committee, Athletic Department, Northern Arizona University, P.O. Box 15400, Flagstaff, AZ 86011-5400. General Information: Responsibilities: Will be responsible for the total tennis program, including administrative duties, coaching, recruiting and fund-raising. NAU is Division I and a member of the Big Sky Conference. Northern Arizona University is an Equal Opportunity/Affirmative Action Employer.

Track & Field

Assistant Track Coach for Field Events. Mis-

issippi State University, Department of Athletics. Bachelor's degree required. Duties in both men's and women's track, including coaching field events, recruiting, and other duties as assigned by the head track coach. Twelve-month appointment. Send three letters of recommendation plus a resume by August 3, 1988, to: Bob Kitchens, Head Track Coach, P.O. Drawer 5327, Mississippi State, Mississippi 39762. Mississippi State University is an Affirmative Action/Equal Opportunity Employer.

Louisiana State University invites applications for two positions as Assistant Track and Field Coaches. Must have Bachelor's degree with collegiate or high school coaching experience. The first position is Head Cross Country, Assistant Track and Field. This position also involves administrative duties. The second position is Assistant Track and Field Coach. Responsibilities include jumping events, sprints and meet management. Both positions require coaching both men and women. Application deadline is July 31, 1988. Send resume to: Pat Henry, Head Track and Field Coach, Louisiana State University, P.O. Box 93008, Baton Rouge, LA 70803. Louisiana State University is an Equal Opportunity Employer.

Assistant Men's and Women's Track and Field Coach. Kansas State University. Responsibilities include coaching jumps, multi-events and pole vault. Home meet administration and recruiting in all areas. Qualifications include: Bachelor's degree required, master's preferred. Five years' minimum coaching experience at Division I level for both men and women required. Level I TAC certification, Level II preferred. Salary Range: \$13,500 to \$15,000. Submit letter of application, resume and three references by July 29 to: Jim Epps, Assistant Athletic Director, Kansas State University, Manhattan, KS 66506. Kansas State is an Affirmative Action/Equal Opportunity Employer.

Head Women's Track and Cross Country Coach. To assume the management and coaching responsibilities of a Division I varsity track and cross country team. Duties include: coaching, scheduling, budget preparation, recruiting, a conditioning program and full knowledge of NCAA rules. Bachelor's degree required, Master's degree preferred. Coaching experience at the University level desired or equivalent experience. Demonstrated potential for the areas of organizational ability, demonstrated recruiting ability and identification and evaluation of potential team members. Salary commensurate with experience and qualifications. Deadline for application: August 5, 1988. Send letter of application, resume and the names and telephone numbers of three references to: Christopher Helm, Manager of Personnel Services, The University of Toledo, Toledo, Ohio 43606. An Equal Opportunity/Affirmative Action Employer.

Assistant Women's & Men's Track & Field Coach. Duties: Coordinate and oversee strength and fitness program for entire Cross Country, Track & Field Teams. Responsibilities include participation in general program planning; student-athlete recruitment and talent evaluation; team travel, meet management and public relations. Must be able to work within framework of program philosophy. Demonstrated expertise and ability to work successfully with both women and men required. Qualifications: Multiple Events Coach with horizontal and vertical jumps specialty. Baccalaureate degree. Salary: Commensurate with background and experience. Closing Date For Applications: July 31, 1988. Appointment Commences: August 1, 1988. Applications Should Be Forwarded To: Mr. John W. Kaiser, Vice President, Director of Athletics, St. John's University, Jamaica, New York 11439. St. John's University is an Equal Opportunity Employer.

Assistant Athletic Director Women's Track & Cross Country Coach

To lead in strengthening women's sports program at an Iowa Conference College.

Faculty position; includes some teaching. Master's required, Doctorate preferred. Salary competitive. To begin Fall 1988, or Spring 1989. Applications processed when received. Send curriculum vitae, three confidential letters of reference and brief statement of your philosophy of athletics as education to:

Dean Frank van Aalst
University of Dubuque
Dubuque, Iowa 52001

Assistant Women's Track and Field Coach. University of California. Starting Date: August 15. Responsible for coaching the jumps, hurdles, heptathlon and assisting in recruiting, meet management and other departmental duties. Experience coaching elite college level women athletes. BS required, Master's preferred. Apply by July 29 to: Tony Sandoval, Head Women's Track Coach, University of California, 177 Hearst Gym, Berkeley, CA 94720. The University of California is an Affirmative Action/Equal Opportunity Employer.

Part-time Men's/Women's Track Coach. Murray State University has an opening for a part-time coach for the 1988-89 season. Duties include: assisting in weight training, scouting, practice sessions, academic supervision and recruiting. A bachelor's degree is preferred with expertise in field events. Salary information furnished upon request. Graduate work is not a requirement. Murray State is a Division I member of the Ohio Valley Conference. Application deadline is August 12, 1988. Send letter of application and resume to: Stan Narewski, Head Men's Track Coach, 211 Stewart Stadium, Murray State University, Murray, Kentucky 42071. Murray State is an Equal Opportunity/Affirmative Action Employer.

Assistant Coach, Men's and Women's Track and Field Program. The University of Alabama is seeking applicants for a full-time assistant coach of field events for men and women. Thorough knowledge of track and field and demonstrated leadership ability is sought, with previous collegiate coaching experience desired. Specific areas of coaching responsibilities will be assigned within the field events with strong expertise in throws preferred. Priority consideration will be placed on candidates proven ability to successfully recruit qualified student-athletes. Knowledge of NCAA rules is essential. Other desirable experience would include audio/visual, computer application, event promotion/management, camp development, etc. Salary \$16,000 with additional opportunities. Send resume by August 10, 1988, to: Mr. Doug Williamson, P.O. Box K, Coleman Coliseum, Tuscaloosa, AL 35486.

Assistant Track Coach. Men's and women's track and field, Bucknell University, Lewisburg, Pennsylvania 17837. Division I membership in the NCAA, with East Coast Conference, ECAC and IC4A affiliation. Responsibilities include the coaching of field events, recruiting, home meet management and other duties as assigned by the head coach. A minimum of a bachelor's degree is required, experience with coaching at the collegiate level is desired. Submit resume and three letters of recommendation to: Rick Hartzell, Director of Athletics, by August 10, 1988. Bucknell University is an Affirmative Action/Equal Opportunity Employer.

Volleyball

Women's Volleyball/Softball: Head coaching position/instructor in HPER at small State university. Required: Master's degree in HPER or related field with minimum of 18 semester hours in field, experience as coach and player in volleyball and softball. Desirable: College coaching and recruiting experience. Minority applications encouraged. Send letter, vita, all college transcripts, at least three current letters of recommendation by July 27 to: Dr. James Pate, Athletic Director, Livingston University, Livingston, Alabama 35470.

Incomplete applications will not be considered. Equal Opportunity Employer.

Assistant Coach—Women's Volleyball. University of Illinois at Urbana-Champaign. 100% appointment. 12 months. Assist head coach in administration of total program, recruitment, practices, oversee home events and travel, work with summer camp program. Master's degree preferred; three to five years' teaching and coaching experience desired; demonstrated success. Start August 1, 1988, or after; salary commensurate with experience and qualifications. Send letter of application, resume, transcripts, and three letters of recommendation by closing date, July 31, to: Mike Hebert, Volleyball Coach, 505 East Armory Drive, 235H Armory Building, Champaign, Illinois 61820, 217/333-8608. Qualified applicants will be interviewed through the advertised period and through deadline. AA/EOE.

Assistant Volleyball Coach. Assist the head coach with the following: the conduct and supervision of practices, the organization of home matches and team travel, the student athlete recruiting process, adhere to NCAA, conference and institutional rules, regulations and policies, and other duties as necessary. Master's degree preferred, bachelor's degree required. Previous successful coaching experience at the collegiate level is desired; effective communications skills. Salary commensurate with experience and qualifications. Opportunity for additional remuneration employment through summer camps. Starting date would be September 1, 1988. Send letter of application, professional resume and three letters of recommendation to: Joyce Davis, Women's Volleyball Coach, The University of Michigan, 1000 South State Street, Ann Arbor, Michigan 48109-2201. Deadline date is August 15th. The University of Michigan is an Equal Opportunity/Affirmative Action Employer.

Wrestling

Assistant Wrestling Coach. Drake University is seeking applications for the position of Assistant Wrestling Coach. This will be a full-time, 10-month position. Qualifications include a Bachelor's degree with success as a coach and/or a competitor at the intercollegiate level. Experience in international style is preferred. The successful candidate shall have responsibilities in every aspect of Drake's NCAA Division I wrestling program and shall strictly adhere to all rules of the NCAA. Salary will be in the low teens. A letter of application with resume and references or nominations may be sent to: Curt Blake, Director of Athletics, Drake University, Des Moines, IA 50311. Application deadline is July 27, 1988. Drake University is an Equal Opportunity/Affirmative Action Employer.

Physical Education

Physical Education/Assistant Football Coach. Immediate opening for one year appointment with possible renewal beginning August 1988. Rank and salary dependent upon qualifications. Master's Degree required. Previous college teaching and football coaching will be given preference. Duties will include: (1) undergraduate teaching in health and physical education, (2) serve as defensive coordinator. See The Market, page 27

ASSISTANT ATHLETICS TRAINER

Full-time position. This opening will start in late August 1988. Application deadline is July 29, 1988.

Certifications Required: (1) Bachelor's degree; (2) A.T.C. or R.P.T.; (3) First Aid in C.P.R. instructor's certification.

Send resume and three (3) current letters of recommendation to:

Robert W. Hatch
Athletics Director
Bates College
Lewiston, Maine 04240

Bates is an Equal Opportunity Employer

SETON HALL UNIVERSITY

MEN'S SOCCER COACH

Seton Hall University, a member of the Big East Conference, is seeking applicants for the position of Men's Soccer coach. This full-time position is responsible for all phases of the soccer program and other administrative duties as assigned by the Director of Athletics.

ASSISTANT WRESTLING COACH

PART-TIME

Seton Hall University is seeking applicants for the position of Assistant Wrestling Coach. This ten month part-time position shall assist in all phases of the wrestling program. Responsibilities shall include, conditioning, recruiting, program organization and other duties as assigned by the head coach.

ASSISTANT TRACK COACH

PART-TIME

Seton Hall University is seeking applicants for the position of Assistant Track Coach. This part-time position will have duties related to all phases of the program with special emphasis on cross country and distance events. Responsibilities shall include recruiting, practice, meet and program organization.

Salary: Competitive.

Qualifications: Bachelor's degree and experience at the Division I intercollegiate level preferred.

Send resume and letters of recommendation by July 29, 1988, to:

Larry Keating
Director of Athletics and
Recreational Services
Brennan Recreation Center
Seton Hall University
South Orange, New Jersey 07079

An Affirmative Action/Equal Opportunity Employer.

NORTHERN MICHIGAN UNIVERSITY

Athletic Trainer

Coordinator of Student Development

Full-time, 9-month appointment, starting August 8, 1988, with some teaching responsibilities.

Qualifications: NATA Certification. One to three years' experience at the college or university level. Bachelor's Degree required, Master's Degree preferred.

Responsibilities: The Athletic Trainer, Coordinator of Student Development, is primarily responsible for the PEIF training room and the sports of swimming and diving, basketball, volleyball, track and field, cross country running, and skiing; supervises the graduate student-trainers assigned to Lakeview Arena and Hedgecock Fieldhouse as well as the Undergraduate Student-Trainer. Teaches classes in Prevention and Care of Injuries; Advanced Athletic Training and Conditioning; Practicum in Athletic Training.

Salary: Commensurate with experience and qualifications.

Application Procedure: Send letter of application, resume, three letters of recommendation by June 29, 1988, to:

Barbara Updike
Personnel Assistant—Employment
202 Chodas
Northern Michigan University
Marquette, MI 49855

Northern Michigan University
is an Affirmative Action/Equal Opportunity Employer

ASSISTANT STRENGTH COACH UNIVERSITY OF MASSACHUSETTS/AMHERST

CONTRACT LENGTH: 43-Week Appointment.

EMPLOYMENT DATE: As Soon As Possible.

QUALIFICATIONS: Master's degree preferred. Bachelor's degree from an accredited institution required. Strength and Conditioning Specialist certification preferred. Must be knowledgeable in Olympic lifting technique.

RESPONSIBILITIES: Assists the Head Strength Coach with all aspects of the University's strength and conditioning program, which include intercollegiate athletics, general physical education, intramurals and recreation.

SALARY: Commensurate with experience and qualifications. Employee benefits include health and dental insurance, membership in Massachusetts State Retirement System, vacation, sick leave and personal leave.

DEADLINE FOR SUBMISSION OF APPLICATION: August 3, 1988.

APPLICATION: Please submit letter of application listing relevant specific experiences in coaching. Also submit detailed resume, supporting documents, and the names and telephone numbers of three references to:

Chairperson, Search Committee
(Assistant Strength and Conditioning Coach)
Department of Athletics/Intramurals
Boyden Building
University of Massachusetts/Amherst
Amherst, MA 01003

Letters of recommendation are useful in the screening process but may be deferred if desired. Nominations are encouraged.

UNIVERSITY OF MASSACHUSETTS IS AN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER

The Market

Continued from page 26

nator for the football team, and (3) extensive regional student recruitment. Willamette University is a private, liberal arts institution which holds dual sports affiliation within the NCAA Div. III and NAIA Div. II. Postmarked letter of application, vita, graduate transcripts, three letters of reference and additional names with telephone numbers who can be contacted by August 8 to: Bill Trenbeath, Director of Athletics, Willamette University, Salem, OR 97301. EO/AA Employer.

Graduate Assistant

Graduate Assistant. Women's Basketball—Arizona State University seeks a graduate assistant for Women's Basketball. Duties will include working with team academics, assisting with practice and other duties as assigned by the Head Coach. Candidates should have successful collegiate basketball playing experience as well as good academic background. Send letter of application, resume and copy of college transcript to: ASU Personnel Department, Tempe, Arizona 85287-1403. Application deadline is August 1, 1988. Arizona State University is an Affirmative Action/Equal Opportunity Employer.

Graduate Assistants. California State University-Chico is seeking a number of graduate assistants to work with full-time instructors to supervise students in the lifetime activities program and to serve as assistant coaches within the athletic program. Qualifications: Baccalaureate degree requirements, training and experience in physical education, coaching and athletics; currently enrolled in or been approved for admission into the graduate school. Compensation is by stipend and will depend upon the level of appointment ranging from \$168 to \$672 per month. Appointment effective September 1st, 1988; however, some assignments may vary. Send letter of application, resume and three letters of recommendation to: Don Miller, Director of Athletics, CSU-Chico, Chico, California 95929-0300. Deadline: July 31st, 1988. EO/E/AA/IRCA.

Graduate Assistant—Women's Basketball. University of Missouri-Columbia is seeking a graduate assistant coach in the women's basketball program. Responsibilities include assisting head coach in all aspects of the University's NCAA Division I program. Assistantship is approximately \$7,000. August 20th-May 15th for employment dates. BS Degree and/or playing experience necessary. Contact: Dr. Joann Rutherford, Head Basketball Coach, University of Missouri-Columbia, 265 Hearnes, Columbia, MO 65211. Application Deadline: July 25th. Equal Opportunity Employer.

Graduate Assistant/Part-Time Baseball Coach. The University of Toledo is seeking applications for a Graduate Assistant/Part-Time Baseball Coach. Duties include on-the-field coaching and recruiting. This person would also be the director of the UT summer baseball camp. A bachelor's degree is required. Send letter of application, resume and three letters of recommendation to: Stan Sanders, Head Baseball Coach, The University of Toledo, Toledo, Ohio 43606. Deadline for applications is July 22, 1988. Interested parties may call 419/537-2526, or 537-4183. Equal Opportunity/Affirmative Action Employer.

Graduate Assistant/Part-Time Men's Track and Field Coach. The University of Toledo is seeking applications for a Graduate Assistant/Part-Time Coach in the Men's Track and Field Program. Duties would include coaching and recruiting. A bachelor's degree is required. Send letter of application, resume and three letters of recommendation to: Gene Jones, Men's Track & Field Coach, University of Toledo, Toledo, Ohio 43606. Deadline for applications is July 22, 1988. Interested parties may call 419/537-2527, or 537-4183. Equal Opportunity/Affirmative Action Employer.

Graduate Assistant Position. Murray State University is seeking applications for a graduate assistant in football. At least one, possibly two, will be available. Murray State University is a Division IAA School in the Ohio Valley Conference. Stipend will be \$3,600 for eight months. A 2.5 GPA is required for admission to graduate school. Position will be available July 25, 1988. Send resume and transcript to: Michael P. Mahoney, Head Football Coach, Murray State University, Murray, KY 42071. Murray State is an Equal Opportunity/Affirmative Action Employer.

Graduate Assistant for Women's Basketball for 1988-89 academic year. Starting date: September 1, 1988. Assistantship will carry a tuition waiver plus a \$6,200 stipend. Bachelor's degree with playing experience at college level and/or coaching experience required. Assist head coach with NCAA Division I team in all phases of practices, conditioning, recruiting, fund-raising and supervision of scholastic progress of student-athletes. Applications and resumes must be submitted no later than July 27, 1988, and forwarded to: Sheila Moorman, Head Coach of Women's Basketball, James Madison University, Convocation Center, Harrisonburg, VA 22807. Equal Opportunity/Affirmative Action Employer.

Graduate Assistant/Track and Field. Graduate Assistant position for academic year 1988-89 at Southeastern Louisiana University. Position Available: August 29, 1988. Salary: \$2,000 per semester, nine-month contract. Responsibilities: Assist head coach in areas of field events, weight training, meet management and all other areas as needed. Qualifications: Bachelor's degree. Southeastern is a Division I university and an independent contact and send resume to: Andy Thiel, Head Track Coach, Southeastern Louisiana University, P.O. Box 309, Hammond, Louisiana 70402, office phone 504/549-2253, or home phone 504/892-5344. Application Deadline: August 20, 1988. SLU is an Affirmative Action/Equal Opportunity Employer.

Graduate Assistant—Assistant Tennis Coach for a Division I program. Nine-month part-time position. Responsibilities: Assist in all areas of the men's and women's tennis program as assigned by the Head Coach. Qualifications: Bachelor's degree, experience in a competitive collegiate tennis program, tennis teaching and playing experience, and good interaction skills. Appointment: September 1, 1988-May 31, 1989. Salary: \$5,000 (Pending Budget Approval). Interested applicants should submit letter of application, resume and three letters of recommendation to: Pan American University, Athletic Department, ATTN: David Cross, 1201 W. University Drive, Edinburg, TX 78539.

Graduate Assistant, Men's and Women's

Track and Field. Work with male and female sprinters, some additional administrative duties. \$4,000 stipend, 75% tuition waived. Send resume to: Russ Jewett, Head Track Coach, Pittsburg State University, Pittsburg, Kansas 66762. Equal Opportunity/Affirmative Action Employer.

Graduate Assistantship—Track and Field Weight Throwing Coach. Southwest Missouri State University. Responsibilities include development of yearly weight training for track team, coaching throws, recruitment, meet management and other duties as assigned. SMSU Women's Track is an NCAA Division I program and a member of the Gateway Collegiate Athletic Conference. Position carries a nine-month tuition waiver with a stipend of \$4,750 and may be renewed. Applications accepted until position filled. Submit letter of application, resume and three letters of reference to: Jeff Berryessa, Women's Track Coach, Department of Women's Athletics, Southwest Missouri State University, 901 S. National, Springfield, MO 65804-0089. Southwest Missouri State University is an Equal Opportunity/Affirmative Action Employer.

Graduate Assistantships. St. Cloud State University, NCAA Division II and a member of the North Central Conference, is seeking graduate assistants in the sports of women's basketball and women's track and field. Stipend of \$4,500 per position plus partial tuition waiver. Assistantships are contingent upon acceptance by the University's Graduate School. Send letter of application, resume and three current letters of recommendation to: Gladys Ziener, Director, Women's Athletics, St. Cloud State University, St. Cloud, MN 56301.

Graduate Assistant. Stephen F. Austin State University is seeking two graduate assistants. Women's volleyball, Division I, starting date: August 15, 1988. Women's softball, Division I, starting date: August 24, 1988. Bachelor's degree with playing and/or coaching experience required in the appropriate sport. Assist head coach in all phases of practice, conditioning, recruiting, fund raising and supervision of scholastic progress of student-athletes. If out of state, one activity class taught is required to waive out of state tuition. Stipend: \$4,725 for nine months. Applications and resume must be submitted no later than August 6, or until position is filled. Forward to: Sadie Allison, Director of Athletics, Post Office Box 13041, Nacogdoches, Texas 75962.

Graduate Assistants, Women's Volleyball. University of Houston is seeking two (2) graduate assistant volleyball coaches. Primary responsibilities will include recruiting, scouting, game-preparation, on-court instruction, weight training, conditioning and monitoring of academic progress. Qualifications: Bachelor's degree and playing experience required, high school or collegiate coaching experience preferred. Tuition, fees, books and stipend provided. Starting Date: August 8. Please send letter of application, resume and list of references by July 28 to: Bill Walton, Head

Women's Volleyball Coach, University of Houston, Houston, Texas 77204-5121. Affirmative Action/Equal Opportunity Employer.

Graduate Assistant—Academic Adviser. The University of South Alabama is seeking a Graduate Assistant in the department of health, physical education and leisure services. Qualified individual will assist the department of athletics in the areas of Academic Advising and NCAA Compliance. Send resume and three letters of reference to: Joe Gottfried, Director of Athletics, University of South Alabama, HPELS Room 1107, Mobile, Alabama 36688.

Intramurals

Intramural Director/Physical Education Instructor. The State University of New York at Stony Brook invites applications for the position of Intramural Director/Physical Education Instructor—a ten-month tenure track faculty position. A Master's degree is required and two years of experience related to the position is preferred. Salary depending upon qualifications, will range between \$22,000 and \$26,000. Applications will be reviewed upon receipt. The successful candidate will direct an established intramural program that attracts over 7,000 students, faculty and staff each year. Send letter of introduction, resume and three letters of reference to: Intramural Director Search Committee, Division of Physical Education and Athletics, State University of New York at Stony Brook, Stony Brook, NY 11794-3500. SUNY Stony Brook is an Affirmative Action/Equal Opportunity Educator and Employer. AK# 190.

Miscellaneous

California State University, Fullerton. If you are interested in being considered for future coaching openings, the Athletics Department is developing an Applicant Pool for head and assistant coaches in the following sports programs: Baseball, Men's/Women's Basketball, Men's/Women's Cross Country, Men's/Women's Fencing, Football, Men's/Women's Gymnastics, Men's Soccer, Softball, Women's Tennis, Men's/Women's Track, Women's Volleyball, Wrestling. Qualifications: Coaching experience or comparable sports teaching/management experience, recruiting ability, demonstrated interest in athletic academic progress, knowledgeable about NCAA rules and willingness to promote sport. Salary Schedule: Commensurate with candidate's qualifications and experience. Applications: Send letter of application, stating area of interest, and a resume, including references, to: Leanne Grotke, Associate Director of Athletics, P. 156, California State University, Fullerton, Fullerton, California 92634. CSUF is an Affirmative Action/Equal Opportunity Employer. All personnel policies conform

with the requirements of Executive Order 11264, Title IX of the Higher Education Amendment of 1972 and other federal regulations regarding nondiscrimination.

Women's Volleyball Coach/Women's Softball Coach/Women's Assistant Basketball Coach. Full-time position to include duties of women's volleyball coach, women's softball coach, and women's assistant basketball coach. Responsibilities will include recruiting, scheduling, academic counseling and budget preparation. Please send letter of application, resume, and three references by August 1, 1988, to: Tom Ackerman, Athletic Director, University of Pittsburgh at Bradford, Bradford, PA 16701-2898.

Two Assistantships. Sports Information Assistantship, California State University, Bakersfield, a Division II member of the NCAA, is seeking applications for a part-time assistant in its sports information office. The University competes in seven men's sports and six women's sports. Bachelor's degree preferred. The qualified individual will gain valuable experience in running an intercollegiate SID office with duties varying from writing press releases to preparing media guides and programs. Applicants should send a cover letter, resume and three current telephone number references to: Joni Jones, Sports Information Director, California State University, Bakersfield, 9001 Stockdale Highway, Bakersfield, CA 93311-1099. Game Management Assistantship, California State University, Bakersfield, is seeking applications for a responsible individual to supervise all facets of a game management program under general direction of the Associate Athletic Director. The responsibilities will include coordinating work schedules of individuals involved in game management, collecting and auditing gate receipts, and other related functions. Bachelor's degree preferred. Previous work experience as a supervisor of college students and/or facilities and knowledge of basic computer skills is desirable. Applicants should send a cover letter, resume and three current telephone number references to: Roger Fessler, Associate Athletic Director, California State University, Bakersfield, 9001 Stockdale Highway, Bakersfield, CA 93311-1099. Deadline for applications is August 11, 1988. California State University, Bakersfield, is an Equal Opportunity/Affirmative Action Employer.

Open Dates

Football. Murray State University has home open dates 10/22 and 11/5/88. Will pay guarantee. Contact: Michael D. Strickland, Athletic Director, at 502/762-6184.

Women's Basketball, Division I. Murray State University seeks one team for Hawaiian Tropic Classic (due to Arkansas-Little Rock dropping their program). Dates: November 28, 29, 1988. Contact: Bud Childers at 502/762-4497.

Men's Basketball. NCAA Division I. Marshall University has an opening for its MMA Tournament December 2-3, 1988. Attractive Guarantee. Contact: Keith Richard, Asst. Basketball Coach, at 304/696-6460.

Women's Basketball, Division III. Eastern Connecticut State University has an opening for its Brand-Rex Tip-Off Tournament November 21st and November 22nd, 1988. Contact: Bill Holowaty, Director of Athletics, 203/456-5431.

Women's Basketball, Division I. Oklahoma State University has an opening for its Cowgirl Classic, January 5-7. Each team will play at least three games. Attractive guarantee available. Contact: Jack Easley, 405/624-6774.

Cheyney University is seeking a home or away football game with a Division II opponent for September 3, 1988, or November 12, 1988. Contact: Andy Hinson, Athletic Director, 215/399-2287.

Women's Swimming/Diving. Penn State seeks Division I opponent for Home/Home series. February 11 or 12, 1989; February 9 or 10, 1990.

La Salle University is looking for volleyball matches or a tournament on Oct. 28-30. Division I opponents preferred. Please contact: Jackie Nunez, Head Volleyball Coach, La Salle University, 20th St. & Olney Ave., Philadelphia, PA 19141. 215/951-1516.

Men's and Women's Cross Country teams needed for the 2nd Annual La Salle Invitational. Meet will be held at the Belmont Plateau in Philadelphia on Saturday, November 5. Contact: Kathleen McNally, Assistant Athletic Director, La Salle University, 20th St. & Olney Ave., Philadelphia, PA 19141. 215/951-1523.

HEAD COACH OF WOMEN'S CREW

Coaches women's varsity crews and oversees Novice and Light-weight programs. Actively recruits student-athletes and trains, counsels, evaluates and advises them.

Requires a bachelor's degree as well as experience in administering and coaching crew, preferably at the college or university level.

This position offers a competitive salary and a comprehensive benefit package including tuition remission for employees and their children.

Please send resume indicating reference number 395 to:

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AA/E/OE

BIG SOUTH CONFERENCE COMMISSIONER'S POSITION

The Big South Conference invites applications and nominations for the position of Commissioner. The Commissioner is the Chief Administrative Officer of the conference and is appointed by the Chief Executive Officers of the seven member institutions. The conference offices are presently located in Conway, South Carolina, with plans to relocate in the greater Charlotte, North Carolina, area by July 1, 1989.

The Big South Conference, founded in 1983, is a Division I AAA member of the NCAA with the following membership: Augusta College, Baptist College, Campbell University, Radford University, UNC-Asheville, USC-Coastal Carolina, and Winthrop College. As a Division I conference, the following sports are sponsored by the Big South Conference: Men's and Women's Basketball, Men's and Women's Tennis, Men's and Women's Cross Country, Men's and Women's Golf, Men's Soccer, Baseball, Women's Softball and Women's Volleyball.

Candidates for the position should present the following qualifications:

- A minimum of a Master's degree.
- Previous appropriate administrative experience.
- Strong organizational and interpersonal skills.
- Effective written and oral communication skills.
- A thorough knowledge of and commitment to NCAA rules and regulations.
- Demonstrated promotional and fund-raising skills.
- Collegiate coaching experience is desired but not required.

Salary range is \$35,000-\$40,000 and will be commensurate with experience and ability. Starting date to be on or before July 1, 1989.

Interested applicants should file a complete resume, including academic transcripts and three letters of reference. Application deadline is September 15, 1988. Applications should be sent to:

Dr. Chuck Taylor, Chairman
Big South Conference Search Committee
P.O. Box 5737
Radford University
Radford, Virginia 24142

The Big South Conference is an Equal Opportunity/Affirmative Action Employer.

HOFSTRA UNIVERSITY

HEAD FIELD HOCKEY & WOMEN'S LACROSSE COACH

APPLICATION DEADLINE: July 28, 1988

Hofstra University invites applications for the position of FULL-TIME Head Coach of Field Hockey and Women's Lacrosse position to begin in August, 1988. This is a 12-month administrative appointment.

Responsibilities: Organization, direction and administration of the highly-competitive Division I program; organize and implement a recruiting program to attract outstanding student-athletes as well as monitor their progress while in attendance; administrate and supervise an assistant coach; additional administrative duties as assigned.

Qualifications: A Bachelor's degree and considerable coaching experience.

For further information, contact:

Cindy Lewis, Director of Women's Athletics

HOFSTRA UNIVERSITY

Physical Fitness Center

Hempstead, New York 11550

(516) 560-6750

AA/E/OE

ASSISTANT BASKETBALL COACH

PSAC Conference

Millersville University

Job Description: Full-time, 12-month Appointment in Dept. of Men's Intercollegiate Athletics.

Millersville University invites applications for position of Assistant Men's Basketball Coach. Millersville is a member of NCAA, Division II and the Pennsylvania State Athletic Conference.

Qualifications: Bachelor's degree required with successful coaching experience at college or high school level. Applicants must possess ability to interact with colleagues, students, and constituents of the community. Public speaking experience desirable. Applicants must possess a strong personal commitment toward the academic well-being of student-athletes.

Responsibilities: Under direction of the Head Basketball Coach, this individual will assist in practice and game planning, player skill development, student-athlete recruitment and maintenance as well as other duties assigned.

Salary: Commensurate with experience and qualifications.

Period of Appointment: September 1, 1988.

Application Deadline: August 15, 1988.

Send letter of application, resume and three (3) letters of professional reference to:

Dr. Gene A. Carpenter
Director of Men's Athletics
NCAA7/20
Millersville University
Bucks House
Millersville, PA 17551

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COMMISSIONER

Metro Atlantic Athletic Conference

ORGANIZATIONAL INFORMATION: The Metro Atlantic Athletic Conference is an organization of eight member universities. Members include Army, Fairfield University, Fordham University, Holy Cross College, Iona College, La Salle University, Manhattan College and St. Peter's College. The conference holds Division I membership in the National Collegiate Athletic Association and sponsors championships in fifteen sports for men and women.

GENERAL DESCRIPTION: The commissioner is responsible for administering the activity of the Metro Atlantic Athletic Conference in a manner consistent with the purposes and principles of its member institutions. Specific responsibilities involve leadership and direction for the management of finances, marketing, development, contract negotiations, radio and television affairs; event management, officiating, and eligibility; communications, publications, and sports information; and administration of the conference office and staff. The commissioner reports to conference officers. The commissioner maintains a close relationship to and serves through the Athletics Directors of member institutions and assists each member attain its athletic goals and objectives.

QUALIFICATIONS: Candidate must possess a Baccalaureate degree and have proven experience in intercollegiate athletics administration or in an equivalent field.

SALARY: Commensurate with qualifications and experience

APPLICATION DEADLINE: August 1, 1988.

APPLICATION PROCEDURE: Candidate should submit a letter of application, a resume and names of 3 references to:

Mr. Carl F. Ulrich, Chair
MAAC Search Committee
US Military Academy
Athletic Department
West Point, NY 10996

**The MAAC is an
Equal Opportunity/Affirmative Action Employer.**

As developer of ADs, Southern's Hart has few equals

"I always wanted people somebody else wanted," Southern Conference Commissioner **Dave Hart** recently told Richard Scott of the Columbia (Missouri) Daily Tribune.

Scott was talking to Hart and eight men who at various times worked for him for just that reason. All eight became athletics directors after serving under Hart while he was AD at the University of Missouri, Columbia.

They include **Terry Don Phillips**, former AD at the University of Southwestern Louisiana, now president of the Razorback Club at the University of Arkansas, Fayetteville; **Lynn Lashbrook**, recently named AD at the University of Alaska, Fairbanks; **Dick Bestwick**, AD at the University of South Carolina; **Bob Hitch**, former AD at the University of Wyoming and Southern Methodist University; **Jack Lengyel**, athletics director at California State University, Fresno, from 1983 until he succeeded Hart as Missouri AD and who was named AD at the U.S. Naval Academy July 13; **Jim Copeland**, who succeeded NCAA Executive Director Richard D. Schultz as AD at the University of Virginia; **Brian Falson**, Indiana State University AD, and **Paul Miller**, AD at Louisiana Tech University.

"He (Hart) was certainly one who would promote you," Miller told Scott. "When a job was open, he would come to you. Even though he didn't want to lose you, he'd say, 'Here's what's open. If you're interested, I'll certainly help you in any way I can.'"

Hart said his approach to hiring assistants was not appreciated by some. "I know I was criticized by some members of (Missouri's) intercollegiate athletics committee, who were saying, 'Dave, you're running a revolving door. You've got to get more continuity.' But that's not my philosophy. I'm going to get the best people I can get. Those people didn't move laterally—they all moved on to better jobs."

Lengyel speculated that Hart's ability to delegate responsibility had a lot to do with that. "Dave Hart hired some good people and let them do their jobs," he said. "You could spread your wings, make your mistakes and learn from your experiences."

In a sidebar story that accompanied the feature on Hart's former assistants, Hitch made some strong comments concerning the current state of college athletics.

"Athletics has done a lot for me," he told Scott, "but I think college athletics has really changed in the last 10 years. It's a hard, cruel profession right now. I think it's got an awful lot of problems people don't want to talk about."

"It's gotten all out of perspective. I hope they all get worked out in the future. I thought I gave it my best shot at straightening out the problems, but it didn't work out."

Hitch now is self-employed in the oil and gas business.

University of Oklahoma golf coach **Gregg Grost** has added a few more names to the list of college golfers who have earned all-America and academic all-America recognition in the same year (see Briefly in the News, June 22 issue).

Also earning spots on both teams in the same season have been Lamar University student-athletes **Trevor Dodds** and **Phillip Jonas** and Oklahoma's **Grant Waite**.

Trivia Time: Who were the NCAA's officers 20 years ago? Answer later.

Although the plot of one of the year's most popular movies, "Bulldog," is fictional, its lead character—"Crash Davis"—is not.

The real **Lawrence "Crash" Davis** is a 68-year-old Duke University alumnus who played at Duke from

Briefly in the News

1938 to 1940; went straight to the Philadelphia Athletics and played three seasons under the legendary Connie Mack, and, following service as a Naval ROTC instructor during World War II, played five years with the Durham Bulls of the Carolina League—the team featured in the film.

The use of his name is not coinci-

dental, according to a feature from the Duke sports information office. Writer **Ron Shelton** discovered it in a Carolina League record book and thought it was so appropriate for his character, played by **Kevin Costner**, that he tracked down the real Crash Davis through the Duke alumni office and got permission to "immortalize" him.

"You'd never imagine that somebody would use your name in a movie, would you?" Davis said recently. "I'm having a lot of fun with this."

Peter X. Finnerty, Pace University's retiring vice-president and athletics director, was honored by the school at a June 22 dinner at New York's St. Regis Hotel.

Finnerty, who was a basketball standout as an undergraduate at

Seton Hall University, joined the Pace staff in 1946 as a part-time marketing instructor. Two years later, he was asked to initiate a varsity athletics program at Pace. He was named athletics director in 1960, and officials designated the school's Pleasantville campus athletics complex Finnerty Field last year.

Although retiring, Finnerty will continue to serve Pace as vice-president emeritus and special consultant to university President **William G. Sharwell**.

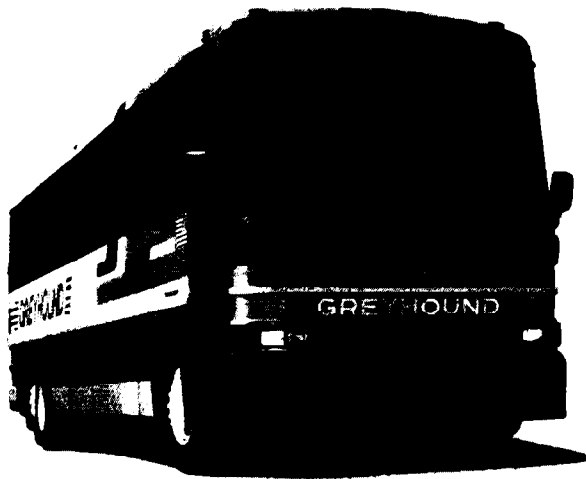
TV Listings: Alley Cat Productions, Inc., of Cincinnati, Ohio, will produce a 16-game Eastern College Athletic Conference Division I ice hockey TV game of the week in 1988-89. The package will begin November 12 with a game between

St. Lawrence University and the University of Vermont. All of the ECAC's 12 Division I programs will be featured in at least one telecast.

Each Atlantic Coast Conference football team will appear at least twice on the 14-game television package announced recently by ACC Commissioner **Eugene F. Corrigan** and officials from Jefferson Pilot Teleproductions. Included in the schedule is the first-ever football meeting between Georgia Institute of Technology and the University of Maryland, College Park.

Trivia Answer: In 1968, **Marcus L. Plant** of the University of Michigan was president of the NCAA. Serving as secretary-treasurer was **Ernest B. McCoy** of Pennsylvania State University.

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