

# The NCAA News



Official Publication of the National Collegiate Athletic Association

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## Proposals heighten debate regarding restricted earnings

The continuing debate over who should fill restricted-earnings positions on coaching staffs has produced one of several notable pieces of proposed legislation submitted by NCAA institutions for the 1994 Convention.

While the number of properly submitted membership proposals received in the national office by the July 1 deadline is down sharply this year—only 68, compared to 108 a year ago—several carry considerable potential for controversy.

Among them is a proposal by the Big Ten Conference designed to limit restricted-earnings positions in Division I programs to newcomers to the profession. The

proposal, similar to one planned by the NCAA Council, would prohibit schools from hiring an individual who has been employed for three years combined as a restricted-earnings coach for such a position.

The proposal may draw opposition from institutions that have been able to retain experienced coaches in restricted-earnings positions, as well as from coaches who dispute claims of abuses in the hiring and compensation of restricted-earnings coaches.

In fact, a proposal supported by the National Association of Basketball Coaches will call for the elimi-

See **Proposals**, page 15 ►

### Proposal count

*A breakdown by topic of the 68 legislative proposals submitted by member institutions and conferences:*

TOPIC	SPONSORED
Bylaw 17: Playing and practice seasons	29
Bylaw 15: Financial aid	10
Bylaw 11: Personnel	7
Bylaw 13: Recruiting	5
Bylaw 14: Eligibility	5
Other	12
Total	68

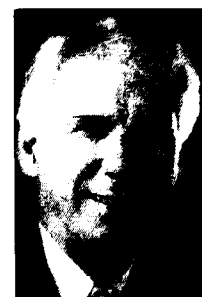
### OTHER DEADLINES

Amendments from Council, division steering committees, Presidents Commission	August 15
Amendments-to-amendments by original sponsors	September 1
All other amendments-to-amendments*	October 15

\*Shall not increase modification of original proposal

## Kasser named to Council

John V. Kasser, director of athletics at the University of California, Santa Barbara, has been named to the NCAA Council as the representative of the Big West Conference.



Kasser

Kasser, who joins the Council for the second time, assumes the position previously held by Kay Don. Don resigned as associate athletics director at California State University, Long Beach, to become athletics director at California State University, Dominguez Hills, a Division II institution. Kasser's term expires in January 1995.

Kasser is beginning his fifth year at UC Santa Barbara, where he was named director in September 1989 after serving as associate executive director of the College Football Association (CFA).

While with the CFA, Kasser supervised the production of college football telecasts on CBS-TV and assisted in the development of the association's marketing and promotions.

Earlier, Kasser was athletics director at two Division I-A institutions—the University of Houston from 1982 to 1984 and Long Beach State from 1984 to 1987. Kasser served on the Council for part of one year while at Long Beach State.

Kasser also is a member of the NCAA Division I Women's Volleyball Committee.

He is a graduate of Pepperdine University, where he was a basketball and baseball standout.

## Council to reach legislative decisions

The NCAA Council will decide in its August 4-6 meeting in Avon, Colorado, what legislation it wishes to sponsor for the 1994 NCAA Convention in such key areas as gender equity and financial conditions in athletics.

In a related meeting, the Joint Policy Board—consisting of the NCAA Administrative Committee and the officers of the Presidents Commission—will conduct its major meeting of the year August 3.

Major issues on the Council agenda:

- Actions in response to the final report of the Gender-Equity Task Force. Task force coauthors Phyllis L. Howlett and James J. Whalen will present the report. That report is being completed this month.

- Actions in response to the final report of the Special Committee to Review Financial Conditions in Intercollegiate Athletics,

including consideration of the positions taken in that regard by the Presidents Commission in its summer meeting (as reported in the July 7 issue of *The NCAA News*).

- Discussion of concerns raised by the College Football Association in its meeting earlier this summer.

- A report on other actions of the Presidents Commission, presented by Commission Chair Gregory M. St. L. O'Brien.

- A report on the August 3 meeting of the Joint Policy Board.

- Any actions in response to the final report of the Ad Hoc Committee to Study Enforcement Issues, which has been dealing with the concepts of using outside hearing officers and having open hearings in infractions matters.

- A status report by NCAA Pres-

See **Council**, page 15 ►

## Asher, Herbert appointed to Commission

Two new members have been appointed to the NCAA Presidents Commission as Division II representatives.

They are:

- Betty Turner Asher, president of the University of South Dakota, replacing Bob H. Suzuki, president of California State Polytechnic University, Pomona, who resigned from the Commission.

- Adam W. Herbert, president of the University of North Florida, replacing Anthony James Catanese, president of Florida Atlantic University.

Asher's appointment is effective immediately, while Herbert will join the commission September 1, when Catanese's institution becomes a Division I member.

### Asher

Asher has been president at South Dakota since August 1989.

She previously was vice-president of student affairs for seven years at Arizona State University and also held administrative positions at the University of Cincinnati.

See **Presidents**, page 14 ►



Asher



Herbert

## In the News

Comment	Page 4
State legislation	11
Administrative Committee minutes	12
Eligibility appeals	13
NCAA directory	14
Compliance briefs	16
NCAA Record	17-18
The Market	19-23
Legislative assistance	24



Ryan

- John W. Ryan isn't a candidate for the job of NCAA executive director, but he's not too modest to believe that he's right for the task: **Page 5**.

- The NCAA Division I Men's Basketball Committee recommends sites for five Final Four tournaments: **Page 7**.

- The NCAA Presidents Commission is inviting nominations for vacancies that will occur on the Commission next January: **Page 24**.

## On deck

July 22	Committee on Athletics Certification, Dallas
July 25-27	Research Committee, Mackinac Island, Michigan
July 26-27	Academic Requirements Committee, Jackson Hole, Wyoming
July 29	Special Committee to Review Student-Athlete Welfare, Access and Equity, Chicago
July 31-August 3	Committee on Infractions, Seattle

# The NCAA News



# DIGEST

A weekly summary of major activities within the Association

## Executive director

### Search committee to meet August 10

The search committee charged with recommending candidates for the position of executive director has received a total of 164 applicants and 59 nominations through July 19.

Also, Anthony James Catanese, president of Florida Atlantic University, has resigned his position on the committee and has been replaced by Kent Wyatt, president of Delta State University. The committee will meet for the third time August 10 in Avon, Colorado.

The committee has retained the services of a firm that specializes in executive searches to provide administrative aid.

The position became available when Executive Director Richard D. Schultz resigned May 11.

For more detail, see the July 7, June 2 and May 26 issues of The NCAA News.

Staff contact: Patricia E. Bork.

Next meeting: August 10 in Avon, Colorado.

## Rules federation

### Committee reviews rationale behind bylaws

The special committee charged with examining increased rules federation reviewed the rationale of current NCAA bylaws regarding recruiting, eligibility, amateurism, and playing and practice seasons when it met June 28 in Kansas City, Missouri.

No formal recommendations were made by the committee, which will issue a report to the 1994 Convention.

For more details, see July 7, May 5 and March 24 issues of The NCAA News.

Staff contact: Stephen R. Morgan.

Next meeting: October 25-26 in Chicago.

## Revenues

### Special-assistance fund to be mailed July 30

Checks for the special-assistance fund of the NCAA revenue-distribution plan will

### Schedule of key dates for August and September 1993

#### August

1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

#### AUGUST RECRUITING

**Men's Division I basketball**  
1-31 ..... Quiet period.

**Women's Division I basketball\***  
1-31 ..... Quiet period.

**Men's, women's Division II basketball\***  
1 ..... Evaluation period.

2-31 ..... Quiet period.

**Division I football**  
1-31 ..... Quiet period.

**Division II football**  
1-31 ..... Quiet period.

Through beginning of prospect's season:  
Quiet period.

During the prospect's season:  
Evaluation period.

#### DEADLINES

**6** — Final deadline for information on the sports-sponsorship fund of the revenue-distribution plan.

**15** — Deadline for proposed legislation from the NCAA Council, Presidents Commission or division steering committees.

**15** — Deadline for nominating peer reviewers for the athletics certification program.

**20** — Final deadline for information on the grants-in-aid fund of the revenue-distribution plan.

#### MAILINGS

**July 30** — Checks to be mailed for the special-assistance fund of the 1992-93 NCAA revenue-distribution plan.

**13** — Checks to be mailed for the sports-sponsorship fund of the 1992-93 NCAA revenue-

#### September

			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

distribution plan.

**27** — Checks to be mailed for the grants-in-aid fund of the 1992-93 NCAA revenue-distribution plan.

#### SEPTEMBER RECRUITING

**Men's Division I basketball**  
1-10 ..... Quiet period.  
11-30 ..... Contact period.

**Women's Division I basketball\***  
1-16 ..... Quiet period.  
17-30 ..... Contact period.

**Men's, women's Division II basketball\***  
1-6 ..... Quiet period.  
7-30 ..... Contact period.

**Division I football**  
1-30 ..... Quiet period.

**Division II football**  
Through beginning of prospect's season:  
Quiet period.

During the prospect's season:  
Evaluation period.

#### DEADLINES

**1** — Amendments-to-amendments for 1994 Convention legislation due from sponsors. Changes may be more or less restrictive than the original proposal.

**15** — Certification of compliance forms due at the national office.

\*See page 111 of the 1993-94 NCAA Manual for exceptions. Also, see pages 114-115 for dead periods in other Divisions I and II sports.

las.

Of particular interest will be the activities of the scheduling subcommittee, which developed a tentative schedule for peer-review visits.

Chief executive officers of all Division I institutions received letters asking for reaction to the placement of their institutions in the tentative schedule, and the subcommittee made adjustments based on those reactions. It will submit that schedule to the full committee, which hopes to announce the final schedule early this fall.

For more details, see the May 12, April 7 and March 24 issues of The NCAA News.

Staff contact: John H. Leavens.

Next meeting: July 22 in Dallas.

## Gender equity

### Task force preparing report for Council

The final report of the NCAA Gender-Equity Task Force will be submitted to the NCAA Council August 4-6 in Avon, Colorado, and will appear in the August 4 issue of The NCAA News.

The task force report will endorse Federal regulations implementing Title IX and will state that the ultimate goal of intercollegiate athletics programs should be participation rates for male and female students that are substantially proportionate to their respective undergraduate enrollments.

For more detail, see the July 7, June 2 and May 19 issues of The NCAA News.

Staff contacts: Ursula R. Walsh and Stephen A. Mallonee.

## Student welfare

### Special committee to conduct third meeting

The NCAA Special Committee to Review Student-Athlete Welfare, Access and Equity will meet for the third time when it gathers in Chicago July 29.

At its last meeting, which was conducted April 30-May 1, the special committee developed a list of 14 areas of focus relating to student-athlete welfare, access and equity.

For more detail, see the May 5, February 10 and January 27 issues of The NCAA News.

Staff contact: John H. Leavens.

Next meeting: July 29 in Chicago.

Grants-in-aid fund — August 27.

Staff contact: Keith E. Martin.

## Certification

### Committee to meet July 22 in Dallas

The NCAA Committee on Athletics Certification will review the activities of its five subcommittees when it meets July 22 in Dal-

be mailed to the Division I membership July 30.

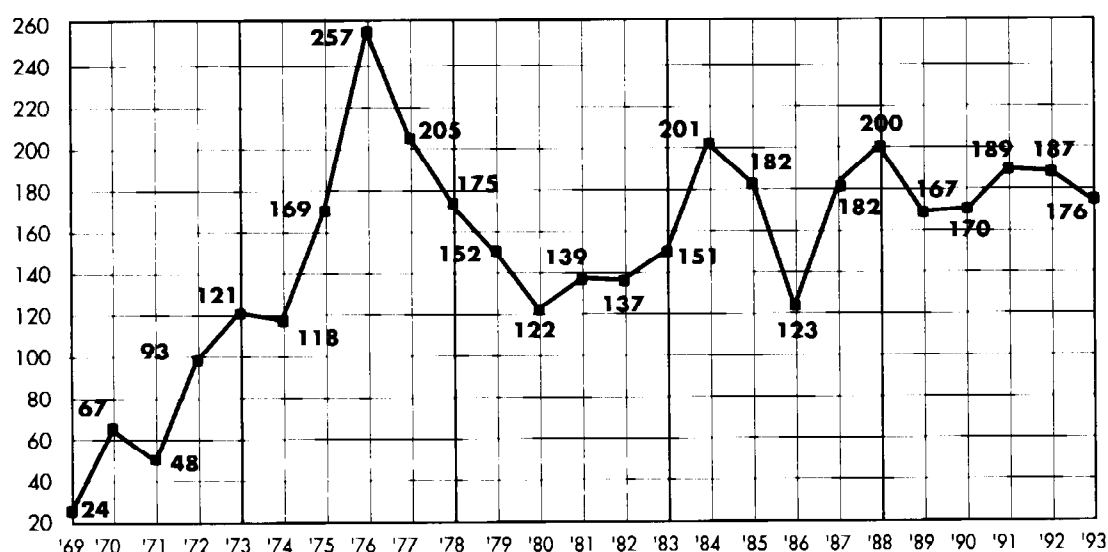
The most recent revenue-distribution disbursement occurred June 25 when checks for the academic-enhancement fund were mailed to Division I members. It was the second of five funds from the plan to be paid to Division I members in 1993.

Following are the remaining dates on which checks for the revenue-distribution plan will be mailed:

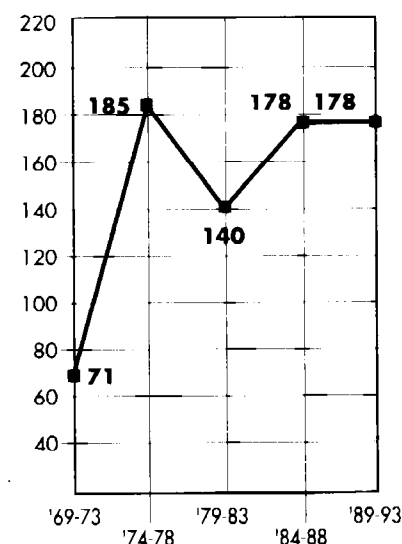
Special-assistance fund — July 30.

Sports-sponsorship fund — August 13.

## Convention proposals, year by year



## 5-year averages



## Convention proposals level out in last decade

The number of proposals voted upon at the NCAA Convention jumped dramatically in the mid-'70s, but has remained relatively constant over the last ten years. The record remains the 257 proposals considered in 1976 in St. Louis. (Special Conventions not included.)

## Briefly in the News

### Small Tampa has big year

The University of Tampa is a small, private institution with an enrollment of about 1,600 students. But the athletics accomplishments of the Spartans during the 1992-93 academic year were anything but minute.

Consider this: Tampa captured its second consecutive Division II baseball crown, was runner-up in men's soccer, had teams ranked in the top 25 in five other sports, and earned the Sunshine State Conference's all-sports trophy for both men's and women's sports.

"My goal when I came here 2½ years ago was to try to develop a working unit in all of our programs that put an emphasis on having the ability to graduate student-athletes, win conference and national championships, and represent the university in a very favorable light," Tampa athletics director **Hindman Wall** told **Jose Martinez**, sports editor of the university's student newspaper, *The Minaret*.

Wall, former athletics director at the University of Cincinnati and Tulane University, said he was most pleased by the academic success enjoyed by Tampa's student-athletes during the past year. In all, 28 student-athletes were on the Sunshine State Conference's honor roll, best among schools in the eight-member conference.

"What I inherited was a great staff and coaches," Wall said. "They are very professional and willing to wear a lot of hats. I've enjoyed myself immensely here. We have a good history of having winning teams and we've grown on an established tradition. It's an effort by everyone to make our programs successful."

### Fire on the prairie

Culled from more than 200 suggestions, the winning nickname for Knox College athletics teams has been chosen. **Prairie Fire** will officially replace the nickname **Siwash**, which the institution dropped this spring after learning the word is offensive to American Indians.

"I'm delighted to announce that the nickname for Knox athletics teams, from this day forward, will be **Prairie Fire**," Knox



*The University of Tampa's baseball team, as well as its entire athletics program, had plenty to celebrate during the 1992-93 academic year. Not only did the baseball team grab its second straight Division II baseball title, but the men's soccer team finished second in Division II and five of the school's other teams were ranked in the top 25 in their respective sports.*

President **John P. McCall** said. "It is the first choice of the committee that set out to find a nickname worthy of Knox College. It was the favorite among the possibilities considered by current students. As the committee reported, **Prairie Fire** summons up the best of our traditions, back to the Lincoln-Douglas debates and forward into the future.

"No other college in the country is nicknamed **Prairie Fire**. The name relates to our history. It fits both men's and women's teams. In addition, depicted in purple and gold in a new athletics logo, **Prairie Fire** will preserve an important continuity with older Knox athletics teams."

### Official solution

**Ray Piagentini** serves as supervisor of men's and women's basketball officials for the Great Midwest Conference, but he also is a counselor at the 821-student **Barrington Middle School** **Prairie Campus** near Chicago.

While back, he hit upon the idea of using officiating as a means of helping "at-

risk" students—those from broken homes or single-parent backgrounds or those who live in other unstable environments.

Piagentini told *Referee* magazine that he looked no further than a sixth-grade intramural basketball program for a solution. "In it," he said, "we've always paid either adults or high-school students to referee. We thought of getting our at-risk students involved in officiating that program so they could learn responsibility and positive-leadership skills."

The program, which cost about \$700 to start, began last September when nine at-risk students signed up. After attending the required training sessions, the students were assigned to officiate two days a week, three games a day, at \$5 a game.

Piagentini said that once the program became established, school staff members noticed a "remarkable change in our at-risk students' behavior. Attendance greatly improved, disciplinary referrals dramatically decreased and the first-quarter grade-point averages significantly increased over their five prior grade-reporting quarters."

## News quiz

Answers to the following questions appeared in June issues of *The NCAA News*. How many can you answer?

1. The 12-member search committee formed to seek a new NCAA executive director includes how many NCAA Presidents Commission members? (a) three; (b) four; (c) five; (d) six.
2. How many hits did University of California, Los Angeles, pitcher **Lisa Fernandez** give up in a 1-0 Division I women's softball title-game loss to the University of Arizona? (a) none; (b) one; (c) two; (d) three.
3. How many postseason football bowl games have been certified by the NCAA for 1993-94? (a) 16; (b) 17; (c) 18; (d) 19.
4. True or false: The Southeastern Conference plans to require member schools to provide a minimum of two more women's sports than men's sports.
5. True or false: Louisiana State University won its first Division I Baseball Championship this year in Omaha.
6. How many teams currently are enjoying streaks of four or more consecutive NCAA championships titles? (a) seven; (b) eight; (c) nine; (d) 10.

Answers on page 24.

## Fact file

Only 25 U.S. hotels won the 1992 Association Meetings magazine **Inner Circle Awards** for outstanding service and facilities, and two are among those used regularly for NCAA Conventions—**Opryland Hotel**, Nashville, and **Loews Anatole Hotel**, Dallas. Another of the 25 will be the NCAA Convention site for the first time in 1995—**San Diego Marriott Hotel and Marina**. And two more were past NCAA Convention hotels—the **Palmer House Hilton**, Chicago (last used by the NCAA in 1975), and the **New Orleans Hilton Riverside** (1986).

Source: Association Meetings magazine, cited in a trends supplement prepared for the NCAA Committee on Review and Planning.

## Committee notices

### Committee changes

The following changes, corrections and additions have been made to information in the 1993 NCAA Committee Handbook (appointments are effective immediately unless otherwise noted).

#### Convention committees

**Men's Committee on Committees:** **Corey B. Johnson**, director of athletics, Colorado State University, appointed as the Division I, District 7, representative, replacing **Glen C. Tuckett**, retiring from Brigham Young University.

#### Special committees

**Ad Hoc Committee to Administer the Conference Grant Program:** Dissolved as of July 1, 1993 (see page 61 of the 1993 NCAA Committee Handbook).

**Special Committee to Review the Mission of the NCAA Foundation:** Dissolved as of July 1, 1993 (see pages 62-63 of the handbook).

#### Council subcommittees

**Council Subcommittee on Professional Baseball Issues:** New subcommittee. **Charles N. Lindemann**, Humboldt State University, chair; **Chris Monasch**, Northeast Conference; **Richard A. Rosenthal**, University of Notre Dame; **Robert M. Sweazy**, Texas Tech University.

#### Council

**John V. Kasser**, director of athletics, University of California, Santa Barbara, California 93106, appointed to the Big West Conference position on the Council, replacing **Kay Don**, no longer at an institution in that conference.

#### General committees

**Basketball Officiating Committee:** **Peter J. Carlesimo**, men's basketball coach, Seton Hall University, appointed, effective September 1, 1993, to replace **Denny Crum**, University of Louisville, who declined reelection.

**Honors Committee:** **Alan C. Page**, Minnesota Supreme Court, appointed, effective September 1, 1993, to replace **Ed Bradley**, CBS News, who declined appointment to replace **Roger Staubach**.

**Olympic Sports Liaison Committee:** **Micki King Hogue**, special assistant to the director of athletics, University of Kentucky, appointed to replace **David L. Maggard**, no longer at an NCAA member institution.

**Professional Sports Liaison Committee:** **Chester S. Gladchuk**, director of athletics, Boston College, appointed to replace **John David Crow**, no longer a Division I-A athletics director. Appointment is effective September 1, 1993.

**Gene Keady**, men's basketball coach, Purdue University, appointed to replace **Roy Williams**, who declined appointment. Appointment is effective September 1, 1993.

#### Championships committees

**Division III Championships Committee:** **Robert E. Williams**, director of athletics, Swarthmore College, appointed as a Division III Council representative, replacing **William E. Lide**, no longer at a Division III institution.

#### Sports committees

**Men's Basketball Rules Committee:** **Robert E. Hanson**,

men's basketball coach, University of Nebraska, Omaha, appointed to replace **Clarence E. Gaines**, retired.

**Women's Basketball Rules Committee:** **Marianna Freeman**, women's basketball coach, Syracuse University, appointed to replace **Cheryl Burnett**, Southwest Missouri State University, resigned from the committee.

**Men's Soccer Committee:** **Dan Audette**, men's soccer coach, Kutztown University of Pennsylvania, appointed to replace **Samuel B. Snow**, resigned at Florida Southern College.

**Harold "Chappy" Menninger**, director of athletics, Fairfield University, appointed to replace **Don J. DiJulia**, St. Joseph's University (Pennsylvania), resigned from the committee.

#### Presidents Commission

**Betty Turner Asher**, President, University of South Dakota, 414 East Clark Street, Vermillion, South Dakota 57069-2390 (Division II), appointed, effective July 8, 1993, to replace **Bob H. Suzuki**.

**Robert A. Burnett**, President, Armstrong State College, 11935 Abercorn Street, Savannah, Georgia 31419-1997 (Division II), appointed to replace **Olin B. Sansbury Jr.**, effective with his retirement date, which is not certain at this point.

**Adam W. Herbert**, President, University of North Florida, 4567 St. Johns Bluff Road South, Jacksonville, Florida 32224-2645 (Division II), appointed to replace **Anthony James Catanese**, effective September 1, 1993.

# ■ Comment



The NCAA News

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The Comment section of The NCAA News is offered as a page of opinion. The views do not necessarily represent a consensus of the NCAA membership.

## Changing equations in college athletics

By Kevin M. White  
TULANE UNIVERSITY

Due in large part to an economic slowdown in recent years, intercollegiate athletics has entered into a "compression state." Similar to the one experienced by American business—where we have observed a reduction from 40 airlines down to three or four major players and from 100 breweries down to a handful that dominate the market—the compression of intercollegiate athletics is resulting in four or five major consortiums.



White

These consortiums, which I believe will represent 60 or 70 institutions by 2000, are in the process of linking with all the football bowl games and eventually will dominate all national and regional television revenues within intercollegiate athletics.

This will leave the institutions on the outside distinctly out of position. To use a rental-car comparison, these institutions will be looking up at Hertz and Avis from the "rent-a-wreck" position in the marketplace.

Also, with the national television dollar shrinking, these consortiums will garner a larger share of a smaller pie. Other institutions will get little or no "pie." With that, we also will see the development of many non-traditional events and activities, including regional playoffs and conference-championship games.

As we continue to watch this unfold, the disparity within Division I athletics will continue to grow. At some point, the consortiums may even form their own closed unit, positioning themselves with an option to divest from the NCAA. However, my sense is that this option will not need to be exercised because they will successfully leverage an appropriate share of NCAA dollars and enjoy favorable legislation, thereby negating the need to defect.

A related issue is how to solve the gender-equity equation. With many colleges facing Office of Civil Rights lawsuits, it is apparent that we finally have reached a crossroads regarding Title IX mandates.

From 1972 through 1982, women's sports began to emerge on the intercollegiate level. There are considerable data that suggest that the growth of women's programs did not occur at the expense of men's programs since

See **Equations**, page 15 ▶

## Integrity in intercollegiate sports

Evaluation must begin by considering the context

By Thomas K. Hearn Jr.  
WAKE FOREST UNIVERSITY

Ethical ideas and ideals reflect paradigms of social structures, methods of organization by which societies allocate duties and responsibilities so that there can be the achievement of common goals. Human beings are not self-sufficient. We cannot survive alone. We must live in groups, allocate duties and responsibilities within and among groups, and maintain the necessary degree of coherence and cooperation to make social organization possible.

The fundamental social paradigm is the family. In a family, members voluntarily work together for shared aims, willingly sacrificing personal welfare for the good of others in the family. Family members recognize the relationship between personal and group aims. Families exhibit a high degree of voluntary cooperation based on affection, and there is a "natural" ordering of authority.

As in Judeo-Christian ethics, those who believe that the basic moral imperative is to love other people reflect an ideal of social organization that has the family as its basic metaphor. There is a "family of mankind" in which we are all brothers and sisters living under the divine authority whose basic imperative is to "love one another."

A different social paradigm, also having an ancient history in human society, is the military model of organization. This alternative paradigm yields a different set of ethical values. In a military organization, conflict resolution is taken to require the organized use of violence. Cohesion and cooperation are achieved not through voluntary commitment but through a strict hierarchical organization with discipline allocated according to rank. In the military structure, people are to do what they are told because they have been told to do so. Uniformity of action is based on commands from a superior officer and leaves no room for independent belief and perspective.

An army is not a family. The military metaphor of social organization and ethical behavior differs in basic ways from the system based on familial ideals. The basic difference perhaps is that family systems regard cooperation as the basic social necessity while the



Thomas K. Hearn Jr.

military scheme takes competition as the requirement of human organization.

Athletics in general, and intercollegiate athletics in particular, are ethical reflections of the military system of social organization. The metaphors of war and conflict are everywhere in sport, which glorifies competition and seeks victory over the foe in surrogate combat. The ruling principle—the organizing ideal in athletics—is victory in competitive conflict. In a family system, the ruling ideals are cooperative rather than competitive.

Our athletes wear uniforms and march onto the fields of battle accompanied by drums and waving banners, not to mention the deafening roar of the fans (remember that "fan" is short for "fanatic"). Our "fight" songs are laden with the language of military conflict: "Die for dear old alma mater," they say in one set of terms or another. The aim of conflict is victory, not virtue or happiness. When the outcome of the conflict is important enough to the combatants, no rule is so important that it should not be bent or broken in the pursuit of victory. There are "rules of war," of course, but the primary rule is "to the victor belong the spoils." The virtues of compassion and kindness, rooted in the family paradigm, have little place on any field of conflict. Our student-athletes are soldiers on real and symbolic fields of conquest.

The concern about integrity in college athletics is at least partially a

concern about the relationship between the "ethics" of militarism and competition on the one hand and the "ethics" of social cooperation on the other. We want student-athletes to be individuals who are thoughtful, concerned for the welfare of others, ideal sons and daughters in the human family. But student-athletes are socialized from their youth onward into a system that has different values and ideals.

When Sharon K. Stoll and her colleagues discover that student-athletes score progressively worse on various "moral I.Q." tests, the reason may be frighteningly obvious.

The moral tests are drawn from social and ethical values quite different from those that prevail in organized athletics. General social values that the tests measure (Kohlberg's levels of moral development) are contradicted by what the players on our teams are learning as they progress through the system of organized athletics.

For students and for coaches, the outcome of these contests is of ultimate importance. Someone gets to play, and someone doesn't. Someone gets a scholarship, and someone doesn't. Someone gets an extension of a contract or wins a conference or national title. Someone doesn't. Some very few will make literal fortunes. When the outcomes are so vital for those involved, is it right or not to bend or break the rules? The answer to that question is far from obvious, depending on which ethical system we presuppose.

There is thus a fundamental conflict in values between a set of norms drawn from the paradigm of the family and another pervasive scheme drawn from military organizations. The military model reigns in the lives of student-athletes and athletics department personnel. This is not said in criticism of the model. As the Duke of Wellington said, "The Battle of Waterloo was won upon the playing fields of Eton." The military scheme would not have the power it has without a long history in human organization. Our subject presents us, however, with conceptual conflict growing from the differing values of differing social systems.

### NCAA rules

The character of the regulations

See **Integrity**, page 8 ▶

## □ Opinions

### Coach: Grad rates up, but opportunity down

John Chaney, men's basketball coach  
Temple University

*The Chronicle of Higher Education*

Discussing the latest NCAA graduation-rates report:

"This report may be just another indication that opportunities are being taken away from youngsters, and many more black youngsters in particular. If you want to have a great graduation rate, just keep raising the standards."

### Gender equity

Martin C. Jischke, president  
Iowa State University

*The Associated Press*

"A lot of female athletes coming out of high school now

really need strong teaching and development in fundamentals and skills. Consequently, across the country, the numbers have been down so you can have that good ratio for teaching.

"I think over time when it gets better on the high-school level, it will be easier for our women's coaches on the college level to take more numbers because they won't have to focus on some of the fundamentals that they focus on now...."

Eugene D. Smith, athletics director  
Iowa State University

*The Associated Press*

"We are an educational part of the institution, so we should be looked at in that way and subsequently funded that way."

# Ryan served as first Presidents Commission chair

By David D. Smale  
SPECIAL TO THE NCAA NEWS

John W. Ryan, who was one of four finalists to replace Walter Byers as executive director of the NCAA in 1987, believes he knows the qualities that will be required of the person who replaces Richard D. Schultz in that post.

"You need a person who demonstrates management skills; public relations skills, and a commitment to integrity, honesty and quality in program," Ryan said. "He has to have the capacity to provide leadership to all of the elements of the NCAA and the intercollegiate world; to assure that the experience of the student-athlete is a rich and varied experience that will carry him or her through a lifetime, and not simply an athletics experience."

"It's hard, really, to say it all in a sentence, but one of the main qualities of the leader of the NCAA is to believe in the right things, have the ability to do the right things and be willing to do the right things."

Ryan also believes he knows someone who is supremely qualified—John Ryan. "Naturally I'm qualified, I just gave you a definition that describes me," he said, tongue firmly implanted in his cheek. "I'm not falsely modest; after all, I'm Irish."

"Seriously, I'd love to do it, but next month I'll be 64 years old. I believe if they were to appoint someone of my age, that would be like telegraphing to the outside world, to the media or to politicians perhaps, that they didn't look for vigorous leadership, and they just appointed somebody who was going to be a puppet."

## No puppet

Ryan is not tied to anyone's strings. He served as president of the Indiana University system for 17 years by, in his words, "developing a sense of how to pull people together. I don't think a president is going to sit for a long time if he doesn't learn how to accommodate tensions among the various members of whatever group he's trying to work with, whether it be on the campus among his faculty, or in the state among his competitors, or in the private sector."

Ryan played a primary role in getting the NCAA Presidents Commission off the ground. In the early 1980s, he was in a



Ryan

## Where are they now?

### NCAA File

**John W. Ryan**

**Address:** School of Public and Environmental Affairs, Room 316, Indiana University, Bloomington, Indiana 47405.

**Occupation:** Professor of political science and public and environmental affairs, Indiana University, Bloomington.

**Formerly:** President of Indiana University; first chair of the NCAA Presidents Commission.

**Family:** Wife, Patricia (Pat); one daughter, two sons and five grandchildren.

leadership role with the American Council on Education (ACE) and the National Association of State Universities and Land-Grant Colleges. He also was the chair of the Council of 10, which comprised the Big Ten Conference presidents.

When ACE tried to organize a committee to govern intercollegiate athletics, Ryan was acutely interested.

"I was not a member of that committee, but as a member of the board, I was involved with it and aware of it," he said. "They formulated a proposal and brought it to the floor of the NCAA Convention that essentially said the presidents could cause things to be done without approval by the NCAA and that the NCAA would need the presidents' approval to get things done. It was soundly defeated."

"At the same Convention, the Presidents Commission was crafted as an idea to take its place. In other words, somebody recognized that there ought to be a focused role for presidents, but it shouldn't be as a dictator. There's no question that the ACE proposal was the fuel to galvanize the presidents."

## Obvious choice

Ryan was an obvious choice to head the new Commission. "The serendipity of it was that I happened to know virtually all of the Division I presidents and had worked with them for some time," he said.

"Also, Indiana was never noted as a major football school. It is very hard to subordinate rivalries, no matter how hard you try, even in an academic setting. But we didn't have any rivals. We have a very healthy competition with Purdue University,

but basically we're just the other team in some big games with Michigan and Ohio State. So I had a certain set of personal characteristics that allowed me to be elected in the first place."

The final qualification that helped Ryan was his acceptance of the cause of Byers. "He made a believer out of me," Ryan said. "He fully believed that corruption was so rampant that we were very close to the end of intercollegiate athletics if we didn't do something about it. I tried to communicate that sense, which I then adopted as my own, to the presidents who were members of the Presidents Commission."

## 'Source of solution'

"I refused to ever criticize, question or distrust Walter. I didn't really know Walter. I knew him as a name, but in a sense the NCAA was Walter Byers. Among the presidents, and I'm not so sure it was not throughout the organization, there were a lot of people who fashioned Walter Byers as the source of the problem. I decided that until Walter proved otherwise to me, I was going to fashion him as the source of the solution for the problem."

Byers convinced Ryan of a need to act. Ryan set out to make the Presidents Commission a permanent entity. The way to do that, he believed, was to make it quickly productive.

"Getting something done the first year was absolutely indispensable in getting something more done the second year and the third year and the fourth year," Ryan said. "In other words, to have drifted along for a year or two would have consigned the Presidents Commission to the dust bin of history. It would have been a nice collection of people to whom people paid no attention. I tried to get them to concentrate on that which we had a chance to get done in a two- or three-year window."

"We were in New York once for a press conference two weeks or so before the New Orleans special Convention (in 1985). We had eight propositions to put before this special Convention. A reporter prefaced his question by saying that a special Convention is unusual and that nobody is very sanguine about anything coming out. He said that these proposals are toothy enough that people will gag on them and you won't get anything done. Then he said, 'What do you think about that?'"

"My honest view was that he was right, but I said, 'No, my honest opinion is that all of our resolutions will pass. The only ques-

tion is how much more than 60 percent they'll get.' They all got about 80 or 90 percent, and that surprised me. And I wouldn't trust anybody who said he wasn't surprised."

## Management training

Very few people who know Ryan well are surprised by his resume. He recently served in the Agency for International Development, a division of the U.S. State Department. The agency helps "third-world countries develop their infrastructure," he said.

"The Congress adopted an act called the Seed Act, which had to do with the economic development of the newly freed Eastern bloc countries. One of the 25 or 30 projects in connection with that effort was to bring management training in the sense of an MBA-type training to those who would manage the privatized basic industries of central and eastern Europe—Czechoslovakia, Poland, Bulgaria, Rumania, Albania, Hungary and so on. I worked on the implementation of that."

Management training gets Ryan back to the topic of selecting Schultz's replacement. He knows that the perfect person may be hard to find—but not impossible. "I really think there must be people with all the qualities you need, who in addition are maybe in their 50s. The NCAA needs somebody who can take a 10-year look at things. They need someone who would bring the entire charisma of excellence and integrity and intelligence."

"I think Dick Schultz is a good executive director, so I think you couldn't go wrong looking at a resume similar to his. He's been well-received. From the very beginning, he worked hand-in-glove with the Presidents Commission. The Knight Commission thought highly of him. And he managed to keep the lid on... Federal legislation."

Ryan believes there will be some momentum toward selecting a college president for the role. But what it comes down to for Ryan is that intercollegiate athletics must strengthen itself on each campus.

"There's nothing wrong with changing the view of intercollegiate athletics, that it's a haven for dumb jocks," he said. "If you look at the finest leaders of our country in the professions of law, medicine, politics or religion, you'll find a huge proportion of them also were college athletes. Why do we let there be the continued perception that athletics is for the people who don't care anything about the mind?"

# Orientation session proves valuable to SEC

The Southeastern Conference has completed its first orientation program for new coaches in the league and will offer another session August 5.

The first orientation session—which was attended by approximately 40 coaches new to the SEC since August 1, 1992—was offered June 15 at the conference's headquarters in Birmingham, Alabama.

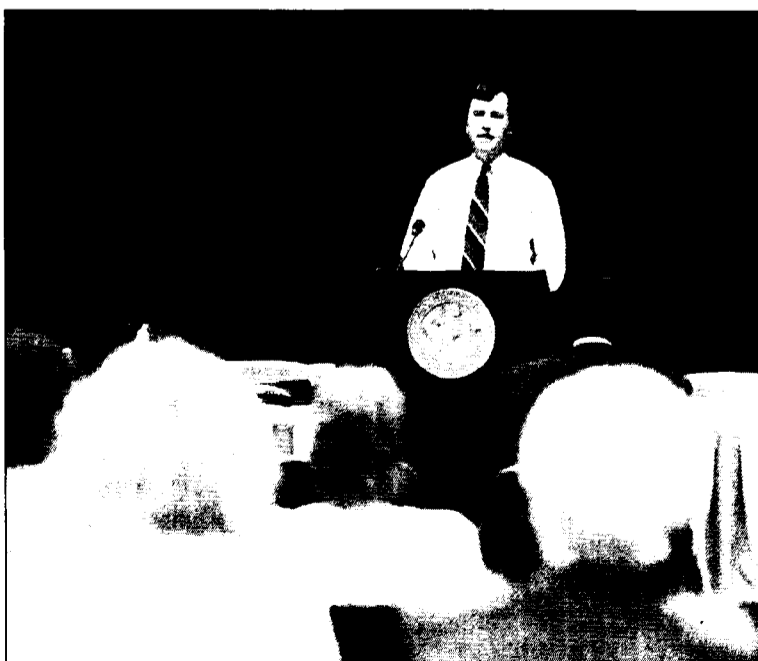
The purpose of the program is to supplement existing institutional orientation programs and to enhance the professional development of coaches. Topics ranging from the role of the SEC and NCAA to the role of athletics in higher education are addressed in the seminars.

"The program is designed to provide an in-depth understanding of the role of the conference and its strong commitment in the areas of compliance, academic integrity, institutional control and

public relations," SEC Commissioner Roy F. Kramer said.

"This program will help our conference meet the rapidly changing expectations of the higher education community in the areas of institutional control, academic integrity, ethical behavior and student-athlete welfare," said Vincent J. Dooley, athletics director at the University of Georgia and a member of a steering committee set up to oversee the orientation program.

Kramer and Dooley were among the speakers at the first orientation session, which also featured such speakers as University of Mississippi Chancellor R. Gerald Turner, former NCAA Presidents Commission chair; C. M. Newton, athletics director at Vanderbilt University; former NCAA President Wilford S. Bailey, Auburn University; Wade Houston, head men's basketball coach at the University of Tennessee, Knoxville, and several institutional representatives.



R. Gerald Turner, chancellor of the University of Mississippi and former chair of the NCAA Presidents Commission, addressed the Southeastern Conference orientation session June 15. The SEC's next session is scheduled for August 5.



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# Proclamation honors NYSP

The National Youth Sports Program (NYSP), now in its 25th year of service, was honored July 1 with the declaration of National NYSP Day by President Clinton.

Congress passed the proclamation with bipartisan support from Sens. Dennis DeConcini, R-Arizona, and Thad Cochran, R-Mississippi, and Reps. Bill Young, R-Florida, and Tim Roemer, D-Indiana.

Since its inception in 1969, NYSP has served more than one million disadvantaged youths, ages 10-16,

by providing them a unique opportunity to benefit from resources made available by local colleges and universities.

In 1993, with a \$9.424 million grant from the Office of Community Services and with two-thirds of operating expenses paid for by other public and private sources, the NCAA and 170 selected institutions of higher education will carry out the program's 25th year.

NYSP is an instructional program for boys and girls from low-income households. The program

uses sports instruction and competition as a vehicle to enhance self-esteem and respect. The program provides participants with instruction in career and educational opportunities and with exposure to the college environment.

Each participant receives a free medical examination and follow-up, if necessary. Also, each participant receives a free meal each day. The aim of the NYSP is to help at-risk youth learn to "walk tall—talk tall—stand tall."



President Clinton signed a proclamation (above) July 1 honoring the National Youth Sports Program (NYSP) and designating July 1 as National NYSP Day. Congress passed the proclamation with bipartisan support from several senators and representatives, including Rep. Tim Roemer (far left), D-Indiana, who is shown with Demetrius H. Marlow, NYSP project administrator at the University of Notre Dame. Joining Roemer in support of the proclamation were Sens. Dennis DeConcini, R-Arizona, and Thad Cochran, R-Mississippi, and Rep. Bill Young, R-Florida.



## Court affirms Colorado State Title IX ruling

In the second appellate court opinion interpreting the substantive requirements of Title IX in the context of intercollegiate athletics, the U.S. Court of Appeals for the 10th Circuit ruled July 7 that Colorado State University's elimination of its women's fast-pitch softball team violated Title IX and affirmed the order requiring Colorado State to reinstate the team to varsity status.

Although the decision serves as precedent only for courts in six Western and Midwestern states, it follows the aggressive interpretation of the Title IX requirement that institutions effectively accommodate the interests and abilities of its male and female student-athletes that characterized the April 1993 decision of another appeals court in *Cohen v. Brown University*.

The court's reliance in the Colorado State case on the Title IX regulation, the 1979 Title IX intercollegiate athletics policy interpretation and the Title IX intercollegiate athletics investigator's manual indicates that those standards are the ones the higher education community should use to assess Title IX compliance.

### Also dropped baseball

The action was filed by former members of the Colorado State women's varsity fast-pitch softball team after the university announced that it was discontinuing that sport (18 participants) and men's baseball (55 participants).

Following trial, the lower court found that Colorado State had violated Title IX by failing to accommodate effectively the interests and abilities of its women students and ordered reinstatement of the women's softball team.

To evaluate Colorado State's compliance with Title IX, the court applied the tripartite test contained in the Department of Education Title IX policy interpretation for assessing effective accommodation of student interests and abilities with respect to opportunities for intercollegiate competition—whether intercollegiate-level participation opportunities for male and female students are provided in numbers substantially proportionate to their respective enrollments, whether there is a history and continuing practice of program expansion for women, or whether the interests and abilities of women have been fully and effectively accommodated by the existing program.

### Proportionality

On appeal, Colorado State argued that the 10.5 percent disparity between female undergraduate enrollment (48.2 percent in 1992-93) and female athletics participation (37.7 percent) of female students was substantially proportionate.

The court found that the disparity was not substantially proportionate. It noted in passing that "(t)he fact that many or even most other educational institutions have

a greater imbalance than CSU does not require a different holding." In support, the court cited the example in the Title IX investigator's manual, which illustrates substantial proportionality by using undergraduate enrollment and athletics participation figures that are exactly the same.

### Program expansion

On the second prong of the tripartite test, Colorado State argued that the lower court should have given greater weight to its dramatic expansion of women's athletics opportunities during the 1970s. Although the university had established 11 sports for women then, women's participation opportunities had declined steadily during the 1980s and budget cuts over the past 12 years had affected women (34 percent decrease) more than men (20 percent decrease).

The court also said that institutions cannot be found to have "expanded" opportunities for women by making cuts in both the men's and women's sports programs. "Financially strapped institutions may still comply with Title IX by cutting athletics programs such that men's and women's athletics participation rates become substantially proportionate to their representation in the undergraduate population."

### Accommodation

In looking at the third factor, the court ruled that the district court improperly had placed the

burden of proof on Colorado State to demonstrate that its athletics program fully and effectively accommodated the interests and abilities of women athletes. The court said that it is up to plaintiffs to show that this standard has not been met, as an institution would be hard-pressed to establish the full and effective accommodation of the interests and abilities of its women athletes in the abstract.

Despite this procedural deficiency, the appeals court found that there was sufficient evidence in the record to find that the plaintiffs had met the burden of showing that Colorado State had not accommodated their interests. The court noted that this issue is less complicated when plaintiffs seek reinstatement of an established team, rather than creation of a new one.

Colorado State claimed that it was only obligated to accommodate its women athletes to the extent it accommodated its men athletes. Because both women's softball and men's baseball were eliminated and there were more disappointed male than female athletes, the university said it had met its Title IX obligation. The appeals court rejected this argument, citing the language of the court in the *Brown* case: "This benchmark sets a high standard: it demands not merely some accommodation, but full and effective

## Swimming reaffirms position

The NCAA Men's and Women's Swimming Committee is reminding coaches that under Rule 3-1-2 in the 1993 NCAA Men's and Women's Swimming and Diving Rules book, no swimmer is permitted to wear or use any device to help speed or buoyancy in competition.

The committee, during a telephone conference in May, reaffirmed its position on this matter in light of ongoing technological advances in swimming and diving equipment. Devices designed to increase speed or enhance buoyancy that are added to the head, feet, hands or other parts of the body are not allowed for use in intercollegiate competition.

Specifically, the committee believes that the attempt to increase speed by the addition of equipment to the swimmer that alters the body form is in opposition to the spirit of the rule.

While the committee is not responsible for testing or approving playing equipment, it does reserve the right to disallow the use of equipment that does not comply with Rule 3-1-2.

See **Decision**, page 20 ►

# Committee awards Final Four sites

The NCAA Division I Men's Basketball Committee has recommended sites for the 1998, 1999, 2000, 2001 and 2002 Division I Men's Basketball Championship finals.

The committee, meeting July 4-8 in Newport, Rhode Island, will forward its selections to the NCAA Executive Committee for approval at that group's August 12-13 meeting.

The basketball committee will recommend the following sites to the Executive Committee:

■ 1998—San Antonio, Alamodome (capacity: 32,000-40,000). Host: Southwest Conference.

■ 1999—St. Petersburg, Florida; Florida Suncoast Dome (capacity: 32,300). Host: University of South Florida.

■ 2000—Indianapolis, Hoosier Dome (capacity: 47,100). Hosts: Butler University and Midwestern Collegiate Conference.

■ 2001—Minneapolis, Hubert

H. Humphrey Metrodome (capacity: 50,000). Host: University of Minnesota, Twin Cities.

■ 2002—Atlanta, Georgia Dome (capacity: 40,000). Hosts: Georgia Institute of Technology and Metropolitan Collegiate Athletic Conference.

Of the five facilities recommended, three—the Alamodome, the Suncoast Dome and the Georgia Dome—never have played host to the Final Four. The remaining two—the Hoosier Dome and the Metrodome—have combined to host the championship semifinals and final three times since 1980.

The basketball committee originally planned to award Final Four sites through 2000, but committee chair and Duke University athletics director Tom Butters said it was in the best interests of the tournament and college basketball to award a future Final Four to each city making a presentation.

## Other highlights

*In other actions at its July 4-8 meeting in Newport, Rhode Island, the Division I Men's Basketball Committee:*

■ Extensively reviewed the issue of commercialism at the Final Four and agreed that the committee should continue to do all in its power to ensure a noncommercial environment with the focus remaining on the participating student-athletes, their coaches and fans.

■ Appointed a subcommittee to review championship ticket policies, with consideration to be given to increasing Final Four allotments for participating teams.

■ Increased the participating institution's ticket allotment at first- and second-round sites to 350, beginning with the 1995 tournament.

■ Agreed that in the selection process for tournament officials, conferences must submit a ranking of all officials who worked 10 or more games during the regular season.

■ Reaffirmed that the coach of the winning team from the first semifinal game at the Final Four will be available to CBS Sports for an interview at half time of the second semifinal game.

■ Opposed a proposal from the Collegiate Commissioners Association to permit conferences to conduct championship games on the Monday or Tuesday after selections are made.

■ Accepted recommendations from the Na-

tional Association of Basketball Coaches to limit the involvement of the team hosts at championship sites, to develop a new admission credential for participants and to revise practice schedules.

■ Determined that tournament hosts no longer will be allowed to host a reception for team representatives, media and others on the night before competition.

■ Agreed that team bands and cheerleaders will not be permitted to perform at events, except official institutional functions, during the Final Four week without NCAA approval.

■ Voted to require the use of combined game clocks and shot clocks at all sites, beginning in 1994.

■ Received a policy relative to the involvement of minority- and women-owned business enterprises in the championship and agreed to forward it to the Executive Committee.

■ Agreed to award a full honorarium to all off-campus hosts of the 1993 championship.

■ Denied an appeal for automatic qualification from the Midwestern Collegiate Conference.

■ Received a report from CBS Sports stating that the average television rating for the entire tournament established a record.

■ Reviewed 1993 championship financial reports, attendance summaries and merchandising reports.

# I women's basketball tournament eyes format changes

With an eye toward expansion to 64 teams in next year's Division I Women's Basketball Championship, the NCAA Division I Women's Basketball Committee spent much of its recent meeting discussing format changes for the tournament.

Meeting July 4-8 in Newport, Rhode Island, the committee voted to recommend to the NCAA Executive Committee that 32 first-round games be played on the campuses of competing schools. The 32 winners will advance to 16 on-campus sites.

Previously, the 48-team bracket began with 16 first-round games at campus sites. Another 16 teams were given byes into the second round. With expansion to a 64-team field, all teams will start play in the first round.

The committee also will recommend that 16 teams be seeded nationally, instead of the current eight.

## Site changes

As reported in the July 7 issue of The NCAA News, the basketball committee also recommended sites for the 1996, 1997 and 1998 Women's Final Fours as well as 1996 and 1997 regional competition.

## Other highlights

*In other actions at its July 4-8 meeting in Newport, Rhode Island, the Division I Women's Basketball Committee:*

■ Voted to recommend the following 32 conferences for automatic qualification into the 1994 championship: Atlantic Coast, Atlantic 10, Big East, Big Eight, Big Sky, Big South, Big Ten, Big West, Great Midwest, Metro Atlantic Athletic, Metropolitan Collegiate Athletic, Mid-American Athletic, Mid-Continent, Mid-Eastern Athletic, Midwestern Collegiate, Missouri Valley, North Atlantic, Northeast, Ohio Valley, Pacific-10, Southeastern, Southern, Southland, Southwest, Southwestern Athletic, Sun Belt, Trans America Athletic, West Coast and Western Athletic Conferences; Colonial Athletic Association; Ivy Group, and Patriot League.

■ Voted to provide two timeouts per half in nontelevised games to radio stations covering the tournament. The stations must be commercial stations that have paid a rights fee. The timeouts will come at the 12-minute and six-minute marks of each half. Teams still will be allowed five timeouts per game under this format.

■ Met with representatives of CBS Sports and ESPN to discuss the 1993 telecasts and promotional plans for coverage of the 1994 bracket announcement and tournament.

■ Met with representatives of the Women's Basketball Coaches Association.

Since then, two of the recommended regional sites have been switched. Stephen F. Austin State University will now be recommended as host of the 1996 Midwest regional in Nacogdoches,

Texas, rather than the 1997 Midwest regional. The University of Iowa will be recommended as host of the 1997 Midwest regional in Iowa City, rather than the 1996 regional.



*The NCAA Division I Women's Basketball Championship, which Texas Tech University won last season, might begin next year with 32 first-round games on campus sites. Last season, 16 first-round games were played on the campuses of competing schools.*

# III format change urged

A new championship format accommodating 40 teams was the topic of discussion at the Division III Women's Basketball Committee's July 6-9 meeting in Sun Valley, Idaho.

The committee voted to structure the 1994 tournament in the same manner as the Division III Men's Basketball Championship. The women's bracket is being expanded from 32 teams to 40, beginning with the 1994 championship.

The women's committee will recommend to the NCAA Executive Committee that eight first-

round games be played on a Wednesday. Regional and sectional competition would follow on the next two weekends, respectively, followed by a four-team final on the third weekend. All games would be played on the campuses of competing schools.

The committee will recommend that each region be guaranteed selection of a minimum of four teams and a maximum of six teams. Regions with more than four teams participating would play first-round games. Regional games will be played on Saturdays. In the past, schools had a choice of playing on Friday or Saturday.

## Other highlights

*In other actions at its July 6-9 meeting in Sun Valley, Idaho, the Division III Women's Basketball Committee:*

■ Voted to request an increase to 15 in the squad size for championships. Presently, 14 student-athletes are allowed to be in uniform for the championship. The increase would not affect the size of the official traveling party, which would remain at 18.

■ Discussed and expressed favor for the concept of a play-in system—beginning with the 1996 tournament—that would allow for championship access for all eligible conferences.

■ Recommended that the Division III membership be surveyed regarding the possibility of predetermined finals sites.

■ Agreed to strongly encourage conferences to select a conference champion by 1 p.m. Central

time Sunday, February 27, to allow for announcement of the championship bracket on the Division III men's selection show.

■ Voted to recommend automatic qualification to the 1994 championship for the following conferences: College Conference of Illinois and Wisconsin and Midwest Athletic Conference for Women; Dixie Intercollegiate Athletic, Iowa Intercollegiate Athletic, Little East, Massachusetts State College Athletic, Middle Atlantic States Collegiate Athletic, Minnesota Intercollegiate Athletic, New Jersey Athletic, North Coast Athletic, Ohio Athletic, Old Dominion Athletic, Southern California Intercollegiate Athletic, State University of New York Athletic and Wisconsin Women's Intercollegiate Conferences, and Empire Athletic, Michigan Intercollegiate Athletic and University Athletic Associations.

## I baseball proposes six play-ins

In response to the NCAA Executive Committee's request that play-ins be offered to conferences not granted automatic-qualification privileges for the Division I Baseball Championship, the NCAA Division I Baseball Committee will propose that 12 conferences participate in such contests.

The committee, which met July 11-14 in Monterey, California, will recommend that automatic qualification be granted to the following 18 conferences for the 1994 championship: Atlantic Coast, Big East, Big Eight, Big South, Big Ten, Big West, Metropolitan Collegiate Athletic, Mid-American Athletic, Midwestern Collegiate, Missouri Valley, North Atlantic, Pacific-10, Southeastern, Southland, Southwest, Sun Belt and Western Athletic Conferences and the Colonial Athletic Association.

Six remaining spots reserved for conference entries would be determined by play-ins among the champions of 12 conferences.

The play-ins would occur before championship selection and would be conducted in a best two-of-

### Other highlights

*In other actions at its July 11-14 meeting in Monterey, California, the Division I Baseball Committee:*

- Revised the home-team determination policy for the Division I championship game to state that a single undefeated team will serve as home team. If both teams in the game are undefeated or if both have one loss, a coin flip will decide the home team.
- Discussed ways to increase the number of tickets available to competing institutions and to fans from outside the Omaha area.
- Reaffirmed for use in 1994 the publicly available procedures that were used to select teams for the 1993 championship.
- Reaffirmed support for the umpiring program and proposed an increase in umpires' regional fees from \$825 to \$900 and championship fees from \$1,150 to \$1,300.
- Discussed the site-selection process for regional sites. While no action was taken, the topic will be discussed again at the committee's meeting in November.

three-games format.

The committee will recommend the following pairings: Mid-Eastern Athletic Conference champion at Trans America Athletic Conference champion; Southwestern Athletic Conference at West Coast Conference; Metro Atlantic Athletic Conference at Atlantic 10 Conference; Ohio Valley Conference at Southern Conference; Ivy Group at Northeast Conference, and Patriot League at Mid-Continent Conference.

#### Tourney review

In the wake of the most success-

ful championship in tournament history, in which attendance records were broken again, the committee also conducted an extensive review of the event and reaffirmed procedures and policies that it believes contributed to its success.

With two years left on a five-year contract to conduct the College World Series in Omaha, Nebraska, the committee discussed the future of the championship, including the possibility of adding teams at the College World Series and revising the bracketing. No formal actions were taken, however.

## II committee stays with championship site

The NCAA Division II Baseball Committee voted to recommend that Montgomery, Alabama, continue to serve as the site of the Division II Baseball Championship through 1997. The request is subject to approval by the NCAA Executive Committee.

The Division II Baseball Committee met July 14-17 in Cambridge, Massachusetts.

The NCAA has conducted the Division II championship in Mont-

gomery since 1985.

In an action involving the championship's format, the committee voted to recommend a cross-bracketing arrangement in which the winner of Game 9 will play the winner of Game 7 and the winner of Game 10 will play the winner of Game 8. The committee believes that cross-bracketing will prevent two teams in the same four-team bracket from playing each other three times.

### Other highlights

*In other actions at its July 14-17 meeting in Cambridge, Massachusetts, the Division II Baseball Committee:*

- Voted to recommend automatic qualification to the 1994 championship for the following conferences: California Collegiate Athletic and Mid-America Intercollegiate Athletic Associations, and Great Lakes Valley, Gulf South, New England Collegiate, North Central Intercollegiate Athletic, Northern California Athletic, Peach Belt Athletic, Pennsylvania State Athletic and Sunshine State Conferences.

- Agreed that the nontraditional segment (fall playing season) will not be considered in evaluation of teams for championship competition.

- Agreed that it would consider conducting regional competition at neutral sites.

- Discussed the need to stress Division II scheduling to all Division II members.

## Integrity

### Athletics caught in cross fire of military system of organization and paradigm of family

► Continued from page 4

and rules of the NCAA inhibits or even forbids the development of thoughtful ethical judgment on the part of those who participate in intercollegiate athletics. In this rule-governed system, the question is seldom whether some course of conduct is good or bad for student-athletes or even whether it is morally right or wrong. The NCAA environment dictates a circumstance in which the only question is, "Is this prohibited by the rules?" or "Is it permitted by the rules?" Conformity to the rules has replaced ethical and moral judgment. I doubt that any of us have reflected enough on this important matter.

The formal and literal observance of the rules has replaced ethical and moral judgment within the structure of the NCAA. The NCAA Manual offers a compelling illustration of the fact that one cannot codify ethical conduct, that judgments of right and wrong cannot be specified comprehensively for any and all circumstances of conduct. When the rules so often conflict with common sense and with the welfare of student-athletes, ethical judgment and decision-making must inevitably be impoverished. Ethical conduct ultimately depends upon personal integrity and character because the circumstances of the moral life cannot yield a comprehensive list of "do's" and "don'ts."

When the norms of permissible conduct are decided by reference to a manual—any sort of manual—then basic human ethical reflection and judgment will necessarily be lost. My point is not to be critical of the NCAA rules. These rules exist because the com-

*"The formal and literal observation of the rules has replaced ethical and moral judgment within the structure of the NCAA."*

petitive circumstances of intercollegiate athletics create an environment of basic distrust. In such an environment of distrust, regulations of ever more particularity and specificity are required to be certain that no one is able to gain—in a phrase we know and love—"competitive advantage." We need to ponder the moral implications of that phrase, given the military metaphor that it reflects.

Rule-governed behavior is not the same as ethical behavior. Living by fixed rules is low-order behavior in the Kohlberg scheme. Living by the rules has been substituted in our athletics departments for personal integrity. When a coach devises an ingenious way of keeping the "letter" of a rule while violating its spirit and intent, we do not regard that conduct as evidence of a lack of personal or professional integrity. No penalties are exacted for such behavior. "Everybody does it." This is exactly the outcome we can expect when rule conformity replaces personal integrity.

#### Apollo vs. Dionysus

There is another reason why the issue of integrity in college sports is a complex question for the university community. One of the oldest debates in Western thought concerns the relative roles of reason and passion in the control of human conduct. The thoroughgoing rationalism of Plato was immediately challenged by the Aristotelian notion that the

ends of conduct are set by desire or passion, and the only role of reason is the instrumental one of determining how these ends are to be achieved. The rationalist/romantic debate is profound. Each age renews this ancient dispute in its new terminology and with its new questions.

The university exists to exalt the role of reason, to discover truth, and to enable human beings to discover reasonable courses of action and to follow them. In other terms, the aim of the university is to diminish the power of passionate impulse in human life and society and to exalt the role of reason. (I say this despite the fact that the social thinkers of greatest influence in our century and in our universities—Freud, Darwin, Marx—did not believe that reason ultimately ruled in human conduct and society.)

We are perplexed and disappointed in the behavior of our students when, under the influence of the god Bacchus, they practice rituals and engage in behavior that reminds us that we are the descendants of tribes and clans. What is "pagan" behavior? We want our students to be reasonable and thoughtful, to limit passion and its social influence. We believe that the habits of our students—in eating, drinking, sexual conduct—should be quite otherwise than they are. Why are we so surprised when, in the face of the threat of AIDS, our students do not practice safe sex?

Nowhere is the power of passion in human life more evident than in athletics contests. The very presence of these events in the university community is an institutional reminder of this ancient and troubling conflict between Apollo and Dionysus. Thus the university's concern about athletics goes much deeper than the simple questions of academic standards and integrity. It goes to the very purpose of athletics ritual in society and the power of the passions we exhibit there.

In the emotional climate of an athletics contest, otherwise thoughtful people become frenzied and fanatical, screaming and acting in ways that contradict the commitments of those careful and always reasonable individuals who inhabit our classrooms and laboratories. For many people, going to our university-sponsored games provides the only experiences of ecstasy in their lives. People have license there to be—quite literally—crazy.

In this fundamental conflict, the football stadium confounds the library. The university community has the library at its center. The football stadium is at the fringe. But is it that way in human life? We are not sure, and in that uncertainty there is fear.

I have a friend who is a philosopher of substantial reputation and accomplishment. He is an utterly reasonable man. He is a baseball fan of a team whose competitive success has been, to say the least, modest. A few years ago, almost like a miracle, this team emerged as a contender for the league title and the opportunity to play in the World Series. At the crucial game, my friend was there. The game was close, and in the late innings,

the hero of the team came to bat with runners in scoring position. The chant of this player's name began and soon was echoing through the entire stadium. It was so loud that the place veritably shook with the noise and stomping.

My philosopher friend, too, was caught up in this ecstatic moment. But at that intense moment, he had a sudden and frightening thought that he repeated to himself then and later to me: "I know what it was like in the Third Reich." In the athletics houses of our universities, we build institutional symbols that remind us of the dark and frightening passions of the soul.

Our academic distrust of athletics is not because we know games are trivial and learning is ultimate. Our distrust is that in these rituals we confront powers that reason, and the life of reason, fears it cannot control.

Universities are devoted to teaching and the learning process. We manage those processes reasonably well. We understand the faculty. Our university leaders are largely products of the academic enterprise. It is therefore not surprising that we have managed athletics so poorly. It is a social embodiment of an alternate world view that at one level we do not understand. At another level, however, we do understand and we are afraid: fanaticism, mass hysteria, violence, anarchy and mayhem. These, too, are in the breast of the beast.

*Thomas K. Hearn Jr. is president of Wake Forest University and a member of the NCAA Presidents Commission. He expresses gratitude to Professor James Rachels for discussing these topics with him.*

# Tennis committee moves ahead with team-match format plan

What began as a means of shortening matches while retaining doubles play as an integral part of the match has quickly taken root in NCAA tennis.

At its annual meeting July 11-14 in Sun Valley, Idaho, the NCAA Men's and Women's Tennis Committee discussed various timetables and procedures for implementing the team-match format that features three eight-game, pro-set doubles matches and six singles matches. Any changes are subject to approval by the NCAA Executive Committee.

A year ago, members of the Division I subcommittee representing men's tennis authorized experimentation with the format

during regular-season men's competition, and now are seeking approval to use it at the 1994 championships.

Under the format, doubles play is held before singles, and the team whose doubles teams win two of the three doubles matches earns one point. The six singles matches are best-of-three sets and worth one point each. The team that wins at least four of the possible seven points is the winner.

The Division II men's and women's subcommittee is recommending that the Executive Committee approve use of the team-match format, beginning with the 1994 championships.

The Division I subcommittee is

recommending that all matches at regional qualifying tournaments be played to completion. The subcommittee believes that complete results are needed to select individuals for the national championships.

At the national championships, however, if a team wins two doubles matches, the remaining doubles match would be terminated. Likewise, the team match would end after the winning points are earned in singles play.

The Division III men's and women's subcommittee is also recommending use of the format; however, instead of awarding one point to the team winning two of three doubles matches, the sub-

## Other highlights

*In other actions during its July 11-14 meeting in Sun Valley, Idaho, the Men's and Women's Tennis Committee:*

- Voted to adopt the blood-borne pathogens policy regarding bleeding or injured players as set forth by the NCAA Committee on Competitive Safeguards and Medical Aspects of Sports. The tennis committee also voted that an injury timeout would not be charged to a player who required medical attention under these conditions.

- Decided to switch to the ITF scorecard with applicable modifications.

- Discussed the NCAA logo rule (Bylaw 12.5.4) and recommended that the Executive Committee ask the NCAA Council to sponsor a modification of the bylaw at the 1994 NCAA Convention permitting student-athletes to use different logo configurations. Currently, logos are not to exceed a 1½-inch square.

committee is recommending that one point be awarded for each doubles match. Thus, instead of seven points, there would be a possible nine points.

Members of the Division I subcommittee representing women's

tennis, who discussed the team-match format but took no action, have asked the Executive Committee for permission to survey its membership regarding the format, including the addition of regional qualifying tournaments.



*The University of Georgia, which placed second at this year's Division I championships behind the play of senior Wade McGuire (above), has been recommended to host the 1995 and 1996 championships.*

## Division I tennis

*In other actions during the July 11-14 meeting of the Men's and Women's Tennis Committee in Sun Valley, Idaho, members of the Division I subcommittee representing men's tennis:*

- Recommended to the NCAA Executive Committee that the University of Georgia serve as the host site for the 1995 and 1996 championships.

- Recommended to the Executive Committee that selection criteria for regional championships be as follows: The top two spots in each of the eight regions would be set aside for the two top-ranked teams, based on intraregional results, in each region. Teams not in the top two would be selected based on overall results; seeding would be based on overall records.

- Adopted the following schedule regarding the bid process for regionals: A mailing will be sent September 1 to all Division I institutions sponsoring men's tennis. The mailing will contain a proposed budget; the proposal-submission deadline is October 15. The subcommittee will conduct a conference call October 27 to select the eight regional sites.

- Discussed the administration of regional qualifying tournaments.

- Appointed a subcommittee to study the feasibility of regional realignment for the purpose of providing better balance and strength of teams in each region.

*Members of the Division I subcommittee representing women's tennis:*

- Recommended to the Executive Committee

that the formula for determining the dates of the championships be changed, effective in 1994, to coincide with that for the men's championships. Currently, the women's championships begin on the second Wednesday in May, while the men's championships begin on the Friday nine days before the next-to-last Sunday in May. The subcommittee also recommended that the individual championships begin on the second day after the conclusion of the team championship.

- Asked the Executive Committee to allow the subcommittee to survey its membership regarding the championships format, including the addition of regional qualifying tournaments.

- Recommended to the Executive Committee that Pepperdine University and Florida State University be the host sites for the 1995 and 1996 championships, respectively.

- Recommended to the Executive Committee that results of fall competition be included in criteria for selection of teams for the national championships. Currently, results of fall competition are used only in selecting players for the individual championships.

- Recommended to the Executive Committee that the squad size for the championships be expanded from eight to 10 players; the travel party would remain unchanged. Under the proposal, the institution would be responsible for travel costs and per diem for the two additional players.

- Selected Elizabeth Murphey, Georgia, as subcommittee chair, effective September 1.

## Division III tennis

*In other actions during the July 11-14 meeting of the Men's and Women's Tennis Committee in Sun Valley, Idaho, the Division III subcommittee:*

- Discussed but took no action on regionalization and the use of regional qualifying tournaments for the championships.

*Members of the Division III subcommittee representing men's tennis:*

- Recommended to the NCAA Executive Committee that the team championship be expanded from 12 to 14 teams and that the individual championships be reduced from 64 to 32 singles players and 32 to 16 doubles teams, effective in 1994.

- Selected Mike Schrier, Central College (Iowa), as subcommittee chair, effective September 1.

*Members of the Division III subcommittee representing women's tennis:*

- Recommended to the Executive Committee that the team championship be expanded from 12 to 14 teams. The individual championships would remain unchanged at 32 singles players and 16 doubles teams.

- Selected Elizabeth D. LaPlante, University of California, San Diego, as subcommittee chair, effective September 1.

## Division II tennis

*In other actions during the July 11-14 meeting of the Men's and Women's Tennis Committee in Sun Valley, Idaho, the Division II subcommittee:*

- Recommended to the NCAA Executive Committee that, effective in 1994, the regional alignment be changed as follows: Oklahoma, Texas and New Mexico would be moved from the South to the Midwest region, and North Carolina and the South Atlantic Conference would be moved from the South to the East region.

- Asked the Executive Committee to allow the subcommittee to survey the membership this fall for reaction to a plan that would increase the team-championship fields for men and women from eight to 16 teams, effective in 1995, while eliminating the individual championships. The plan also calls for implementing regional qualifying tournaments and holding the men's and

women's championships at a common site.

*Members of the Division II subcommittee representing men's tennis:*

- Recommended to the Executive Committee that Kansas City, Missouri, serve as the host site for the 1994 championships. Southwest Baptist University would serve at the host institution.

*Members of the Division II subcommittee representing women's tennis:*

- Discussed the Division II regionalization policy that will be implemented for 1993-94.

- Discussed the increase in the individual championships field from 32 to 64 singles players and 16 to 32 doubles teams, as approved by the Executive Committee in May.

# Georgia picked to host '95 gymnastics meet

If approved, it would be school's second time as host

The NCAA Women's Gymnastics Committee has recommended the University of Georgia as the host institution for the 1995 National Collegiate Women's Gymnastics Championships.

The committee made the recommendation during its annual meeting July 5-8 in Sun Valley, Idaho. The recommendation is subject to approval by the NCAA Executive Committee.

If approved, Georgia will host the championships for the second time. Athens was also the site of the 1989 championships.

The committee also recommended sites for the 1994 regional championships. They are the University of Alabama, Tuscaloosa (Central regional); Arizona State University (Midwest); West Virginia University (Southeast), and Boise State University (West). The site for the Northeast regional has yet to be determined.

## Other highlights

*In other actions at its July 5-8 meeting in Sun Valley, Idaho, the NCAA Women's Gymnastics Committee:*

- Recommended to the NCAA Executive Committee that, effective with the 1994 championships, a participating institution's athletics director or senior woman administrator (or designated administrator other than the head coach, assistant coach or sports information director) be required to attend the administrative meeting of the championships. It is the committee's position that the magnitude and visibility of the event warrants attendance by an administrator.

- Recommended to the Executive Committee that, effective with the 1995 championships, prospective host institutions for regional championships must guarantee \$5,000 minimum in net receipts. Currently, host institutions must guarantee \$3,000.

- Expressed concern about reports of coaches and competitors using inappropriate language during the championships. The committee agreed that such language has no place in the sport and that the gymnastics community should be made aware of the committee's concern.

- Voted that the top eight individuals (including ties) from each event shall advance to the individual-event finals; also, voted that no substitutions would be allowed.

- Elected not to support a proposal put forth

by the NCAA Men's Gymnastics Committee to combine the men's and women's championships.

- Elected to defer action on a proposal by the National Association of Collegiate Gymnastics Coaches (Women) (NACGCW) to place teams at regional sites based on seeding rather than geographical location. The proposal will be discussed at the NACGCW meeting in September.

- Revised the current regular-season meet procedures contained in Appendix E of the National Collegiate Men's and Women's Gymnastics Handbook.

- Voted to require that open scoring be used during all regular-season meets. The committee also endorsed the use of half-tenths scoring during regular-season, regional and national-championship competition.

- Determined that institutions must designate one head judge as the meet referee during regular-season competition.

- Approved four modifications of the National Association for Girls and Women in Sport (NAGWS) gymnastics rules for 1993-94: (1) to retain the current vault values; (2) to continue the ban on the round-off entry vault; (3) to specify that all layouts on the beam be valued at "D", and (4) specifying that the value of the ¼ (prone landing) Salto be retained at one value greater than landing on the feet.

## Gymnastics reprimands handed out

The NCAA Women's Gymnastics Committee has publicly reprimanded Liz Abel, sports information director at the University of Utah, and Greg Marsden, Utah's head women's gymnastics coach.

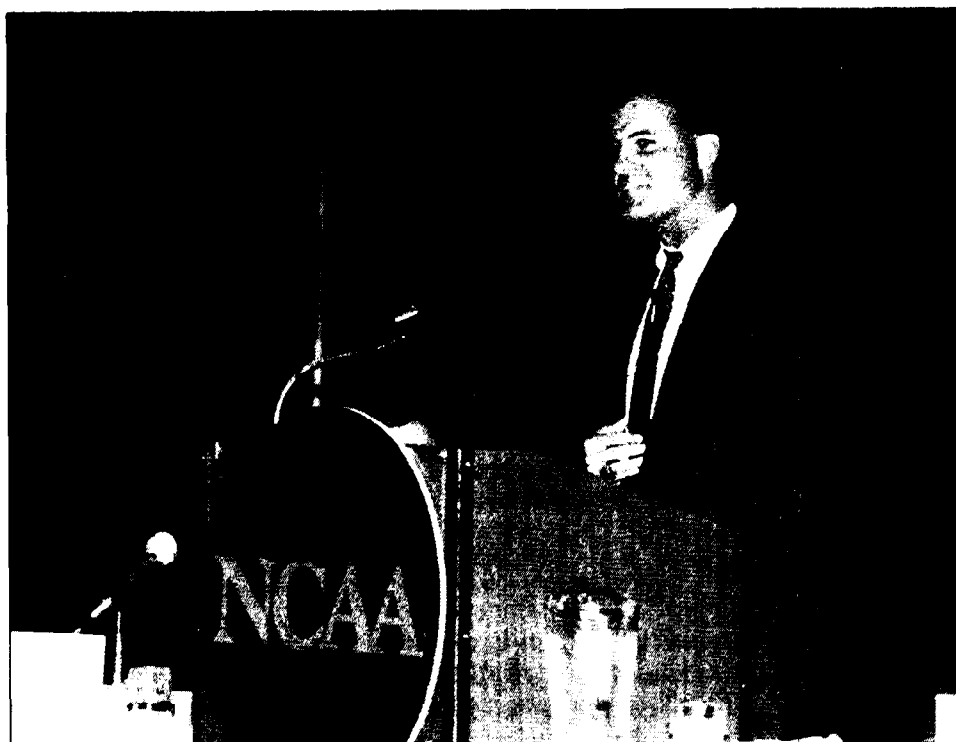
The reprimands resulted from their actions during a coaches meeting in conjunction with the 1993 National Collegiate Women's Gymnastics Championships last March.

The committee also withheld both individuals' transportation and per diem allowance for the championship.

"The committee understands that individuals may expend certain frustrations during meetings," said committee chair Cheryl Levick, senior associate athletics director at Stanford University. "Such frustrations, however, should not result in behavior that is disruptive to the meeting and that discredits one's institution."

## Promotional tips

Gary Sobba (top), assistant athletics director at Wichita State University, was copresenter of "The Use of Promotions in College Baseball" at the 16th NCAA Professional Development Seminar June 16-18 in Chicago. Sobba presented the topic along with Scott Brannvold, a professor in the department of health and sports sciences at the University of Oklahoma. Dolph Pulliam (bottom), director of marketing and promotions at Drake University, participated in the question-and-answer period after the presentation. Pulliam was among 118 practitioners who took part in the development seminar.



Host Communications Sports photo



# Coaches-certification testing completed for many

Many Divisions I and II coaches recently have completed taking the 1993-94 NCAA coaches-certification examination, which they must pass to contact and evaluate prospective student-athletes off campus.

This year's Division I version of the test is said to be somewhat more difficult than last year's, consistent with a directive from the NCAA Council.

Also, this year marked the initial testing of Division II institutional staff members who intend to recruit student-athletes off campus. The procedures, administration and structure of the examination are similar to the Division I coaches-certification program.

Members of the national office staff have started evaluating this year's test and procedures. The staff's coaches-certification task force encourages reaction regarding test procedures, administration, difficulty and general observations of the coaches-certification program.

By mid-September, the national office's research staff will have completed a test analysis of this year's examination. To obtain the best analysis possible, the research staff needs to receive all completed

## Coaches certification Q&A

*Answers to common questions about the NCAA coaches-certification program.*

- Q:** If an individual retakes the test and passes, should I also return his or her failing answer sheet, along with all passing answer sheets, to the national office's research staff by August 15?
- A:** Yes. The NCAA's research staff needs all completed test results to obtain the best test analysis.
- Q:** If a certified Division I or II coach moves to another NCAA school in the same division within his or her annual certification period, is immediate recertification required?
- A:** No. Moves within the same division during the annual certification period, August 1 through July 31, would not affect certification status.
- Q:** Once a new examination for 1994-95 has been distributed to the conference offices, are coaches who have yet to be certified and who wish to recruit off campus before August 1, 1994, required to take the previous examination for 1993-94 in order to recruit off-campus?
- A:** No. That individual should take the 1994-95 exam available to the conference office. He or she would be certified from the date the passing score has been received through July 31, 1995.
- Q:** If a Division I or II coach does not intend to recruit off campus, is he or she required to take the certification examination?

- A:** No. Per NCAA Bylaw 11.5.1.1 (annual certification requirement), only coaches who have been certified may contact or evaluate any prospective student-athlete off campus. However, if a Division I or II coach does not intend to recruit off campus, certification is not required.
- Q:** Is certification limited only to coaches who intend to recruit off campus in Division II?
- A:** No. Any Division II institutional staff member who intends to recruit off campus is required to take and pass the certification test to be eligible to recruit off campus.
- Q:** Is it permissible to review copies of the examination, specific test items or answers with test participants before or after the examination?
- A:** No. However, the certification procedures permit the conference office and institution to provide test participants with specific NCAA bylaw references of incorrect test-item responses.
- Q:** If NCAA Manuals are not available, are test participants permitted to use other materials?
- A:** Yes. As part of the open-book testing policy, test participants also are permitted to use the Official Notice of the 1993 NCAA Convention, the 1993 Convention voting summary (which appears in the January 20 issue of The NCAA News) and the listing of legislative proposals and interpretations to be incorporated in the 1993-94 Manual.

test results from the conference offices by the August 15 deadline. The test analysis will be used in the development of the 1994-95 examination questions.

Institutions or conferences that are currently providing practice recruiting tests to coaching staff members are encouraged to send a copy of those materials to the

national office. They will be incorporated into the NCAA outside resource file and made available to individuals requesting such information.

Practice tests and answer keys, as well as comments regarding the test and procedures, should be sent to Garnett H. Purnell at the national office.

## State legislation relating to college athletics

This report summarizes legislation currently pending in state legislatures that could affect, or is otherwise of interest to, the intercollegiate athletics programs and student-athletes at NCAA member institutions. Set forth below is a list of eight pending bills from seven states that have been acted on since the last report (July 7). No new bills have been introduced since then. Pending bills discussed in previous reports on which no action has been taken do not appear in this report.

This report is based on data provided by the Information for Public Affairs on-line state legislation system as of July 15, 1993. The listed bills were selected for inclusion from a larger pool of bills concerning sports and they therefore do not necessarily represent all bills that would be of interest to individual member institutions. Bills pending in the District of Columbia and U.S. territories are not available on-line and are not included.

The NCAA has not verified the accuracy or completeness of the information and is providing this summary as a service to members. For further information regarding a particular bill, members should contact the state legislature concerned.

As an overview, the table below summarizes the number of bills included in the report by subject:

Liability .....	2
Trainers .....	2
Anabolic steroids .....	1
Gender equity .....	1
Scalping .....	1
Scholarships .....	1

A bill in North Carolina relating to the liability of sports officials has become law since the last report.

Two state legislatures—Nevada and New Hampshire—have adjourned since the last report, bringing to 38 the number of state legislatures that have adjourned. In New Hampshire, pending bills will carry over to 1994. In

Nevada, bills will not carry over, and pending bills died at the conclusion of the session if they had not been cleared for the governor's signature.

### California S. 262 (Author: Hart)

Requires the Trustees of the California State University to create a Gender Equity Committee; provides that the Committee shall prepare an annual report on the progress made in providing equitable incentives and encouragement to female student-athletes; provides that athletics teams shall reflect the ratio of women to men by the beginning of the 1998-99 academic year.

Status: 2/11/93 introduced. 6/3/93 passed Senate. To Assembly. 6/10/93 to Assembly Committee on Higher Education. 7/6/93 from Assembly Committee on Higher Education: Do pass as amended. To Assembly Committee on Ways and Means.

### Nevada S. 452 (Author: Committee on Transportation)

Provides for the sale of collegiate license plates; creates the Collegiate License Plate Account for academic and athletics scholarships for students of the University of Nevada at Las Vegas and Reno.

Status: 5/7/93 introduced. 6/24/93 passed Senate. To Assembly. 6/30/93 passed Assembly as amended. To Senate for concurrence. 7/1/93 Senate concurred in Assembly amendments.

### New York A. 1250 (Author: Colman)

Prohibits athletics trainers from engaging in the reconditioning of neurological conditions, diseases, or injuries, such as injuries related to the spinal cord; prohibits athletics trainers from using the title "physical therapist"

Status: 1/14/93 introduced. 7/6/93 passed Assembly. To Senate. Passed Senate (in place of companion bill, S. 49).

### New York S. 5601 (Author: Tully)

Replaces the existing definition of "anabolic steroids" with the definition used by the Federal government.

Status: 5/5/93 introduced. 6/16/93 passed Senate. To Assembly. 7/4/93 passed Assembly (in place of companion bill, A. 8495).

### North Carolina S. 30 (Author: Conder)

Provides that sports officials who are registered with a training organization shall be immune from civil liability in their officiating; provides an exception in cases of willful misconduct or gross negligence.

Status: 2/3/93 introduced. 5/13/93 passed Senate. To House. 6/21/93 passed House as amended. To Senate for concurrence. 7/5/93 Senate concurred in House amendments. 7/6/93 became law without governor's signature.

### Oregon S. 483 (Author: Hannon)

Establishes procedures for the registration of athletics trainers; authorizes the Health Division to adopt rules; establishes registration fees.

Status: 2/23/93 introduced. 3/24/93 passed Senate. To House. 6/16/93 passed House as amended. To Senate for concurrence. 6/23/93 Senate concurred in House amendments. To governor. 7/9/93 vetoed by governor.

### Rhode Island S. 102 (Author: Miller)

Limits profits on the sale of tickets to \$10.

Status: 1/26/93 introduced. 6/25/93 passed Senate. To House. 6/29/93 to House Committee on Corporations.

### Wisconsin S. 190 (Author: Ellis)

Relates to immunity for physicians who provide medical care to athletics participants.

Status: 4/29/93 introduced. To Senate Committee on Judiciary and Insurance. 7/2/93 from Senate Committee on Judiciary and Insurance: Do pass as amended.

## Staff news

Carolayne Henry has joined the Association's membership services group as a legislative assistant.

She previously was employed with the Superior Court of Pennsylvania as a judicial law clerk. She also has been employed in private practice.

Henry played basketball for four years at the University of Michigan, which she attended on an academic scholarship. She earned a degree in political science at the school.

She earned her law degree from the University of Pittsburgh.



Henry

## Eleven basketball leagues approved

An additional 11 summer basketball leagues have been approved for student-athlete participation, bringing to 354 the number certified by the NCAA Council.

Other approved leagues were reported in the April 21 and 28; May 5, 12 and 19; June 2, 9, 16 and 23, and July 7 issues of The NCAA News.

Following are the eight men's

and three women's leagues recently approved for participation:

### Men's leagues

**Illinois**—Summer Basketball AAA League, Aurora.

**Minnesota**—Youth in the City Summer Basketball League, Minneapolis.

**New York**—Coors Light Summer Basketball League, Olean; Centennial Park Summer Basketball League, Roosevelt.

**Ohio**—Greater Clark County Summer League, Springfield.

**Pennsylvania**—Connie Hawkins NCAA Summer Basketball League, Pittsburgh.

**South Carolina**—Middle Tyger Basketball League, Duncan; Northwest Recreation Center's NCAA Sanctioned Summer League, Spartanburg.

### Women's leagues

**California**—Tierra Santa Women's Basketball League, San Diego.

**Pennsylvania**—Arlington Gym Women's Basketball, Pittsburgh.

**South Carolina**—Middle Tyger Basketball League, Duncan.

# Lynch, Allen lead women's at-large academic squad

A Rhodes scholar who led her school to last fall's Division I Women's Cross Country Championships team title and an eight-time Division II cross country and track individual champion head the GTE Academic All-America women's at-large team as university- and college-division team members of the year, respectively.

Nnenna Lynch of Villanova, a sociology major who has won a Rhodes scholarship to study at Oxford University in England, leads the university-division selections. The New York City senior, who was honored as the Big East Conference's student-athlete of the year, compiled a 3.920 grade-point average (4.000 scale) in her major field of study.

Pittsburg State's Christie Allen, who won two cross country and six track championships during her career at the school, heads the college-division team. She completes her eligibility with a 3.970 GPA in elementary education.

The complete university- and college-division teams, as selected by the College Sports Information Directors of America, follow:

## University division

**First team:** Kelly Blair, track, Oregon, 3.870 in finance; Kim Currie, track, Montana, 4.000 in history; Margo Evashkevski, golf, Oregon State, 4.000 in business; Andrea Farley, tennis, Florida, 3.600 in history; Susie Gardner, cross country/track, Western Carolina, 3.940 in psychology; Susan Gilchrist, tennis, Texas, 3.440 in sociology/premedicine; Tracy Hanson, golf, San Jose State, 3.680 in human performance; Tanya Hughes, cross country/track, Arizona, 3.480 in interdisciplinary studies; Anu Kaljurand, cross country/track, Brigham Young, 3.800 in business management; Erica Larson,

cross country/track, Marquette, 3.970 in chemistry; Amy Lockard, swimming, Ohio, 4.000 in psychology; Nnenna Lynch, cross country/track, Villanova, 3.920 in sociology; Agneta Westen, cross country/track, Utah State, 3.890 in business/marketing; Heather Willens, tennis, Stanford, 3.700 in American studies; Titia Wilnink, tennis, Alabama, 3.900 in sports management.

**Second team:** Vicki Boyer, cross country/track, St. Joseph's (Pennsylvania), 3.980 in elementary education; Lynn Brant, cross country/track, Akron, 3.990 in mathematics/computer science; Jennifer Carbone, gymnastics, Georgia, 3.880 in biology; Ann Carlson, tennis, Eastern Kentucky, 4.000 in accounting; Amy Clements, cross country/track, Eastern Kentucky, 3.960 in physical education; Dana Dobransky, gymnastics, Alabama, 3.540 in telecommunications/film; Amy Durham, gymnastics, Oregon State, 3.590 in liberal arts; Shelley Finger, soccer, North Carolina, 3.720 in chemistry; Maaike Hilbrand, field hockey, Old Dominion, 3.550 in marketing; Stacy Janikowski, tennis, Drake, 4.000 in finance/accounting; Kristen Kenoyer, gymnastics, Utah, 3.290 in biology; Rachel Kensig, tennis, Baylor, 4.000 in chemistry; Stephanie Krienke, tennis, Baylor, 4.000 in accounting/economics; Tammy Marshall, gymnastics, Massachusetts, 3.470 in sport management; Rene Pillow, cross country/track, Arkansas, 4.000 in political science.

**Third team:** Stacey Ashworth, soccer, Vanderbilt, 3.940 in elementary education/human development; Leanne Burke, cross country/track, Providence, 3.860 in mathematics/education; Nicole Duval, gymnastics, Nebraska, 3.910 in biological sciences; Julie Exum, tennis, Duke, 3.320 in political science; Lisa Flood, swimming, Villanova, 3.650 in liberal arts; Julie Foudy, soccer, Stanford, 3.260 in economics; Margaret Fowler, cross country/track, Kent, 3.880 in psychology/criminal justice studies; Karen Glerum, track, Iowa State, 3.580 in journalism/mass communications; Heather Gravin, swimming, Miami (Florida), 3.830 in fine art/painting and printmaking; Lauren Gubicza, cross country/track, Fordham, 3.500 in accounting; Debbie Kinsley, swimming, Southern Methodist, 3.700 in psychology; Kalleen Madden, track, Texas A&M, 3.910 in kinesiology; Kim Mount, cross country/track, Arkansas, 3.960 in

finance; Cheril Santini, diving, Southern Methodist, 3.890 in chemistry; Ginger Smith, lacrosse/soccer, Dartmouth, 3.440 in women's studies.

## College division

**First team:** Christie Allen, cross country/track, Pittsburg State, 3.970 in elementary education; Jannica Beam, tennis, Washburn, 3.970 in accounting; Steph Bruening, cross country/track, North Dakota, 3.800 in athletics training; Jennifer Carter, swimming, Kenyon, 3.840 in psychology; Kristen Crouch, cross country/track, Michigan Tech, 4.000 in premedicine; Kathleen Deignan, cross country/track, St. Benedict, 3.880 in elementary education; Shelley Deiss, cross country/track, Ohio Northern, 4.000 in pharmacy; Penny Foss, tennis, Williams, 3.400 in psychology/art history; Karin Grelson, cross country/track, Seattle Pacific, 3.800 in accounting; Eileen Hunt, cross country/track, Bowdoin, 3.960 in English/philosophy; Secma Jayachandran, tennis, MIT, 5.000 (5.000 scale) in physics/electrical engineering; Becky Karls, cross country/track, Wisconsin-Whitewater, 3.820 in elementary education; Shawna Nelsen, cross country/track, Augustana (Illinois), 3.910 in English/political science; Laura Salm, cross country/track, St. Norbert, 3.840 in mathematics/chemistry; Donna Weninger, cross country/track, Fort Hays State, 4.000 in mathematics.

**Second team:** Kenja Ackerman, tennis, Ithaca, 3.860 in clinical science/physical therapy; Corene Amoss, field hockey, Goucher, 3.670 in business/economic management; Debbie Andresen, cross country/track, Emory, 3.940 in biology; Dana Appleby, swimming, Wisconsin-Eau Claire, 3.840 in special education/elementary education; Kathryn Biar, soccer, Incarnate Word, 3.970 in communication arts; Jayna Blom, cross country/track, Central (Iowa), 3.970 in elementary education; Cinnamon Brown, tennis, Cedarville, 3.960 in English; Allison Bruhn, tennis, Cal State Bakersfield, 3.510 in sociology; Gigi DesLauriers, cross country/track, St. Cloud State, 3.480 in mass communications/public relations; Sarah Edmonds, cross country/track, Gustavus Adolphus, 3.710 in religion; Sharon Glick, soccer, Williams, 3.700 in art; Julie Johnson, cross country/track, North Dakota State,



Nnenna Lynch of Villanova (left) and Christie Allen of Pittsburg State (right) were named university- and college-division team members of the year, respectively, on the GTE Academic All-America women's at-large team.

3.760 in food and nutrition; Dawn Koehn, cross country/track, North Dakota State, 3.620 in physical education; Laurie Lorenz, cross country/track, Wisconsin-Eau Claire, 3.850 in business administration/music; Jill Motter, tennis, Shippensburg, 3.700 in mathematics; Robyn Olson, cross country/track, Wartburg, 3.810 in biology; Meghan Ross, soccer, George Fox, 3.980 in elementary education; Deborah Smuda, cross country/track, Widener, 3.790 in taxation; Julie Stone, lacrosse, Ithaca, 3.870 in physical education/teaching; Katja Zerek, tennis, Kenyon, 3.600 in English.

**Third team:** Kari Bymers, tennis, St. Thomas (Minnesota), 3.870 in mathematics;

Jill Jackson, swimming, UC San Diego, 3.640 in political science; Eden Judd, cross country/track, Seattle Pacific, 3.730 in biology; Kathy Kersting, cross country/track, Colorado School of Mines, 3.960 in chemical engineering and petroleum refining; Tracy Maness, tennis, Methodist, 3.980 in business administration/economics; Tanya Meek, field hockey, Drew, 3.840 in behavioral science; Nancy Moon, soccer, Case Reserve, 3.960 in biomedical engineering; Meribeth Schwartz, cross country/track, Augustana (Illinois), 3.640 in English/education; Patti Webster, tennis, Wingate, 3.910 in English; Amanda Weitz, cross country/track, Angelo State, 3.970 in physics.

## Administrative Committee minutes

### Conference No. 11 July 7, 1993

#### 1. Acting for the NCAA Council, the Administrative Committee:

- Appointed John V. Kasser, University of California, Santa Barbara, to the Big West Conference position on the Council, replacing Kay Don, no longer at an institution in that conference.
- Appointed Peter J. Carlesimo, Seton Hall University, to the Basketball Officiating Committee, replacing Denny Crum, University of Louisville, declined reelection.
- Appointed Robert E. Williams, Swarthmore College, as one of the Division III Steering Committee representatives on the Division III Championships Committee, replacing William F. Lide, no longer a member of the Council and the steering

committee.

d. Appointed Micki King Hogue, University of Kentucky, to the Olympic Sports Liaison Committee, replacing David L. Maggard, no longer at a member institution.

e. Appointed Chester S. Gladchuk, Boston College, and Gene Keady, Purdue University, to the Professional Sports Liaison Committee, replacing, respectively, John David Crow, no longer a Division I-A athletics director, and Roy Williams, who declined an earlier appointment.

f. Appointed Robert F. Hanson, University of Nebraska, Omaha, to the Men's Basketball Rules Committee, replacing Clarence E. Gaines, retired.

g. Appointed Marianna Freeman, Syracuse University, to the Women's Basketball Rules Committee, replacing Cheryl Burnett, Southwest Missouri State University, resigned from the committee.

h. Appointed Harold "Chappy" Mennin-

ger, Fairfield University, to the Men's Soccer Committee, replacing Don J. DiJulia, St. Joseph's University (Pennsylvania), resigned from the committee.

i. Appointed the following to serve as a Council Subcommittee on Professional Baseball Issues: Charles N. Lindemann, Humboldt State University, chair; Chris Monasch, Northeast Conference; Richard A. Rosenthal, University of Notre Dame, and Robert M. Sweazy, Texas Tech University.

j. Affirmed the appointment of Alan C. Page, Minnesota Supreme Court, to the Honors Committee, replacing Ed Bradley, CBS News, who declined an earlier appointment.

k. Directed the national office staff to proceed with the development of an electronic squad-list form, both as a part of the Compliance Assistant program and, as time permits, as an entity separate from that program. [Note: This action occurred June

30 in conjunction with the meeting of the NCAA Presidents Commission but is included here for convenience of reference.]

2. Report of actions taken by the executive director per NCAA Constitution 4.3.2. Acting for the Council:

a. Granted per Bylaw 11.7.1.1.2 requests by the following institutions to replace basketball coaches temporarily: DePaul University, Eastern Michigan University, University of Michigan and Stanford University.

b. Approved 34 summer basketball leagues (24 for men and 10 for women) per Bylaws 14.8.5.2 and 30.14, as reported in issues of The NCAA News.

c. Granted waivers per Bylaw 14.8.6.1-(c) to permit student-athletes from seven institutions to participate in competition involving national teams in basketball, fencing and tennis.

d. Granted waivers per Bylaw 14.8.6.1-(d) and/or 14.8.6.2-(b) to permit student-athletes from various institutions to participate in

tryouts for the U.S. Olympic Festival teams in basketball; to participate in competition in the Maccabiah Games (Israel); to participate in competition on the U.S. national junior women's basketball team, and to participate in the 1993 Grand Canyon State Games (Arizona), Aloha State Games (Hawaii), New Mexico State Games and Commonwealth Games of Virginia.

e. Granted waivers per Bylaw 14.8.6.2-(c) to permit student-athletes from various institutions to participate in basketball competition as members of all-star teams on foreign tours.

f. Granted waivers per Bylaw 16.13.1 to permit institutions to provide incidental expenses in these situations:

- (1) To student-athletes to attend funerals of family members.
- (2) To send flowers to the families of those involved in funerals.
- (3) To student-athletes to attend a funeral of a member of a teammate's family.

## Interpretations Committee minutes

### Conference No. 8 May 27, 1993

Acting for the NCAA Council, the Interpretations Committee issued the following interpretations:

#### Institutional promotions/ professional athletes

1. Use of professional athletes for institutional promotional activities. It is per-

missible for an institution to use professional athletes (including individuals who did not formerly attend that institution) in institutional promotions (e.g., season ticket sales). [References: NCAA Bylaw 12.01.2 (clear line of demarcation) and IC 3/22/90, Item No. 2]

#### Highlight film/videotape

2. Third-party distribution of conference/charitable/educational highlight film. A conference or a charitable/educational or nonprofit organization may use a third party to distribute a highlight film or videotape that includes the names and pictures of enrolled student-athletes with remaining eligibility, provided the provi-

sions of 12.5.1.1 and 12.5.1.8 are satisfied. [References: 12.5.1.1 (institutional, charitable, educational or nonprofit promotions) and 12.5.1.8 (promotion by third party of highlight film, videotape or media guide)]

#### Contacts/National Letter of Intent

3. Institution that does not use the National Letter of Intent in a particular sport. An institution that does not use the National Letter of Intent in a particular sport (e.g., the institution does not award athletically related financial aid in that sport) may have unlimited contacts with a prospect who has been recruited by the institution in that sport subsequent to the

calendar day on which the prospect signs the institution's written offer of admission and/or financial aid. The committee noted that the conditions set forth in 13.1.5.3-(a) through 13.1.5.3-(f) remain applicable. [Reference: 13.1.5.3 (contacts subsequent to the National Letter of Intent signing)]

#### Athletics housing

4. Housing of student-athletes during summer vacation period (Division I). The prohibition against housing athletes in athletics dormitories or athletics blocks (effective August 1, 1996) is not applicable during an institution's summer vacation period. [References: 16.5.2.2 (athletics housing), 16.5.2.2.1 (athletics dormitories) and 16.5.2.2.2 (athletics blocks)]

#### Membership/countable financial aid

5. Calculation of countable financial aid to meet membership requirements in head-count sports (Division I). For purposes of meeting the financial aid requirements set forth in 20.9.1.2, it is necessary in head-count sports for an institution to compute an equivalency value for each student-athlete in meeting the minimum required full grants or to count the actual dollar amount of countable financial aid (i.e., all institutional aid provided to a center) in meeting the minimum aggregate expenditure. [References: 20.9.1.2 (minimum awards) and 20.9.1.2.1 (countable aid)]

## ■ Eligibility appeals

The NCAA Council at its August 1992 meeting adopted a policy that authorizes the NCAA Eligibility Committee to treat cases involving recruiting violations with the same degree of flexibility afforded in all other eligibility cases.

The previous policy, which was adopted in 1974, required that when a prospective student-athlete was involved in a violation of recruiting legislation and a "recruiting advantage" was found (regardless of its significance), the Eligibility Committee was required either to restore eligibility completely or to decline to restore eligibility, leaving the prospect permanently ineligible at the involved institution.

Often, an innocent prospective student-athlete was penalized severely for a violation for which the institution was primarily responsible. Accordingly, cases involving prospects will be treated in a manner similar to other cases in that the imposition of a condition for restoration will be based upon the nature of the violation committed, the extent of the involvement of the prospective student-athlete and an assessment of the institution's responsibility for the occurrence of the violation.

However, the committee's treatment of such cases will continue to reflect a high level of sensitivity to the

advantage gained through recruiting violations. Because the eligibility ramifications of violations that involve prospects and enrolled student-athletes continue to involve different issues, those cases that involve prospects will continue to be published separately from other matters.

Also, note that any actions taken by the institution, conference or NCAA Committee on Infractions regarding the institution's responsibility for the occurrence of the violation that caused the ineligibility of the student-athlete are reported along with the publication of the particular eligibility case.

Eligibility Appeals Other Than Those Involving Recruiting DIVISION I						
No.	Sport	Citation	Facts	NCAA eligibility action	NCAA action regarding institutional responsibility	Institutional/conference action
1.	Baseball	B 16.12.2.1	Student-athlete (SA) received local meal from representative of institution's athletics interests.	Eligibility restored on basis of institutional action.	Secondary violation; no further action.	Institution required SA to repay cost of meal.
2.	Men's basketball	B 16.12.2.1	Assistant coach cosigned apartment lease for SA. SA was unable to pay rent, vacated the apartment and was charged with rental costs for 3½ months.	Eligibility restored on basis of institutional action.		Institution required SA to repay rental costs to assistant coach.
3.	Women's basketball	B 16.12.2.2	Head coach transported SA to local bus station during Thanksgiving holiday.	Eligibility restored after SA repays cost of transportation.	Secondary violation; no further action.	Institution issued written reprimand to head coach.
4.	Women's track, indoor; women's track, outdoor	B 16.12.2.2.1	Assistant coach gave SA \$20 loan after SA's wallet was stolen. SA repaid loan next day.	Eligibility restored.	Secondary violation; no further action.	
5.	Women's basketball	B 16.12.2.2.1	Representative of institution's athletics interests transported SA on one occasion across campus and loaned SA her automobile on one occasion to drive to an off-campus study session.	Eligibility restored on basis of institutional action.	Secondary violation; no further action.	Institution required SA to repay cost of transportation.
6.	Men's basketball	B 16.2.1.2	SA misrepresented complimentary-admission designees on four occasions.	Eligibility restored upon fulfillment of institutional action.	Secondary violation; no further action.	Institution suspended SA's complimentary-admission privileges and required SA to repay value of tickets.
7.	Men's basketball	B 16.8.1.2	SA traveled to two contests during transfer year in residence.	Eligibility restored.	Secondary violation; no further action.	Institution required SA to repay cost of transportation and reviewed NCAA extra-benefit legislation with coaching staff.
8.	Men's basketball	B 16.8.1.2	Transfer SA traveled with team to one away contest during year in residence.	Eligibility restored.	Secondary violation; no further action. However, institution is cautioned to take steps to avoid similar violations.	Institution required SA to repay travel costs and will withhold SA from first 10 practices of 1993-94 academic year.
DIVISION II						
9.	Women's track, indoor; B 14.4.1 women's track, outdoor		SA competed in one meet while academically ineligible under institutional standards.	Eligibility restored upon fulfillment of institutional action. (Note: SA used a season of competition per B 14.2.4.1.)	Secondary violation; no further action.	Institution forfeited all points earned by SA while ineligible and will withhold SA from first regularly scheduled intercollegiate contest of 1993-94 season.
10.	Football	B 14.5.4	SA competed in one contest while ineligible under satisfactory-progress requirements.	Eligibility restored. (Note: SA used a season of competition per B 14.2.4.1.)	Secondary violation; no further action. However, institution is cautioned to take steps to avoid similar violations.	
11.	Women's basketball	B 14.6.4.1.2	SA received athletically related aid during her transfer year in residence.	Eligibility restored on basis of institutional action.	Secondary violation; no further action.	Institution required SA to repay aid.
12.	Women's soccer	B 14.6.6.2.2	SA competed in entire 1991-92 season while enrolled in less than 12 hours. SA had attempted to "walk on" to the golf team, but head golf coach advised SA she could not compete until she was enrolled full time. SA then joined the soccer team.	Eligibility restored on basis of institutional action.	Secondary violation; no further action.	Institution withheld SA from 1992-93 golf and soccer seasons.
13.	Men's soccer	B 14.8.1.1	SA participated in one contest in an outside tournament during the academic year.	Eligibility restored after SA is withheld from the next regularly scheduled intercollegiate contest.	Secondary violation; no further action.	
14.	Men's soccer	B 14.8.1.2	SAs participated in one outside contest during the academic year.	Eligibility restored after SAs are withheld from next regularly scheduled intercollegiate contest.		
15.	Men's basketball	B 14.8.2	SA participated in two outside contests on one day in an outside tournament during the academic year. Institution informed SA that tournament was not sanctioned and instructed him not to participate, but SA did so anyway.	Eligibility restored upon fulfillment of institutional action.		Institution will withhold SA from first four regularly scheduled intercollegiate contests of 1993-94 season.

This report of eligibility appeals decisions and action taken regarding institutional responsibility was prepared by the NCAA eligibility staff as an aid to member institutions and conference offices. Institutions or conference offices with questions or issues concerning the eligibility decisions may contact Janet M. Justus, director of eligibility, at the NCAA national office. Those who

have questions regarding the action taken regarding institutional responsibility should contact Cynthia J. Gabel, NCAA enforcement representative, also at the national office.

## CoSIDA honors two SIDs, columnist at workshop

The College Sports Information Directors of America (CoSIDA) bestowed its three most prestigious honors on two longtime sports information directors and one newspaper columnist at its annual workshop July 6 in Atlanta.

Veteran Minneapolis Star sports columnist Sid Hartman; former University of South Carolina, Columbia, sports information director Tom Price, and Wartburg College sports information director Duane Schroeder were honored.

Hartman received the Jake Ward

Award, which is presented to "a person in the communications field who has made an outstanding contribution to college athletics." Hartman has covered University of Minnesota, Twin Cities, athletics for parts of six decades, first for the Minneapolis Times and then for the Tribune. He also is a daily sports commentator for WCCO radio.

Price, who retired in December 1992 after a 30-year career as South Carolina's sports information director and assistant athletics di-

rector, was honored with the Arch Ward Award, which is presented to "a CoSIDA member who has made an outstanding contribution in the field of college sports information and by his prestige has enhanced the profession."

Former president of the South Carolina Association of Sportswriters and Broadcasters and the National Collegiate Baseball Writers Association, Price became the Gamecocks' sports information director in 1962 and served in that post until 1987, when he was pro-

moted to assistant athletics director for media relations.

Price, a member of CoSIDA's hall of fame and author of a book about the 1984 South Carolina football team called "Fine Arts and Black Magic," is still working in the Gamecock athletics department on a part-time basis.

Schroeder, who is in his 35th year as sports information director at Wartburg, was presented the Warren Berg Award, given to the "college-division member of

CoSIDA who has made an outstanding contribution to the field and has brought honor and prestige to the profession."

In addition to his sports-information duties, Schroeder also serves as Wartburg's director of public information. He has held both posts since graduating from the institution in 1958. For the past 27 years, Schroeder also has worked as publicist for the Iowa Intercollegiate Athletic Conference—the last 12 years as the conference's secretary-treasurer.

# ■ NCAA staff directory

6201 College Boulevard ■ Overland Park, Kansas 66211-2422 ■ 913/339-1906

## Academic Requirements

Daniel T. Dutcher  
Kevin C. Lennon

## Accounting

Keith E. Martin

## Athletics Certification

David A. Knopp  
John H. Leavens  
Kevin C. Lennon

## Attendance

Football—James F. Wright  
Men's Basketball—Gary K. Johnson  
Women's Basketball—Richard M. Campbell

## Baseball

Div. I—Dennis L. Poppe  
Media—James F. Wright  
Records—James F. Wright  
Div. II—R. Wayne Burrow  
Div. III—Thomas A. Jacobs  
Publications—Theodore A. Breidenthal

## Basketball, Men's

Div. I—Thomas W. Jernstedt  
William Hancock  
Daniel A. Calandro  
Bernard M. Muir  
Media—David E. Cawood  
Records—Gary K. Johnson  
Finances—Keith E. Martin  
Div. II—Thomas A. Jacobs  
Media—Sean W. Straziscar  
Div. III—Marie T. Tuite  
Publications—Laura E. Bollig  
Summer Leagues—Christopher D. Schoemann  
Summer Camps—Christopher D. Schoemann

## Basketball, Women's

Div. I—Patricia E. Bork  
Donna J. Noonan  
Media—Cynthia M. Van Matre  
Records—James F. Wright  
Div. II—R. Wayne Burrow  
Div. III—Deborah R. Nelson  
Publications—Laura E. Bollig  
Summer Leagues—Christopher D. Schoemann  
Summer Camps—Christopher D. Schoemann

## Betty Ford Center Program

Frank D. Uryasz  
Donna L. Hockersmith

## Bowl Games

David E. Cawood  
Keith E. Martin

## Catastrophic Athletics Injury Program

Michael S. McNeely

## Certification of Compliance

Garnett Purnell

## Championships Accounting

Keith E. Martin  
Sarah A. Thomas  
Kevin G. Clark

## Championships Committees

Div. I—Patricia E. Bork  
Div. II—Dennis L. Poppe  
Div. III—Donna J. Noonan

## Championships Insurance

Michael S. McNeely

## CHOICES

Betty B. Norrie  
Frank D. Uryasz

## Classification

Shirley Whitacre

## Coaches Certification

Kevin C. Lennon

## College Sports USA

Cynthia M. Van Matre

## Committees

Fannie B. Vaughan

## Compliance

John H. Leavens

## Compliance Assistant Software

Carolyn A. Dias

## Compliance Reviews

David A. Knopp

## CompuServe/Collegiate Sports Network

Daniel W. Spencer

## Conference-Grant Programs

Frank E. Marshall

## Conference Insurance

Suzanne M. Kerley

## Contracts

Michael S. McNeely

## Convention

Arrangements—Louis J. Spry  
Lydia L. Sanchez  
Honors Dinner—David E. Cawood  
Legislation—Nancy L. Mitchell  
Daniel T. Dutcher  
Media—James A. Marchiony  
Publications—Nancy L. Mitchell  
Laura E. Bollig  
Registration—Phyllis M. Tonn  
Voting—S. David Berst  
Daniel W. Spencer

## Copyright Royalty Tribunal

Regina L. McNeal

## Corporate Partners

Francis M. Canavan

## Council

Ted C. Tow

## Cross Country, Men's and Women's

Div. I—Harley W. Lewis  
Div. II—Carl E. Daniels  
Div. III—Deborah R. Nelson  
Publications—Steven R. Hagwell

## Data Processing

Daniel W. Spencer  
Douglas A. Carpenter

## Degree-Completion Grants

Ursula R. Walsh

## Distribution of Revenue

Frank E. Marshall  
Keith E. Martin

## Drug and Alcohol Education

Frank D. Uryasz  
Ellen Hanley  
James A. Marchiony

## Drug Testing

Frank D. Uryasz  
Randall W. Dick  
Ellen Hanley  
Randall W. Dick  
Donna L. Hockersmith  
Patricia A. Schaefer

## Eligibility Restoration Appeals

Janet M. Justus

## Enforcement

S. David Berst  
Charles E. Surt

## Enrollment and Persistence Rates

N. Bea Pray

## Exceptional Student-Athlete Disability Program

Michael S. McNeely

## Executive Committee

Patricia E. Bork

## Facility Specifications

Wallace I. Renfro

## Fencing, Men's and Women's

R. Wayne Burrow  
Publications—J. Gregory Summers

## Field Hockey

Michelle A. Pond  
Publications—Martin T. Benson

## Films/Videotapes

Regina L. McNeal  
Kerwin E. Hudson

## Financial Audit

David R. Brunk

## Football

Div. I-AA—Dennis L. Poppe  
Media—Alfred B. White  
Div. II—Harley W. Lewis  
Div. III—R. Wayne Burrow  
Publications—J. Gregory Summers

## Foreign Student Records

Jacqueline G. Campbell  
Marybeth Ruskamp

## Foreign Tours

Shane Lyons

## Gambling Task Force

Richard R. Hilliard

## Gender-Equity Issues

Ursula R. Walsh  
Stephen A. Mallonee

## Golf, Men's

Philip A. Buttafuoco  
Publications—Gary T. Brown

## Golf, Women's

Harley W. Lewis  
Publications—Gary T. Brown

## Governmental Relations

Federal—Francis M. Canavan  
State—Richard R. Hilliard

## Graduation-Rates Disclosure

N. Bea Pray

## Graphics

Victor M. Royal

## Gymnastics, Men's

Deborah R. Nelson  
Publications—Steven R. Hagwell

## Gymnastics, Women's

Marie T. Tuite  
Publications—Steven R. Hagwell

## Halls of Fame

John T. Waters

## Honors Program

David E. Cawood

## Ice Hockey, Men's

Div. I—Philip A. Buttafuoco  
Divs. II/III—Carl E. Daniels  
Publications—Theodore A. Breidenthal

## Initial-Eligibility Clearinghouse

Daniel T. Dutcher  
Robert A. Oliver

## Initial-Eligibility Waivers

Marybeth Ruskamp  
Stan Wilcox

## Injury Surveillance System

Randall W. Dick  
Donna L. Hockersmith

## Institutional Self-Study

Robert W. Thomas

## Insurance Programs

Michael S. McNeely

## Intern Program

Stanley D. Johnson

## Interpretations

Nancy L. Mitchell  
Stephen A. Mallonee

## International Competition

Shane Lyons

## Lacrosse, Men's

Philip A. Buttafuoco  
Media—James A. Marchiony  
Publications—Martin T. Benson

## Lacrosse, Women's

R. Wayne Burrow  
Publications—Martin T. Benson

## Legislation

Nancy L. Mitchell  
Daniel T. Dutcher

## Legislative Services Database

Carol P. Powell

## Library of Films

Regina L. McNeal

## Licensing

John T. Waters

## Media Inquiries

James A. Marchiony

## Membership

Shirley Whitacre

## Merchandising

Alfred B. White

## Metrics

Wallace I. Renfro

## Minority-Enhancement Program

Stanley D. Johnson

## Minority Issues

Stanley D. Johnson

## NCAA Foundation

Fanny F. Morrissey  
Betty B. Norrie

## The NCAA News

Editorial—P. David Pickle  
Jack L. Copeland  
Vikki K. Watson  
Advertising—Ronald D. Mott  
Subscriptions—Maxine R. Alejos

## NYSP

Edward A. Thiebe  
Rochelle M. Collins

## Official-Ball Program

David E. Cawood

## Personnel

Suzanne M. Kerley  
De Ann M. Mortensen

## Postgraduate Scholarships

Fannie B. Vaughan

## Postseason Football

David E. Cawood

## Presidents Commission

Ted C. Tow

## Printed Championships Programs

Cynthia M. Van Matre

## Productions

James A. Marchiony  
Kerwin E. Hudson

## Professional Development Seminars

Alfred B. White

## Professional Sports Counseling Panels

Richard C. Perko

## Promotion

Alfred B. White  
Cynthia M. Van Matre

## Public Relations

James A. Marchiony

## Publishing

Michael V. Earle  
Circulation—Maxine R. Alejos  
(913/339-1900)

## Regional Seminars

Nancy L. Mitchell  
John H. Leavens

## Research

Ursula R. Walsh  
Todd A. Petr

## Rifle, Men's and Women's

Michelle A. Pond  
Publications—Martin T. Benson

## Scholarships

Degree Completion—Ursula R. Walsh  
Ethnic Minority—Stanley D. Johnson  
Postgraduate—Fannie B. Vaughan  
Walter Byers—Todd A. Petr  
Women's Enhancement—Stanley D. Johnson

## Skiing, Men's and Women's

Philip A. Buttafuoco  
Publications—Wallace I. Renfro

## Soccer, Men's

Div. I—Marie T. Tuite  
Div. II—Thomas A. Jacobs  
Div. III—Thomas A. Jacobs  
Publications—Gary T. Brown

## Soccer, Women's

Philip A. Buttafuoco  
Publications—Gary T. Brown

## Softball

Div. I—Marie T. Tuite  
Div. II—Deborah R. Nelson  
Div. III—Deborah R. Nelson  
Publications—Laura E. Bollig

## Speakers Bureau

John T. Waters

## Special Assistance Fund

Valerie M. Lemoignan

## Special Events Committee

David E. Cawood

## Sports Safety, Medicine

Frank D. Uryasz  
Randall W. Dick  
Ellen Hanley  
Donna L. Hockersmith

## Squad Lists

N. Bea Pray

## Statistics

Rankings  
Divs. I-A/I-AA Football—  
Gary K. Johnson  
James F. Wright  
Div. II Football—  
John D. Painter  
Div. III Football—  
Sean W. Straziscar  
Div. I Men's Basketball—  
Gary K. Johnson  
Divs. II/III Men's Basketball—  
Sean W. Straziscar  
Div. I Women's Basketball—  
James F. Wright  
Divs. II/III Women's Basketball—  
John D. Painter  
Divs. I/II/III Baseball—  
John D. Painter  
Divs. I/II/III Softball—  
Sean W. Straziscar  
Records and Research  
Divs. I-A/I-AA Football—  
Richard M. Campbell  
Div. II Football—  
John D. Painter  
Div. III Football—  
Sean W. Straziscar  
Div. I Men's Basketball—  
Gary K. Johnson  
Divs. II/III Men's Basketball—  
Sean W. Straziscar  
Div. I Women's Basketball—  
Richard M. Campbell  
Divs. II/III Women's Basketball—  
John D. Painter  
Divs. I/II/III Baseball—  
John D. Painter  
Divs. I/II/III Softball—  
Sean W. Straziscar

## Walter Byers Scholars

Todd A. Petr

## Water Polo, Men's

Thomas A. Jacobs  
Publications—Steven R. Hagwell

## Women's Enhancement Program

Stanley D. Johnson

## Women's Issues

Janet M. Justus

## Wrestling

Div. I—Harley W. Lewis  
Media—Martin T. Benson  
Div. II—Thomas A. Jacobs  
Div. III—Thomas A. Jacobs  
Publications—Martin T. Benson

## YES Clinics

Edward A. Thiebe  
Sharon K. Cessna  
Christine M. Pohl

Coaching Records  
Football—Richard M. Campbell  
Men's Basketball—  
Gary K. Johnson  
Women's Basketball—  
Sean W. Straziscar  
Richard M. Campbell  
Statistical Plaque Awards—  
James F. Wright

## Steering Committees

Div. I—Ted C. Tow  
Div. II—Carol P. Powell  
Div. III—Daniel T. Dutcher

## Student-Athlete Issues

Janet M. Justus  
Stan Wilcox

## Student-Athlete Statement

Charles A. Jones

## Summer Baseball

Richard C. Perko

## Summer Basketball Leagues

Christopher D. Schoemann

## Summer Basketball Camps

Christopher D. Schoemann

## Swimming, Men's

## Proposals

### Although number of submissions down from 108 to 68, several could spark controversy

► Continued from page 1

nation of restrictions on summer compensation or remuneration for restricted-earnings coaches, provided that all such income is approved in advance by an institution's athletics director.

Other proposals submitted by the membership include 29 dealing with what has become a perennially popular topic for legislation—playing and practice seasons.

Among those proposals are several seeking to permit basketball teams to practice before November 1, including one that would permit practice in all three divisions to begin October 15.

All 68 membership proposals currently are being prepared for printing in the Initial Publication of Proposed Legislation, which will be mailed to the membership by August 1. The proposals have been reviewed by the NCAA Legislative Review Committee, which met July 6-8 in Kansas City, Missouri.

#### Other topics

Other subject areas in which

membership activity was notable include financial aid (NCAA Bylaw 15), which prompted 10 proposals; personnel (Bylaw 11), with seven proposals, and recruiting (Bylaw 13) and eligibility (Bylaw 14), five proposals each.

The financial aid proposals include one promoted by Big Sky Conference members that would cut Division I-AA football grants-in-aid to 45. The cuts would be achieved during a four-year period beginning in 1994-95.

Sponsors of the proposal cite a survey earlier this year indicating that a majority of Division I-AA members would support such a move.

However, that support is not unanimous, as is evident in another proposal that would cut grants-in-aid only to 55. The sponsors of that proposal agree that reductions are appropriate but support the higher number in order to maintain a clearer division between Divisions I and II.

Among proposals involving the eligibility bylaw is one permitting five seasons of competition in a sport—thus eliminating "redshirt-

ing"—and deleting hardship and season-of-competition waivers. The proposal, sponsored by several Division I-A institutions, would provide partial qualifiers and non-qualifiers with four seasons of competition in Division I and five seasons in Division II.

Also sponsored are five amendments to the NCAA constitution, including a proposal to require member institutions to annually determine and disclose athletically related revenues and expenditures; three proposals involving administrative regulations; two pertaining to membership; one pertaining to executive regulations; one involving awards and benefits, and a resolution calling for legislation pertaining to need-based financial aid.

#### Publication

This year's Initial Publication of Proposed Legislation will be mailed to the chief executive officer, faculty athletics representative, director of athletics and senior woman athletics administrator at each member institution. Member conferences, affiliated members

and corresponding members also receive copies.

The 68 proposals will be presented in the booklet in the order in which they would appear, if adopted, in the NCAA Manual, rather than in topical groupings or in the order in which they might eventually appear in the Convention agenda.

As usual, the proposals carry not only the traditional statements of intent, but also statements of rationale, as provided by the sponsors. Each also lists the primary contact person identified by the sponsors for those who wish to suggest changes in or withdrawal of a proposal.

The intent statements for the proposals also will be published in the August 4 issue of The NCAA News.

#### Modifications

From now until September 1, sponsors of proposals can change them in any way they wish, so long as the change is germane to the proposal as printed in the initial publication. They can make a proposal tougher or more lenient,

change details in the proposal, or otherwise refine it. They also can withdraw it.

However, no new amendments from the membership may be submitted for the 1994 Convention.

#### Deadlines

Other approaching deadlines in the legislative calendar leading up to the 1994 Convention include the August 15 deadline by which the NCAA Council, NCAA Presidents Commission and NCAA Executive Committee must submit any amendments that they intend to sponsor.

All of the August 15 submissions, plus the modifications made by September 1 in the 68 membership proposals, will be printed in the Second Publication of Proposed Legislation. That book must be mailed to the membership by September 15.

All amendments-to-amendments and resolutions must be submitted by October 15. After that deadline, the Official Notice of the Convention will be printed for mailing November 15.

## Council

### August agenda includes reviewing legislation, determining sponsorship for Convention

► Continued from page 1

ident Joseph N. Crowley on the search for a new executive director.

#### Other matters

The Council agenda includes a review of all legislation submitted by the membership in accordance with the July 1 deadline, as well as all legislation proposed to date by the Council and the Presidents Commission. Those two groups must make their final legislative sponsorship decisions by August 15.

Also on the agenda are the customary actions on interpretations, noncontroversial legislation, Administrative Committee actions, membership applications and petitions, and the governmental affairs report.

Committees and subcommittees scheduled to report, in addition to those mentioned earlier: Academic Requirements; Administrative Review Panel; Competitive Safeguards and Medical Aspects of Sports; Eligibility; Executive; Initial-Eligibility Clearinghouse; Initial-Eligibility Waivers; Legislative Review; Minority Opportunities and Interests; Professional Sports Liaison; 1990 Convention Proposal No. 24 (graduation-rate disclosure); Recruiting; Special Events; Student-Athlete Advisory; Student-Athlete Welfare, Access and Equity, and Women's Athletics.

#### Division committees

The three division steering committees will conduct their usual separate sessions to deal with matters relating directly to their inter-

ests. Highlighting those agendas, in addition to some of the topics before the entire Council:

■ **Division I**—A report by the Committee on Athletics Certification, including a proposed five-year certification schedule, a proposed handbook and the proposed self-study instrument; also, a report by the Committee on Financial Aid and Amateurism on the Division I institutions that qualify for exceptions to the Division I financial aid minimums.

■ **Division II**—The proposed provisional membership category, the possibility of establishing a joint subcommittee with the Division II Presidents Commission members to look at possible athletics certification in Division II, and a review of the Division II academic performance study.

■ **Division III**—Provisional membership and continuing concerns regarding the growth of Division III, plus continuing discussion of regional vs. national championships in that division.

#### Joint Policy Board

The August 3 Joint Policy Board session involves that new body, directly or indirectly, in all three of its major jurisdictions.

■ It will review the proposed 1993-94 NCAA budget, with which it must agree after the Executive Committee takes final action in its meeting during the second week of August.

■ It will discuss the Association's legislative process, including the Presidents Commission's support for biennial Conventions (or at least biennial legislative Con-

ventions), the Commission's decision not to pursue the concept of a moratorium on certain legislation for one year, and the proposal to change the deadlines in the legislative calendar.

■ It will discuss the executive-director search process. While the Joint Policy Board itself does not have to approve the eventual choice, it has a practical involvement since four of the Administrative Committee members are serving on the search committee and the four Presidents Commission officers have been authorized by the full Commission to exercise that group's approval authority.

Highlights of the Council meeting will be reported in the August 18 issue of the News, and the complete minutes of the meeting will appear in a September issue.

## Equations

### Consortiums to gain influence because of 'compressed' athletics

► Continued from page 4

intercollegiate athletics in general enjoyed a period of parallel growth during this time.

But from 1982 through 1993, the rules have changed. We have witnessed a national trend toward dropping or downsizing men's non-revenue programs while adding and enhancing women's sports.

The overriding national trend has been to make gender-equity compliance an athletics department challenge rather than an institutional issue, as it had been in the previous decade. Unfortunately, athletics departments simply are not equipped financially to handle this additional burden. The result has been programmatic warfare within athletics over these shrinking departmental dollars.

*"To address gender equity appropriately, the downsizing of football must be negated from the solution."*

Regardless of the fiscal dilemma and the reluctance of some institutions to tackle the gender-equity issue, higher education has a moral and ethical responsibility to upgrade opportunities for women. The difficult question is: How can this be achieved during a recessionary financial climate?

In my opinion, to address gender equity appropriately, the downsizing of football must be negated from the solution. The costs, both financially and in public percep-

tion, are far too damaging, particularly if you understand that football financially drives the entire athletics program.

The recent Southeastern Conference model, which requires the addition of two more women's sports to balance football, is a reasonable solution. Further, the Big Ten Conference edict requiring a 60/40 funding (men's/women's) ratio by fiscal year 1995 is another positive step.

As we look to the future, it seems

apparent that each Division I-A intercollegiate athletics program will sponsor at least two more women's sports than men's sports in order to offset football participation. Further, a 60/40 funding ratio should become a national benchmark for gender-equity compliance. Given the aforementioned, the financial incongruity between the "major players" and the rest of Division I will certainly continue to grow. To be sure, all of these issues are resolvable only with additional resources or, as they say, "through the magic of money."

*Kevin M. White is director of athletics at Tulane University. This guest editorial is excerpted from a commentary that first appeared in the New Orleans Times-Picayune.*

## Life-skills program gets Sprint gift

Sprint has committed \$150,000—\$50,000 for each of the next three years—for the development and implementation of the NCAA Life-Skills Program.

The NCAA Foundation and the Division I-A Athletic Directors Association are responsible for the program, which is designed to augment the athletics and intellectual development of student-athletes.

Earlier this year, Pizza Hut donated \$100,000 to the Foundation, with the money to be divided between the NCAA degree-completion program and the life-skills program.

# Committee views proposals for pilot diversity workshop

The NCAA Minority Opportunities and Interests Committee continues formulating plans to sponsor what it envisions will become a prototype for Association-wide diversity workshops.

At its June 28-30 meeting in San Francisco, the committee studied several proposals from organizations that conduct diversity training. Those organizations were asked to prepare proposals that the committee might consider for the pilot workshop.

The committee views the commencement of such a workshop as a model for future national or regional training that will be geared to enhancing ethnic-minority and women's opportunities in intercollegiate athletics by sensitizing individuals at all levels of participation to the importance of multicultural diversity.

"What you hope happens is that people learn the process well enough that they become their own trainers," said Charles Whitcomb, chair of recreation/leisure studies and faculty athletics representative at San Jose State University and chair of the Minority Opportunities and Interests Committee. "That's the real intent. You've got to start sensitizing people."

Stanley D. Johnson, NCAA director of professional development and staff liaison to the committee, said the committee has been asked by the NCAA Executive Committee to submit a detailed example of how such a program might be executed. The Executive Committee has approved in principle setting aside funds for the 1993-94 fiscal year for use in developing the pilot

workshop, Johnson said.

## Workshop topics

The workshop—with participants including, but not limited to, chief executive officers, athletics directors, senior woman administrators and priority-sport head coaches such as football and basketball—will seek to address the following topics:

- Understanding the value of diversity;
- Understanding the nature of race relations;
- Understanding affirmative action;
- Understanding diversity as it relates to race, gender, age, disability and other areas;
- Recognizing stereotypes, prejudices and discrimination;
- Understanding organizational culture and its effect on diversity;
- Developing institutional changes concerning racism;
- Developing strategies for a campus/community diversity program;
- Developing effective mentoring programs;
- Training the trainer;
- Increasing cross-racial dialogue;
- Using models that are at work today, and
- Developing leadership: a commitment to diversity.

## Commission response

The committee first proposed the idea of formulating diversity workshops for athletics to the Presidents Commission in April after sensing "that minority issues seem to have been relegated to a low

## Other highlights

*In other actions at its June 28-30 meeting in San Francisco, the Minority Opportunities and Interests Committee:*

- Reviewed the general principles governing the NCAA conference grant program and a survey commissioned by the committee regarding the ethnic-minority and women's-enhancement component of the grant program, and established a subcommittee to further review and make recommendations to the NCAA Council regarding ways to enhance this component.
- Developed guidelines for coaches' participation in the National Football League Minority Coaches Fellowship Program. These guidelines will be submitted to the NCAA Administrative Committee for approval.
- Discussed issues related to student-athlete welfare, access and equity, and identified special areas of concern that the special committee addressing those topics should address related to minority student-athletes; agreed to continue to review this area in conjunction with the committee's long-range plans.
- Discussed funding requests that the committee has received from various organizations outside the Association. The committee established guidelines it will use when such requests are received and reaffirmed that its charge is not to become a

funding source for projects outside the Association.

■ Received a report from the NCAA national office staff regarding the status of programs that were established by the committee to enhance minority opportunities in athletics (scholarships, internships and the vita bank). The committee agreed to continue the vita bank in its current form, but requested that the staff explore options that may enhance the components' effectiveness.

■ Discussed the institutional certification program and how minority issues will be addressed. The committee developed a set of questions to be submitted to the NCAA Committee on Athletics Certification that may be used in training peer reviewers.

■ Reviewed progress the committee has made regarding goals that were developed in its long-range plan, which was established in 1991. The committee discussed ways for the committee to complete established objectives and developed new initiatives for future consideration and inclusion in the plan.

■ Agreed to meet September 26-28 in Kansas City, Missouri, in conjunction with the NCAA Presidents Commission meeting. The committee and Presidents Commission Subcommittee on Minority Issues plan to conduct a joint meeting.

place on the priority list." The committee made that observation in a document, "A Framework for Equality of Change," which it presented to the Presidents Commission. In response, the Commission appointed a subcommittee to work with the committee.

David G. Carter, president of Eastern Connecticut State University and chair of that subcommittee on minority issues, attended a por-

tion of the committee's meeting in San Francisco to help map out the most effective means of bridging the Presidents Commission and the Minority Opportunities and Interests Committee.

"I think it's going to improve the vehicle of communication," Whitcomb said of the creation of the Presidents Commission Subcommittee on Minority Issues. "These are very, very important concerns

that we have to address. Our meeting with David Carter was extremely positive. I see the subcommittee being a vehicle in keeping the presidents informed of minority issues."

The Minority Opportunities and Interests Committee has scheduled its next meeting for September, in conjunction with a meeting of the Commission's subcommittee on minority issues.

## Compliance briefs

### General information

**Coaches certification:** Recently, the coaches-certification task force agreed to eliminate Question No. 39 on Form B—Attachment B (Football) and Form C—Attachment B (Football) of the 1993-94 NCAA Division I Coaches Certification Examination. The question asks: "When may in-person, off-campus recruiting contacts first be made to a high-school prospect?" The correct response, as indicated on the answer key, is choice A or "July 1 following the completion of the prospect's junior year in high school." Since July 1 is during a quiet period in Division I football, and in-person, off-campus contacts are not permissible during a quiet period, the task force decided that the correct response given may be ambiguous.

Test administrators and conference-office personnel should delete Question No. 39 on the applicable forms from the Division I exams that have not been administered. This change does not benefit those Division I football coaches who have already taken and failed to achieve the 80 percent passing score requirement (that is, 31 out of 40 = 77.50 percent; 31 out of 39 = 79.48). Those with questions or concerns regarding this revision should contact Kevin C. Lennon, director of compliance services, or Athena Yiamouyiannis, legislative assistant, at the national office.

As a reminder, the provisions of the coaches-certification program require each conference office responsible for administering the certification procedures to return the completed Conference Certification Form and all original answer sheets (including the answer sheets of those coaches who fail the exam) to the NCAA research staff. To date, conference administrators have returned about 3,000 answer sheets to the national office.

**Compliance Assistant software:** Version 3.00 of the NCAA Compliance Assistant software program will be available to Divisions I and II institutions this month. As reported in the June 19 issue of *The NCAA News*, Version 3.00 will feature many enhancements to the current program that will aid the rules-compliance efforts of institutional personnel.

Division I individuals who responded to recent surveys or who previously have received the software recently were

sent order forms and information regarding Version 3.00. Division II director of athletics also received this information, and Divisions I and II conference offices were made aware of this mailing.

Those who did not receive this information and would like to order or learn more about the program are reminded to contact an individual on campus who may have received the material. Also, they may call Carrie A. Dias in compliance services at the national office.

**Athletics certification:** The NCAA Committee on Athletics Certification established the peer-reviewer selection subcommittee to identify in six to nine months a pool of 300-plus qualified individuals to serve as candidates for peer-review teams. In late April, the subcommittee sent nomination forms to each Division I institution and conference, to a wide range of affiliated organizations and to individuals with related experiences.

To be considered for placement in the pool of peer reviewers, an individual must:

- Be from a Division I institution or conference (or have retired recently) and
- Have a general knowledge of intercollegiate athletics (as evidenced by positions held, committee service, etc.).

The individual also must:

- Hold the position of chief executive officer, faculty athletics representative, director of athletics or senior woman administrator at a member institution, or
- Have recognized expertise, skills or experience in particular areas addressed in the certification program (for example, compliance coordinator, business manager, admissions officer, registrar, financial aid administrator, vice-president for fiscal or academic affairs).

Since the committee hopes to have the pool established by this fall, nomination forms should be returned to John H. Leavens at the national office by August 15, 1993.

*This material was provided by the NCAA compliance services staff as an aid to member institutions and conference offices. Institutions or conference offices with questions or issues concerning the content addressed in this column may contact John H. Leavens, assistant executive director for compliance services, at the NCAA national office.*



Marquette University photo

### Role model

Marquette University basketball player Roney Eford made an impact both on and off the court in his first season with the Warriors. Not only was Eford selected the Great Midwest Conference's newcomer of the year after averaging 11 points and 4.2 rebounds a game, but he also made a name for himself in the Milwaukee community. Eford made several presentations to local elementary schools about the value of education and the importance of saying no to drugs.

# NCAA Record

## CHIEF EXECUTIVE OFFICERS

**Robert G. Culbertson**, vice-president for academic affairs at Northwest Missouri State, named chancellor at Wisconsin-Platteville... **Rev. John E. Brooks**, president of Holy Cross, announced his retirement, effective June 30, 1994... **Rev. James N. Loughran**, former president of Loyola Marymount, chosen as interim president of Mount St. Mary's (Maryland)... **Bruce W. Lyon**, dean of students and vice-president for student services at West Georgia, named acting president.

**Rev. Robert A. Mitchell**, former president and chancellor of Detroit Mercy, appointed interim president of Le Moyne... **Roy S. Nicks**, interim president at East Tennessee State since May 1992, named to the presidency there... **Nathanael Pollard Jr.**, provost and vice-president for academic affairs at Virginia State, appointed to the presidency of Bowie State... **Walter Washington**, president of Alcorn State and a former member of the Presidents Commission (1984 to 1988), announced his retirement, effective June 30, 1994.

## DIRECTORS OF ATHLETICS

**Rick Mazzuto**, director at St. Mary's (California), received a five-year contract extension through June 1998. He has been at the institution since July



CEO: Roy S. Nicks  
AD: Brenda S. Carter

1989... **Ron Jurney**, football coach at West Georgia, hired as athletics director at Millsaps... **Jim Foels**, AD at Oberlin, announced his resignation, effective June 30, 1994... **Wayne Edwards**, director at Massachusetts-Lowell, given additional responsibilities as assistant vice-chancellor for university relations and development.

**James A. Zalacca**, AD at Castleton State since 1990, named to a similar post at New Paltz State. He replaces **Margaret Lutze**, who retired last January... **Brenda S. Carter** appointed to the position of primary administrator for women's athletics at Georgia Southern... **Jim Martin** named at South Carolina State.

**Gene Bright**, interim director at Alabama A&M for more than a year, named athletics director there. It is Bright's third time as AD at the institution... **Phil Greco** announced his resignation at Nicholls State... **Brian Colleary** received a contract extension at Duquesne through June 1996... **W. Curtis Williams**, athletics director at Texas Southern, resigned after serving in the post since 1989.

## ASSOCIATE DIRECTORS OF ATHLETICS

**David Chambers** promoted to associate AD for compliance and internal affairs and **Sheila Strike** elevated to associate AD at Nevada-Las Vegas... **Carol Sprague**, associate athletics director at Pittsburgh, named senior associate athletics director for varsity sports... **Don Bryant**, assistant AD and sports information director at Nebraska, promoted to associate athletics director for community relations.

**Lee Roy Selmon**, vice-president for marketing and community relations at Barnett Bank in Tampa, Florida, and winner of the 1975 Outland and Lombardi trophies as a defensive end at Oklahoma, named associate athletics director for external affairs at South Florida. Selmon was a six-time Pro Bowl player with the Tampa Bay Buccaneers... **Stan Williamson** promoted to the newly created position of associate AD for business operations and promotions at Georgia Southern... **Larry Wahl** elevated to senior associate athletics director at Miami (Florida)... **Fern Gardner**

## Keilitz selected for ABCA leadership post

**David B. Keilitz**, athletics director at Central Michigan and chair of the NCAA Special Committee to Study Rules Federation by Sport and Division I Baseball Committee, will become executive director of the American Baseball Coaches Association next year.

He will succeed **Dick Bergquist**, who will retire when Keilitz assumes the ABCA post June 1, 1994.

Keilitz, who was ABCA president in 1982, coached baseball at Central Michigan before becoming the school's AD. He is a member of the association's hall of fame.

The former NCAA Council member will become only the fourth executive director in the ABCA's 48-year history. It is expected that the ABCA national office will be moved to Mount Pleasant, Michigan, in the summer of 1994.



Keilitz

named senior associate AD at Utah.

## ASSISTANT DIRECTORS OF ATHLETICS

**Mark Hollis**, assistant commissioner of the Western Athletic Conference, named assistant AD for operations and facilities management at Pittsburgh, replacing **Bobby Lewis**, who retired June 30... **Brad Kinsman**, director of marketing and promotions at Detroit Mercy, promoted to assistant athletics director... **Lori Mazza** appointed at new Division III member Wesleyan (Georgia), where she also will serve as head women's basketball coach and women's volleyball coach... **Dave Scott** promoted to assistant AD for operations at Miami (Florida)... **Rick Bouillon** picked as assistant athletics director at Utah.

## COACHES

**Baseball**—**Ron Smith**, who helped lead Furman to a 1976 postseason appearance as a shortstop, hired there as head coach, replacing **Tom Wall**, who resigned in May... **Jack Leggett** named at Clemson, replacing **Bill Wilhelm**, who resigned as coach of the Tigers after 36 years there. Wilhelm compiled a 1,161-536-10 mark.

**Chris Serino** appointed at New Hampshire, replacing **Dave Bettencourt**, who resigned... **Rick Smith**, an assistant for the past four years at Bridgewater State (Massachusetts), named as head coach. He replaces **Glenn Tufts**, who had served in the position since 1986... **Marty Slimak**, an assistant at Cal Lutheran since 1990, elevated to head coach, succeeding **Rich Hill**, who resigned to become head coach at San Francisco... **Gary Henderson** named full-time assistant at Pepperdine after leading Chapman as head coach to a 22-32 record during the 1993 season.

**Men's basketball**—**Scott Edgar**, head coach at Murray State, received a one-year contract extension through the 1996-97 academic year... **Joe Farroba**, an assistant at Bridgewater State (Massachusetts) since 1986, named head coach there. He served in the post last season on an interim basis... **Edward B. Joyner** picked at St. Paul's... **Dick Bennett**, men's basketball coach at Wisconsin-Green Bay, given a contract extension through the 1999-2000 season.

**Men's basketball assistants**—**Ray McCallum**, who has spent the past nine years as an assistant at Wisconsin, named at Michigan... **Doug Mitchell**, an assistant at Butler since 1987, signed a one-year contract to coach at North Central High School in Indianapolis... **Charles Terry**, former assistant at the University of the Ozarks, named at Drury... **Nikita Johnson**, who spent the last two seasons as an assistant at Odessa College, hired at Murray State.

**David Draper**, who spent the past two years as an assistant at Middle Tennessee State, and **Shannon Weaver**, who served the past two years as a student assistant at Middle Tennessee State, named at West Georgia... **Tom Schneider**, who spent the past four seasons as head coach at Loyola (Maryland), named at Southern Methodist. He recorded a 31-64 mark while at Loyola (Maryland).

**Tyrone Pitts** named at Cornell after playing professionally with the ENAD

Basketball Club in Nicosia, Cyprus... **Tracy Garrick** picked at Wingate after serving for two years as a sales representative with Procter & Gamble in Charlotte, North Carolina... **Jim Engles** promoted to top assistant at Wagner, replacing **Matt Brady**, and **Tim Finnerty** elevated from graduate assistant to full-time aide at the school. Also, **Stephen Norberg**, a coaching intern last season at Wagner, will serve as a graduate assistant coach. Brady, who served at Wagner for the past four years, accepted a similar coaching position at St. Joseph's (Pennsylvania).

**Curt Peterson**, who spent the past two years as a graduate assistant coach and recruiting coordinator at Nebraska-Kearney, chosen as restricted-earnings coach at Creighton... **Monte Ross**, a former player at Winston-Salem State, named at Lehigh... **Tom Workman** chosen at South Alabama... **John Glasione** named administrative assistant for men's basketball at Nevada-Las Vegas.

**Mark White** chosen at Georgia Southern... **Tom Abatemarco**, an aide for the past three seasons at Colorado, appointed at Rutgers... **Dan O'Dowd** hired as restricted-earnings coach at Mississippi.

**Women's basketball**—**Vivian Stringer**, who guided Iowa to its first Women's Final Four appearance this year, signed a new five-year contract with the institution. She has a 237-60 mark in 10 years as coach of the Hawkeyes... **Jacqueline Hullah**, who led Dartmouth to five consecutive Ivy Group championships, named at Arizona State, succeeding **Maura McHugh**, who resigned after the season... **Linda Wunder** chosen at Fresno State after serving as coach at Miami (Ohio), replacing **Bob Spencer**, who stepped down after the 1992-93 season... **Cheryl A. Fielitz**, women's head coach at Queens (North Carolina) from 1989 to 1993, named at Nicholls State, replacing **Ben Abadie**, whose contract was not renewed.

**Mary Ann Palazzi**, an assistant at Fairfield, named head coach at New Haven... **Paul Bonitto**, formerly a basketball player and currently an admissions counselor at his alma mater Bridgewater State (Massachusetts), named there as head women's coach. He served in the post last season on an interim basis... **Lori Mazza** appointed at Wesleyan (Georgia), where she also will serve as assistant athletics director and head women's volleyball coach.

**Kathy Gailor**, an assistant at Bucknell, appointed head coach at Connecticut College... **Tim La Kose** named at Cal Lutheran, where he also will serve as assistant athletics trainer. La Kose replaces **Kecia Davis**, who accepted new responsibilities at the institution as women's softball coach and head athletics trainer.

**Women's basketball assistants**—**Wendy Davis**, the No. 2 career scorer in women's basketball at Connecticut with 1,552 points, named as an assistant at her alma mater... **Cheryl Dozier**, previously an assistant for two seasons at Ohio, named at Michigan State... **Carolyn Richard**, an assistant at Missouri Southern State for the past three years, picked at Central Missouri State... **Pam Means** and

## Calendar

July 21-24	Division III Men's Basketball Committee	South Lake Tahoe, California
July 22	Committee on Athletics Certification	Dallas
July 25-27	Research Committee	Mackinac Island, Michigan
July 26-27	Academic Requirements Committee	Jackson Hole, Wyoming
July 29	Special Committee to Review Student-Athlete Welfare, Access and Equity	Chicago
July 31-August 3	Committee on Infractions	Seattle
August 3	Joint Policy Board	Avon, Colorado
August 4-6	Council	Avon, Colorado
August 10	Executive Director Search Committee	Avon, Colorado
August 10	Budget Subcommittee	Avon, Colorado
August 11-12	Division I, II and III Championships Committees	Avon, Colorado
August 12-13	Executive Committee	Avon, Colorado
August 17	Special Events Committee	Kansas City, Missouri
August 17-18	Legislative Review Committee	Kansas City, Missouri

**Beth Warner** hired at St. Louis after serving as aides at Purdue and Central (Iowa), respectively.

**Bob Clark** and **Tricia Cullop** selected at Radford... **Steve Small** named associate head coach at Western Kentucky... **John T. Paladino** appointed at Fairfield, succeeding **Mary Ann Palazzi**, who became head coach at New Haven... **Ellen Grosso**, an assistant at Colorado-College Springs, named to replace **Kathy Gailor** as an aide at Bucknell. Gailor became head coach at Connecticut College.

**Amy Molina**, who recently concluded her playing career at St. Michael's, named full-time assistant at Mansfield... **Fred Applin**, an aide at North Carolina for the past four years, accepted a similar post at Houston, replacing **Tim Eatman**, who resigned to become an aide at Iowa.

**Katie Meier** chosen at North Carolina-Asheville... **Samantha David** and **Courtney Romeiser** joined the staff at St. Bonaventure... **Carol Dugan** named at Nevada-Las Vegas... **Meghan Pattison** named acting assistant at Connecticut, replacing **Kris Lamb**, who joined the staff at Duquesne... **Lalon Jones** hired as women's assistant at Appalachian State, replacing **Carol Almond**, who

Millsaps. Fisher has served since January 1991 as West Georgia's offensive coordinator... **Paul Krohn**, an assistant coach at Mankato State since 1982, named head coach at Elmhurst... **Charlie Cowdrey** named at Morningside after serving there as offensive coordinator. He succeeds **Greg Lees**, who resigned.

**Football assistants**—**Jeff Durden** named assistant coach and secondary coach at California (Pennsylvania), which also announced the appointments of **Bruce Owens** as defensive coordinator and **Chris Hogan** as interior defensive line coach. Offensive line coach **John Benton** was retained from the previous staff. Durden, Owens and Hogan previously were assistants at Georgetown (Kentucky)... **David Harms** chosen at Valparaiso, where he also will coach the wrestling squad.

**Robert Abraham**, **Dave Baran** and **Lou Paradiso** selected at St. Peter's. Abraham will serve as linebackers coach and strength and conditioning coach, Baran will coach the offensive line and serve as pro-football liaison, and Paradiso will coach quarterbacks and serve as recruiting coordinator.

**Art Bittel** named defensive line coach at Massachusetts... **Rich Lawrence** named at East Texas State... **Rick Villarreal**, football administrative assistant at Louisiana State, announced his resignation.

**Men's golf**—**Chip Sweeney** resigned as coach at Monmouth (New Jersey)... Brothers **Joe Moran** and **John "Jake" Moran** named cohead coaches at Villanova.

**Women's golf**—**Sarah Schloss** resigned at Cincinnati after three seasons to devote more time to her business... **Susan Watkins**, currently the head teaching professional at Cherry Hills Country Club in Englewood, Colorado, and at Palm Valley Country Club in Palm Desert, California, appointed at Texas.

**Women's gymnastics assistant**—**Dan Kendig** named assistant coach at Nebraska.

**Men's ice hockey assistant**—**Matt Carlin**, an assistant at Dartmouth, promoted to first assistant coach.

**Men's lacrosse**—**Bill Dirrigr** resigned as coach at Franklin and Marshall, where he also stepped down as assistant women's soccer coach.

**Women's lacrosse**—**Mary McCracken** resigned as coach at Delaware to become assistant field hockey coach at Syracuse... **Tod Kowalczyk** chosen at St. Anselm... **Christopher Perkins**, assistant at Wells last season, promoted to head coach, replacing **Lyn LaBar**, who was given new duties as administrator of athletics.

**Women's lacrosse assistant**—**Marianne Bocock**, a former player at Dartmouth, named at her alma mater as an assistant.

**Men's soccer**—**Eric Wagner**, an assistant at Notre Dame, chosen as head coach at Southwestern (Texas)... **Steve Baumann**, coach at Pennsylvania, resigned.

**Women's soccer**—**Gail Murphy**, most recently an aide at Smith, named head



Associate AD: David Chambers  
Associate AD: Lee Roy Selmon

resigned. Jones spent the past four years as head coach at North Carolina-Asheville.

**Men's cross country**—**Steve Hawkins**, an assistant women's track and field assistant last year at Cal Lutheran, given the reins of the men's cross country program there... **Jim VanHootegem**, head men's track and field coach and sports information director at North Park, given additional duties as men's cross country coach.

**Women's cross country**—**Charlene Cline**, coach at Northwest Missouri State since 1987, resigned. She also stepped down as women's track and field coach... **Jackie Adams** hired at Hartford, where she also will serve as women's track and field coach... **Kris Heinsman** named at North Park, where she also will serve as women's track and field coach.

**Field hockey assistants**—**Jill Reeve**, a third-team all-American selection in 1992 at Old Dominion, named as an assistant at Dartmouth... **Mary McCracken**, head women's lacrosse coach at Delaware, appointed assistant field hockey coach at Syracuse.

**Football**—**Charlie Fisher** picked at West Georgia, succeeding **Ron Jurney**, who was named athletics director at

# NCAA Record

► Continued from page 17

coach at Southwestern (Texas).

**Women's soccer assistants**—Bill Dirrig resigned as coach at Franklin and Marshall, where he also stepped down as men's lacrosse coach...Denise Reddy picked at Cornell after most recently serving as head coach of the New Jersey state select under-15 squad...Lisa Gzley named at Minnesota. She was an assistant at Massachusetts from 1989 to 1992.

**Women's softball**—Rudy Galayda hired at St. Francis (Pennsylvania)...Kecia Davis, women's basketball coach at Cal Lutheran for the past two seasons, given new responsibilities as women's softball coach and head athletics trainer. She replaces Teri Rupe as softball coach...Bonnie Contu, an assistant at Connecticut, named head coach at Southern Colorado.

**Women's softball assistants**—Cheryl Aschenbach, starting catcher for the women's softball team at Cal Lutheran from 1990 to 1993, named there as an assistant...Kim Staehle, a four-year player at Connecticut, named assistant coach there.

**Men's and women's swimming and diving assistant**—Brian Smith named at Rice after serving as women's aide at Arizona State for the past two years.

**Men's tennis**—Mike Gennette, an assistant at Cal Lutheran, promoted to head coach, replacing Herb Rapp...Jim Boykin, who amassed a 12-year record of 251-77 as men's coach at Anderson College, named at North Carolina-Charlotte. Most recently, Boykin was director of tennis for the Belton (South Carolina) Tennis Association.

**Women's tennis**—Brigitte Bressler named at St. Anselm.

**Women's track and field**—Charlene Cline, coach at Northwest Missouri State since 1987, resigned. She also stepped down as women's cross country coach...Karen Dobbs resigned as women's track and field coach at Boston College...Jackie Adams hired at Hartford, where she also will serve as women's cross country coach...Kris Heinsman named at North Park, where she also will serve as women's cross country coach.

**Men's and women's track and field assistants**—Randy Bungard, Phil Olson and Scott Steffan appointed at Virginia.

**Women's volleyball**—Sharon Vanis selected at Wayne State (Nebraska)...Raymond "Chip" Didier Jr., head coach at H. I. Bourgeois High School in Louisiana, named at Nicholls State, succeeding Sandi Stein, who accepted the head coaching position at Georgia State in January.

**Roni Armada**, former standout player at Florida, named at Southeastern Louisiana...Cindy Brazier, assistant coach at Pittsburgh, promoted to head coach, replacing Sue Woodstra, who accepted a coaching position in Germany...Lori Mazza appointed at new Division III member Wesleyan (Georgia), where she also will serve as assistant athletics director and head women's basketball coach.

**James Park**, coach of the boys' volleyball team at Thousand Oaks (California) High School since 1991, named women's volleyball coach at Cal Lutheran, where he replaces Beth Welch-Ream, who resigned to become an assistant coach at Montana State...Dorothy Hert, previously coach at Brown for three years and an aide at Gonzaga for one year, named head coach at Wellesley.

**Jennifer Morris**, an assistant for four years at Northwestern, named head coach at North Park, succeeding Jodi Bullen, who was appointed chaplain of the college.

**Women's volleyball assistants**—Becky Balfour hired at St. Anselm after serving as an assistant coach at Mascenic High School in New Ipswich, New Hampshire...Teri Okelberry Spiers named at Weber State, where she is a former letter-winner in volleyball and track and field...Lisa Sulatycki, a graduate assistant coach at Kent for the past two seasons, named assistant coach there.

**Wrestling**—David Harms named at Valparaiso, where he also will serve as an assistant football coach...Rob Koll hired at Cornell.

**Wrestling assistants**—Tim Cysewski hired at Northwestern after spending the past two years as a graduate assistant at

## Hamline selects Krishka for basketball

Dennis Krishka, assistant men's basketball coach at Wisconsin-Oshkosh for the past three years, has been appointed head men's basketball coach at Hamline, replacing Tim Mieure, who resigned after leading the Pipers for 13 years.

Krishka takes over a Division III program that has recorded 1,064 victories and won three national titles.

"Becoming a head coach at the collegiate level is a culmination of a 20-year dream," Krishka said. "It's something I've been working for ever since my first position as a high-school assistant coach. The opportunity to be a part of the rich history of Hamline University basketball is one that I'm excited about and looking forward to."

Hamline finished the 1992-93 season with a record of 8-16 overall and 7-13 in the Minnesota Intercollegiate Athletic Conference.



Krishka

Iowa...Bart Chelesvig, a three-time all-American at Iowa, named at Wisconsin.

### STAFF

**Development director**—Laura Clontz promoted to director at Nevada-Las Vegas.

**Equipment manager**—H. Andrew McAleer, an intern in the athletics department at Fairfield during the 1992-93 academic year, appointed there as equipment manager.

**Events manager**—Norma Barnes named events manager for women's athletics at Minnesota, where she also will serve as assistant promotions director.

**Golf director**—Chris Colbert chosen as men's and women's golf director at South Alabama.

**Promotions coordinator**—Mike Blaser appointed coordinator of promotions at Nevada-Las Vegas.

**Promotions assistant**—Norma Barnes named assistant promotions director for women's athletics at Minnesota, where she also will serve as events manager.

**Sales director**—Simon Keith promoted to director of sales at Nevada-Las Vegas.

**Sports information directors**—Bob Ziadie, previously the SID for seven years at Keystone Junior College and more recently an assistant SID at King's (Pennsylvania), named at King's as director. He replaces John Engel, who retired after 43 years as the college's SID...Phil Haddy chosen as SID at Iowa...Marcy Dubroff, former SID at Connecticut College, named manager of the news bureau at Franklin and Marshall.

**Chris Anderson**, interim associate SID since last year at Nebraska, named sports information director there, where she replaces Don Bryant, who was promoted to associate athletics director for community relations...John Czimbala, a publicist/statistician with the South Coast Conference since February, named SID at Cal Lutheran, replacing John Anthony, who resigned July 15 after serving in the post since December 1990...Jim Gwinn resigned as SID at Bloomfield.

**Jeff School** appointed SID at Lawrence, where he also is head baseball coach. He replaces Rick Peterson, who was promoted to manager of news services at the school...Jodi L. Hoatson, SID at Alaska Fairbanks since last year, left the institution for a sports information internship at Washington State.

**Sports information assistants**—Daniel Jankowski, an intern at San Diego from 1991 to 1992, named there as assistant sports information director...Brian Ierardi and Todd Kennedy named sports information interns at Pennsylvania...Greg Seiler, former sports information director at Mars Hill and Cal Lutheran, named at Kent...Jon Terry named sports information intern at Bucknell, from which he graduated in 1993.

**Strength and conditioning coaches**—Wiley Brown named strength and conditioning coordinator at Louisville...Jennifer Buttriss, head strength and conditioning coach and assistant football defensive line coach at Eastern New Mexico, named strength and conditioning coach for women's athletics at Minnesota.

**Strength and conditioning assistants**—Scott Reeves named assistant strength and conditioning coordinator at Southern Methodist, which also announced that James Childers has joined the staff as a graduate assistant...Scott Bennett, a graduate assistant strength coach at Clemson for three years, named assistant strength and conditioning coach at Virginia Tech.

**Tennis director**—Scott Novak appointed director of men's and women's tennis at South Alabama.

**Ticket manager**—Rex Hough, assistant ticket manager at Pittsburgh, promoted to ticket manager, succeeding Dick Lukehart, who retired June 30...Pam Young promoted to ticket manager at Miami (Florida).

**Trainers**—Alissa G. Kerry, assistant trainer at Bowdoin since 1988, named head athletics trainer there. She replaces Mike Linkovich, who has been the college's trainer since 1954 and will remain with the institution as assistant trainer...Deanna Errico named at Wells...Kecia Davis, women's basketball coach for the past two seasons at Cal Lutheran, given new responsibilities as head trainer and women's softball coach. She replaces Rod Poindexter as trainer...Jeanne O'Brien named at Springfield.

**Assistant trainers**—David Berry, Stephanie Carroll and Jon Russillo appointed graduate assistant trainers at Sacred Heart. Berry will work with the men's soccer and ice hockey programs; Carroll will work with the women's basketball, field hockey and lacrosse teams, and Russillo will handle the women's soccer, men's basketball and lacrosse teams...Tim La Kose appointed at Cal Lutheran, where he also will serve as women's basketball coach.

### CONFERENCES

**Jennifer Lofberg** named administrative intern and **Dennis McMorrow** picked as football administrative intern for the Metro Atlantic Athletic Conference...**Dennis J. Keihn**, former athletics director at Northeastern Illinois, appointed commissioner of athletics for the Wisconsin State University Conference and Wisconsin Collegiate Conference. He succeeds **Max Sparger**, who retired July 15 after 23 years as commissioner.

**Richard C. Cook**, who spent 22 years as a college basketball official before retiring in 1981, named the first commissioner of the Capital Athletic Conference...**Fred Barakat**, assistant commissioner of the Atlantic Coast Conference, elevated to associate commissioner, becoming the first associate commissioner in ACC history...**Maj. Jim Trego**, director of event management, team logistics and facility scheduling at Air Force, appointed assistant commissioner of the Western Athletic Conference.

The Southern Collegiate Athletic Conference (SCAC) announced the following appointments for the 1993-94 academic year: **Samuel R. Williamson**, vice-chancellor and president at Sewanee (University of the South), will serve as chair of the board of directors, and **Ronald K. Calgaard**, president of Trinity (Texas), and **James H. Daughdrill Jr.**, president

of Rhodes, will serve with Williamson on the SCAC executive committee. Also, **Bill Huyck**, athletics director at Sewanee, will serve as chair of the SCAC athletics directors council.

**Matt Lawton**, who joined the South Atlantic Conference in 1992 as a sports information intern, named to the position of assistant to the commissioner for sports information and external relations. He replaces **Gary Spittler**, who recently resigned as the conference's service bureau director...**Sharon Gaunt** appointed assistant commissioner for women's officiating at the Southeastern Conference...**Dale Kelley** named supervisor of men's basketball officials and **Sue Kennedy** picked as supervisor of women's basketball officials at the Sun Belt Conference...**John Callan** of St. Mary's (California) and **Stephanie Germaraad** of Southern California named public relations assistants at the West Coast Conference.

### ASSOCIATIONS

The College Football Association announced the following appointments: **Richard Eakin**, chancellor of East Carolina, chair of the board of directors; **Jim Francis**, chair of the department of management at Colorado State, secretary-treasurer; **Daniel Ferritor**, chancellor of Arkansas, Southeastern Conference representative to the board of directors; **Ed Pastilong**, athletics director at West Virginia, Big East Conference representative to the board of directors; **Bob Goin**, athletics director at Florida State, Atlantic Coast Conference representative to the board of directors; **Carl James**, commissioner of the Big Eight Conference, commissioners' representative to the board of directors, and **LaVell Edwards**, head football coach at Brigham Young, football coaches' representative to the board of directors. In staff moves, **Carol Cuttino** was promoted from special assistant to the executive director to assistant director for administration and **Shad Hansen** was awarded a one-year internship at the CFA.

The Division I-AA Football Athletics Directors Association, founded during the 1993 NCAA Convention, announced its first group of officers. They are Georgia Southern athletics director **David "Bucky" Wagner**, president; Western Carolina athletics director **Larry Travis**, first vice-president; Lafayette athletics director **Eve Atkinson**, second vice-president, and Boise State athletics director **Gene Bleymaier**, third vice-president.

**David W. Ogren**, director of broadcasting for the United States Olympic Committee since March 1990, named executive director of USA Hockey, succeeding **Baaron Pittenger**, who resigned May 8. Also, **Brian S. Petrovek**, vice-president for marketing of the New Jersey Devils professional hockey franchise since 1989, named assistant to the executive director.

### Etc.

#### CONFERENCE MEMBERS

The Trans America Athletic Conference announced that Florida Atlantic will become a full member of the conference, effective September 1. The addition brings to 10 the number of institutions in the conference.

#### SPORTS SPONSORSHIP

Cal Poly Pomona announced it has dropped women's softball due to budget cuts.

St. Anselm announced it will reinstate women's volleyball after an 11-year hiatus. The school sponsored the sport from 1976 to 1982.

#### CORRECTIONS

The name of the institution that the Division II track and field subcommittee of the Men's and Women's Track and Field Committee recommended to the Executive Committee as host of the 1994 Division II Men's and Women's Indoor Track Championships was reported incorrectly in the June 23 issue of The NCAA News. North Dakota State University was recommended as host.

#### DIRECTORY CHANGES

**Active**—University of Arkansas, Little Rock: Charles F. Hathaway (C); Anna Maria College: New telephone numbers are (P) 508/849-3333, (F) 508/849-3375, (AD) 508/849-3447, (SWA) 508/849-3386; Augustana College (Illinois): Ralph Wagoner (P); Uni-

versity of California, Irvine: Laurel L. Wilkening (C); California State University, Hayward: F. Douglas Weiss (AD); Canisius College: Rev. Vincent M. Cooke (P); Castleton State College: (AD) to be appointed; Coe College: J. Barron Bremner (AD); Eastern New Mexico University: Chris C. Gage (AD); Fordham University: New area code is 718, new telephone prefix is 817; Illinois College: Richard Pfau (P); Kentucky Wesleyan College: James E. Welch, Associate Professor of Business Administration, 502/926-3111; Lake Forest College: David Spadafora (P), new telephone numbers are (P) 708/735-5100, (F) 708/735-5153, (AD) 708/735-5290; Lake Superior State University: Jeff Jackson (AD); Lehigh University: David A. Van Horn (F)—Professor of Civil Engineering, 215/758-3537; Limestone College: Dennis Bloomer (AD); Manhattan College: New area code is 718; University of Massachusetts, Amherst: David A. Scott (C); University of Massachusetts, Dartmouth: Peter H. Cressy (C); University of Miami (Florida): Paul T. Dee (AD); University of Missouri, Columbia: Sarah K. Reesman (SWA), Assistant Director of Athletics, 314/882-2061; Montana State University: Robert Oakberg (F)—Associate Professor of Civil and Agricultural Engineering, 406/994-6126; University of New Hampshire: (F) new telephone number is 603/862-1661; State University College at New Paltz: James A. Zalacca (AD); University of Northern Colorado: Jim Fallis (AD), new title for (SWA) is Senior Associate Director of Athletics; University of Notre Dame: New telephone prefix is 631; Oral Roberts University: New telephone number is 918/495-7100; University of the Pacific (California): (SWA) to be appointed; University of Pennsylvania: Claire Fagin (interim P); Plymouth State University: Donald P. Wharton (P); Principia College: Seth C. Johnson (AD); St. John's University (New York): Michael Pisano (F)—Professor of Biology; St. Joseph's College (Indiana): (AD) new telephone number is 219/866-6286; University of Tulsa: Judy MacLeod (SWA)—Acting Assistant Director of Athletics, 918/631-3063; U.S. Coast Guard Academy: (Superintendent) to be appointed; U.S. Merchant Marine Academy: Rear Adm. Thomas T. Matteson (Superintendent); U.S. Military Academy: Cpt. Julie DelGiorno (SWA)—Assistant Director of Athletics; Valdosta State College: Name changed to Valdosta State University; Vassar College: Susan Colodny (SWA)—Director of Sports Information; Western Illinois University: William F. Johnson (F)—Assistant Professor/Law Enforcement Administration, 309/298-1335; Wichita State University: Eugene Morgan Hughes (P); Wofford College: Ted R. Monroe (F)—Associate Professor of Mathematics, 803/597-4533.

**Conference**—Commonwealth Coast Conference: (Comm.) new telephone number is 508/849-3447; Liberty Football Conference: Disbanded; New England University Wrestling Association: Name changed to Big Northeastern University Wrestling Association.

## Notables

**Bo Carter**, director of media relations for the Southwest Conference, was honored by the National Collegiate Baseball Writers Association as the winner of its 1993 Wilbur Snypp Award, given annually to an individual for distinction in promoting college baseball.

**Bob Vanatta**, a founder of the Trans America Athletic Conference and its first commissioner, was honored by the conference, which announced it will name its championship basketball tournament trophy the Bob Vanatta Trophy. Vanatta currently is commissioner of the Sunshine State Conference.

**Mike Jarvis**, head men's basketball coach at George Washington, has been selected coach of USA Basketball's Men's Under-22 team that will take part in the FIBA Under-22 World Championship in Spain July 22-31. He replaces Kansas head coach **Roy Williams**, who withdrew because of time conflicts. Connecticut head coach **Jim Calhoun**, who served as Williams' assistant, also withdrew. Jarvis, who also was an aide to Williams, will be assisted by Oregon head coach **Jerry Green** and Augusta head coach and NCAA Council member **Clint Bryant**.

USA Hockey released the coaching staffs for the U.S. Olympic Festival, set for July 23-August 1 in San Antonio. The coaches include: Team North—**Jeff Jackson**, head coach at Lake Superior State

See NCAA Record, page 19 ►

## NCAA Record

► Continued from page 18

since 1990, head coach; **Bruce Horsch**, director of the Michigan Tech hockey development center, assistant Team South—**Buddy Powers**, head coach at Rensselaer since 1989, head coach, Team East—**Bill Beaney**, head coach at Middlebury since 1986, head coach. Team West—**Frank Serratore**, head coach at Denver for the past three seasons, head coach.



Assistant basketball: **Amy Molina**  
Assistant basketball: **Beth Warner**



## Deaths

**Wally Akervik**, former head men's ice hockey coach at Wisconsin-Eau Claire, died July 4 of a heart attack. He was 57. Akervik led the Blugold hockey program for seven of its first nine years of existence, from 1979 to 1986. After coaching at Wisconsin-Superior, Akervik led Wis-



Assistant basketball: **Pam Means**  
Assistant basketball: **Tracy Garrick**

consin-Eau Claire into the National Association of Intercollegiate Athletics hockey championship in the 1984 academic year. At the time of his death, Akervik was manager of the Hobbs Ice Center and the Fairfax Outdoor Pool in Eau Claire.

**Wayne "Boley" Crawford**, former East Texas State golf coach, died recently at age 66 in Lincoln, Nebraska. Crawford, who recently retired at the school, coached at East Texas State for 36 years, the longest tenure of any coach there.

**Budd Whitehill**, the only wrestling coach ever at Lycoming, died July 5 after a long battle with cancer. He was 61. Whitehill founded the wrestling program at Lycoming in 1956 and guided the Warriors to a 376-173-5 record during 37 seasons at the institution. He recorded 34 winning seasons and captured 10 Middle Atlantic States Collegiate Athletic Conference championships during his tenure.



DePaul University photo

## Phone volunteers

DePaul University men's basketball players (from left) **Bryant Bowden**, **Malik Murray**, **Kris Hill** and **Jon Harris** recently volunteered for the Children's Miracle Network Telethon. The players were joined by head coach **Joey Meyer** and assistant coach **Jay Goedert**.

# 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 purposes relating to the administration of intercollegiate athletics.

**Rates:** 55 cents per word for general classified advertising (agate type) and \$27 per column inch for display classified advertising. (Commercial display advertising also can be purchased elsewhere in the newspaper at \$12 per column inch. Commercial display advertising is available only to NCAA corporate sponsors, official licensees and members, or agencies acting on their behalf.)

**Deadlines:** Orders and copy for The Market are due by noon Central time six 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 advertisements. Orders and copy will be accepted by mail, fax or telephone.

For more information or to place an ad, call classified advertising at 913/339-1906, ext. 3000, or write NCAA Publishing, 6201 College Boulevard, Overland Park, Kansas 66211-2422, Attention: The Market. To fax an ad, call 913/339-0031.

## Positions Available

### Athletics Director

**Athletics Director.** Kentucky Wesleyan College seeks applications and nominations for the position of Director of Athletics. The director reports to the dean of the college and has responsibility for the college's athletics program. Responsibilities include hiring and supervising the athletics staff; administering the program's budget; coaching/teaching; fund raising and public relations for the athletics department; directing recruitment of student athletes; overseeing compliance with NCAA Division II college and conference rules; and coordinating use of athletics facilities. Candidates should have the following qualifications: at least the master's degree in an appropriate field, experience in administration and coaching, and an understanding of the role of athletics in a liberal arts college. The position is a 12 month, administrative appointment with competitive salary and fringe benefits. Review of applications will begin immediately and will continue until position is filled. Candidates should submit a curriculum vitae, and three letters of recommendation to: Dean of the College, Kentucky Wesleyan College, 3000 Frederica Street, Owensboro, Kentucky 42301. Equal Opportunity Employer.

### Associate A.D.

**Senior Associate Athletics Director.** The position requires exceptional leadership, organizational, administrative, marketing, communication and interpersonal skills, and a substantial knowledge concerning the strategic planning and administration of a large complex department of intercollegiate athletics. The successful candidate should have a commitment to the academic achievements and personal growth of student athletes. It is preferred that candidates have at least five years of successful administrative experience in NCAA Division I-A athletics in increasingly responsible positions. The successful candidate must possess a high level of creativity and the ability to motivate others. A bachelor's degree is required and a master's degree is preferred. Send cover letter and resume to: William C. Carr III, Director of Athletics, University of Houston, Intercollegiate Athletics, Houston, TX 77204-5121. Applications will

be reviewed immediately until position is filled. The University of Houston is an Equal Opportunity/Affirmative Action Employer and employs only those individuals lawfully authorized to work in the United States.

### Academic Adviser

**Academic Adviser for Intercollegiate Athletics.** Arkansas State University is accepting applications for an academic adviser. The successful candidate must have a bachelor's degree in counseling or a related field plus advising experience, preferably with student athletes. Knowledge of NCAA rules and regulations and demonstrated interpersonal relations and communication skills required. Sensitivity to diverse populations such as non-traditional, minority and students with disabilities required. Responsibilities will include advising student athletes with registration, degree requirements and career goals. Maintain accurate student records, monitor academic progress, coordinate the tutorial program for all student athletes and other duties assigned by the director. Applications will be accepted until the position is filled. Starting date is immediate. Send letter of application, resume and three letters of recommendation to: Neil Brooks, Director of Academic Support and Compliance, Arkansas State University, P.O. Box 1000, State University, AR 72467. Arkansas State University is an Equal Opportunity Employer.

### Athletics Counselor

**Associate Athletics Counselor.** University of Wyoming. Full time, 12 month appointment, faculty tenure track in athletics. Master's degree in counseling or related field required. Date of appointment: September 1, 1993. Qualifications: Experience in individual and group counseling required. Experience in learning skills required. Remedial education experience preferred. Knowledge of computer assisted instruction is important. Responsibilities: Counseling for career, academic and personal issues. Management of the tutorial program. Assist in the continuing eligibility process. Assist in the monitoring of academic performance and the supervision of evening study tables. Assist with on campus recruiting and participation on University committees. This position reports to the Assistant Athletics Director for Student Services. Must be able to work flexible hours, including evenings and weekends. Responsible for adhering to University, WAC, NCAA policies, procedures and regulations. Salary commensurate with experience and qualifications. To apply, send letter of application and resume to: Search Committee, Associate Athletics Counselor, Athletics Department, P.O. Box 3414, University Station, Laramie, Wyoming 82071. Applications must be received by 5 p.m. on August 13, 1993. An Equal Opportunity/Affirmative Action Employer.

surate with experience and qualifications. To apply, send letter of application and resume to: Search Committee, Associate Athletics Counselor, Athletics Department, P.O. Box 3414, University Station, Laramie, Wyoming 82071. Applications must be received by 5 p.m. on August 13, 1993. An Equal Opportunity/Affirmative Action Employer.

### Athletics Trainer

**Assistant Athletics Trainer.** St. Lawrence University invites applications for the position of assistant athletics trainer. Responsibilities include coverage for intercollegiate athletics teams, with primary emphasis for women's teams, and instructor in the required student wellness course. NATA certification required. Master's degree preferred. Salary commensurate with qualifications. Resumes to: Ron Waske, ATC, St. Lawrence University, Canton, NY 13617. Review of applications begins July 15, 1993. Start date: August 1, 1993. St. Lawrence University is committed to fostering multicultural diversity in its faculty, staff, student body and programs of instruction. As an Equal Opportunity/Affirmative Action employer, we specifically encourage applications from women, persons of color and persons with disabilities.

**Assistant Athletics Trainer—The University of Miami (FL)** is accepting applications for the position of assistant athletics trainer. Responsibilities include practice and event coverage for men's basketball, additional sports as assigned; evaluation, treatment and rehabilitation of student athletes. Supervises and instructs student assistant trainers in first aid treatment as well as care and prevention. B.S. degree required, master's degree required. NATA certification. Two years' experience at the college or professional level preferred. Salary based on qualifications and experience for twelve (12) month position starting August 2, 1993. Send letter of application and three letters of recommendation by July 30, 1993, to: David Scott, Assistant Athletics Director, University of Miami, #1 Hurricane Drive, Coral Gables, FL 33146-0820. Miami is an Equal Opportunity Employer.

**Assistant Athletics Trainer: Virginia Military Institute** invites applications for the position of assistant athletics trainer. Work with head trainer in all aspects of training room operation. Master's degree in athletics training or related field with NATA certification required. Salary commensurate with qualifications and experience. Generous fringe benefit package. Immediate placement. Current resume, letter of applications, and three letters of reference must be received by the Personnel Office, Virginia Military Institute, Lexington, VA 24450, not later than 4:30 pm, Friday, July 30, 1993. VMI is an Affirmative Action/Equal Opportunity Employer and does not discriminate against anyone because of race, color, religion, national origin, political affiliation, sex, age or disability.

**Announcement of Assistant Athletics Trainer, Southern Illinois University at Carbondale.** Assist Head Trainer in providing medical coverage for all men's intercollegiate athletics teams with primary responsibility for baseball, track, tennis and golf. Qualifications include: Master's degree and two years experience as athletics trainer preferred; minimum of 800 hours of supervisory experience in at least six different sports; NATA certification required and eligibility to register with State of Illinois. Send letter of application, resume and three names of references with phone numbers by July 28, 1993, to: Ed Thompson, Athletics Trainer, Southern Illinois University at Carbondale, 118 Lingle Hall, Carbondale, IL 62901; or fax to 618/453-5152. SIU is an Equal Opportunity/Affirmative Action Employer.

### Facilities

**Assistant Athletics Director—Facilities.** Illinois State University is seeking applications and nominations for the position of Assistant Athletics Director—Facilities. Primary responsibility is the management and operation of Redbird Arena. This facility serves as the

home court for men's and women's basketball, volleyball, and numerous local, regional and state events. Responsibilities include scheduling, promoting, staff supervision, budget development and management. Additional responsibilities include the supervision of all other intercollegiate athletics facilities such as the baseball and softball fields, track, soccer field, and other designated areas. Individual will serve as a member of the senior administrative staff and, as such, will report to the director of athletics. Qualifications: Bachelor's degree required, experience in intercollegiate athletics administration preferred. Candidates should have demonstrated skills working with numerous constituencies; have effective communication skills, both written and oral; knowledge of intercollegiate athletics event management and appropriate leadership skills to motivate and direct staff. Salary: Commensurate with qualifications and experience. To assure consideration, applications should be received by August 6, 1993. Send letter of application, resume, and the names and addresses and phone numbers of five professional references to: Rick Greenspan, Director of Athletics, 7130 Horton Field House, Illinois State University, Normal, IL 61790-7130. Equal Opportunity/Affirmative Action Employer.

### Fund-Raising

**Assistant Director, John Purdue Club.** Duties include: Developing and implementing programs for fund-raising, marketing and public relations to generate contributions for scholarship, event organization and management. Bachelor's degree in a related area required along with three years' related work experience. Excellent verbal and written skills, creativity and knowledge of and interest in athletics desired. Send resume with references by August 13, 1993, to: Sue Gibson, Personnel Services, 1126 Freehafer, Purdue University, West Lafayette, IN 47907. Equal Opportunity/Affirmative Action Employer.

### Marketing

**Coordinator—Marketing and Events, Women's Athletics.** Responsible for game management of all women's athletics events. Requires bachelor's degree in marketing or related field. Prefer knowledge of collegiate athletics, experience in marketing, advertising, sales, and/or events promotions. Salary commensurate with qualifications. Application Deadline: August 6, 1993. Request application information from the Department of Personnel, 901/678-2601. Memphis State University, Memphis, TN 38152. Equal Opportunity/Affirmative Action University.

**Corporate Sales Coordinator—Marketing and Promotions.** The University of Miami (Florida) invites applications for the position of Corporate Sales Coordinator/Marketing and Promotions. Responsibilities include corporate sales and packaging, sales prospecting, and sponsor services; assist in promotional activities at athletics events, report and coordinate all activities with Director of Marketing and Promotions. Bachelor's degree required. Minimum of three (3) years previous sales/marketing experience required, preferably in an intercollegiate or professional athletics program. Send current resume, cover letter, writing samples and a list of three (3) professional references to: Alex J. Vergara, Director of Marketing/Promotions, University of Miami, #1 Hurricane Drive, Coral Gables, FL 33146. Application deadline: August 6, 1993. The University of Miami is an Equal Opportunity/Affirmative Action Employer and a Smoke/Drug Free Workplace.

**Marketing/Promotions.** The University of South Alabama seeks full-time internship: nine-month appointment. Bachelor's degree required. Responsibilities include, but are not limited to, the following: Game operations, assisting in the planning, organization and implementation of all promotions and fund-raising and special projects assigned by the athletics director and assistant athletics director. The intern must possess strong communication skills and must be willing to work

evenings and weekends. Internship runs from September 15, 1993, to June 1, 1994. Interested candidates should send a resume and a list of references to: Rebecca Amott, University of South Alabama, Athletics Department, HPFELS Building, Room 1107, Mobile, AL 36688, by August 23, 1993.

### Operations

**Sport Operations Assistant—Appointment date:** Negotiable. Salary: \$28,000 with full benefits. Annual appointment. Responsibilities: Assist associate athletics director for sport operations in all areas of administrative responsibilities for 22 sports. Make recommendations as they relate to event management. Assist in the planning, coordination and implementation of departmental projects, special events, etc. Research, gather, complete and compile information for reports as it relates to various special projects such as event management, internships, friends groups, budgets, salaries, scholarships, gender equity, Title IX and other administrative areas. Supervise, coordinate and implement event management program and day to day event management operations for 22 sports. Maintain, coordinate and distribute master schedule for department. Other duties as assigned by associate athletics director. Qualifications: Bachelor's degree required, master's degree preferred in athletics administration or closely related field. Three years' collegiate athletics experience, preferably in Division I. Experience in working with key personnel in other departments of the university and within a large intercollegiate athletics department. Athletics experience and knowledge in administration of special events and projects. Demonstrated ability to coordinate and organize championships and special events from start to finish. Demonstrated knowledge of event management. Excellent communication and organizational skills. Exceptional creative and problem solving skills. Positive professional attitude and self-starter. Demonstrated ability to work with public, coaches and administrators. Demonstrated working knowledge of NCAA and Big Ten rules and regulations. Computer skills and knowledge. Deadline for applications: Preferably July 28, 1993. Send a letter of application and resume, three letters of recommendation, and include the names and phone numbers of at least three other references to: Kathy Lindahl, Chair of Search Committee, Associate Director of Athletics, Michigan State University, 220 Jensen Field House, East Lansing, MI 48824-1025. For further information, call Kathy Lindahl, Phone 517/353-8849, fax 517/336-1047. MSU is an Affirmative Action/Equal Opportunity Institution.

### Recruiting

**Recruiting Coordinator/Academic Support Assistant.** The George Washington University. Twelve-month appointment beginning August 15, 1993, or soon thereafter. Full-time position. Qualifications: Bachelor's degree, with evidence of a strong academic record, is necessary. Master's degree desirable. Previous experience as a student athlete in college athletics at Division I level preferred. Responsibilities: Meet regularly with Head Academic Coordinator, coaching staff and representative of the admissions and financial aid offices to track the recruiting process. Maintain data base of information and generate reports. Provide tutoring, monitor study halls and provide assistance with student-athlete orientation programs. Provide academic advising and teach time management and study skills. Assist in coordination of special projects. To apply, send letter of application, resume and three letters of recommendation to: Mary Jo Warner, Senior Associate Director of Athletics and Recreation, The George Washington University, Department of Athletics and Recreation, 600 22nd St., N.W., Suite 219, Washington, DC 20052. Screening will begin immediately and remain open until a suitable candidate is appointed. The George Washington University is a private, coeducational

university of approximately 6,000 undergraduate students. The athletics department offers 17 varsity sports. The GW Colonials are members of the Atlantic 10, ECAC and NCAA Division I. The George Washington University is an Equal Opportunity/Affirmative Action Employer.

### Sports Information

**Assistant Sports Information Director: Drake University, Des Moines, Iowa.** Full time, 12-month position, assisting in the daily operational activities of the athletics department. Responsibilities include coordination of all athletics department publications (writing, editing, layout/design), supervision of efforts with women's basketball and other duties as assigned by SID. Candidate should possess strong oral and writing skills with knowledge of IBM and Macintosh systems. Bachelor's degree in journalism or related field plus experience within sports information required. Send letter of application, resume, three letters of recommendation and samples of previous work to: Mike Mahon, Sports Information Office, Drake Fieldhouse, Des Moines, Iowa 50311. Application deadline is August 4.

**Athletics Media Relations Intern—Georgia Southern University.** Primary responsibilities: Media relations, statistical upkeep, event program preparation and writing duties for the sports of men's soccer, women's soccer, women's basketball, men's tennis, and women's tennis. A background in college sports information as an undergraduate and experience in desktop publishing are required. Strong writing skills are a must. Stipend is \$6,000 for 10 months and the successful candidate, if qualified, may enroll in GSU's sport management graduate program. Send a letter of application, resume, a list of three current references and some recent work samples to: Matt Rogers, Director of Athletic Media Relations, Georgia Southern University, L.B. 8085, Statesboro, GA 30460. Georgia Southern is an Affirmative Action/Equal Opportunity Employer.

**Sports Information Internship.** The George Washington University Department of Athletics and Recreation is seeking one intern to work with the school's sports information department. The position is a full-time, 10-month appointment (August 1, 1993, to May 31, 1994) and will receive a \$6,000 stipend. Duties include: writing press releases and feature stories, compiling and editing media guides and other athletics publications, providing media coverage for home athletics events, maintaining team and individual statistics and records; other duties as assigned by the director. Qualifications: bachelor's degree required. At least one year of experience in sports information, public relations or similar field. Demonstrated writing skills, knowledge of sports, publications, and computers is essential. George Washington University, an NCAA Division I entity, is a member of the Atlantic 10 Conference and Eastern Collegiate Athletic Conference (ECAC), and sponsors 17 intercollegiate sports. Letter of application with resume, references, and writing samples should be sent to: Betsy Barrett, Sports Information Director, The George Washington University, 600 22nd St., N.W., Washington, D.C. 20052. Deadline for application is July 30, 1993.

**Physical Therapist—Sports Medicine.** Responsibilities will include performing appropriate initial physical therapy assessment of patients and designing a physical therapy plan for care for that patient, implementing and managing a specific and comprehensive treatment plan for patients, developing and implementing educational programs for patients and staff of the Sports Medicine and Rehabilitation Center, participating in planning and development activities with the Sports Medicine and Rehabilitation Center staff, and providing appropriate office management. Must be a licensed physical therapist. Send resume and cover letter to the: Personnel Department, Furman University, 3300 Poinsett Highway, Greenville, SC 29613, by September 1, 1993. Affirmative Action/Equal Op

See The Market, page 20 ►

## Decision

# U.S. Court of Appeals rules against Colorado State; upholds reinstatement order

► Continued from page 6  
accommodation."

The university further argued that the plaintiffs had not proven discriminatory intent, but the court rejected this point, stating that proof of discriminatory intent is not required to find a violation of Title IX.

### Order differs

The relief granted—reinstatement of the women's fast-pitch softball team—differs from that ordered in the Brown decision, where the reinstatement of two women's teams was expressly interim in nature, to be revisited after a trial was held on the merits. In the case of Colorado State, the lower court ordered reinstatement of the women's team after a trial

on the merits. In addition, three weeks after the reinstatement order, the district court ordered Colorado State to hire a coach promptly, recruit new members for the team, and organize a fall season.

On appeal, Colorado State argued that the order prescribing the precise manner in which it must comply with Title IX was an abuse of the lower court's discretion and amounted to micromanagement of its softball program. The court's responses to these arguments bear close analysis.

The court rejected the claim that the district court had abused its discretion by ordering the relief the plaintiffs requested—reinstatement of the team.

The court acknowledged, however, that if this case were a class

action, Colorado State's argument might have some merit. In a class action, the court said that a more appropriate remedy for a Title IX violation "might be to enjoin CSU's conduct of men's varsity competition until (it) presented a plan that would bring CSU into compliance with Title IX." Because this case was brought as an individual action, the court found that the order requiring reinstatement of the team was appropriate, because the relief ordered responded directly to the harm the plaintiffs had sustained.

The court also rejected Colorado State's contention that the order required it to maintain a softball team in perpetuity. Because the relief was directed at plaintiffs in their individual capacities, the court said that once all the plain-

tiffs had transferred or graduated, Colorado State could return to court and seek to have the injunction dissolved.

The court noted that this was precisely the course taken by another appeals court in the Colgate University case, where the appellate court vacated the order granting varsity status to the women's ice hockey team because all the plaintiffs would have graduated before the order took effect. Colorado State also might be entitled to have the injunction vacated if it were to remedy its Title IX violation in another manner, such as by meeting the substantial proportionality benchmark.

In one respect, the appeals court agreed with Colorado State: It ruled that although the district court had the power to ensure that

the reinstated softball program had all the incidental benefits of varsity status, the lower court went too far in its demand that the softball team play a fall 1993 exhibition season. The court of appeals said that Colorado State University was under no obligation to create a top-flight team or to make certain that the team had a good season; Colorado State simply was required to reinstate the softball program with all the incidental benefits of varsity status.

*The foregoing article was prepared by Michael Scott and Judith Jurin Semo of Squire, Sanders & Dempsey, NCAA counsel in Washington, D.C. Copies of the opinion may be obtained by contacting the circulation staff (913/339-1900) at the NCAA national office.*

## The Market

► Continued from page 19

### Baseball

**Bridgewater State College, Assistant Baseball Coach—\$2,400.** Responsibilities: Primary duty will be to coach varsity team. Supervise the team at all practice sessions and games; organize and direct a training program to develop the team to its full potential and play a leadership role in the development of the team in terms of recruiting, promotion, teaching, motivation and competition. Qualifications: Undergraduate degree with teaching experience preferred; previous coaching and/or playing experience preferred; background in the sport should be particularly strong; demonstrated ability to work effectively with administrators and athletes and understanding of NCAA Division III philosophy and ability to work within the framework of the philosophy of Bridgewater State College. Deadline for a complete application file: Open and continuing. (Letter of intent, resume, and the name, address and telephone numbers of five professional references should be submitted for a complete file). Address all inquiries to: Office of Human Resources, Boyden Hall, Bridgewater State College, Bridgewater, MA 02325. Bridgewater State College is an Affirmative Action/Equal Opportunity Employer which actively seeks to increase the diversity of its workforce.

**Assistant Baseball Coach, Clemson University** invites applications for the position of assistant baseball coach beginning August 13, 1993. Responsibilities: Serves as pitching coach and recruiting coordinator and other duties as assigned by the head coach. Qualifications: Bachelor's degree. Master's degree preferred. Working knowledge of NCAA rules, compliance, NCAA Division I coaching experience preferred. Experience with coaching pitchers and ability to recruit at this level. Salary commensurate with references no later than July 30, 1993. To: Mr. Jack Leggett, Head Baseball Coach, P.O. Box 31, Clemson, South Carolina 29633; fax 803/656-0299. Clemson University is an Affirmative Action/Equal Opportunity Employer.

**Assistant Baseball Coach (Restricted-Earnings Coach).** Bachelor's degree required. Must have background and experience in the field of baseball as well as some coaching experience. Some working knowledge of NCAA rules preferred. Responsibilities: Duties to include, but not limited to, coaching in the men's baseball program, working with faculty and students, field maintenance. Reports directly to head men's baseball coach. Salary: Not to exceed \$16,000 per year. Starting date: August 15, 1993. Application: Candidates are requested to submit a letter of application and a resume to: Gary Powers, Head Baseball Coach, Department of Athletics, Lawlor Annex, Mail Stop 232, University of Nevada, Reno, Nevada 89557. The University of Nevada is an Equal Opportunity/Affirmative Action Employer and does not discriminate on the basis of race, color, religion, national origin, age, veteran status, sex or disability in any program or activity and encourages the employment of minority groups and women. The University of Nevada employs only U.S. citizens and aliens lawfully authorized to work in the United States.

**Assistant Baseball Coach/Athletics Department Intern.** Responsibilities include, but are not limited to, on-field coaching and intramural supervision. Compensation includes room and \$300 per month stipend. Interested persons should forward resume and letters of recommendation by August 1 to: Mark Line, Head Baseball Coach, Wofford College, 429 N. Church Street, Spartanburg, SC 29303.

### Basketball

**Assistant Women's Basketball Coach, Florida Southern College,** a Division II institution located in Lakeland, Florida, invites applications for the position of assistant women's basketball coach. Responsibilities include all aspects of the program, including recruiting, scouting, on-the-floor coaching and public relations. This is a full time, nine month appointment. Candidates must have a bachelor's degree. Application deadline: August 2; appointment begins August 16. Send letter of application and three letters of recommendation to: Hal Smeltz, Director of Athletics, Florida Southern College, 111 Lake Hollingsworth Drive, Lakeland, Florida 33801-5698. An Affirmative Action/Equal Opportunity Employer.

**Assistant Coach, Women's Basketball,** 12 Month Appointment. Responsibilities: Assist with coaching a highly competitive women's basketball program that competes in the

NCAA Division I Big West Conference. Recruit Division I quality student-athletes. Know and abide by NCAA rules and regulations. Assist with the monitoring of the academic progress of student-athletes. Team practices and scouting of opponents. Work in conjunction with the head coach regarding budget and scheduling of opponents. Take an active role in marketing women's basketball on campus and within the community through public appearances and promotional efforts. Qualifications: Bachelor's degree required; graduate degree desired. Experience in coaching highly competitive amateur basketball, preferably at the collegiate level. Ability to recruit Division I level student-athletes and commitment to their satisfactory academic progress. Application Deadline: Application review will begin immediately. Applications will be accepted until position is filled with an anticipated appointment date of September 1, 1993. Salary: Commensurate with experience. Application Procedure: Send letter of application, resume and three letters of recommendation to: Nan Bullington, Administrative Services Coordinator, c/o Athletics Department, CSU Fullerton, P.O. Box 34080, Fullerton, CA 92634-9080. CSUF is an Affirmative Action/Equal Opportunity/Title IX Employer.

**Assistant Women's Basketball Coach:** Duties include assisting the head coach in all areas related to the basketball program including, but not limited to: recruiting, scouting, practice organization, on-the-floor coaching, public relations, academic advising and supervision. Requirements include a bachelor's degree and a reputation for integrity with a thorough knowledge of and commitment to the adherence and compliance of all NCAA rules and regulations. Candidate must demonstrate a commitment to high academic standards for student-athletes and firm belief in a strong compliance program. Prefer knowledge of and compliance with all Mid-Continent Conference and University rules. Starting date: as soon as possible. Position will remain open until a qualified candidate is found. Salary is negotiable, based on experience and qualifications. Submit letter of application with resume and three letters of recommendation to: John Konstantinos, Athletics Director, Cleveland State University, Convocation Center, 2000 Prospect Avenue, Cleveland, OH 44115. Equal Opportunity Employer, m/f/d. CSU provides reasonable accommodation for individuals with disabilities.

**Assistant Coach Men's Basketball, Rider College** is seeking applicants for this Division I, full-time position. Starting date will be September 1, 1993, and the salary will be \$34,195. The successful candidate will have the primary responsibilities of recruiting high quality student-athletes, on court instruction and player development, coordinating scouting and film exchange program, monitoring the required NCAA forms and documentation, and providing academic advisement for student-athletes. Requirements include a bachelor's degree and proven success in collegiate coaching and recruiting, and the ability to work effectively with student-athletes, colleagues and the public. Preference will be given to candidates possessing a master's degree and three years' collegiate coaching experience. Applications should be received by August 13, 1993, and must include: 1) cover letter, 2) resume, and 3) telephone numbers and addresses of three current references. No phone calls will be accepted. Submit application to: Kevin Bannon, Head Baseball Coach, Rider College, 2083 Lawrenceville Road, Lawrenceville, New Jersey 08648. Rider College is an Affirmative Action/Equal Opportunity Employer. Women, minorities and the disabled are encouraged to apply.

**Lenoir Rhyne College** invites applications for the position of assistant women's basketball coach. Responsibilities include all aspects of program, including recruiting, scouting, monitoring academic performance and on-floor coaching. Part-time appointment. Bachelor's degree required. Qualified candidates should apply immediately; appointment begins August 16, 1993. Send letter of application and resume to: Dr. Keith Ochs, Athletics Director, PO Box 7356, Hickory, NC 28603. Equal Opportunity Employer.

**Head Coach Men's Basketball/Lecturer in PE—Penn State Erie, The Behrend College,** is seeking applications for a full time position available August 1, 1993. As the program grows, a second coaching responsibility, preferably in either baseball or cross country, will be added. Master's degree required. Teaching and coaching at the college level preferred. Responsibilities include recruitment of qualified student-athletes, daily preparation of practice and team, monitoring academic progress of team, knowledge of and commitment to compliance with NCAA Division III and ECAC rules. Salary nationally competitive and commensurate with experience. Applications will be read beginning July 30, 1993, and will continue until position is filled. A letter of application and resume, including references, should be forwarded to: Mr. Herb Lauffer, Director of Athletics, Penn State Berks, Station Road, Erie, PA 16563-0400. Penn State is an Affirmative Action/Equal Opportunity Employer.

**University of Pittsburgh at Bradford,** the Pitt system's dynamic and fast-growing liberal arts college (1,300 students), invites applications for the full-time position of women's head basketball coach. The head coach is responsible for planning, implementing, promoting, and supervising a competitive program in basketball including: game coaching, practice and travel planning, recruiting, scheduling, budget management, and supporting the successful progress of the student-athletes in the program. Responsibilities will include coordinator of athletic recruiting or director of sports information, depending upon professional expertise and interest. Additional responsibilities may include serving as head or assistant coach in another sport, other duties as assigned by the director of athletics, or teaching in the physical education activities program. Pitt Bradford competes in the NAIA, District 18, but will make application for NCAA Division III membership to be effective July 1996. Desired qualifications include successful intercollegiate coaching experience, organizational skills, professional and interpersonal skills, ability to recruit able student-athletes in the context of Division III, knowledge of and commitment to NCAA Division III rules and philosophy, bachelor's degree. This is a 12-month, non-faculty position, reporting to the director of athletics. Candidates are requested to send letter of application, resume, and three letters of recommendation to: Dr. Dennis A. Booher, Director of Athletics, University of Pittsburgh at Bradford, 300 Campus Drive, Bradford, PA 16701-2898. The University of Pittsburgh is an Affirmative Action/Equal Opportunity Employer.

**Head Men's Basketball Coach, The University of Pittsburgh at Bradford,** the Pitt system's dynamic and fast-growing liberal arts college (1,300 students), invites applications for the full-time position of men's head basketball coach. The head coach is responsible for planning, implementing, promoting, and supervising a competitive program in basketball including: game coaching, practice and travel planning, recruiting, scheduling, budget management, and supporting the successful progress of the student-athletes in the program. Responsibilities will include coordinator of athletic recruiting or director of sports information, depending upon professional expertise and interest. Additional responsibilities may include serving as head or assistant coach in another sport, other duties as assigned by the director of athletics, or teaching in the physical education activities program. Pitt Bradford competes in the NAIA, District 18, but will make application for NCAA Division III membership to be effective July 1996. Desired qualifications include successful intercollegiate coaching experience, organizational skills, professional and interpersonal skills, ability to recruit able student-athletes in the context of Division III, knowledge of and commitment to NCAA Division III rules and philosophy, bachelor's degree. This is a 12-month, non-faculty position, reporting to the director of athletics. Candidates are requested to send letter of application, resume, and three letters of recommendation to: Dr. Dennis A. Booher, Director of Athletics, University of Pittsburgh at Bradford, 300 Campus Drive, Bradford, PA 16701-2898. The University of Pittsburgh is an Affirmative Action/Equal Opportunity Employer.

**Assistant Men's Basketball Coach (University of Colorado at Boulder).** Responsibilities: Planning, organizing and directly recruiting high school student-athletes to the University of Colorado. Assist in on-floor coaching responsibilities, scouting, scheduling and in all other areas of running a competitive Division I program. Application deadline: July 31, 1993. Salary commensurate with experience. Qualifications: Bachelor's degree required, prior playing and/or coaching experience at the intercollegiate level preferred. Applications: Please send letter of application, resume and three letters of recommendation to: Joe Hamington, University of Colorado, Campus Box 378, 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.

**Assistant Women's Basketball Coach: The University of Virginia** is seeking qualified applicants for the position of assistant women's basketball coach; a 12-month, nonrenewable track, general faculty position. Responsibilities include, but are not limited to: Recruiting of national-caliber student-athletes, evaluation of prospective student-athletes, planning and implementing daily practices, scouting opponents, game preparation, scheduling, budget development, promotions, and the academic advising of student-athletes. Applicants should possess excellent communication skills, both written and oral. They also should demonstrate good organizational skills and be computer literate. Qualifications: Bachelor's degree required, master's preferred. A working knowledge of NCAA rules and regulations. Salary commensurate with experience and qualifications. Send letter of application, resume and three letters of reference before July 31, 1993, to: Debbie Ryan,

Head Women's Basketball Coach, University of Virginia, P.O. Box 3785, Charlottesville, VA 22903. The University of Virginia is an Equal Opportunity/Affirmative Action Employer. **Colorado State University** is seeking applications for the position of assistant women's basketball coach. Duties include assisting with all facets of the basketball program including coaching, recruiting, scouting, scheduling, team travel, academics, etc. Bachelor's degree required. Prior basketball coaching or playing experience preferred, preferably at the collegiate level. Position is full time, 12 months; salary based on qualifications and experience. Submit letter of application, resume and list of references to: Greg Williams, Head Women's Basketball Coach, Colorado State University, Fort Collins, CO 80523. Applications must be received by 5:00 p.m. (MDT) on Friday, August 6, 1993. CSU is EEO/AA Employer. EO Office: 21 Spruce Hall.

**Basketball: Assistant Coach (Women's).** Saint Francis College invites applications for the part-time position of assistant women's basketball coach. This is an entry level position on track to become full time in the 1995-96 academic year. Responsibilities include coaching, recruiting, academics, strength training, and other responsibilities as assigned by the head women's basketball coach. Send a letter of application and resume to: Jenny Prekzaws, Head Women's Basketball Coach, Saint Francis College, P.O. Box 600, Loretto, PA 15940. Fax 814/472-3209. Applications accepted until the position is filled. Affirmative Action/Equal Opportunity Employer.

**Assistant Men's Basketball—University of South Dakota** is seeking applications for the position of Assistant Basketball Coach and Instructor Physical Education. Full-time position with benefits. Responsibilities: Assisting head coach in the organization, management and coaching with all phases of the program. Master's degree preferred. Salary commensurate with professional preparation and experience. Applications will be accepted until position is filled. Send letter of application, vitae and three names of references to: Jack Doyle, Athletics Director, University of South Dakota, 414 East Clark Street, Vermillion, South Dakota 57069.

**Assistant Women's Basketball Coach—Missouri Southern State College,** an NCAA Division II and Mid America Intercollegiate Athletics Association member, is seeking applicants for the position of assistant women's basketball coach. Ten-month, full-time faculty position, \$26,500 with benefits. Master's degree and collegiate teaching and coaching experience preferred. Coaching responsibilities include assisting in all aspects of the women's basketball program as assigned by the head coach and the athletics director. Duties include coaching, practice, team travel, scouting, recruiting and recruiting of nationally qualified student-athletes, and counseling the student-athletes toward graduation. Recruiting efforts frequently require extensive travel. Academic responsibilities as a faculty member would include teaching and academic advising in the department of health, physical education and recreation. To apply, send letter of application, resume and references to: Salie Board, Women's Athletics Director, Missouri Southern State College, 3950 East Newman Road, Joplin, MO 64801-1595. Screening will begin July 28 and continue until position is filled. Missouri Southern State College is an AA/EEO Employer.

**Women's Basketball Restricted-Earnings Coach—The University of Mississippi Athletics Department.** Responsibilities: Assist the head women's basketball coach in all aspects of the operation of the program. Specific assignments will be made by the head women's basketball coach. Bachelor's degree required. Must have positive communications skills and experience in recruiting athletes and in coaching basketball, knowledge of SEC and NCAA rules and regulations, and ability to provide assistance with administrative duties, public relations and player development. Salary governed by NCAA. Send resume with letter of application to: Coach Van Chancellor, Head Women's Basketball Coach, Department of Athletics, The University of Mississippi, University, MS 38677. Review of applications will begin on July 29, 1993. Starting date will be August 2, 1993. The University of Mississippi is an Affirmative Action/Disabled/Equal Employment Opportunity Employer.

**Restricted-Earnings Coach, Men's Basketball.** Qualifications: Bachelor's degree required. Master's degree preferred. At least three (3) years coaching and recruiting at the collegiate level or equivalent. Proven ability to continue building a nationally competitive team. Must have knowledge of and be able to work effectively within the rule structure of Auburn University, the Southeastern Conference and the NCAA. Must have strong communication skills. Responsibilities: Assist head coach with duties that include, but are not limited to, all phases of recruiting, coaching, scouting opposing teams and promoting Auburn athletics and the men's basketball program through public relations. Position available August 6, 1993. To receive full consideration, application must be received on or before August 6, 1993. Type appointment: Full time, 12 month appointment. Application

tion: A letter of application stating qualifications, a resume, and three letters of recommendation should be sent to: Coach Tommy Joe Eagles, Head Men's Basketball Coach, Auburn Athletics Department, Post Office Box 351, Auburn, Alabama 36831-0351. Auburn University is an Affirmative Action/Equal Opportunity Employer. Minorities and women are encouraged to apply.

**Assistant Women's Basketball Coach—\$2,400.** Assistant Men's Basketball Coach—\$2,400. Responsibilities: Primary duty will be to coach varsity team. Supervise the team at all practice sessions and games; organize and direct a training program to develop the team to its full potential and play a leadership role in the development of the team in terms of recruiting, promotion, teaching, motivation, and competition. Qualifications: Undergraduate degree with teaching experience preferred; previous coaching and/or playing experience preferred; background in the sport should be particularly strong; demonstrated ability to work effectively with administrators and athletes and understanding of NCAA Division III philosophy and ability to work within the framework of the philosophy of Bridgewater State College. Deadline for a complete application file: Open and continuing. (Letter of intent, resume and the name, address and telephone numbers of five professional references should be submitted for a complete file). Address all inquiries to: Office of Human Resources, Boyden Hall, Bridgewater State College, Bridgewater, MA 02325. Bridgewater State College is an Affirmative Action/Equal Opportunity Employer that actively seeks to increase the diversity of its workforce.

**Assistant Women's Basketball Coach.** Part-time position. Responsibilities include: assist in daily practices, scouting, recruiting student-athletes, game coaching. Qualifications: Bachelor's degree, competitive playing and/or previous coaching experience. Starting September 1, 1993. Send letter of application, resume and references to: Christopher Regsdale, Director of Athletics, Elmhurst College, 190 Prospect, Elmhurst, IL 60126-3296. Equal Opportunity Employer.

**Assistant Coach of Women's Basketball—**Twelve-month position beginning September 1, 1993. Application deadline is July 30, 1993. General duties—The assistant coach will be responsible for assisting the head coach in the organization, development, and administration of Division I Big East women's basketball program, including promotions, recruiting and practice, and game preparation, scouting and camp promotion. Qualifications—The position requires demonstrated successful coaching experience in women's basketball, preferably at the college level, and the ability to communicate effectively as well as recruit successfully within the educational philosophy of Georgetown University. Bachelor's degree minimum. Salary—Commensurate with experience, skills and qualifications. Application deadline—Applications must be received by July 30, 1993. Send letter of application, resume, and three references to: Patrick Knapp, Head Women's Basketball Coach, Georgetown University, Washington, DC 20057. Georgetown University is an Equal Opportunity/Affirmative Action Employer.

### Crew

**Mills College, Head Crew Coach/Physical Education Instructor.** Position Re-Opened. Mills College invites applications and nominations for a 10-month appointment in the department of athletics, physical education and recreation. The head coach will be responsible for the organization, direction and administration of the women's crew program. Other responsibilities will include: teaching physical education classes and other assigned duties. Qualifications: Bachelor's degree (master's preferred) in physical education or related field. Experience in teaching and coaching at the collegiate level preferred. Salary: \$25,000-27,000. Application procedure: Send letter of application, resume, letter of teaching and coaching philosophy, and three letters of reference to: Personnel Office, c/o Patti Gary Bellan, Mills College, 5000 MacArthur Blvd., Oakland, CA 94613 fax 510/430-2276. Application deadline: Until position is filled. Mills College is a private liberal arts college for women located in the San Francisco Bay Area. EOE-MFH.

### Cross Country

**Assistant Cross Country/Track and Field Coach/Physical Education Instructor.** East Tennessee State University is seeking an assistant cross country/track and field coach and physical education instructor. A bachelor's degree is required; master's degree in physical education preferred. At least four years' Division I college coaching experience preferred. Specific assignments include coaching sprints/hurdles and cross country. Experience in recruitment of qualified NCAA student-athletes required. The position is a full-time/10-month appointment. Salary will

be commensurate with experience and qualifications. Review of applications will begin immediately and continue until the position is filled. Send letter of application including resume and recommendations, to: Dr. Janice C. Shelton, Director of Athletics, East Tennessee State University, P.O. Box 70707, Johnson City, TN 37614. AA/EOE. **Columbia University in the City of New York, Columbia-Barnard Women's Athletic Consortium.** Two Positions: Women's Cross Country, Track and Field. Columbia University is searching for two part-time assistant coaches for its Women's Cross Country and Track and Field program. Responsibilities: Assist head coach in the following areas: 1. Coach and develop women's cross country and track and field in specified areas and events 2. Assist in recruiting student-athletes within NCAA and Ivy League regulations. 3. Assist in areas of administration and event management. Qualifications: Bachelor's degree required. Demonstrated abilities in coaching, recruiting and motivating athletes. Ability to work and communicate with students, faculty and alumnae. Thorough knowledge of NCAA regulations and ability to work within the framework of the Ivy League. Salary range: Commensurate with a part-time commitment. Appointment date: August 15, 1993. Application: Send letter of application, resume and three letters of recommendation by August 6, 1993, to: Karen Reardon, Head Coach of Cross Country/Track, Columbia University, Dodge Physical Fitness Center, New York, New York 10027. Columbia-Barnard Athletic Consortium. Columbia University is a member of the Ivy League. Admission to the undergraduate schools is based on academic achievement and financial aid is awarded on the basis of need. The university is located in New York City and has an undergraduate enrollment of 6,200 including Barnard, Columbia and the School of Engineering. The women's athletics program operates under an NCAA consortium arrangement whereby students from all undergraduate divisions of the University may be eligible to participate on all-university teams. Columbia University is committed to Affirmative Action and Equal Opportunity Programs.

**Cross Country/Track and Field Intern, Emory University.** The cross country/track and field intern is a one-year, nonrenewable position for the 1993-94 academic year. Qualifications include a bachelor's degree, collegiate experience and an appreciation of a highly academic NCAA Division III setting. Responsibilities include assisting full-time staff with the cross country program and coaching the men's middle-distance and distance runners in track. Other duties will include assisting with meet management, equipment and recruiting. The salary for this position is \$9,000 with limited benefits. Starting date: August 18, 1993. Application materials will be accepted until a suitable candidate is identified. Candidates must submit a letter of application, a resume and three letters of reference. Mail application materials to: John Curtin, Head Cross Country and Track and Field Coach, Emory University, Woodruff Physical Education Center, Atlanta, GA 30322. Emory University is an Equal Opportunity/Affirmative Action Employer.

### Football

**Assistant Football Coach—Methodist College.** Responsibilities include coaching a position on offense with the possibility of coordinating practice and game preparation, recruiting, administrative duties, and other duties assigned by the head coach. Experience in strength training and conditioning useful. The position also will include teaching duties. Bachelor's degree required and master's degree preferred. Send resume, letter of application and references to: Rita Wiggs, Director of Athletics, Methodist College, 5400 Ramsey Street, Fayetteville, NC 28311. Deadline for application is July 30. Methodist College is an Equal Opportunity Employer. **Program Director for national nonprofit youth football organization.** Mandatory requirements: comprehensive knowledge of football, minimum eight years hands on experience in administration, strong decision-making ability and motivation, computer literacy, excellent written and verbal interpersonal communication skills. Also helpful experience in dealing with volunteers. Responsibilities include: rules interpretation, comprehensive oversight/assistance for league administration, and recruiting new leagues. Salary: commensurate with experience in this field. Absolutely no phone calls accepted. Write: Pop Warner, 920 Town Center Drive, Suite 125, Langhorne, PA 19047.

### Gymnastics

**Assistant Coach, Women's Gymnastics,**

See **The Market**, page 21 ►

## The Market

► Continued from page 20

**12-Month Appointment.** Responsibilities: Assist with coaching a highly competitive women's gymnastics program that competes in the NCAA Division I Big West Conference. Recruit Division I quality student athletes. Know and abide by NCAA rules and regulations. Assist with the monitoring of the academic progress of student athletes, team practices and coaching all events. Work in conjunction with the head coach regarding budget, eligibility and scheduling opponents. Take an active role in marketing women's gymnastics on campus and within the community through public appearances and promotional efforts. Qualifications: Bachelor's degree required. Experience in coaching highly competitive amateur gymnastics, preferably with level 10/elite California club background. Ability to recruit Division I level student athletes and commitment to their satisfactory academic progress. Ability to choreograph floor and beam routines. Knowledge of USGF judging rules and regulations. Application Deadline: Application review will begin immediately. Applications will be accepted until position is filled with an anticipated appointment date of September 1, 1993. Salary: Commensurate with experience. Application Procedure: Send letter of application, resume and three letters of recommendation to: Nan Bullington, Administrative Services Coordinator, c/o Athletics Department, CSU Fullerton, P.O. Box 34080, Fullerton, CA 92634-9080. CSUF is an Affirmative Action/Equal Opportunity/Title IX Employer.

## Ice Hockey

**The University of Alaska Anchorage,** a member of the Western Collegiate Hockey Association, is seeking applicants for the position of assistant men's ice hockey coach, restricted earnings. Qualifications: bachelor's degree, successful coaching experience (preferably at college level), knowledge of and commitment to NCAA rules, demonstrated organizational

skills, experience with public relations, demonstrated ability to recruit, demonstrated ability to develop rapport with student athletes and staff. This is a nine-month position, September 1-May 31. Salary: \$12,000 plus benefits. Review of applications will begin July 22, 1993. Applications accepted until position filled. Submit a letter of application, resume, and names and phone numbers of three references to: Personnel Department, University of Alaska Anchorage, 3890 University Lake Drive, Anchorage, AK 99508. UAA is an EO/AA Employer.

## Lacrosse

**Head Coach/Women's Lacrosse, Assistant Coach/Field Hockey, Instructor, University of Delaware.** The University of Delaware seeks a head coach of lacrosse/assistant coach of field hockey with physical education teaching responsibilities. Bachelor's degree required, master's degree preferred in physical education or acceptable equivalent field. Three to five years successful coaching experience in lacrosse, preferably at the collegiate level as well as strong field hockey coaching background. Demonstrated ability in recruitment and competitive collegiate playing experience desirable. Knowledge of NCAA regulations preferred, willingness to comply required. Demonstrated ability to teach physical education courses. Responsible for organization, administration and promotion of lacrosse program. Supervise part time assistant coach and execute operation of all aspects of traditional and nontraditional seasons of recruitment, and administration of scholarship funding. Assist with all aspects of field hockey program. Serve important public relations function. Teach assigned physical education courses. Send letter of application, resume, transcripts, and three current letters of recommendation to: Mary Ann Hitchens, Chair, Search Committee, Delaware Field House, Newark, DE 19716. Application deadline is August 2, 1993. The University of Delaware is an Equal Opportunity Employer that encourages applications from minority group members and women.

**Assistant Women's Lacrosse Coach—\$1,300.** Responsibilities: Primary duty will be to coach varsity team. Supervise the team at all practice sessions and games; organize and direct a training program to develop the team

to its full potential and play a leadership role in the development of the team in terms of recruiting, full potential and play a leadership role in the development of the team in terms of recruiting, promotion, teaching, motivation, and competition. Qualifications: Undergraduate degree with teaching experience preferred; previous coaching and/or playing experience preferred; background in the sport should be particularly strong; demonstrated ability to work effectively with administrators and athletes and understanding of NCAA Division III philosophy and ability to work within the framework of the philosophy of Bridgewater State College. Deadline for a complete application file: Open and continuing. (Letter of intent, resume and the name, address and telephone numbers of five professional references should be submitted for a complete file). Address all inquiries to: Office of Human Resources, Boyden Hall, Bridgewater State College, Bridgewater, MA 02325. Bridgewater State College is an Affirmative Action/Equal Opportunity Employer that actively seeks to increase the diversity of its workforce.

**Head Coach Men's Lacrosse, Athletics, Franklin and Marshall College** is seeking candidates for the full-time, 10-month position of Head Coach, Men's Intercollegiate Lacrosse. The successful candidate's lacrosse program responsibilities will include coaching, practice organization, budgeting, supervision of assistant coaches, and advising student athletes. The person also will serve as an assistant coach in one or more men's or women's varsity sports (football, soccer, squash, wrestling, or swimming are examples), and teach life-time sport skills courses. Bachelor's degree required, master's preferred. Previous head lacrosse coaching and/or playing experience at high school or college level. Candidates may submit a letter of application, resume to: Personnel Services, Franklin and Marshall College, P.O. Box 3003, Lancaster, PA 17604. An Affirmative Action/Equal Opportunity Employer.

## Soccer

**Women's Soccer, Georgia State University,** NCAA Division I, competing in the Trans America Athletic Conference, is accepting applications for head coach. Responsibilities include planning, recruiting, scheduling, assisting with the marketing and promotion of sport and management of all financial aspects of the sport. Academics is a priority at GSU

and development of the program requires Co-existence with the men's soccer program. The successful candidate will have a bachelor's degree and at least one year of successful coaching experience at Division I collegiate level. Send resume and references to: Orby Moss, Director of Athletics, 1 Park Place South, Suite 840, Atlanta, GA 30303. Georgia State University is an Equal Opportunity Educational Institution/Affirmative Action Employer (90151).

**Assistant Women's Soccer Coach, University of Evansville, Evansville, Indiana.** Qualifications preferred: USSF "A" License, 3-5 years coaching women, college playing experience, masters degree. Responsibilities: Assist with all aspects of an NCAA Division I program, administrative duties as assigned, monitoring on-campus activities of team, assist Student Fitness Center during spring semester. Send resume to: University of Evansville, Attn: Linda Crick, Assistant Athletics Director, 1800 Lincoln Avenue, Evansville, IN 47722. Deadline: August 1, 1993.

**Assistant Women's Soccer Coach—\$1,300.** Responsibilities: Primary duty will be to coach varsity team. Supervise the team at all practice sessions and games; organize and direct a training program to develop the team to its full potential and play a leadership role in the development of the team in terms of recruiting, promotion, teaching, motivation, and competition. Qualifications: Undergraduate degree with teaching experience preferred; previous coaching and/or playing experience preferred; background in the sport should be particularly strong; demonstrated ability to work effectively with administrators and athletes and understanding of NCAA Division III philosophy and ability to work within the framework of the philosophy of Bridgewater State College. Deadline for a complete application file: Open and continuing. (Letter of intent, resume and the name, address and telephone numbers of five professional references should be submitted for a complete file). Address all inquiries to: Office of Human Resources, Boyden Hall, Bridgewater State College, Bridgewater, MA 02325. Bridgewater State College is an Affirmative Action/Equal Opportunity Employer that actively seeks to increase the diversity of its workforce.

**Head Coach—Men's Soccer, Managers, directs and coaches the men's soccer team.** Responsible for the recruiting, training, and counseling of student-athletes, and actively participates in alumni relations and fund raising for men's soccer. Baccalaureate degree required. Previous playing experience and several successful years' coaching experi-

ence is required, preferably on the high school and/or college level. Candidates should possess the ability to counsel students, motivate recruits, players, students and alumni to support the program enthusiastically. The University of Pennsylvania is a member of the Ivy Group. The University of Pennsylvania is an Affirmative Action/Equal Opportunity Employer (M/F/D/V). Applications: Send letter of application, resume and names of three (3) references only: Carolyn Schlie Femovich, Senior Associate Director, University of Pennsylvania, 235 South 33rd Street, Philadelphia, PA 19104. Deadline: August 10, 1993. (Applications will be reviewed upon receipt.)

**Head Women's Soccer Coach, Northeast Missouri State University** invites nominations and applications for the position of women's soccer coach. This is a 10-month appointment and some teaching in the Exercise Science program is required. Responsibilities include, but are not limited to: recruiting and monitoring academic progress of student-athletes, scheduling of events, travel arrangements, budget management, public relations, and fund-raising. Candidates should possess a master's degree, successful college coaching experience (or an equivalent substitute), knowledge of and commitment to NCAA rules. Candidate must possess a strong commitment to the development and welfare of students. To apply, send letter of application, resume, and three letters of reference to: Alan R. Graham, Athletics Director, Pershing Building,

Northeast Missouri State University, Kirksville, MO 63501. Applications will be accepted until the position is filled.

## Softball

**Assistant Coach of Women's Softball, Miami University, Oxford, Ohio.** Full-time, 10-month position with responsibilities to include on-the-field coaching (pitchers and catchers), student-athlete recruitment, and the monitoring of team members' academic progress. A bachelor's degree is required (master's preferred), along with competitive athletics experience, preferably at the Division I level, plus successful collegiate pitching experience. Excellent communications skills and a commitment to the development of women's softball are important. Send a letter of interest, resume and the names, addresses and phone numbers of three references by July 30, 1993, to: Sandy Pearsell, Head Softball Coach, Intercollegiate Athletics, Miami University, Oxford, Ohio 45056. Equal Opportunity in Education and Employment.

**Assistant Women's Softball Coach—\$1,500.** Responsibilities: Primary duty will be to coach varsity team. Supervise the team at all practice sessions and games; organize and direct a training program to develop the team

See **The Market**, page 22 ►

## Earlham College

### Director of Sports Information

Earlham College in Richmond, Indiana seeks a highly motivated and experienced sports information professional to head its sports advancement office. The individual will prepare publicity and maintain media and conference relations for all Earlham varsity sport programs. Specific responsibilities include media relations; compiling all statistical information for varsity sports and reporting data to the NCAA and NCAC; writing and producing programs, media guides, news releases, and recruiting brochures.

Qualifications include a bachelor's degree and experience in collegiate sports information, journalism, or communications fields. Must have proficient writing, interpersonal, and computer skills.

Please send letter of application, vita (including references) and news release or sports story writing samples by August 4 to: Peter and Susan Smith, Office of College Relations, Earlham College, Richmond, Indiana 47374.

Earlham College is an AA/EEO employer. In particular, women, Quakers, and racial minorities are encouraged to apply.

## EASTERN MICHIGAN

### UNIVERSITY

## Women's Track/Cross Country Assistant Coach

We have an immediate need to fill a vacancy in our Women's Track/Cross Country area. We seek nominations and applications from qualified individuals seeking an opportunity to work in an extremely successful Division I program.

**DUTIES:** This person assists the head coach in the recruitment, counseling, conditioning and strength training of the athletes. Additional duties include: meet management, fund-raising and assisting in the administration of the program in accordance with NCAA, Mid-American Conference and University policies and regulations.

**QUALIFICATIONS:** Bachelor's degree required, advanced degree preferred; three years college coaching experience in a combined and/or women's program necessary - at the Division I or II level preferred. Demonstrated and proven expertise in all throwing events, the high jump, sprints/hurdles, and heptathlon strongly desired. Experience in counseling and advising student-athletes desired. Strong communication skills and an ability to interact effectively with international students in the program considered helpful.

We offer an excellent employer-paid benefits package and salary commensurate with experience. For consideration, forward a detailed resume with letter of interest and three references to: POSITION ACES9403, 310 King Hall, Eastern Michigan University, Ypsilanti, Michigan 48917. APPLICATION DEADLINE: August 6, 1993.

Questions or inquiries may be directed to: Coach Bob Maybauer or Associate Athletics Director Carole Huston, 313/487-0262 or 487-1050.

We take pride in our diversity and seek qualified applicants to further enhance our multicultural environment. EEO/W/M/D.

## Assistant Coaches Women's Basketball

(2 positions)

Under the direct supervision of the Head Coach assists in the coordination of an intercollegiate basketball program to include scouting, recruiting, medical requirements, conditioning, game strategy and contests.

Requires a bachelor's degree, plus high school or collegiate basketball coaching and playing experience. Ability to communicate with student athletes and the media.

Position #232 offers a salary commensurate with NCAA guidelines on restricted earnings and an excellent benefit package. Position #231 offers an open salary commensurate with experience. Please send resume indicating appropriate reference # to: Division of Personnel Services, Rutgers, The State University of New Jersey, Piscataway, New Jersey 08855. An Affirmative Action/Equal Opportunity Employer.

THE STATE UNIVERSITY OF NEW JERSEY

RUTGERS

## Assistant Coach Swimming

Under the direct supervision of the Head Coach assists in the coordination of an intercollegiate swimming program to include scouting, recruiting, medical requirements, conditioning, meet strategy and contests.

Requires a bachelor's degree, plus high school or collegiate swim coaching and swimming experience. Ability to communicate with student athletes and the media.

Position offers a salary commensurate with NCAA guidelines on restricted earnings and an excellent benefit package. Please send resume, indicating ref #007, to: Division of Personnel Services, Rutgers, The State University of New Jersey, Piscataway, New Jersey 08855. An Affirmative Action/Equal Opportunity Employer.

THE STATE UNIVERSITY OF NEW JERSEY

RUTGERS



## PRINCETON UNIVERSITY

An Equal Opportunity/Affirmative Action Employer

Princeton University's Department of Athletics is seeking applicants for three positions.

**Wrestling Coach** — Responsible for coaching Princeton's special transitional non-varsity wrestling program. Duties include supervision of all aspects of the program.

**Strength/Conditioning Intern** — Responsible for developing and supervising strength and conditioning programs for varsity athletes.

**Recreational Fitness Intern** — Responsible for developing and administering recreational fitness programs for students, faculty and staff, and for supervising recreational fitness facility.

Each position requires a B.A. degree and carries a stipend of \$800.00 per month for 10 months, plus medical benefits. The anticipated start date is September 1, 1993.

Application Deadline: August 13, 1993

Please send resume and cover letter specifying position to Princeton University, Department of Athletics, Jadwin Gymnasium, Princeton, New Jersey 08544 Attn.: Amy Campbell.

Princeton University is a private, liberal arts institution of 4,500 undergraduates and 1,400 graduate students, located in central New Jersey midway between Philadelphia and New York City.

## Director of Public Information NCAA Public Affairs Group

Applications are being accepted for the position of NCAA Director of Public Information to implement an aggressive public information program designed to increase awareness and understanding of the Association—its history, mission and structure.

Day-to-day duties will include: Serving as the primary media contact for the NCAA; coordinating all NCAA press conferences; coordinating media interviews for all national office staff members; developing media opportunities for the NCAA executive director and officers, both locally and nationally; implementing a day-to-day communications strategy and a crisis communications plan for dealing with sensitive subjects that have the potential to become major public issues; disseminating to the wire services and to major news outlets timely and accurate information regarding major news stories within the Association; conducting media seminars that explain the function, structure and operation of the Association to those individuals who report on NCAA issues; coordinating media activities at the NCAA Convention; serving as a staff liaison to selected NCAA committees, and serving as liaison between the national office and the College Sports Information Directors of America (CoSIDA) and the football and basketball writers' associations.

Candidates must possess: A bachelor's degree; a minimum of five years of employment with supervisory responsibilities in sports information or public relations, or as an editor or reporter for a media agency; extensive experience working with national media agencies; demonstrated written and oral communications skills; ability to work under tight deadlines and excellent interpersonal skills. Macintosh computer experience desired.

Starting salary is \$54,000.

Interested candidates should send a letter, resume and list of references to:

Mr. Francis M. Canavan  
Group Executive Director for Public Affairs  
NCAA  
6201 College Boulevard  
Overland Park, Kansas 66211-2422

Extended closing date for applications: August 27, 1993.

Equal Opportunity/Affirmative Action Employer

## The Market

► Continued from page 21

to its full potential and play a leadership role in the development of the team in terms of recruiting, promotion, teaching, motivation, and competition. Qualifications: Undergraduate degree with teaching experience preferred; previous coaching and/or playing experience preferred; background in the sport should be particularly strong; demonstrated ability to work effectively with administrators and athletes and understanding of NCAA Division III philosophy and ability to work within the framework of the philosophy of Bridgewater State College. Deadline for a complete application file: Open and continuing. (Letter of intent, resume and the name, address and telephone numbers of five professional references should be submitted for a complete file). Address all inquiries to: Office of Human Resources, Boyden Hall, Bridgewater State College, Bridgewater, MA 02325. Bridgewater State College is an Affirmative Action/Equal Opportunity Employer that actively seeks to increase the diversity of its workforce.

**Assistant Softball Coach.** Part-time position. Responsibilities include: assist in daily practices, scouting, recruiting student-athletes, game coaching. Qualifications: Bachelor's degree, competitive playing and/or previous coaching experience. Starting September 1, 1993. Send letter of application, resume and references to: Christopher Ragsdale, Director of Athletics, Elmhurst College, 190 Prospect, Elmhurst, IL 60126-3296. Equal Opportunity Employer.

**Head Softball Coach—University of Redlands.** Responsibilities include: serve as head coach of the women's softball team; including student recruitment, budget management, scheduling, and practice planning. Serve as an assistant coach in a second sport; preferably, soccer or volleyball. Qualifications: Bachelor's degree and collegiate competitive experience required with a desire to coach/teach as a profession. Appointment: Part time position August 15, 1993, to November 15, 1993, and January 15, 1994, to May 15, 1994. Compensation: \$5,000. Starting date: August 15, 1993, or sooner. Please forward letter of application, resume and names of three references to: Ms. Mickey McAulay, Assistant Director of Athletics, University of Redlands, PO Box 3080, Redlands, CA 92373 0999. Applications will be accepted until position is filled. The University of Redlands is a member of NCAA Division III and the Southern California Intercollegiate Athletic Conference. Women and minorities are encouraged to apply. EOE.

## Swimming

**Head Men's and Women's Swimming Coach—\$3,000.** Responsibilities: Primary duty will be to coach varsity team. Supervise the team at all practice sessions and games; organize and direct a training program to develop the team to its full potential and play a leadership role in the development of the team in terms of recruiting, promotion, teaching, motivation, and competition. Qualifications: Undergraduate degree with teaching experience preferred; previous coaching and/or playing experience preferred; background in the sport should be particularly strong; demonstrated ability to work effectively with administrators and athletes and understanding of NCAA Division III philosophy and ability to work with

in the framework of the philosophy of Bridgewater State College. Deadline for a complete application file: Open and continuing. (Letter of intent, resume and the name, address and telephone numbers of five professional references should be submitted for a complete file). Address all inquiries to: Office of Human Resources, Boyden Hall, Bridgewater State College, Bridgewater, MA 02325. Bridgewater State College is an Affirmative Action/Equal Opportunity Employer that actively seeks to increase the diversity of its workforce.

## Swimming & Diving

**Men's & Women's Swimming & Diving Restricted Earnings Coach.** The University of Arizona invites applications for the full-time, 12-month position of men's and women's swimming and diving restricted-earnings coach. Responsibilities include, but are not limited to, recruiting, academic monitoring, complete knowledge of NCAA rules, assisting in all areas of the swimming and diving program. Qualifications: competitive experience or coaching experience at the collegiate level. Undergraduate degree required. Applications will be accepted through August 5, 1993, or until the position has been filled. Send letter of application, resume and three letters of recommendation to: Frank Busch, Head Coach, Swimming & Diving, McKale Center, Room 311A, University of Arizona, Tucson, AZ 85721, 602/621-2131. The University of Arizona is an Equal Opportunity/Affirmative Action Employer.

**Men's & Women's Swimming & Diving Assistant Coach.** The University of Arizona invites applications for the full-time, 12-month position of men's and women's swimming and diving assistant coach. Minimum requirements: Division I experience coaching men and women or experience coaching at the elite level, undergraduate degree. Responsibilities include, but are not limited to, assisting head coach in all aspects of the intercollegiate program, which includes planning the season, conducting workouts, recruiting, fund-raising and coaching at scheduled meets. Salary is commensurate with experience and qualifications. Applications will be accepted through August 5, 1993, or until the position has been filled. Send letter of application, resume and three letters of recommendation to: Frank Busch, Head Coach, Swimming & Diving, McKale Center, Room 311A, University of Arizona, Tucson, AZ 85721, 602/621-2131. The University of Arizona is an Equal Opportunity/Affirmative Action Employer.

## Tennis

**Head Men's Tennis Coach—\$1,600; Head Women's Tennis Coach—\$1,600.** Responsibilities: Primary duty will be to coach varsity team. Supervise the team at all practice sessions and games; organize and direct a training program to develop the team to its full potential and play a leadership role in the development of the team in terms of recruiting, promotion, teaching, motivation, and competition. Qualifications: Undergraduate degree with teaching experience preferred; previous coaching and/or playing experience preferred; background in the sport should be particularly strong; demonstrated ability to work effectively with administrators and athletes and understanding of NCAA Division III philosophy and ability to work within the framework of the philosophy of Bridgewater State College. Deadline for a complete application file: Open and continuing. (Letter of intent, resume and the name, address and tele-

phone numbers of five professional references should be submitted for a complete file). Address all inquiries to: Office of Human Resources, Boyden Hall, Bridgewater State College, Bridgewater, MA 02325. Bridgewater State College is an Affirmative Action/Equal Opportunity Employer that actively seeks to increase the diversity of its workforce.

**Head Tennis Coach.** The University of North Carolina at Asheville, an NCAA Division I institution, is seeking qualified candidates for the position of Head Tennis Coach and Health & Fitness Instructor. The successful candidate will have responsibilities in the men's and women's tennis program as well as limited instructional duties in health and fitness skills classes. These duties will include, but not be limited to, on-the-court coaching, recruiting and administrative duties. Knowledge and adherence to compliance with NCAA rules and regulations, as well as dedication to the academic development of the student-athletes, is required. One to three years as a tennis coach is preferred. Anticipated starting date is August 1, 1993. This is a full-time, 12-month position. Salary range is \$15,000-\$18,000. Please send letter of application, resume and three letters of recommendation to: Personnel Department, Tennis Coach Search, University of North Carolina at Asheville, One University Heights, Asheville, NC 28804-3299. The University of North Carolina at Asheville is an Equal Opportunity/Affirmative Action Employer.

## Track & Field

**Bucknell University** seeks applications for the position of assistant coach for men's and women's track and field. Successful candidates will have a background of coaching or participation in collegiate track and field; will have recognized ability in coaching jumping events (long jump, triple jump, high jump) and will have proven ability to recruit quality student-athletes. Ability to recruit, manage office workload and to handle meet administration is necessary. This is a part-time position beginning on or about September 1, 1993. Please send a letter of application, a resume and a list of references, by July 26, 1993, to: Art Gilden, Head Track and Field Coach, Bucknell University, Lewisburg, PA 17837. Bucknell University is an Affirmative Action/Equal Opportunity Employer.

**Seton Hall University.** Assistant Track and Field Coach, 1 Full-Time/1 Part-Time. Seton Hall University, a member of the Big East Conference, is seeking applications for the positions of one full-time and one part-time assistant coach for men and women. Responsibilities include recruitment of student-athletes, meet management for middle and long distance and other duties as assigned by the head coach. Knowledge of NCAA rules and outstanding communication skills are desired. Qualifications must include minimum bachelor's degree and intercollegiate coaching experience. Salary is competitive and commensurate with experience. Send letter of application by July 30 to: Sue C. Dille, Associate Director of Athletics, Seton Hall University, 400 South Orange Ave., South Orange, NJ 07079. Equal Opportunity/Affirmative Action Employer.

enue, South Orange, NJ 07079. Equal Opportunity/Affirmative Action Employer.

**Assistant Track and Cross Country Coach/Weight Training.** The University of North Carolina at Asheville, an NCAA Division I institution, is seeking qualified candidates for the position of assistant track and cross country coach. The successful candidate will have responsibilities in the men's & women's track and cross country programs. These duties will include, but not be limited to, on-the-court coaching, recruiting and administrative duties. Knowledge and adherence to compliance with NCAA rules and regulations, as well as dedication to the academic development of the student-athletes is required. A bachelor's degree is required. One to three years as a coach is preferred. Anticipated starting date is September 1, 1993. This is a full-time, 12-month position. Salary range is \$10,000-\$13,500. Please send letter of application, resume and three letters of recommendation to: Personnel Department, Assistant Track and Cross Country Coach Search, University of North Carolina at Asheville, One University Heights, Asheville, NC 28804-3299. The University of North Carolina at Asheville is an Equal Opportunity/Affirmative Action Employer.

**Assistant Women's Track and Field and Cross Country Coach.** Responsible for carrying out coaching, recruiting and administrative duties for women's track and field and cross country as directed by the head coach. Assist the coaching staff with meet administration and other coaching assignments as directed by the head coach. Bachelor's degree required, along with three years of coaching track and field. Demonstrated ability to work with young adults, support staff and the public. Send resume with references by August 16, 1993, to: Ben Paolillo, Purdue University, Mackey Arena, Room 44, West Lafayette, IN 47907. Equal Opportunity/Affirmative Action Employer.

**Head Women's Track Coach.** Fordham University, an NCAA Division I, Patriot League Conference member, invites applications for the part-time position of head women's cross country/track coach. Responsibilities will include all phases of the Division I program: coaching, recruiting and administrative duties. Candidates must be committed to the academic success of the student-athlete. A bachelor's degree is required, as well as experience in coaching, preferably at the college level. Salary commensurate with experience. Immediate opening. Send application, resume and three letters of reference to: Francis X. McLaughlin, Director of Athletics, Fordham University, East Fordham Road, Bronx, NY 10458. Absolutely no telephone calls accepted. Fordham University is an Affirmative Action/Equal Opportunity Employer.

**Assistant Track Coach—Men's and Women's.** Responsibilities in the area of the throws and weight training. Position is part time. Send resumes to: Jeff DeGraw, Head Track Coach, Lewis University, Rt. 53, Romeoville, IL 60441. 815/838-0500. Position open until filled.

## Volleyball

**Head Volleyball Coach—Brown University** seeks candidates for the part-time position of Head Women's Volleyball Coach. Responsible for coaching, recruiting, scheduling, and managing the volleyball program budget. Applicants must have demonstrated the ability to coach volleyball successfully, preferably at the college level. To apply, send letter of application, resume, and three current references to: David T. Roach, Director of Athletics, Brown University, Box 1932, Providence, RI 02912. Applications accepted until position is filled. Start date for position is August 15, 1993. Brown University is an Equal Opportunity/Affirmative Action Employer.

**Assistant Women's Volleyball Coach/Assistant to Compliance Coordinator/Human Performance Instructor.** Mankato State University. Full-time fixed term position: 50% as assistant head volleyball coach with all phases of the volleyball program; 25% teaching in area of human performance commensurate with qualifications. Requires master's degree and experience playing and/or coaching volleyball, knowledge of NCAA rules, and demonstrated teaching ability in physical education area. Applications addressed to: Georgene Brock, Director of Women's Athletics, Athletics Department, MSU 28, Mankato State University, P.O. Box 8400, Mankato, MN 56002-8400.

## Wrestling

**Head Coach, Wrestling.** 12-Month Appointment. Responsibilities: Coach and administer a highly competitive wrestling program that competes in the NCAA Division I Pacific-10 Conference. Recruit Division I quality student-athletes. Know and abide by NCAA rules and regulations. Oversee and monitor the academic progress of student-athletes, team practices and scouting of opponents. Work in conjunction with the athletics administration regarding budget and scheduling of opponents. Qualifications: Bachelor's degree required; graduate degree desired. Experience in coaching highly competitive amateur wrestling, preferably at the collegiate level. Ability to recruit Division I level student-athletes and commitment to their satisfactory academic progress. Experience in managing an athletics budget and formulating an intercollegiate wrestling schedule. Application deadline: Application review will begin immediately. Applications will be accepted until position is filled with an anticipated appointment date of September 1, 1993. Salary: Commensurate with experience. Application Procedure: Send letter of application, resume and three letters of recommendation to: Nan Bullington, Administrative Services Coordinator, c/o Athletics Department, CSU Fullerton, P.O. Box 34080, Fullerton, CA 92634-9080. CSUF is an Affirmative Action/Equal Opportunity/Title IX Employer.

**Northern Illinois University** is seeking applications for Assistant Wrestling Coach. Nine-months, part-time position. Starting date: August 16, 1993. Duties include: Assist in strength and conditioning, coaching, recruiting, and general management of the wrestling office. Please send letter of application, resume, and three letters of recommendation to: Phil Renibert, Head Wrestling Coach, 228 Evans Field House, DeKalb, IL 60115. Application deadline: August 6, 1993. NIU is an Equal Opportunity Employer and has a strong commitment to the principles of Affirmative Action, Title IX, and Section 504.

**Wrestling Restricted-Earnings Assistant Coach.** Salary: \$12,000. Term of appointment: Nine months. Proposed start date: As soon as possible. Position description: Assist the head coach with the organization and conduct of practices, training and competitive

See The Market, page 23 ►

Colby-Sawyer College

## DIRECTOR of SPORTS CENTER

Colby-Sawyer College is looking for a bright and energetic individual to manage its brand new \$6 million Sports Center. This 63,000 sq ft building includes a Fitness Center, NCAA competition-sized pool, suspended running track, locker rooms, athletic department offices, classrooms, seminar space, sports medicine clinic, and racquet courts, serving as the primary facility for athletic events at College. We serve approximately 600 students, 800 members, and 150 staff & faculty. Responsibilities include planning and developing new programs, promotions, and events for a diverse constituency, supervising staff and facilities, managing the Center's budget, and the constant monitoring of customer satisfaction and regulatory compliance.

The ideal candidate will have a Bachelor's degree in Sports Science/Sports Management, Business Management, or related discipline, 3-5 years of managerial experience in a similar environment, proven marketing budgeting and supervisory skills.

This position requires a flexible schedule, an outgoing personality, and a proven track record. Superior communication skills are needed for extensive constituent contact. This is a unique opportunity for an organized, professional person looking for variety and challenge. The position is available immediately.

Colby-Sawyer College is a small liberal arts college in the heart of the Dartmouth Lake Sunapee region. We offer a complete benefits package, including medical/dental/life/disability insurance, retirement plan, tuition benefits, and fitness center membership. Interested candidates should forward resume and salary expectations to: Director of Human Resources, Colby-Sawyer College, 100 Main Street, New London, NH 03257.

An equal opportunity employer

## SAN JOSE STATE UNIVERSITY

**POSITION:** Assistant Athletics Trainer.

**QUALIFICATIONS:** Experience in athletics training at the collegiate level preferred. Bachelor's degree required; master's degree in physical education or related field preferred. Certification by the National Athletic Trainers Association is required. Additional background in Physical Therapy, Emergency Medical Technology or Physical Assistant is desirable.

**Required:** Awareness of, and sensitivity to, the educational goals of a multicultural population. Preferred: Cross-cultural experience and/or training: e.g., bilingual, bicultural background.

**RESPONSIBILITIES:** Reports directly to the Head Athletics Trainer. Responsibilities include prevention, evaluation, first aid, treatment and rehabilitation of athletics injuries. Additional responsibilities include other duties as assigned by the Head Trainer. Assignment will encompass all Division of Intercollegiate Athletics intercollegiate sports with primary duties with both male and female "indoor" sports such as basketball, volleyball, gymnastics, swimming and judo. Assists in the coordination of medical coverage at home and away athletics events and the supervision of student trainer interns. Assistant trainer will work with and communicate with division coaching staffs. Must be able to relate positively to athletes, coaches and staff. Depending upon qualifications the position may require responsibility in various areas of athletics administration or support areas.

**SALARY RANGE:** Commensurate with experience and educational background.

**APPLICATION PROCEDURE:** Position is open until filled. Screening of applications to begin July 23, 1993. Send letter of application, resume, transcripts, and three letters of recommendation to:

Ed Swartz, Associate Athletics Director  
Division of Intercollegiate Athletics  
San Jose State University  
One Washington Square  
San Jose, CA 95192-0062

**GENERAL INFORMATION:** San Jose State University is California's oldest institution of public higher learning. The campus is located on the southern end of San Francisco Bay in downtown San Jose (pop. 800,000), hub of the world-famous Silicon Valley high-technology research and development center. Many of California's most popular natural, recreational, and cultural attractions are conveniently close. A member of the 20-campus CSU system, San Jose State University enrolls approximately 30,000 students, a significant percentage of whom are members of minority groups. The University is committed to increasing the diversity of its faculty so our disciplines, students and the community can benefit from multiple ethnic and gender perspectives.

SJSU does not discriminate on the basis of race, color, religion, national origin, sex, sexual orientation, marital status, pregnancy, age, disability, disabled veteran's or Vietnam Era veteran's status. The policy applies to all SJSU student, faculty and staff programs and activities. Questions regarding this policy should be directed to the Director, Office of Equal Employment Opportunity/Affirmative Action, One Washington Square, Adm. 112, San Jose, CA 95192-0003, 408/924-1115.

## Head Coach Women's Basketball Miami University

Administrative responsibility for a successful competitive Division I Program in the Mid-American Conference. Includes practice implementation, travel arrangements, budget and equipment management, and recruitment and promotional activities. Requires a bachelor's degree, successful experience as an NCAA Division I coach, and a record of high principles and integrity. Master's degree desired. Send letter of application, resume, and three letters of reference by July 30 to R.C. Johnson, Athletic Director, Intercollegiate Athletics, Miami University, Oxford, Ohio 45056. Equal opportunity in education and employment.

## University of Wisconsin-Parkside

THE UNIVERSITY OF WISCONSIN-PARKSIDE seeks applications and/or nominations for an academic staff position of Women's Soccer Coach/SID/Scholarship officer in the Department of Physical Education/Athletics.

**RESPONSIBILITIES:** Develop a new women's soccer program to begin competition during the 1994-95 season with program administration, budget, recruitment, scheduling, player development, and compliance with NCAA II/NAIA and University rules and organize and supervise the Sports Information Office (50%). Administer the university-wide scholarship awards program (50%).

**QUALIFICATIONS:** Master's degree in Physical Education or related field although a bachelor's degree will be considered. Playing experience and three or more years of coaching preferred. Interest and/or experience in developing and distributing materials, statistics, and sports information to media. Demonstrated organizational and administrative skills.

**SALARY:** Commensurate with experience and qualifications.

**POSITION AVAILABLE:** Applications received by August 25, 1993, will receive priority consideration. Applications will be accepted until the position is filled. Position available for 1993-94 academic year.

**APPLICATION:** To apply, send a letter of application, resume, and names of three references to: Linda Draft, Director of Athletics, University of Wisconsin-Parkside, 900 Wood Road, Box 2000, Kenosha, WI 53141-2000.

The University of Wisconsin-Parkside is an Affirmative Action/Equal Opportunity Employer.



LAFAYETTE COLLEGE

## Assistant Football Coach (Offensive Line)

### Football Recruiting Coordinator

Full-time position beginning immediately. Recruits athletes and recommends financial aid, assists with coaching of offensive line, and with planning of practices and games. Additional responsibility as recruiting coordinator for football. Requires bachelor's degree with a master's degree preferred plus knowledge of NCAA, ECAC and Patriot League rules. Good salary and excellent benefits. Write with resume and references to: Dr. Eve Atkinson, Director of Athletics, Lafayette College, Easton, PA 18042-1772. Lafayette is committed to Equal Opportunity through Affirmative Action.

## Saint Anselm College Director of Recreation Sports

**POSITION:** This is a 12-month, non-tenure position that reports directly to the Director of Athletics. The Director of Recreation Sports is responsible for administering all aspects of the recreation program. Also, the Director will be responsible for coordinating the use of all athletics facilities and serve as the Assistant Director of Intramural Sports. **RESPONSIBILITIES:** Plan and direct a comprehensive and diverse program of recreational activities; duties include: informal recreation, facility supervision, organized intramurals, special events, outdoor recreation, fiscal management, publicity promotion, and student staff hiring, supervision and training. **QUALIFICATIONS:** Master's degree in recreation, leisure/sports management or related field preferred, bachelor's required. Certified Recreational Sports Specialist and a minimum of two years experience preferred.

**SALARY:** Commensurate with qualifications and experience.

**APPLICATION DEADLINE:** July 27, 1993.

**POSITION AVAILABLE:** August 1, 1993.

**CONTACT:** Send letter of application, resume and three references to:

Maryse Charbonneau  
Director of Personnel  
Saint Anselm College  
100 Saint Anselm Drive  
Manchester, NH 03102-1310

## The Market

► Continued from page 22

events. Identify and recruit academically qualified and talented student athletes. Commitment to and responsibility for adhering to all rules and regulations of Iowa State University, Big Eight Conference, and the NCAA. Develop and maintain effective interaction with students, colleagues, university staff, alumni and the public. Other duties as assigned by the head coach and director of athletics. Minimum qualifications required: Bachelor's degree. Demonstrated ability to coach the highly skilled male athlete. Application instructions: Send letter of application, resume and three references to: Eugene Smith, Director of Athletics, Iowa State University, 133 Olsen Building, Ames, IA 50011; fax no. 515/294-0104. Application deadline: August 9, 1993, or until position is filled. Iowa State University is an Equal Opportunity/Affirmative Action Employer.

## Phys Ed./Athletics

**Athletics/Physical Education—Head Coach of Women's Cross Country and Track and In-structor of Physical Education:** Master's degree in physical education required, collegiate teaching and coaching experience preferred. Administration of women's intercollegiate cross country and track and field programs including a coaching area, recruiting, scheduling, transportation, financial reports and equipment. Strong communication and interpersonal skills required. Teach Lifetime Wellness and Lifetime Wellness Lab courses in the general studies CORE program and First Aid in major programs. Participate in department academic programs. Position available August 15, 1993. Application deadline: until filled. Send letter of application, professional vitae, current references (with names, addresses, and telephone numbers), and transcripts (copies): Sherri Reeves, Assistant Athletics Director, Martindale Gym 203, Northwest Missouri State University, Maryville, MO 64468. AA/EOE. Northwest encourages women and minorities to apply.

## Graduate Assistant

**Graduate Assistant Football Coach.** The University of Indianapolis, an NCAA II institution, is seeking qualified applicants for a graduate assistant football coach position. Responsibilities for graduate assistant coaches in football include: on-the-field coaching, film breakdown, and recruiting duties. Requirements are a strong academic background and playing experience. Salary is a graduate tuition waiver with a stipend of \$2,500. Send letter of application along with resume, three names with phone numbers for references (reference letters are not necessary) to: Bill Bless, Head Football Coach, University of Indianapolis, 1400 East Hanna Avenue, Indianapolis, IN 46227. U of I is an Equal Opportunity Employer. **Graduate Assistant Women's Basketball Coach.** Angelo State University, NCAA Division II and member of the Lone Star Conference. Responsibilities include assisting with

## DIRECTOR OF ATHLETICS DEVELOPMENT

Entry level position; one to three years experience in athletics development or private sector. Must have an undergraduate degree; will work directly with Associate Director of External Operations in the area of special events and fund-raising. The successful candidate should have a knowledge of fund-raising concepts and strategies necessary to cultivate and secure annual and major gifts to the athletics program; excellent verbal and written communication skills; experience in working with volunteers; and excellent organization skills. Responsibilities are to develop, plan, implement and direct the Athletics program for identification, evaluation, cultivation and solicitation of athletics gifts from alumni and friends. A letter of application and resume should be received by August 15, 1993, and sent to: Jim Morris, Assoc. Dir. of External Operations, Utah State University, Logan, Utah 84322-7400.

USU is an AA/EEO Employer.

women's basketball and other duties as assigned by women's athletics director or head basketball coach. Stipend is approximately \$4,500. Qualifications include bachelor's degree, acceptance to the graduate program and college playing experience. Send letters of application, resume and three current letters of recommendation to: Kathleen Brasfield, Women's Athletics Director, Angelo State University, P.O. Box 10889, San Angelo, TX 76909.

**Men's and Women's Golf Graduate Assistant—University of South Alabama.** Responsibilities include assisting in all areas of a competitive Division I men's and women's golf program. Bachelor's degree required. Qualified applicant should have a minimum two years' playing experience at the collegiate level. Send resume and references to: Chris Culbert, Golf Director, 1107 HPELS, Mobile, AL 36688-0002.

**Graduate Assistant.** Dickinson College seeks a graduate assistant to serve as an assistant coach in the sports of softball and women's basketball. Position begins September 1, 1993, for nine months with reappointment for one additional nine-month term possible. Responsibilities include: coaching and recruiting duties as assigned by each head coach. Undergraduate degree and demonstrable experience in both sports required. Position includes \$2,600 stipend, room and board for 12 months. Send letter of application, resume and three letters of reference to: Les Poolman, Director of Athletics, Dickinson College, Carlisle, PA 17013. An Equal Opportunity/Affirmative Action Employer.

**Graduate Assistant** position in women's volleyball available. Must have bachelor's degree and experience. Room, board, tuition and a stipend are possible. Deadline for application is August 1, 1993. Send resume and cover letter to: Kathi Frank, Women's Volleyball Coach, Siena Heights College, 1247 E. Siena Heights Drive, Adrian, MI 49221; 517/263-0731, ext. 244.

**Graduate Intern Positions.** Alfred University. Available: July/August 1993 in Athletics Administration (1) and Athletics Training (2). Stipend, tuition waiver, room and a reduced board plan available. Applicant must be accepted into a graduate program at Alfred University. Submit letter of application and resume to: Hank Ford, Director of Athletics, Alfred University, McLane Center, Alfred, New York 14802. Alfred University is an Equal Opportunity/Affirmative Action Employer.

Maine Maritime Academy seeks to fill the following positions:

Athletics Trainer (Aug.-Nov. 1993)  
Athletics Trainer (Jan.-Apr. 1994)

**NATA, First Aid and CPR certifications desired.** These limited-period/full-time positions will be responsible for the service and administrative components of respective segments of the athletic training program.

Interested persons should send a letter of application and resume to:

Director of Human Resources  
Box C - 3  
Castine, ME 04420

Letters of application, resumes or any other relevant material not addressed or delivered to the Maine Maritime Academy Human Resource Office will not be considered.

MMA is an EOE.

Maine

Maritime

Academy

## Wartburg College

### HEAD MEN'S BASKETBALL COACH

Responsibilities include planning, organization and operation of the men's intercollegiate basketball program, coaching in another sport and/or teaching in the department of HPER.

Qualifications include a master's degree in an appropriate field; basketball coaching experience, preferably at the college level; and background in another sport. Candidates must have an understanding of and commitment to the athletics policies and practices appropriate to an institution within the NCAA Division III and be willing to accept and support the mission of a liberal arts college of the Lutheran Church (ELCA).

Starting date for the position is as soon as possible. Salary is commensurate with qualifications and experience.

Letters of application, resume, and names and telephone numbers of three professional references should be sent to:

Bob Nielson, Director of Athletics  
Wartburg College  
222 Ninth Street NW  
Waverly, Iowa 50677

Review of applications will begin August 1, 1993, and continue until the position is filled.

Wartburg College is an Affirmative Action/EEO Institution.

## Miscellaneous

**Financial Officer For Athletics, California State University, Fullerton.** Invites applications for this position. Responsibilities: Serves as the financial officer for athletics by monitoring budgets, administering policies and procedures related to budget and finance, and coordinating the daily operation of the athletics business office. Qualifications: Equivalent of bachelor's degree in the field of accounting or sports administration is required. Experience in intercollegiate athletics is desirable. Computer knowledge is required with Pacolan accounting software preferred. General knowledge of NCAA, conference and university rules and regulations is desirable. Applications: Call the Office of Human Resources, 714/773-2425, for an application form. Deadline: July 28, 1993. California State University, Fullerton, is an Equal Opportunity/Affirmative Action Employer.

**Bates College. Interim Coaching Positions:** Women's Soccer, Women's Basketball. Bates College invites applications and nominations for interim coaching positions in the sports of women's soccer and women's basketball. Candidates with experience in both sports may apply for the combined position. Bates is a highly selective coeducational institution of 1,500 students and is recognized for its academic excellence and the strength of its faculty. An NCAA III institution, Bates is a member of the New England Small College Athletic Conference (NESCAC) and the Eastern College Athletic Conference (ECAC). Qualifications: Successful applicants will present records of solid experience in coaching soccer and/or basketball, and exhibit knowledge of recruiting strategies for an academically demanding liberal arts college. A master's degree as well as experience working with a diverse student population are preferred. The nine-month non-faculty positions will include coaching duties in other seasons and teaching responsibilities within the physical education curriculum. Application procedure: Please send a letter of application, a resume, and a current list of references to: Suzanne R. Coffey, Director of Athletics, Chair of the Search Committee, Bates College, 211 Lane Hall, Lewiston, ME 04240. All materials must be received by July 30, 1993.

to ensure consideration. Bates College values a diverse college community and seeks to assure equal opportunity through a continuing and effective Affirmative Action program. We welcome applications from women and minorities.

**Assistant Field House Manager/Assistant Strength Coach.** Responsibilities: To manage Field House facility and oversee the weight training conditioning of all intercollegiate student-athletes. Manage, maintain and supervise the use of the Field House, including locker rooms, track, football field, baseball batting cages, controlled lighting system and all equipment. Schedule and control use of the Field House with superiors. Exercise control of groups during schedule hours; ensure adherence to established schedule. Work with intramurals, physical education and athletics in scheduling. Oversee events as pertain to the Field House policy. Assist with equipment set-up and take down. Inspect and inventory all equipment when needed. Establish, supervise and monitor weight training policies and procedures including safety precautions. Motivate and provide training incentive for athletes; maintain student-athlete files and records. Advise coaches in planning and implementing conditioning programs; serve as liaison between coach, athlete, medical staff and administration. Schedule and arrange supervision of weight training facilities; supervise weight training staff. Secure and maintain weight training facilities; maintain inventory, process invoices and assume budget control. Assume responsibility for general public relations related to position. Keep abreast of recent weight training and conditioning techniques through professional development. Perform related duties as assigned. Qualifications: A bachelor's degree in education or related field is required; must possess management and organizational skills; knowledge and experience in facilities management or an equivalent combination of education and experience from which comparable knowledge, skills and abilities can be acquired. Supervision exercised: Weight training staff, student assistants. Term of appointment: 12 month appointment. Salary: Commensurate with experience and ability. The salary is competitive and other contract terms are negotiable within guidelines here stated. Application deadline: August 2, 1993. Forward letter of application, professional resume, and letters of recommendation to: Mr. Jim Corrigan, As-

sistant Athletics Director, Memorial Athletic and Convocation Center, Room 187, Kent State University, Kent, OH 44242. Kent State is an Equal Opportunity Employer.

**Two Positions: Assistant Women's Soccer/Assistant Women's Track Coach; Assistant Women's Volleyball/Assistant Softball Coach—Mount Union College.** Duties: Assisting head coach including game-day operations, practice preparation and recruiting, some teaching possible dependent upon qualifications. Qualifications: Bachelor's degree in physical education, sport management or sport science; previous playing or coaching experience; good oral and written communication skills; and an awareness of the Division III philosophy. Deadline: Friday, July 30, 1993. For soccer/track position, submit letter of interest and resume to: Michelle Bohan, Head Women's Soccer Coach; For volleyball/softball position: Sandra Douglas, Head Volleyball & Softball Coach, Mount Union College, Alliance, Ohio 44601.

**Women's Basketball/Volleyball Intern.** Description of position: A full-time, nine-month position working in all phases of the Washington and Lee University women's basketball and volleyball programs. Duties assigned by head coach of basketball/volleyball. There will be teaching assignments in physical education activity classes. Salary: \$10,000 annual appointment with a maximum of three years. Qualifications: College graduate with sincere interest in gaining coaching and teaching experience at the college level. (Collegiate experience in one or both of the above sports is preferred). Application procedure: Letter of application, resume and three supporting letters should be forwarded to: Michael F. Walsh, Director of Athletics, Washington and Lee University, PO Box 928, Lexington, VA 24450. Closing date: August 4, 1993. Washington and Lee University is an Equal Opportunity Employer. **Lake Forest College** is accepting applications for the following part-time coaching positions:

Assistant Women's Soccer Coach (Fall), Assistant Swimming Coach (Winter), Head Men's Tennis Coach (Spring), Assistant Softball Coach (Spring). Interested applicants should send resume and two letters of recommendation to: Jackie Slaats, Director of Athletics, 555 N. Sheridan Road, Lake Forest, Illinois 60045. Application deadline is Monday, August 2. Applications from minorities and women are actively encouraged.

**Earn An Accredited Master's Degree** in sport management, sports medicine, sports coaching, sport fitness or sport research. Resident study, mentor study, independent study, cluster study or distance learning options available. Scholarships and other financial aid available. Contact: United States Sports Academy, Department of Student Services, One Academy Drive, Daphne, Alabama 36526; 1-800/223-2668. An Equal Opportunity Educational Institution. SACS accredited.

## Open Dates

**Men's Basketball Division III—Adrian College.** Adrian, MI, is seeking one team to compete in the Rotary Tournament, December 3-4, 1993. Contact Buck Riley, 517/265-5161.

**The University of Tampa** men's basketball team is looking for two games for the 1993-94 season with as small a guarantee as possible. Please contact Richard Schmidt at 813/253-6240 (extension 3440).

**Men's Basketball—Division III. Marietta College** (Ohio) is seeking one team to participate in its annual Shrine Tournament to be held on December 29 and 30, 1993. Guarantee, hotel accommodations, meals, etc., provided. Please contact Coach Doug Foote at 614/376-4612 for further details.

## Dartmouth College Head Coach of Women's Basketball Program

**GENERAL DUTIES:** Responsible for the organization, development and administration of all aspects of a Division I, Ivy League basketball program, including budget preparation, recruiting, and supervision of assistant coaches.

**QUALIFICATIONS:** Demonstrated successful basketball coaching experience at the college level; ability to communicate effectively as well as recruit successfully within the Ivy League philosophy of no athletic grants-in-aid and highly selective academic standards. Bachelor's degree minimal.

**SALARY:** Commensurate with experience.

**EMPLOYMENT DATE:** This is a full-time position.

**APPLICATION PROCEDURE:** Send letter of application, resume and references to:

Jo Ann Harper  
Associated Director of Athletics  
Dartmouth College  
6083 Alumni Gym  
Hanover, NH 03755-3512

Dartmouth College is an Equal Opportunity/  
Affirmative Action Employer.

## TEXAS TECH UNIVERSITY

### DIRECTOR OF INTERCOLLEGIATE ATHLETICS

TEXAS TECH UNIVERSITY invites nominations and applications for the position of Director of Intercollegiate Athletics. The director reports directly to the University president and is responsible for all aspects of the direction, supervision and management of men's and women's intercollegiate athletics programs at the University. The University, whose athletics department has an annual operating budget of approximately \$9 million, is a member of the Southwest Conference.

With an enrollment of 25,000 students, Texas Tech is one of the state's four major comprehensive universities. The University's 1,839-acre campus is located in Lubbock, a city of approximately 200,000 that is known for its pleasant climate and hospitality.

It is preferred that candidates have a minimum of five years of progressively responsible experience as an athletics administrator at the university level. A bachelor's degree is required and a master's degree is preferred. Creative leadership qualities and motivational skills are essential, along with the ability to work harmoniously and effectively with individuals and support groups. Strong administrative, organizational, communication and marketing skills are a necessity. The successful candidate must be dedicated to the academic success and graduation of student-athletes and to the direction of an athletics program with strong discipline and high ethical standards.

Salary is competitive and commensurate with qualifications. Letters of application or nomination should include a resume and the names, addresses and phone numbers of three references. Application and nomination materials will be accepted until the successful candidate is named. These should be submitted to:

Dean Samuel E. Curl, Chair  
Athletics Director Search Committee  
Texas Tech University  
Box 42123  
Lubbock, Texas 79409-2123

Texas Tech University is an  
Equal Opportunity/Affirmative Action Employer.

Qualified minorities, women and members of other protected groups are encouraged to apply.



The Women's Basketball Coaches Association (WBCA) seeks nominations and applications for the position of Director of Media and Public Relations at its headquarters in the Atlanta suburb of Lilburn, Georgia.

This person will direct management of all media and press relations for the WBCA, including but not limited to the promotion and advancement of the WBCA's Awards Program, the Kodak High School All-America Game, WBCA Summer Camps, and the WBCA's annual national convention.

The position requires the ability to work independently on several ongoing media/public relations projects while maintaining the WBCA Awards Program; good decision making and organizational skills; proven written and verbal communication skills; good judgement; and the ability to be self motivated.

In addition, applicants should possess the ability to meet tight deadlines, work under pressure and demonstrate an attention to detail. Applicants must have a minimum three year's practical work experience and should possess proficient Macintosh skills including programs Pagemaker 4.2, Microsoft Word and Works, and an adequate knowledge of IBM-compatible software, including programs Lotus and Word Perfect 5.1.

Founded in 1981, the mission of the WBCA is to promote women's basketball by unifying coaches at all levels to develop a reputable identity for the sport of women's basketball and to foster and promote the development of the game in all of its aspects as an amateur sports for women and girls.

Review of applications will begin immediately and continue until the position is filled. Applicants should forward resume, three letters of reference and three samples of written work (one of which has proven media placement) to:

Anne Flannery  
Associate Executive Director  
WBCA  
4646 B Lawrenceville Highway  
Lilburn, GA 30247

## ■ Legislative assistance

1993 Column No. 28

### Fall preseason practice

**Divisions I and II sports (other than football and women's volleyball) that conduct traditional fall seasons**

Divisions I and II institutions should note that in sports in which the traditional playing season occurs during the fall (other than football and women's volleyball), institutions may begin preseason practice on the date that permits 21 practice opportunities before the first contest. In accordance with NCAA Bylaw 17.02.13, in determining the number of practice opportunities, there should be counted one for each day beginning with the opening day of classes, one for each day classes are not in session in the week of the first scheduled intercollegiate contest and two for each day in the preseason practice period. Sundays are excluded from the counting, even if an institution chooses to practice on Sunday.

Please note that Bylaw 17.02.13 is used for calculating the date on which practice may begin and should not be construed to indicate the number of permissible practice sessions. The "week" of the first scheduled intercollegiate contest is defined as the six days, excluding Sunday, preceding the date of competition (even if one or more of the days fall into different traditional calendar weeks). The "opening day of classes" is defined as the first day of classes as listed in the institution's official catalog. Required freshman orientation is not considered to be the opening day of classes for the academic year.

For example, an institution conducts its first field hockey contest Saturday, September 4, 1993, and the institution's first day of classes is Thursday, August 26, 1993. Using the above-mentioned formula, it would be permissible for the institution to begin field hockey practice Wednesday, August 18. Please note that in this instance, it would be permissible for the institution to conduct medical examinations (if necessary), issue equipment and conduct picture day Tuesday, August 17 (i.e., the

day before preseason practice). That being the case, it would be permissible for the institution to permit field hockey team members to report Monday evening, August 16, for an evening meal, provided no athletically related meetings in the sport take place. Please note that these regulations would apply to all team sports that conduct a traditional fall season, as well as any individual sport using the 144-day traditional season option.

### Preseason practice

**Nontraditional segment—Divisions I and II**

Divisions I and II institutions should note that in team sports that conduct a nontraditional fall segment, it is not permissible to begin preseason practice sessions before September 7 or the first day of classes, whichever is earlier. Further, in individual sports, Divisions I and II institutions that conduct a nontraditional fall segment may not begin preseason practice sessions before September 7. (Note: In the sports of football, basketball and women's volleyball, separate preseason practice starting dates have been established.)

### NCAA Bylaw 16.4.1

**Permissible medical expenses**

NCAA institutions should note that in accordance with Bylaw 16.4.1 (i), it is permissible for institutions to provide surgical expenses to student-athletes (including partial qualifiers and nonqualifiers) who are injured during the academic year while participating in voluntary physical activities (e.g., voluntary weightlifting outside the institution's playing season) that will prepare them for competition. Thus, it is not permissible for an institution to finance surgical expenses to treat a student-athlete's illness or injury that is not a result of practice for or participation in intercollegiate athletics at the institution, or that does not occur during voluntary activities that will prepare the student-athlete for competition.

Please note that in accordance with Bylaw 16.4.1 (j), it remains permissible for an institution to provide medication and physical therapy used by a student-athlete during

the academic year to enable the individual to participate in intercollegiate athletics, regardless of whether the injury or illness is a result of intercollegiate competition or practice, or does not occur during voluntary physical activities designed to prepare the student-athlete for competition.

During its August 27, 1992, telephone conference, the NCAA Interpretations Committee noted that, inasmuch as student-athletes may not receive surgical expenses and expenses related to medication and physical therapy except during the academic year, it is not permissible for a prospect who has signed a National Letter of Intent and who is enrolled in the institution's summer term before initial, full-time enrollment to receive such expenses. In addition, it is not permissible for a student-athlete to receive surgical expenses and expenses related to medication and physical therapy during the summer, unless the expenses are for medical treatment incurred by the student-athlete as a result of an athletically related injury that occurred during the academic year per Bylaw 16.4.1 (h).

Finally, the committee noted that it would be permissible for a student-athlete, as well as a prospect who has signed a National Letter of Intent and is enrolled in the institution's summer term before initial enrollment, to use the institution's training-room facilities (e.g., use of whirlpool, taping ankles).

*This material was provided by the legislative services staff as an aid to institutions. If an institution has a question or comment regarding this column, such correspondence should be directed to Nancy L. Mitchell, assistant executive director for legislative services, at the NCAA national office. This information is available on the Collegiate Sports Network.*

**News quiz answers:** 1-(b). 2-(b). 3-(d). 4-True. 5-False (has won two championships). 6-(d).

## Commission nominations invited

The NCAA Presidents Commission is inviting chief executive officers of NCAA institutions to nominate presidents and chancellors to fill vacancies that will occur on the Commission next January.

Each year, the Commission issues such an invitation via The NCAA News. Only CEOs may submit nominations, and all must be received in the NCAA national office not later than September 10, 1993. Nominations should be sent to Presidential Nominating Committee, NCAA, 6201 College Boulevard, Overland Park, Kansas 66211-2422.

All properly submitted nominations will be reviewed by the Presidential Nominating Committee in late September. The committee is chaired this year by Brother Thomas J. Scanlan, president of Manhattan College.

After the committee develops its slate of candidates, ballots will be sent to CEOs at all member institutions in a voting procedure that ends in December. Those elected to fill vacancies are announced in the Convention issue of The NCAA News in January.

The only positions not filled by the balloting process are those representing Division I-A conferences, which are permitted to name their own representatives on the Commission.

Commission terms that will expire upon adjournment of the January 1994 NCAA Convention:

#### Division I

Four must be replaced; two are eligible for reelection:

Thomas K. Hearn Jr., president, Wake Forest University. Division I-A. Not eligible for reappointment.

The Atlantic Coast Conference designates this position.

Charles E. Young, chancellor, University of California, Los Angeles. Division I-A. Not eligible for reappointment. The Pacific-10 Conference designates this position.

William H. Mobley, president, Texas A&M University. Division I-A. Eligible for reappointment to a full four-year term because he has served less than half of a term. The Southwest Conference designates this position.

Frederick W. Obear, chancellor, University of Tennessee at Chattanooga. Division I-AA South football region. Not eligible for reelection. Replacement must be from the Division I-AA South region.

J. Barton Luedekc, president, Rider College. Division I-AAA. Eligible for reelection to a full four-year term. Person elected or reelected must be from Region I of Division I to meet geographical representation requirements.

Gregory M. St. L. O'Brien, chancellor, University of New Orleans. Division I-AAA. Not eligible for reelection. Replacement may be from any region.

#### Division II

Two must be replaced and one can be reelected:

Adam W. Herbert, president, University of North Florida. Eligible for reelection to a full term inasmuch as he was named earlier this month to fill an interim vacancy.

Rodney C. Kelchner, president, Mansfield University of Pennsylvania. Not eligible for reelection. Replacement must be from Region I of Division II.

Arend D. Lubbers, president, Grand Valley State University. Not eligible for reelection. Replacement must be from Region 3 of Division II.

#### Division III

Both must be replaced:

Alice Chandler, president, State University College at New Paltz. Not eligible for reelection. Replacement must be from Region 2 of Division III.

Jon C. Strauss, president, Worcester Polytechnic Institute. Not eligible for reelection. While the replacement technically can be from any Division III region, a replacement from Region I would be appropriate from a representation standpoint.

NCAA geographical regions for each division are set forth in Constitution 4.8.2.

#### Nominating committee

Serving with Brother Scanlan (Division I-AAA) on the Presidential Nominating Committee are the following:

**Division I**—Richard Bowen, Idaho State University (Division I-AA); E. Roger Sayers, University of Alabama, Tuscaloosa (Division I-A), and William E. Shelton, Eastern Michigan University (Division I-A).

**Division II**—Thomas W. Cole Jr., Clark Atlanta University, and Joseph J. McGowan Jr., Bellarmine College.

**Division III**—James R. Appleton, University of Redlands, and Robert J. Bruce, Widener University.

Questions regarding the Commission's nominating and balloting process may be directed to Ted C. Tow, associate executive director, at the national office.

## Auburn settles suit

Auburn University will field a varsity women's soccer team for the first time this fall as part of a settlement agreement approved July 19 by a U.S. district court judge in Montgomery, Alabama.

Judge Robert Varner's approval settles a lawsuit filed against Auburn by Susan Kiechel and a group of students and former students who wanted women's soccer instituted as a varsity sport, according to a news release from the school.

In keeping with the agreement to field a soccer team this fall, the university hired Stephen Holeman as interim coach and is actively pursuing a schedule for the fall season.

"We made a commitment to institute women's soccer as a varsity sport, and we intend to do it in the right way," said Mike Lude, Auburn athletics director. "We want to place our soccer team in a position to be as successful as our other programs as soon as possible."

"My fellow plaintiffs and I are delighted that Auburn has agreed to establish soccer as a varsity women's sport at Auburn beginning this fall," Kiechel said in the school's news release. "We recognize that extra and expedited efforts will be required to make the program an Auburn-class success. We commend the university for this program and will help in any way we can."

## ■ Championships corner

**Division II men's and women's swimming and diving:** The Division II subcommittee of the NCAA Men's and Women's Swimming Committee is soliciting bids to host the 1995 NCAA Division II Men's and Women's Swimming and Diving Championships. The championships are scheduled for March 8-11, 1995. Further information can be obtained from R. Wayne Burrow, NCAA assistant director of championships, at the national office.

**Men's and women's fencing:** The NCAA Men's and Women's Fencing Committee is soliciting bids to host the 1995 NCAA National Collegiate Men's and Women's Fencing Championships. The championships tentatively are scheduled for March 25-29, 1995. Further information can be obtained from Burrow at the national office.

**Women's lacrosse:** The NCAA Women's Lacrosse Committee is soliciting bids to host the 1995 NCAA National Collegiate and Division III Women's Lacrosse Championships. The championships are scheduled for May 20-21, 1995. Further information can be obtained from Burrow at the national office.