

Exhibit IN-1

The Department of African, African American and Diaspora Studies
The University of North Carolina at Chapel Hill
A History of Its Establishment and Evolution

The Department of African, African American and Diaspora Studies at UNC-Chapel Hill had its origin in the climate and events of the 1960s in the United States. During that decade, the Civil Rights Acts of 1964 and 1968 were passed; the Voting Rights Act of 1965 was passed; and the Educational Opportunity Act was passed in 1964, making it possible for black students, who otherwise would not have been able to do so, to attend college. As a result, by the mid-1960s, there was a significant increase in the number of black students at predominantly white universities (albeit still a low number). At UNC-Chapel Hill, the campus reported there were 113 African-American students out of 13,352 enrolled in 1967. With the larger number of black students on campus, they were able to speak with a collective voice that had not been possible before.

The national Black campus movement took root at UNC-Chapel Hill through the Black Student Movement (BSM), which was established on November 7, 1967, and recognized by campus administration in December of that year. It continues today as an active student group.

The year 1968 brought significant national unrest as anti-Vietnam war sentiment escalated and the country reeled from the assassinations of Martin Luther King, Jr., on April 5 and presidential hopeful Robert F. Kennedy in August. On April 11, President Johnson signed the Civil Rights Act of that year, commonly referred to as the Fair Housing Act.

The confluence of these events unleashed a climate of activism previously not experienced on college campuses. At Chapel Hill, the BSM sought action on the part of the university's administration to address their urgent concerns regarding increased Black student enrollment, establishment of a Black studies program, recruitment of more Black faculty, and better treatment of custodial and food workers, almost all of whom were Black. A list of 23 demands was presented to Chancellor Carlyle Sitterson on December 11, 1968.

In January 1969, Chancellor Sitterson responded with a 19-page point-by-point rejection of the demands while stating that "The University of North Carolina makes every effort to consider on their merits all matters that are brought to its attention, including those contained in these 'demands.' This emphatically means that the University intends to be responsive to the educational needs of all the people including all races, colors, and creeds. Conversely, it should be clear that the University cannot, in policy or in practice, provide unique treatment for any single race, color, or creed. To do so would be a step backward, and the University should set its sights upon a better future. The University must always view the needs and hopes of man with a humane spirit and a compassionate heart; but in determining the best means of achieving desirable goals, the University must always be guided by reason and knowledge." (Nichols, 1969)

By letter on February 5, 1969, Raymond H. Dawson, Dean of the College of Arts and Sciences, asked the following to serve as members of a special committee of faculty and students to make recommendations for the development of an undergraduate program in Afro-American Studies in the College: Professors Cora E. Bagley, W. Herman Bell and C. Townsend Ludington, and students Evelyn Lewis, Reginald Hawkins, Jr. (Abdullah Salim Jr.), and Lawrence Whitfield. (Ludington, 2014)

The Proposal for Afro-American and African Studies Curricula was submitted on April 16, 1969, and endorsed by the Faculty Council on May 9, 1969. The program would have two tracks, one a curriculum in African Studies and one a curriculum in Afro-American Studies. Initially, there was a small core of courses developed for the curricula and a relatively large number of courses already on offer from other campus departments. Each curriculum would be led by a co-director (sometimes referred to as co-chair). Gordon Cleveland, professor in Political Science, was appointed as co-director of the African Studies curriculum. James Brewer, recruited from NC Central University (NCCU), developed and taught a two-course sequence titled "Black Experience" in the Afro-American Studies curriculum. Rosters for this course list 30 students enrolled in the fall semester 1969 and 33 students in spring semester 1970.

According to The General College Issue of The Record of The University of North Carolina at Chapel Hill dated May 25, 1970, the Bachelor of Arts with a major in Afro-American Studies and the Bachelor of Arts with a major in African Studies was first offered. General College required courses (20 full semester courses) for both majors were the same as for other Bachelor of Arts programs, except the foreign language requirement could include Swahili and Arabic. African/Afro-American Studies 40 ("Black Experience") was required for inclusion in the electives for both majors. The core requirement for the major in Afro-American Studies in the third and fourth years was a minimum of 20 full semester courses (60 semester hours) requiring Afro-American Studies 60 and 70 and five to six courses selected from History 69 and 165; English 84; Sociology 53, Political Science 171 (Sociology 163); Anthropology 133; Linguistics 170; and Psychology 142. The core requirement for the major in African Studies in the third and fourth years was a minimum of 20 full semester courses (60 semester hours) requiring African Studies 60 and 70 and five to six courses selected from History 27 and 28; Geography 168; Linguistics 171; Political Science 59, 60 and 130; and Anthropology 26 and 126. For both majors, a concentration required at least six courses (core and elective) from a single discipline. Social science and humanities electives overlapped to some degree but not completely. (UNC-Chapel Hill, 1970)

Dr. Brewer, who had held a joint appointment with NCCU for three years, was named to the UNC-Chapel Hill faculty in 1973 and also named co-director for Afro-American Studies.

In 1974, Dr. Sonja Haynes Stone joined the faculty at UNC-Chapel Hill and was named co-director of the Curriculum in Afro-American Studies, succeeding Dr. Brewer, who died in March of that year. Ann Dunbar became the co-director for African Studies.

In May of 1975, under the leadership of Stone and Dunbar, the first proposal to establish a Department of African and Afro-American Studies at UNC-Chapel Hill was developed and submitted. A second proposal was submitted in October of that year. A third proposal was submitted in late 1976.

On June 19, 1980, after another contentious period marked by student protests and public pressure as a result of UNC's decision to deny tenure to Sonja Haynes Stone, the Board of Trustees recommended she be granted tenure with the rank of Assistant Professor, though she no longer was co-director of the Afro-American Studies Curriculum. J. Lee Greene, professor of English, was named acting co-director and

Ann Dunbar remained as co-director of African Studies. Colin Palmer, a historian at Oakland University in Michigan, was recruited to Carolina and named co-director of the Afro-American Studies track at the rank of full Professor beginning in August of that year.

In 1984, Sonja Stone was promoted to Associate Professor, Julius Nyang'oro joined the faculty as a Visiting Assistant Professor, and Colin Palmer became the chair of the entire Curriculum, both tracks. In 1986, Professor Palmer was named chair of the History Department. From 1986 when Professor Palmer assumed the chairmanship of the History Department to 1990, the Curriculum had several temporary chairs. In the fall of 1990, Trudier Harris, a professor of English, was named chair of the Curriculum.

In August of 1991, Sonja Stone died.

Effective January 1, 1997, 22 years after it was first proposed, the Curriculum of African and Afro-American Studies became the Department of African and Afro-American Studies. Julius Nyang'oro was named chair of the Department.

Dr. Eunice Sahle, an award-winning teacher and scholar with expertise on the political and economic development of Africa in the context of globalization, joined the faculty at UNC in 2001.

In 2006, serious discussions commenced to plan a graduate program in the department. In 2010, the Department's "Request for Authorization to Plan a New Doctoral Program" was submitted to the Dean of the College for preliminary review. The feedback was encouraging.

However, in June of 2010 a University-NCAA joint investigation regarding possible impermissible benefits received by student-athletes surfaced academic issues related to a former student-tutor and academic mentor. UNC self-reported the issue. Over the next year, other concerns surfaced regarding academic improprieties and in August 2011 UNC convened an internal working group to review relevant documents, including records of student work in the Department of African and Afro-American Studies, and to interview faculty and staff in the Department, academic support counselors, and student-athletes who had taken multiple courses in the Department. The review identified serious concerns with courses in the Department, including independent study courses under the direction of the Department's chair, Dr. Nyang'oro. (James G. Martin, 2013)

On August 30, 2011, Dr. Nyang'oro resigned as chair of the Department of African and Afro-American Studies, and Dr. Evelyne Huber, Morehead Alumni Distinguished Professor of Political Science and Chair of the Political Science Department, was named the interim chair of the Department. Under her leadership, the Department embarked on establishing a set of reforms, the key one being the authoring of a contract for independent study courses adopted unanimously by the faculty.

Dr. Eunice Sahle was appointed chair of the Department, effective January 1, 2012. A shared governance structure began to take shape and was implemented under Dr. Sahle to promote the active involvement of faculty in guiding the work of the Department and to access faculty leadership skills in fulfilling the Department's education mission. The objectives of shared governance are to: 1) enhance the Department's ongoing commitment to academic integrity and excellence in research and teaching; 2) build a sense of faculty ownership for the Department's future; 3) deepen social cohesion and interchange across academic specialties; 4) ensure adherence to the rules, policies and procedures of the College of Arts and Sciences at UNC-Chapel Hill; and 5) encourage active citizenship and participation in the governance of the Department. Early in 2012, Dr. Sahle also appointed several

committees, two of which were the Academic Affairs Committee and the Planning and Faculty Committee. (Sahle, 2014)

The Department's Planning and Faculty Committee began a two-part assessment: (1) documenting the formation and development of the department and (2) cataloging the current profile of faculty research and teaching interests. The assessment was intended to help set the future direction for the Department in terms of curricular offerings and faculty hiring. The preliminary report of the Committee provided a profile of faculty composition. Faculty members represented the scholarly areas of history, law, political science, anthropology, linguistics, literature, film and music. Across both concentrations, there were 3 full professors, 8 associate professors, 3 assistant professors, and 7 fixed term faculty. Three faculty members also represented the global/diasporic scholarly area. (Perry Hall, Georges Nzongola-Ntalaja, 2012)

The report of the Academic Affairs Committee was adopted by the faculty on April 26, 2012, introducing significant curriculum reforms. Overall, the curriculum was restructured to ensure that students across the University taking courses in the Department, including those who major in African, African American and Diaspora Studies, are exposed to the latest scholarly thinking in the discipline and are equipped with the skills that will enable them to address pressing issues in the world. The report outlined revisions to the requirements for majors and minors. **Two concentrations underpin the B.A degree that the department offers: African Studies and African American, and Diaspora Studies.** The major in African, African American, and Diaspora Studies requires 10 courses. First-year seminars and courses numbered below 100 do not count toward the major. Students in both concentrations take three courses in common: Introduction to African Studies, Introduction to African American and Diaspora Studies, and Intellectual Currents in African and African Diaspora Studies, which focuses on the works of important African and Diaspora writers and thinkers. Majors also are required to take the Undergraduate Research Seminar in their respective concentration with the emphasis on research skills and a focus on a disciplinary investigation into a topic relevant to the fields of African or African American and Diaspora studies. Majors also are required to take one course in the department in their non-major concentration. Of the remaining five courses in each major, at least two must be numbered above 399.

The report also outlined revisions to the minor. The department offers two minors: African Studies and African American and Diaspora Studies. All courses for the minor must be taken within the department. (Report of the Academic Affairs Committee of the Department of African and Afro-American Studies to the Faculty, 2012)

These revisions for the major and minor were approved by the Administrative Boards of the General College and the College of Arts and Sciences in the fall of 2012 to be implemented in the 2013-14 academic year.

Also included in the report of the Academic Affairs Committee was a proposal to change the name of the Department of African and Afro-American Studies to the Department of African, African American, and Diaspora Studies. Dr. Sahle, in her remarks to a UNC Board of Governors panel on August 30, 2012, explained that the new name would be an outward expression "of our view that research and teaching of the different parts of the Black Atlantic world are linked and must also include the African Diaspora in Latin America, the Caribbean, Europe and Canada. While our department has encompassed this expansive research and teaching geography for some years, our name did not reflect this." The request for the name change was approved on October 30, 2012, to take effect July 1, 2013. (Lindemann, 2013)

AAAD also was established as the department's subject code, replacing AFAM and AFRI, and signaling to students that the department views the field of African and African American and Diaspora studies as overlapping, not separate.

In July 2012, Dr. Nyang'oro relinquished his tenured faculty position and resigned from UNC.

Today, the Department of African, African-American, and Diaspora Studies offers the following degrees and concentrations: **BA with Concentration in African Studies or African American, and Diaspora Studies; Minor in African Studies or African American and Diaspora Studies; Graduate Certificate in African Studies (in collaboration with UNC's African Studies Center (a Title 6 Center); and Honors in African Studies or African American and Diaspora Studies. The faculty composition is 4 full professors, 7 associate professors, 3 assistant professors, and 5 fixed term faculty.** The Department, through its extensive course offerings, teaches approximately 1,300-1,400 students a semester from across the University, including students in the professional schools.

The Department continues to discuss its plan for a doctoral program. At least 11 colleges and universities, both public and private, offer doctoral degrees in African/African-American/Diaspora studies, including Harvard, Brown, Northwestern, the University of Pennsylvania, UC-Berkeley, Michigan State and Indiana.

A recently released report of African American studies programs documents their prevalence: 76% of 1,777 U.S. colleges and universities have some form of program and 20% (361 institutions) have formal units. (Abdul Alkalimat, Ronald Bailey, Sam Byndom, Desiree McMillion, LaTasha Nesbitt, Kate Williams, Brian Zelip, 2013)

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Exhibit IN-2

CHRONOLOGY

EXHIBIT IN-2

<u>Date</u>	<u>Description</u>	<u>SACSCOC</u>	<u>University</u>	<u>NCAA</u>	<u>State Criminal Investigation</u>
1969	The African Studies Curriculum was created		X		
1970	The Afro-American Studies Curriculum was created and a Bachelor of Arts degree offered		X		
1979	The African Studies Curriculum and the Afro-American Studies Curriculum were merged (the "AFRI-AFAM Curriculum")		X		
1979	Deborah Crowder was hired by the AFRI-AFAM Curriculum		X		
1984	Dr. Julius Nyang'oro was hired by the University as a visiting assistant professor		X		
1985	Jan Boxill was hired by the University as a visiting assistant professor		X		
1987	Boxill left the University		X		
1988	Boxill returned to the University as a lecturer in philosophy		X		
1988	Nyang'oro joined the faculty as an assistant professor		X		
1990	Nyang'oro was granted tenure and became a professor		X		
1991	Boxill was hired as a part-time academic counselor for the predecessor of ASPSA		X		
1992	Nyang'oro became Chair of AFRI-AFAM Curriculum		X		
1997	The AFRI-AFAM Curriculum became the AFRI-AFAM Department		X		
2004	Boxill became a senior lecturer in philosophy		X		
2006	Boxill became director of Parr Center for Ethics		X		
September 2009	Crowder retired from the University		X		
July 1, 2010	The University and the NCAA enforcement staff commenced the prior joint investigation initially concerning extra benefits received by student-athletes from agents and individuals associated with agents		X	X	
June 7, 2011	The NCAA enforcement staff issued a Notice of Inquiry in connection with the prior investigation			X	
June 21, 2011	The enforcement staff issued a Notice of Allegations in connection with the prior investigation			X	

CHRONOLOGY

<u>Date</u>	<u>Description</u>	<u>SACSCOC</u>	<u>University</u>	<u>NCAA</u>	<u>State Criminal Investigation</u>
June 30, 2011	Boxill stopped working as a part-time academic counselor for ASPSA		X		
July 1, 2011	Boxill became Chair of the Faculty		X		
August 17, 2011	Nyang'oro informed the University that Crowder may have created AFRI-AFAM courses without his knowledge and enrolled students in the courses which listed him as the instructor of record, but he did not teach the courses		X		
August 17 through September 20, 2011	The University informed the NCAA about the information it obtained from Nyang'oro and the University and the enforcement staff investigated the anomalous AFRI-AFAM courses		X	X	
August 26 and 31, 2011	interviewed by the University and the enforcement staff		X	X	
August 30, 2011	Nyang'oro stepped down as Chair of AFRI-AFAM		X		
August 31, 2011	Nyang'oro was interviewed by the University and the enforcement staff		X	X	
September 1, 2011	interviewed by the University and the enforcement staff		X	X	
September 1, 2011	Dr. Evelyn Huber was named interim chair of AFRI-AFAM and thereafter led several reforms, including instituting a new process and procedure for independent study courses		X		
September 1, 2011	The Report on the Strategic Planning Process for ASPSA was issued		X		
September 2011	The enforcement staff informed the University that it would not amend the Notice of Allegations or conduct further investigation concerning the anomalous AFRI-AFAM courses		X	X	
September 2011	The Independent Study Task Force was commissioned by College of Arts and Sciences Dean Karen Gil to investigate and prepare a report				
September 21, 2011	The University submitted its Response to the Notice of Allegations		X	X	
October 28, 2011	The Committee on Infractions Hearing took place		X	X	

CHRONOLOGY

<u>Date</u>	<u>Description</u>	<u>SACSCOC</u>	<u>University</u>	<u>NCAA</u>	<u>State Criminal Investigation</u>
January 1, 2012	Dr. Euncie Sahle was appointed chair of AFRI-AFAM. Shortly thereafter, she appointed several committees within AFRI-AFAM to study and recommend various changes to the department		X		
March 12, 2012	The Committee on Infractions issued a Public Infractions Report		X	X	
March 13, 2012 – September 25, 2013	The University provided the enforcement staff with additional information concerning the AFRI-AFAM anomalous courses		X	X	
April 10, 2012	The Independent Study Task Force issued its report. This report was commissioned by College of Arts and Sciences Dean Karen Gil in September 2011.		X		
April 26, 2012	The AFRI-AFAM faculty adopted a number of changes recommended by the Academic Affairs Committee of AFRI-AFAM that resulted in significant curriculum reforms		X		
May 2, 2012	The Hartlyn Andrews Report was issued regarding anomalous AFRI-AFAM courses. This report was commissioned by College of Arts and Sciences Dean Karen Gil in September 2011		X		
May 4, 2012	The University provided information to SACSCOC about the anomalous AFRI-AFAM courses, including copies of the Hartlyn-Andrews Report and the Independent Studies Task Force Report	X	X		
July 1, 2012	Nyang'oro relinquished his tenured faculty position and resigned from the University		X		
July 2, 2012	In response to information disclosed to it by the University and others, including the March 12 Committee on Infractions Report sent by NCAA President Mark Emmert, SACSCOC requested a report from the University explaining and documenting the extent of its compliance with various accreditation standards related to academic integrity	X	X		
July 26, 2012	The Report of the Special Subcommittee of the Faculty Executive Committee was issued regarding anomalous AFRI-AFAM courses		X		

CHRONOLOGY

<u>Date</u>	<u>Description</u>	<u>SACSCOC</u>	<u>University</u>	<u>NCAA</u>	<u>State Criminal Investigation</u>
August 2, 2012	The University provided a report to SACSCOC that included a copy of the Report of the Special Subcommittee of the Faculty Executive Committee	X	X		
August 12, 2012	SACSCOC requested a second report from the University	X	X		
October 10, 2012	The University provided a second report that informed SACSCOC of the ongoing Martin investigation, Baker Tilly review, and UNC System Board of Governors review	X	X		
October 30, 2012	The name of AFRI-AFAM was changed, effective July 1, 2013, to the African, African American, and Diaspora Studies Department		X		
December 19, 2012	The Martin Report was issued regarding anomalous AFRI-AFAM courses		X		
December 19, 2012	The Baker Tilly Review was issued		X		
December 20, 2012	The University informed SACSCOC about a special meeting of its Board of Trustees to receive reports regarding the AFRI-AFAM academic irregularities from former North Carolina Governor James G. Martin and the Baker Tilly firm.	X	X		
December 20, 2012	The University provided copies of Martin Report and Baker Tilly Review to the enforcement staff		X	X	
January 15, 2013	SACSCOC advised the University to prepare a First Monitoring Report to "demonstrate the efforts to rectify the academic integrity of those degrees [of students who took 'aberrant' courses.]"	X	X		
January 24, 2013	The Martin Report Addendum was issued		X		
February 5, 2013	A further clarification of the Martin Report was released		X		
February 7, 2013	The UNC Board of Governors Academic Review Panel issued its report		X		
February 8, 2013	The enforcement staff contacted AMA regarding obtaining an opinion concerning whether any additional violations occurred in connection with the AFRI-AFAM anomalous courses			X	

CHRONOLOGY

<u>Date</u>	<u>Description</u>	<u>SACSCOC</u>	<u>University</u>	<u>NCAA</u>	<u>State Criminal Investigation</u>
March 5, 2013	AMA advised the enforcement staff that no additional violations occurred in connection with the AFRI-AFAM anomalous courses			X	
March 8, 2013	The University submitted its First Monitoring Report, which included copies of the Martin Report and Addendum, the Baker Tilly Review, and the UNC Board of Governors Academic Review Panel Report	X	X		
April 2-4, 2013	A Special Subcommittee of SACSCOC conducted a site visit at the University.	X	X		
May 1, 2013	SACSCOC sent the Special Subcommittee's Report to the University. The sole recommendation of the Special Committee is that the "institution must demonstrate the integrity of the degrees awarded to currently enrolled students who received academic credit for the Type 1 courses and for which that credit was used to fulfill degree requirements."	X	X		
May 28, 2013	The University responded to the Special Subcommittee's Report indicating, among other things, that in all cases, work was performed and submitted in connection with the AFRI-AFAM classes at issue; the students who took what was then referred to as a "Type 1" class and had not yet graduated, were given the options to take an additional course, provide their work for additional grading, or take an exam; students who had graduated would not be required to perform any additional work, but were offered an opportunity to take an additional course at no charge any time during the next five years if the graduate believed the quality of his or her education was compromised or negatively impacted by enrollment in an irregular course	X	X		

CHRONOLOGY

<u>Date</u>	<u>Description</u>	<u>SACSCOC</u>	<u>University</u>	<u>NCAA</u>	<u>State Criminal Investigation</u>
July 10, 2013	SACSCOC informed the University that it must prepare a Second Monitoring Report by April 15, 2014, to document evidence of implementation of policies relative to enrolled students with Type 1 courses and describe procedures used to develop challenge exams. The institution must also describe the procedures used to re-evaluate any student work submitted for review in the Type 1 courses.	X	X		
August 29, 2013	The Rawlings Panel on Intercollegiate Athletics and the University of North Carolina-Chapel Hill released its report		X		
September 26, 2013	The enforcement staff confirmed to the University that it did not contemplate conducting any additional investigation and that it did not believe any modification of the March 12, 2012 Public Infractions Report was necessary		X	X	
December 2, 2013	An Orange County, North Carolina grand jury indicted Nyang'oro on felony charges of obtaining property through false pretenses in connection with the monies he received for an anomalous course for the summer of 2011 that he did not teach				X
February 2014	Cadwalader, Wickersham & Taft was retained to conduct an investigation into AFRI-AFAM anomalous courses		X		
March 4, 2014	The District Attorney for Orange County, North Carolina, James Woodall, announced that he would not bring charges against Crowder and that she had agreed to cooperate with the Cadwalader investigation				X
April 14, 2014	The University submitted its Second Monitoring Report to SACSCOC.	X	X		
May 28, 2014	Cadwalader, Wickersham & Taft LLP and the University established a protocol with Bond, Schoeneck & King, PLLC (University outside counsel) to allow Cadwalader to share information with the NCAA		X	X	

CHRONOLOGY

<u>Date</u>	<u>Description</u>	<u>SACSCOC</u>	<u>University</u>	<u>NCAA</u>	<u>State Criminal Investigation</u>
June 30, 2014	The enforcement staff provided an oral Notice of Inquiry to the University in connection with the current investigation		X	X	
June 30, 2014 – April 2016	The University and the enforcement staff conducted a joint investigation		X	X	
July 3, 2014	The District Attorney for Orange County, North Carolina, James Woodall, announced that he would drop charges against Nyang'oro in exchange for his cooperation with the Cadwalader investigation				X
July 9, 2014	SACSCOC informed the University that its board concluded that the University had satisfied prior information requests in connection with its review of the University's compliance with academic standards and student records and that no additional report was requested.	X	X		
October 22, 2014	Cadwalader issued a report relating to its investigation into AFRI-AFAM anomalous courses		X		
October 22, 2014	The University notified Boxill of its intent to terminate her employment, and she ceased being Director of the Parr Center for Ethics		X		
November 13, 2014	SACSCOC, after receiving the Cadwalader Report from the institution, informed the University that the Report raised concerns about the institution's compliance with 18 accreditation standards.	X	X		
January 12, 2015	The University submitted a 200-page report to SACSCOC that, among other things, detailed the numerous reforms and initiatives that the University had implemented.	X	X		
February 28, 2015	Boxill retires from employment with the University and resigns from her teaching position				
May 20, 2015	The enforcement staff issued a Notice of Allegations		X	X	

CHRONOLOGY

<u>Date</u>	<u>Description</u>	<u>SACSCOC</u>	<u>University</u>	<u>NCAA</u>	<u>State Criminal Investigation</u>
June 11, 2015	SACSCOC advised the University that it would maintain its accreditation but that a one-year period of probation was being imposed, so that the University could demonstrate the effectiveness of the initiatives that it had implemented since 2014.	X	X		
July 13, 2015	The University learned of the communications between the enforcement staff and AMA that took place in February – March 2013 while visiting NCAA headquarters to review the enforcement staff's files		X		
July 23, 2015	The University advised the enforcement staff of new information concerning possible additional violations relating to Jan Boxill		X	X	
August - November 2015	The University conducted a review of a database of 1.7 million records for additional potential violations and supplied additional records to enforcement staff		X	X	
March 11, 2016	The University submitted a report to SACSCOC in advance of its upcoming site visit	X	X		
April 10-13, 2016	A SACSCOC Special Subcommittee conducted a second site visit to the University	X	X		
April 25, 2016	The enforcement staff issued an Amended Notice of Allegations		X	X	
June 16, 2016	SACSCOC informed the University that it was maintaining the University's accreditation and removing it from probation	X	X		

Exhibit JUR-1

This record is a confidential personnel record.

Exhibit JUR-2

This record is a confidential personnel record.

Exhibit JUR-3

This record is a confidential personnel record.

Exhibit JUR-4



THE UNIVERSITY
of NORTH CAROLINA
at CHAPEL HILL

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STATEMENT

EXHIBIT JUR-4

Friday, August 31, 2012

University statement on NCAA role in review of academic issues

In light of continuing speculation about the role of the NCAA in the review of academic issues in the Department of African and Afro-American Studies, the University of North Carolina at Chapel Hill is providing the following information:

“The University first notified the NCAA that it had identified potential academic issues involving student-athletes in African and Afro-American Studies courses on August 24, 2011. We asked the NCAA to join us in our investigation of these issues, and they agreed to do that. A member of the NCAA enforcement staff traveled to Chapel Hill several times in the fall of 2011 and participated throughout the investigation.

With the NCAA enforcement staff, our internal working group of University Counsel Leslie Strohm, Senior Associate Dean Jonathan Hartlyn and former faculty athletics representative Jack Evans interviewed faculty and staff in the Department of African and Afro-American Studies, academic support counselors and student-athletes who had taken multiple courses in the department.

Based on the joint review, UNC and the NCAA staff concluded there were no violations of current NCAA rules or student-athlete eligibility issues related to courses in African and Afro-American Studies. As a result, the NCAA did not add any allegations or include this issue during the University’s appearance in October 2011 before the Committee on Infractions.

College of Arts and Sciences Dean Karen Gil subsequently commissioned a review of courses in African and Afro-American Studies. In May, the University publicly issued that report and provided it to the NCAA.

On Aug. 23, 2012, University Counsel Leslie Strohm and Senior Associate Dean Jonathan Hartlyn provided an update to the enforcement staff. The NCAA staff reaffirmed to University officials that no NCAA rules appeared to have been broken.

University officials will continue to keep the NCAA informed as developments warrant.”

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Exhibit JUR-5

From: "Mallonee, Steve" <smallonee@ncaa.org>
Date: March 5, 2013, 9:58:34 AM EST
To: "Zonder, Michael" <mzonder@ncaa.org>
Cc: "Schnase, Dave" <dschnase@ncaa.org>, "Richardson, Kris" <krichardson@ncaa.org>, "Lennon, Kevin" <klennon@ncaa.org>, "Shukie, John" <jshukie@ncaa.org>
Subject: RE: AMA review of UNC report

Michael,

John Shukie and I reviewed the additional information provided in the UNC report and the addendum. We see no additional issues other than the one for which you are already requesting additional information (details of specific grade changes made for SAs and whether the grade change affected eligibility). There are always concerns with aberrant classes comprised of a significant number of student-athletes in comparison with non-athletes; however, there is nothing definitive in the report that would validate that there was a systematic effort within the African and African American Studies department motivated by the desire to assist student-athletes with maintaining their eligibility, either in how the courses were created, taught and/or how the grades awarded. The current 2000 official interpretation (attached) does remain applicable to each individual student-athlete's situation and obviously could result in a finding of academic fraud, notwithstanding the lack of any systematic effort to benefit student-athletes in general. John can feel free to provide any additional comments as he deems appropriate. I hope this information is helpful.

Academic Fraud (I)

Date Issued: September 6, 2000
Date Published: September 6, 2000
Item Ref: 3

Interpretation:

The subcommittee reviewed the application of Bylaw 10.1-(b) as it relates to **academic fraud** and agreed that the following guidelines generally should be used in determining whether an incident of **academic fraud** should be reported to the NCAA as a violation of Bylaw 10.1-(b) or should be handled exclusively at the institutional level in accordance with its policies applicable to all students.

- a. The subcommittee confirmed that an institution is required to report a violation of Bylaw 10.1-(b) any time an institutional staff member (e.g., coach, professor, tutor, teaching assistant) is knowingly involved in arranging fraudulent **academic** credit or false transcripts for a prospective or enrolled student-athlete, regardless of whether the institutional staff member acted alone or in concert with the prospective or enrolled student-athlete.
- b. The subcommittee confirmed that an institution is required to report a violation of Bylaw 10.1-(b) any time a student-athlete, acting alone or in concert with others, knowingly becomes involved in arranging fraudulent **academic** credit or false transcripts, regardless of whether such conduct results in an erroneous declaration of eligibility.
- c. If a student-athlete commits an **academic** offense (e.g., cheating on a test, plagiarism on a term paper) with no involvement of an institutional staff member, the institution is not required to report a violation of Bylaw 10.1-(b), unless the

academic offense results in an erroneous declaration of eligibility and the student-athlete subsequently competes for the institution.

Finally, the subcommittee noted that in all cases in which a student-athlete knowingly engages in conduct that violates institutional policies, the institution is required to handle a student-athlete's **academic** offense in accordance with its established **academic** policies applicable to all students, regardless of whether the violation is reportable under Bylaw 10.1-(b)] or whether the student-athlete was acting alone or in concert with others.
[Reference: Bylaw 10.1-(b)]

From: Lennon, Kevin
Sent: Tuesday, February 12, 2013 9:08 PM
To: Mallonee, Steve
Cc: Schnase, Dave; Richardson, Kris; Zonder, Michael
Subject: Fwd: AMA review of UNC report

Steve,

Appreciate you handling this on behalf of AMA.

Have copied Michael Zonder from enforcement.

Thanks,

Kevin

Sent from my iPhone

Begin forwarded message:

From: "Schnase, Dave" <dschnase@ncaa.org>
Date: February 12, 2013, 3:13:42 PM EST
To: "Lennon, Kevin" <klennon@ncaa.org>
Subject: FW: AMA review of UNC report

Kevin,

Basically, enforcement is asking us to review the UNC case and determine whether there are additional issues.

Perhaps this is a project for Steve? It might be good to involve someone from academics as well. While I understand we have been given up to a month to respond, I think it would be prudent to provide an analysis much sooner than that.

Dave

From: Richardson, Kris
Sent: Friday, February 08, 2013 5:25 PM
To: Schnase, Dave
Cc: Silver, Geoff
Subject: FW: AMA review of UNC report

Dave,

This request seems to warrant a different type of review than our other enforcement cases. I think we should get one or two of our major enforcement liaisons to review the material and also ask John and another member of his academic fraud team to review the material. Then, the groups could get together to discuss their perspectives and prepare a response for enforcement. Mike has given us some time to get him AMA's feedback, so if you support this type of review, we have time to do it.

Thoughts?

--Kris

 Please consider the environment before printing this e-mail.

From: Zonder, Michael
Sent: Friday, February 08, 2013 10:12 AM
To: Richardson, Kris
Cc: Hannah, Stephanie
Subject: AMA review of UNC report

Hi Kris,

I hope all has been well with you. I'll apologize in advance for a somewhat lengthy email. I'm writing to ask your thoughts on a matter that Steph and I have been working on regarding UNC-Chapel Hill. Almost two years ago, when the institution was in the midst of a major infractions case, it reported some concerns of academic impropriety to the enforcement staff regarding the school's African and African American Studies department. The enforcement staff investigated and did not substantiate any additional violations to include in the case, but the school continued to look into the situation and utilize what had occurred to drive changes in its academic procedures and policies. In late December 2012, a report detailing the institution's findings was released, and it has drawn heavy media interest and scrutiny.

Steph and I have been meeting and analyzing the situation up through the release of the report and an addendum that provided additional factual details. We have requested more information from the school regarding one issue (details of specific grade changes made for SAs and whether the grade changed affected eligibility) and are attempting to interview one key individual that has not cooperated with the investigation, but, otherwise, we did not spot any information that substantiated violations. However, on Julie's suggestion, we wanted to touch base with AMA to see if it is possible to have someone from the staff read through the report and make sure we did not overlook anything while issue spotting. If there is any procedure for doing something like this review, it will help us feel secure that we've taken adequate steps to ensure that we haven't overlooked anything of significance.

In particular, we have been examining:

- Whether academic fraud occurred due to the professor of record not grading papers for some seminar-type courses (even though the institution is allowing students to retain the credit awarded).
- Whether SAs were provided any extra benefits from the way the courses were created or administered.
- Whether the higher enrollment of SAs in the aberrant courses than SAs in the student body is indicative of any violations.

- Whether the number of unauthorized or suspected unauthorized grade changes (for SAs and non-SAs alike) is indicative of any violations.

If you agree that someone on your staff would be able to take on this review, it isn't something that is time sensitive. Even if it took a month, that would be fine. I've attached the reports. Please feel free to contact me if you or anyone working on this has any questions.

Thanks,
Mike

Exhibit JUR-6

Ille, Vince

From: Zonder, Michael <mzonder@ncaa.org>
Sent: Thursday, September 26, 2013 1:24 PM
To: Ille, Vince
Subject: RE: AFAM

EXHIBIT JUR-6

Follow Up Flag: Follow up
Flag Status: Completed

Vince,

You are correct in your assessment regarding the situation involving the AFAM department. Thank you for the time and effort that you and others working with you on campus have devoted to engaging with these issues. The cooperation exhibited by Chancellor Folt and her staff is especially appreciated.

Please contact me should you have any other questions regarding this matter.

Thanks,
Mike

Mike Zonder
NCAA Associate Director of Enforcement

From: Ille, Vince [mailto:ille@unc.edu]
Sent: Thursday, September 26, 2013 12:36 PM
To: Zonder, Michael
Subject: AFAM

Mike,

As you know, the University of North Carolina at Chapel Hill and NCAA enforcement staff have engaged in regular and ongoing communication regarding issues pertaining to the institution's department formerly known as African and Afro-American Studies. This has included all of the various internal and external reviews and reports, as well as media coverage. It is my understanding that, based on the available information, no additional investigation regarding these issues is being contemplated by the NCAA enforcement staff, nor does the staff believe that any modification of the infractions case that was completed on March 12, 2012 is necessary. Can you please confirm or correct this assessment?

Thanks for your help.

Vince Ille
Senior Associate Athletic Director
University of North Carolina
(919) 962-4631
ille@unc.edu

Exhibit JUR-7



WEBER STATE UNIVERSITY
PUBLIC INFRACTIONS DECISION
NOVEMBER 19, 2014

I. INTRODUCTION

The NCAA Division I Committee on Infractions is an independent administrative body of the NCAA comprised of individuals from the NCAA Division I membership and the public charged with deciding infractions cases involving member institutions and their staffs.¹ This case involves academic fraud at Weber State University.² It also involves a former developmental math instructor.³ The panel has considered the record including the parties' submissions, presentations and information developed at the September 12, 2014, hearing. The panel concludes that academic fraud occurred; however, the panel does not conclude that the institution failed to monitor. The panel prescribes core penalties in this case under NCAA Bylaw 19.9 and the new Figure 19-1 Penalty Guidelines, as well as other standard administrative penalties.

In this case, the institution, the math instructor and the NCAA enforcement staff substantially agreed that academic fraud violations occurred during spring 2013. Specifically, the parties agreed the math instructor completed online quizzes, tests and exams for five student-athletes, resulting in fraudulent academic credit. While the parties agreed that the violations occurred, they disagreed over the appropriate violations level. The panel concludes that academic fraud violations occurred and those violations are Level I.

The enforcement staff also alleged the institution failed to monitor the math instructor, the five student-athletes' academic activity and the rate at which coursework was completed. The institution disagreed that it failed to monitor. Based on the facts and circumstances presented to the panel, the panel concludes the institution did not fail to monitor.

¹ Infractions cases are decided by hearing panels comprised of NCAA Division I Committee on Infractions members. Decisions issued by hearing panels are made on behalf of the Committee on Infractions. Originally, the panel consisted of seven members, but one member was excused when he could not participate due to a scheduling conflict. Pursuant to NCAA Bylaw 19.3.3, a six-member panel considers this case.

² A member of the Big Sky Conference, Weber State University has a total enrollment is approximately 21,000. The institution sponsors seven men's and nine women's sports. This is the institution's third major infractions case. The institution also had previous infractions cases in 2006 (financial aid violations in all sports) and 1996 (men's basketball).

³ The former developmental math instructor is referred to as "math instructor." The math instructor held that position when the violations occurred. Her employment with the institution ended on May 3, 2014.

The academic fraud violations in this case are severe breaches of conduct because they seriously undermined and threatened the integrity of the NCAA Collegiate Model. After weighing the aggravating and mitigating factors and applying the new Figure 19-1 Penalty Guidelines, the panel prescribes the following principal core and administrative penalties: three years of probation; a fine; scholarship reductions in football; a five-year show-cause order for the math instructor; and standard administrative reporting requirement.

II. CASE HISTORY

The origin of the case began on April 24, 2013, when an adjunct instructor discovered an academic irregularity for one of his students, a football student-athlete. Concerned, the adjunct instructor brought the discovery to the attention of the institution, which immediately conducted a review and informed the president. On May 14, 2013, the institution self-reported potential violations to the enforcement staff. The self-report occurred only 21 days after the initial discovery.

On June 3, 2013, the enforcement staff issued a verbal notice of inquiry to the institution and the parties initiated a cooperative investigation. Based on information developed during the institution's internal review and the cooperative investigation with the enforcement staff, the institution identified three groups of student-athletes who possibly received improper academic assistance from the math instructor. Group I consisted of five student-athletes (at issue in this case) who allegedly permitted the math instructor to use their usernames and passwords to take quizzes, tests and exams. Group II consisted of three student-athletes who allegedly received substantial assistance, defined as more than 50 percent, on quizzes and tests. Group III consisted of six student-athletes who allegedly received substantially less than 50 percent assistance on quizzes and tests.

The institution determined that the student-athletes in Group I committed academic dishonesty under the institution's policy. The institution charged the student-athletes in Group II with academic dishonesty under the institution's policy, but they were ultimately found not responsible. The institution did not charge the student-athletes in Group III with academic dishonesty under the institution's policy.

On December 6, 2013, the institution and the enforcement staff requested an interpretation from the NCAA Academic and Membership Affairs (AMA) staff on the application of unethical conduct legislation on the facts of the case. Based in part on the information received from that request, the enforcement staff issued the first notice of allegations (NOA) on January 23, 2014. That NOA alleged the math instructor and the student-athletes from Groups I and II had engaged in academic fraud. That NOA also alleged the institution failed to monitor.

On April 16, 2014, AMA issued an official interpretation on academic misconduct, which in practice provided that the enforcement staff defer to the institution's determination on academic fraud.⁴ Based on the new interpretation and the results of the institution's academic and appeals processes, the enforcement staff issued an amended NOA on May 13, which removed the academic fraud allegation against the student-athletes from Group II.⁵

Because of the institution's on-going academic review and the enforcement staff's issuance of an amended NOA, the institution sought and received extensions to the response deadline. The institution submitted its response on June 16, 2014. One month later, the enforcement staff submitted its statement of the case and written reply. On August 18, 2014, the institution submitted a supplemental response. The next day, the math instructor submitted a response to the amended NOA.⁶

On September 12, 2014, the panel held an in-person hearing. The math instructor did not attend. At the request of the panel, representatives from the AMA staff attended the hearing. These staff members attended as a resource regarding the application of the April 2014 official interpretation on academic misconduct. At the hearing, an AMA staff member indicated that the language of the interpretation is consistent with a prospective application to conduct occurring after the issuance of the interpretation. The enforcement staff indicated that it believed it was required to apply the interpretation retroactively.⁷

III. FINDINGS OF FACT

The institution discovers a testing anomaly and investigates

During the 2010-11 academic year, the institution converted its developmental math program into an online platform. The institution offered developmental math for

⁴ The NOA alleged violations of "academic fraud." In the 2014-15 Division I Manual and the April 16, 2014, AMA official interpretation the terminology for violations changed to "academic misconduct." In this case, the panel refers to the violations as they were charged.

⁵ The enforcement staff dropped the allegation relating to the math instructor and Group II. By dropping the allegation pertaining to Group II, the amended NOA only alleged that the math instructor and five student-athletes engaged in academic fraud during the spring 2013 semester and that the institution failed to monitor.

⁶ The math instructor submitted her response to all parties by "replying all" to an earlier email exchange addressing a procedural issue related to the amended NOA. Neither the institution's supplemental response nor the math instructor's response met the deadline for written submissions. The chief hearing officer provided the parties with an opportunity to comment on whether the submissions should be added to the record. After neither party objected, the chief hearing officer admitted the submissions to the record.

⁷ Following a discussion on the application of the AMA interpretation, the enforcement staff indicated that, under the April 2014 official interpretation, it could have brought allegations of extra benefit violations for the conduct of the math instructor and student-athletes in Group II. The enforcement staff and the institution indicated that they would address violations associated with Group II in a separate Level III violations process handled between the enforcement staff and the institution. Those violations were not alleged and were not before the panel for consideration in this case.

incoming students who lacked fundamental math skills needed for college level math courses. The online platform allowed students to complete, among other tasks, homework, quizzes, comprehensive tests and a final exam using a username and password. The courses are self-paced.

At the conclusion of the spring 2013 semester, the adjunct instructor believed that he had discovered a testing anomaly for a student-athlete in his class. That concern led the institution to review its developmental math program. Specifically, the adjunct instructor noted that the student-athlete completed six quizzes and a final exam in less than one hour – an uncharacteristic pattern for the student-athlete. The adjunct instructor reported his concern to the lead instructor for the course, who immediately reviewed the student-athlete's course progress. Later that day, the lead instructor informed the director of developmental math of the situation. Over the course of nine days, representatives from developmental math conducted a complete review of the spring 2013 developmental math courses. They discovered five anomalies and identified those anomalies as football student-athletes. Then they informed the athletics department and conducted joint interviews of the student-athletes. Finally, they informed the institution's president.

At the direction of the president, the institution continued its internal review and reported potential NCAA violations to the enforcement staff. Thereafter, the enforcement staff and institution engaged in a cooperative investigation into the matter. During the cooperative investigation, the institution and the enforcement staff interviewed numerous individuals including football student-athletes and the math instructor. The student-athletes indicated that they received varying degrees of assistance. Some student-athletes received hints about the proper approach to a problem. Others received formulas or help on a few quiz or test questions. But for five student-athletes, the math instructor obtained the students-athletes' usernames and passwords, logged into their courses and completed quizzes, test and exams.

The math instructor's assistance to five football student-athletes in Group I

When interviewed, the math instructor admitted that during the spring 2013 semester she obtained the usernames and passwords for five student-athletes. Using that information, the math instructor logged in to their online math courses and completed quizzes, tests and exams. This conduct occurred over one week in late April 2013. In her interviews and response to the amended NOA, the math instructor also stated she had completed this work of her own volition and took responsibility for her actions. The math instructor noted the five student-athletes never requested that she complete their quizzes, tests and exams and were not present at the time she completed them.

The institution determined the math instructor and the five student-athletes' conduct violated institutional policies and the student code. In accordance with its procedures, the institution took action to address the conduct. The institution charged the five student-athletes with academic dishonesty and issued them failing grades. In accordance

with the student code, two of those student-athletes appealed their failing grades. Following procedures available to all students, a college hearing committee upheld the institution's grade changes.

In light of the testing anomalies discovered during the spring 2013 semester, the institution conducted an extensive review of developmental math from 2010-13. The review identified nine additional student-athletes who may have received improper assistance in previous years. The institution classified these student-athletes into Groups II and III. Through the institutional processes, the institution determined that the student-athletes in Groups II and III did not commit academic dishonesty.⁸

The institution's monitoring of student-athletes in developmental math

At the hearing, the institution indicated that after identifying challenges in the online developmental math program it developed proactive plans and tools to address these challenges. The institution utilized faculty to monitor student-athletes' progress in developmental math courses. In addition, the institution's athletics compliance staff developed a plan with specific requirements to help student-athletes maintain their weekly schedules, achieve satisfactory progress and avoid procrastination in the self-paced courses. The athletics department also created weekly progress reports, which were color coded to indicate which student-athletes were behind in their coursework. Finally, the institution depended on faculty members and system security measures to prevent and detect academic dishonesty. These efforts included, instructor monitoring, strict exam proctoring and utilizing usernames and passwords for students.

Shortly after the math instructor completed coursework for the first of five student-athletes, an adjunct math instructor discovered an irregularity, reported it internally and the institution took action. Specifically, on April 13, 2013, the math instructor completed two quizzes, a test and the final exam for the first of five student-athletes. The following week, the math instructor completed coursework for the other four student-athletes in Group I. Several days later, an adjunct instructor discovered an irregularity in the academic performance of one of his students and reported it to appropriate administrators, initiating the institution's review. Approximately one month after the math instructor's conduct, the institution self-reported possible rules violations to the enforcement staff.

⁸ The college hearing committee that heard the appeal of three student-athletes in Group II noted that normally their conduct would constitute academic dishonesty under the institution's policies. The college hearing committee decided, however, that the three student-athletes were not culpable because they were unduly influenced by the math instructor, a person of authority. In light of the college hearing committee's conclusion about the impropriety of the math instructor's conduct, the enforcement staff informed the hearing panel of its position that the April 2014 official interpretation precluded the staff from bringing an unethical conduct allegation against the math instructor because the student-athletes were absolved of academic dishonesty. It is unclear whether the 2014 official interpretation was intended to be an absolute bar to an unethical conduct violation if the institution's own process finds no academic misconduct with respect to an involved student-athlete but does find that an institutional employee engaged in academic misconduct.

IV. ANALYSIS

A. [NCAA BYLAWS 10.1 and 10.1-(b) (2012-13 NCAA Division I Manual)]

During the spring semester of the 2012-13 academic year, the math instructor provided impermissible academic assistance to five football student-athletes (Group I) when she completed online quizzes, tests and exams for them resulting in fraudulent academic credit.⁹

1. **NCAA legislation relating to unethical conduct resulting in academic fraud.**

10.1 Unethical Conduct. Unethical conduct by a prospective or enrolled student-athlete or a current or former institutional staff member, which includes any individual who performs work for the institution or the athletics department even if he or she does not receive compensation for such work, may include, but is not limited to, the following: (*Revised: 1/10/90, 1/9/96, 2/22/01, 10/5/10*)

(b) Knowing involvement in arranging for fraudulent academic credit or false transcripts for a prospective or an enrolled student athlete.

2. **In spring 2013, the math instructor engaged in unethical conduct when she completed online quizzes and exams for five football student-athletes that resulted in those student-athletes receiving fraudulent academic credit.**

The institution self-discovered and self-reported that the math instructor intentionally obtained usernames and passwords of five student-athletes and accessed their accounts to complete online quizzes, tests and exams. The math instructor did not attend the hearing but, in her interviews and response to the enforcement staff's amended NOA, she admitted to her conduct and took full responsibility. As a result of her actions, five student-athletes received fraudulent academic credit.

NCAA Bylaw 10.1 defines unethical conduct as knowing involvement in arranging for fraudulent credit. The parties presented and agreed that the math instructor obtained the usernames and passwords of five student-athletes enrolled in developmental math. Using that log in information, the math instructor completed quizzes, tests and exams for five student-

⁹ Procedurally, the hearing panel was only presented an allegation related to the math instructor and the five student-athletes of Group I. At the September 13, 2014, infractions hearing, the enforcement staff described events related to Groups II and III. However, because the panel concludes that the institution did not fail to monitor, that information relating to Groups II and III is not relevant to the hearing panel's infractions decision.

athletes, who received credit for that work. Based on the information developed from the institution's review of the 2010-13 developmental math records, the parties also presented information during the hearing regarding questionable assistance that the math instructor began providing as early as the 2011-12 academic year. That information, however, was presented as contextual and not in the form of alleged bylaw violations.¹⁰

Because the math instructor intentionally obtained the student-athletes' log in information and purposefully used that information to complete their coursework, she knowingly arranged for the student-athletes to receive fraudulent academic credit and violated NCAA Bylaw 10.1. The panel concludes that the math instructor engaged in unethical conduct.

V. VIOLATIONS NOT DEMONSTRATED

Failure to monitor

The enforcement staff alleged that the institution failed to monitor the academic coursework of student-athletes in developmental math. The panel, however, concludes that this violation is not demonstrated. The institution had a compliance system in place, that compliance system detected NCAA violations and the institution took swift, decisive action after discovering the violations. Although the enforcement staff presented - and the institution acknowledged-information that the math instructor engaged in improper academic assistance for an extended period of time, the panel does not conclude that a failure to monitor violation is warranted. The institution had compliance and monitoring systems in place. The institution identified the self-paced developmental math courses as problematic and developed a tracking system to monitor student-athletes progressions' through the courses.

When the math instructor's conduct escalated to academic fraud during the spring 2013 semester, the institution promptly detected an irregularity in the online test results, investigated the circumstances, and took decisive corrective actions, including self-reporting the incidents to the enforcement staff. Because the institution had compliance systems in place that monitored student-athletes in developmental math, detected violations when they occurred and took swift, meaningful corrective actions, the panel concludes that the institution did not violate NCAA Bylaw 2.8.1.

¹⁰ Although the parties expressed some confusion on whether the new official interpretation on academic misconduct applied, that confusion related to the application of the interpretation as it relates to the three student-athletes in Group II. That allegation was not presented to the panel. Additionally, the parties agreed that regardless of application of the interpretation, the academic fraud violations involving the math instructor and the five student-athletes violated NCAA bylaws under both the former and new official interpretations.

VI. PENALTIES

For the reasons set forth in Sections III and IV of this report, the panel concludes that this case involved Level I violations of NCAA legislation. Level I violations seriously undermine or threaten the integrity of the NCAA Collegiate Model and include any violation that provides or is intended to provide a substantial or extensive advantage. NCAA Bylaw 19.1.1 lists academic fraud as an example of a severe breach of conduct. The panel concludes that the facts of this case - an institutional instructor knowingly completing quizzes, tests and exams for student-athletes - establish a severe breach of conduct that seriously undermines and threatens the NCAA Collegiate Model.

This case involved allegations of academic fraud that occurred during spring 2013 and a failure to monitor. Pursuant to NCAA Bylaw 19.9.1, because the core violations predominated during the spring 2013 semester and the alleged failure to monitor was not linked to any alleged violations that occurred prior that time period, the panel prescribes appropriate penalties utilizing Figure 19-1.

The panel classifies this case as Level I – Standard. To determine the appropriate classification, the panel considered the institution's aggravating and mitigating factors. When reviewing a case under the penalty guidelines, the panel assesses aggravating and mitigating by weight, as well as number. The panel concludes the following factors apply in this case.

Aggravating Factors

- 19.9.3-(e)* Unethical conduct;
- 19.9.3-(f)* Violations were premeditated, deliberate or committed after substantial planning;
- 19.9.3-(h)* Persons of authority condoned, participated in or negligently disregarded the violation or related wrongful conduct;
- 19.9.3-(i)* One or more violations caused significant ineligibility or other substantial harm to a student-athlete or prospective student-athlete;
- 19.9.3-(j)* Conduct or circumstances demonstrating an abuse of a position or trust; and
- 19.9.3-(m)* Intentional, willful or blatant disregard for the NCAA constitution and bylaws.

Mitigating Factors

- 19.9.4-(a)* Prompt self-detection and self-disclosure of violation(s);

- 19.9.4-(b)* Prompt acknowledgement of the violation, acceptance of responsibility and imposition of meaningful corrective measures and/or penalties;
- 19.9.4-(d)* An established history of self-reporting Level III or secondary violations; and
- 19.9.4-(f)* Exemplary cooperation.

All of the penalties prescribed in this case are independent and supplemental to any action that has been or may be taken by the Committee on Academic Performance through its assessment of postseason ineligibility, historical penalties or other penalties. The institution's corrective actions are contained in the Appendix. After considering all information relevant to the case, the panel finds that the number and nature of the aggravating factors in this case outweigh the mitigating factors. The case, however, does not rise to Level I – Aggravated. The panel prescribes the following:

Level I – Standard Core Penalties (NCAA Bylaw 19.9.5)

1. Probation: Three years from November 19, 2014, through November 18, 2017.
2. Competition limitations: 0.

Pursuant to NCAA Bylaw 19.9.6, the panel does not prescribe a competition penalty (postseason ban). The panel acknowledges that the institution quickly self-detected the violations and immediately declared the involved student-athletes ineligible, preventing any from competing while ineligible. The panel also notes the violations did not involve any athletics personnel.

3. Financial penalty: The institution shall pay a fine of \$5,000 plus two percent of the institution's football program's operating budget to the NCAA.
4. Scholarship reduction: 14.23 percent reduction (9 equivalencies) in football financial aid awards.

NCAA Bylaw 19.5.6.2 limits institutions participating in championship subdivision football to 63 equivalencies annually. The institution shall be limited to 60 equivalencies for the 2015-16, 2016-17 and 2017-18 academic years. Generally, the committee prescribes scholarship reductions annually; however, given the totality of circumstances in this case, the committee prescribes the reduction to be aggregated over the probationary period.

5. Show cause: Five-year show-cause order for the math instructor for positions with responsibilities in a member institution's athletics department.

The math instructor knowingly participated in academic fraud violations when she obtained five student-athletes usernames and passwords, logged in to their math courses and completed online quizzes, tests and exams. The panel concludes these actions undermined and threatened the NCAA Collegiate Model and were intended to provide the student-athletes with a substantial advantage. Further, because she was in a position of authority and participated in wrongful conduct, the panel elevates her violation to Level I-aggravated.

Therefore, the math instructor will be informed in writing by the NCAA that, due to her unethical conduct and involvement in violations of NCAA legislation, she will be under a five-year show-cause order from November 19, 2014, through November 18, 2019. If she secures a position with a member institution with responsibilities in the institution's athletics department during the time period of her show-cause order, upon employment she must inform that institution's athletics department that she is under a five-year show-cause order. In this circumstance, the involved institution shall be required to appear before a panel to consider whether the member institution shall be subject to the show-cause order set forth in NCAA Bylaw 19, which could limit the individual's ability to perform responsibilities in the institution's athletics department for the designated period of time.

6. Head coach restrictions: N/A.

Pursuant to NCAA Bylaw 19.9.6, because the violations at issue did not involve athletics staff members or staff members from the institution's football program, the panel does not prescribe restrictions applicable to the head football coach.

7. Recruiting visit restrictions: N/A.

Pursuant to NCAA Bylaw 19.9.6, because the violations at issue did not involve athletics staff members or staff members from the institution's football program, the panel does not prescribe recruiting restrictions on the football program.

Level I – Standard Additional and Administrative Penalties (NCAA Bylaw 19.9.7)

8. Public reprimand and censure.

Additionally, during this period of probation, the institution shall implement the following standard administrative penalties and measures:

9. Continue to develop and implement a comprehensive educational program on NCAA legislation to instruct the coaches, the faculty athletics representative, all athletics department personnel, student-athletes and all institutional staff members with responsibility for the certification of student-athletes' eligibility for admission, financial aid, practice or competition.

10. Submit a preliminary report to the Office of the Committees on Infractions by January 15, 2015, setting forth a schedule for establishing this compliance and educational program.
11. On September 1 during each year of probation, file with the Office of the Committees on Infractions an annual compliance report emphasizing compliance with academic integrity standards. The report must also include documentation of the institution's compliance with the penalties adopted and prescribed by the panel.
12. Inform all prospective student-athletes in the football program sports that the institution is on probation for three years and the violations committed. If a prospective student-athlete in football takes an official paid visit, the information regarding violations, penalties and terms of probation must be provided in advance of the visit. Otherwise, the information must be provided before a prospective student-athlete signs a National Letter of Intent.
13. Publicize specific and understandable information concerning the nature of the infractions by providing, at a minimum, a statement to include the types of violations and the affected sport programs and a direct, conspicuous link to the public infractions report located on the athletics department's main webpage. The institution's statement must: (i) clearly describe the infractions; (ii) include the length of the probationary period associated with the major infractions case; and (iii) give members of the general public a clear indication of what happened in the major infractions case to allow the public (particularly prospective student-athletes and their families) to make informed, knowledgeable decisions. A statement that refers only to the probationary period with nothing more is not sufficient. The institution may meet its responsibility in a variety of ways.
14. At the conclusion of the probationary period, the institution's president shall provide a letter to the committee affirming that the institution's current athletics policies and practices conform to all requirements of NCAA regulations.

Notification of Regional Accrediting Agency (NCAA Bylaw 19.9.10)

15. In accordance with Bylaw 19.9.10, the NCAA president shall forward a copy of the public infractions report to the appropriate regional accrediting agency.
-

The committee advises the institution that it should take every precaution to ensure that the terms of the penalties are observed. The committee will monitor the penalties during their effective periods. Any action by the institution contrary to the terms of any of the penalties or any additional violations shall be considered grounds for extending the institution's probationary period, prescribing more severe penalties or may result in additional allegations and violations.

NCAA COMMITTEE ON INFRACTIONS PANEL

Carol Cartwright

Thomas Hill

Roscoe Howard, Jr.

Greg Sankey

Sankar Suryanarayan

Rodney Uphoff (Chief Hearing Officer)

APPENDIX

CORRECTIVE ACTIONS

(As set forth in the institution's June 16, 2014, Response to the Notice of Allegations)

1. The math instructor is no longer employed at Weber State. If she had not resigned abruptly upon learning of the developmental math investigation, her employment would have been terminated.
2. Developmental math has implemented the following changes to improve security:
 - a. All testing has been turned over to testing services;
 - b. A new process has been developed so that student employees are not aware of the "blind" password used to access exams;
 - c. All proctoring is now done by proctors who are trained by and work for testing services;
 - d. Testing is now restricted by IP address;
 - e. All testing must be completed in a campus testing center or by authorize[d] distance education proctors;
 - f. Faculty can no longer proctor tests in classrooms.
3. At the conclusion of each semester, the athletics graduate assistant responsible for monitoring the program of student-athletes in developmental math courses will now identify student-athletes who make significant progress at the end of a semester to check for potential improprieties. Athletics will ask that someone from the developmental math faculty review gradebook and tracker records for any student-athletes the athletics graduate assistant identifies.
4. The graduate assistant's job description will be amended to expressly include the responsibility to monitor student-athletes' academic performance for indications of possible academic fraud.
5. Members of the football staff attended an NCAA Regional Rules Seminar in 2014.
6. Coaches were reminded of the athletics department policy prohibiting them from speaking directly to professors about academic issues involving their student-athletes.
7. The three student-athletes still enrolled at Weber State University were declared ineligible and withheld from competition during the 2013 football season.
8. The student responsibilities section of the University Student Code was amended to add the following examples of cheating to more closely track NCAA language:

- (viii) Knowingly obtaining academic credit for work that is not one's own regardless of the source of the work;
- (ix) Knowingly involved in arranging fraudulent academic credit or false transcripts. WSU Student Code Section IV D 2 a (viii) and (ix) 2014.

Exhibit 1-1

From: @email.unc.edu>
Sent: Wednesday, 7:28 PM
To: Boxill, Jeanette M <JMBOXILL@email.unc.edu>
Subject: ENGLISH PAPERS

EXHIBIT 1-1

Jan,

I'm behind one paper but I want to get caught up and to do that I have to turn in two things tomorrow. I have to use those question with the bullets points to form a paper for the thing. Can you call me to let me know how to form a paragraph from those questions? We have to use pathos, ethos, and logos in the paper with the bullet points. PLEASE CALL ME CAUSE I'M TRYING TO FINISH IT AND GO TO SLEEP CAUSE I'M FEELING A LITTLE BAD. Thanks

This is the assignments that she sent me cause she said I can turn the bullet point in tomorrow, but it was due last class.

Exhibit 1-2

Properties ▾

Size	21.0KB
Pages	1
Words	310
Total Editing Time	16 Minutes
Title	ANNOTATED BIBLIOGRAPHY
Tags	Add a tag
Comments	Add comments
Template	Normal
Status	Add text
Categories	Add a category
Subject	Specify the subject
Hyperlink Base	Add text
Company	UNC

Related Dates

Last Modified	12:57 PM
Created	12:41 PM
Last Printed	Never

Related People

Manager	Specify the manager
Author	Add an author
Last Modified By	jmboxill

Related Documents

 [Open File Location](#)

[Show Fewer Properties](#)

Exhibit 1-3

This record can not be de-identified due to existing information and/or records already available to the public and is therefore being withheld to protect the identity of the specific student.

Exhibit 1-4

From: Boxill, Jeanette M <jmboxill@email.unc.edu>
Sent: Saturday, 8:36 PM
To:
Subject: Re: Paper

EXHIBIT 1-4

No problem! I was thinking of the other paper. So you have a good start on this one, and should be able to use examples to fill out the paper.

Jan

Exhibit 1-5

From: Boxill, Jeanette M <jmboxill@email.unc.edu>
Sent: Tuesday, 9:57 AM
To: @email.unc.edu>
Subject: Re: Psych
Attach: -Afam [1].doc

EXHIBIT 1-5

What you have is okay. Can you add something about the other two. I double spaced it and am sending it back to you with a few edits. It is now 3 pages.

Exhibit 1-6

This record is a confidential education record.

Exhibit 1-7

From: Boxill, Jeanette M <jmboxill@email.unc.edu>
Sent: Thursday, 10:19 PM
To: @email.unc.edu>
Subject: Re: my quiz i need some help

EXHIBIT 1-7

I have looked at it and it needs some help. I'll reread it and try to help make some changes. Right now I'm watching the game, and can't concentrate on anything. I'll look at it shortly.

Jan

Exhibit 1-8

From: Boxill, Jeanette M <jmboxill@email.unc.edu>
Sent: Tuesday, 11:23 PM
To: @email.unc.edu>; @yahoo.com>
Subject: Re: the afam paper

EXHIBIT 1-8

I sent it to your yahoo account. That's the only email I have for you.

Jan Boxill, Ph.D.
Director, Parr Center for Ethics
Senior Lecturer and Associate Chair
Department of Philosophy
Email: jmboxill@email.unc.edu
Website: parrcenter.unc.edu
Phone: 919-962-3317
FAX: 919-843-3929

@email.unc.edu wrote:

> Jan, I did not get the part you wrote. Did you send it to this email
> or my yahoo mail.
>
> Thanks
>

From: Boxill, Jeanette M <jmboxill@email.unc.edu>
Sent: Tuesday, 11:24 PM
To: @email.unc.edu>
Subject: [Fwd: Afam paper]
Attach: Afam paper.msg

--
Jan Boxill, Ph.D.
Director, Parr Center for Ethics
Senior Lecturer and Associate Chair
Department of Philosophy
Email: jmboxill@email.unc.edu
Website:parrcenter.unc.edu
Phone: 919-962-3317
FAX: 919-843-3929

From: Boxill, Jeanette M <jmboxill@email.unc.edu>
Sent: Tuesday, 10:03 AM
To: @yahoo.com>
Subject: Afam paper

--
Jan Boxill, Ph.D.
Director, Parr Center for Ethics
Senior Lecturer and Associate Chair
Department of Philosophy
Email: jmboxill@email.unc.edu
Website: parrcenter.unc.edu
Phone: 919-962-3317
FAX: 919-843-3929

Exhibit 1-9

This record is a confidential education record.

Exhibit 1-10

From: Boxill, Jeanette M <jmboxill@email.unc.edu>
Sent: Friday, 9:00 PM
To: @email.unc.edu>
Subject: Re: Afam - 20 page paper

EXHIBIT 1-10

Great, thanks,
See you tomorrow.
Jan

@email.unc.edu wrote:

> Thank you! I just sent the journals to Professor His email
> address is . I am working on the
> citation page now. Thank you for everything. Sorry for waiting at the
> last minute. (lol) I hope you are have fun with See you
> later!
>
>
>

--
Jan Boxill, Ph.D.
Director, Parr Center for Ethics
Senior Lecturer
Director of Undergraduate Studies
Department of Philosophy
University of North Carolina
Chapel Hill, NC 27599-3125
Email: jmboxill@email.unc.edu
Website:parrcenter.unc.edu
Phone: 919-962-3317
FAX: 919-843-3929

Exhibit 1-11

From: Boxill, Jeanette M <jmboxill@email.unc.edu>
Sent: Wednesday, 1:27 PM
To: @email.unc.edu>
Subject: Re: Afam - 20 page paper
Attach: -Afam .docx

EXHIBIT 1-11

Hi

I have read the paper and edited the grammar etc. I didn't get to the conclusion. I have an appointment at 1:30-2, so will look at it as soon as I return. What I would do is format the paper using 12-point font and double space it, add the reference info however you are going to do that, and then when I look at the conclusion you are done. The paper is very interesting. There is some repetition, but not too bad.

Jan

@email.unc.edu wrote:

> Hi Jan,
>
> I was going to email you this paper yesterday, but I didn't feel too
> good. I woke up this morning with
> I haven't double space my paper yet. Also I
> have all the quotes in bold front so I can cite my paper easily without
> missing anything. I know I have a lot of grammar mistakes throughout the
> paper. If you have time can you read through it? I do understand that
> this is a busy time of the year for you.
>
> Thank you for everything

--
Jan Boxill, Ph.D.
Director, Parr Center for Ethics
Senior Lecturer
Department of Philosophy
University of North Carolina
Chapel Hill, NC 27599-3125
Email: jmboxill@email.unc.edu
Website: parrcenter.unc.edu
Phone: 919-962-3317
FAX: 919-843-3929

Exhibit 1-12

From: @email.unc.edu>
Sent: Sunday, 10:15 PM
To: Boxill, Jeanette M <JMBOXILL@email.unc.edu>
Subject: Re: Hello
Attach: assignment HBCU.docx; HBCU paper.docx

EXHIBIT 1-12

Sorry I just got your email. I don't really check my school email as much. I am ok. The game really made me sad. But thats another story. I am trying to focus on school work. However it is very difficult. Here's my paper I was telling you about. I also send the assignment.

Exhibit 1-13

From:
Sent: Monday, December 21, 2009 2:25 PM
To: @email.unc.edu>; Boxill, Jeanette M <JMBOXILL@email.unc.edu>
Subject: EXSS

EXHIBIT 1-13

As it stands right now, your grade for this course would be a C-. You have an A- for the technical class and final composition, an F for both exams, and a C- for the term paper and also I did not receive the critique papers for the . The term paper you emailed me was not on a and this course is about

What would help it to come up to a strong "C" would be to redo your term paper on the topic I had suggested which is and to write the one page critique papers on both of the . I have attached guidelines for the term paper and for writing the critiques. was the foremost African-American You should find plenty of information about her in periodicals as well as books and on the web. You may find some of on or on another website. I really hope that you are able to write these papers over the break and email them to me by Jan when UNC offices reopen so that I might change your IN on that day.

Have a good holiday and I'll be looking for the papers!

Exhibit 1-14



NCAA Division I Proposal No. 2015-66
Question and Answer Document
(Updated October 13, 2015)

EXHIBIT 1-14

The following questions and answers are designed to assist the NCAA Division I membership in understanding the application of Proposal No. 2015-66 Academic Eligibility – Academic Misconduct.

Question No. 1: How does this proposal differ from the current application of existing academic misconduct legislation, interpretations and educational columns?

Answer: The adoption of NCAA Division I Proposal No. 2015-66 would:

1. Expand the application of academic misconduct legislation to any situation in which an institutional staff member is involved.
2. Replace the academic extra benefit analysis as it relates to academic assistance issues with a specific and limited definition of impermissible academic assistance.
3. Expressly require institutional policies and procedures regarding academic misconduct for the general student-body.
4. Expressly prohibit an individual from knowingly providing false or misleading NCAA Division I Academic Performance Program (APP) information.
5. Limit scope of definition of institutional staff member to exclude student employees from definition unless student employees meet certain criteria.

Question No. 2: What are the different types of academic integrity-related offenses that are considered to be NCAA violations?

Answer: There are four types of academic integrity-related offenses that are considered to be a violation of the proposed legislation:

1. Academic misconduct (as defined and limited by the legislation);
2. The provision or arrangement of impermissible academic assistance by a current or former institutional staff member or representative of athletics interests to a student-athlete;
3. A departure from academic misconduct policies and procedures in the investigation and adjudication of alleged academic misconduct involving a student-athlete; and

4. Pre-enrollment academic misconduct (as defined by NCAA legislation previously in NCAA Bylaw 10, moved to Bylaw 14).

Academic Misconduct Violations.

Question No. 3: What is academic misconduct?

Answer: Academic misconduct is any violation or breach of an institution's policies and procedures regarding academic honesty and integrity by a student-athlete, or by a current or former institutional staff member or representative of athletics interests on behalf of a student-athlete, regardless of how the institution identifies the violation or breach (e.g., academic fraud, academic offense, honor code violation, plagiarism and/or cheating, etc.).

Question No. 4: Who determines whether academic misconduct occurred at an institution?

Answer: The institution determines whether academic misconduct occurred pursuant to its own policies and procedures.

Question No. 5: If a student-athlete on my campus is suspected or accused of being involved in academic misconduct, must I immediately report the issue to the NCAA enforcement staff?

Answer: No. Before reporting, an institution has the responsibility and obligation to determine whether academic misconduct has occurred pursuant to institutional policies and procedures. However, it is not unusual for an institution to request assistance from the NCAA for interpretive or investigative issues.

Question No. 6: Once my institution has determined academic misconduct involving a student-athlete occurred, is my institution required to report each and every finding of academic misconduct to the NCAA?

Answer: No. Not every finding of institutional academic misconduct is a violation. An NCAA academic misconduct violation occurs when:

1. A student-athlete commits academic misconduct alone or in concert with another student(s) that is not an institutional staff member, and the academic misconduct results in:

- a. The alteration or falsification of a student-athlete's transcript or academic record; or
 - b. An erroneous declaration of eligibility of a student-athlete to participate in intercollegiate athletics, receive financial aid or earn an NCAA Division I Academic Progress Rate (APR) point.
2. A current or former institutional staff member or representative of athletics interests is involved in the academic misconduct involving a student-athlete, regardless of whether the misconduct involved alteration or falsification of a student-athlete's transcript or academic record or an erroneous declaration of eligibility.

Question No. 7: What is "alteration or falsification of a student-athlete's transcript or academic record"?

Answer: Alteration or falsification of a student-athlete's transcript or academic record is changing or doctoring transcripts or arranging to receive credit for a course in which a student-athlete did not enroll or complete (i.e., fraudulent academic credit).

Question No. 8: What is an "institutional staff member"?

Answer: An institutional staff member is any individual, excluding a student employee, who performs work for the institution or athletics department, regardless of whether the individual receives compensation for the work.

A student employee, however, is an institutional staff member if the student:

1. Has institutional responsibilities to provide academic services to student-athletes or the general student-body; or
2. Engages in academic misconduct or provides impermissible academic assistance at the direction of a nonstudent employee, a student employee that has institutional responsibilities to provide academic services or a representative of the institution's athletics interests.

Question No. 9: What is a "former institutional staff member"?

Answer: A former institutional staff member is an institutional staff member who was employed by the institution at the time of the conduct in question but is now no longer employed at the institution.

Question No. 10: Is the definition of “representative of athletics interests” the same definition for purposes of this proposal as other NCAA legislation?

Answer: The definition of representative of athletics interests used in this proposal is the same as other areas of NCAA legislation.

Question No. 11: In determining whether a student is an institutional staff member, does the legislation apply differently to undergraduate and graduate students?

Answer: No. Application of the legislation to determine whether a student is an institutional staff member applies the same to both undergraduate and graduate students.

Question No. 12: Are student trainers, student managers and/or graduate student assistant coaches institutional staff members?

Answer: Provided that student trainers, student managers and graduate assistant coaches do not have institutional responsibilities to provide academic services to student-athletes or the general student-body, a student trainer, student manager and student graduate assistant coach would only be an institutional staff member for purposes of the academic misconduct and impermissible academic assistance legislation if the student engages in academic misconduct or provides impermissible academic assistance at the direction of a nonstudent employee, a student employee that has institutional responsibilities to provide academic services to student-athletes or the general student body, or a representative of the institution’s athletics interests.

Question No. 13: Must an individual that performs work for the institution or a student be paid in order to be an institutional staff member under the academic misconduct and impermissible benefits legislation?

Answer: No.

Question No. 14: Can academic misconduct between a student and student-athlete rise to the level of a violation under the academic misconduct legislation?

Answer: Yes, but only if the misconduct resulted in the erroneous declaration of eligibility or involved the alteration or falsification of a student-athlete's academic record or transcript.

Question No. 15: How does the application of the proposal differ from the current legislation on academic misconduct?

Answer: The following shows the difference between the proposed legislative state and current legislative state on academic misconduct:

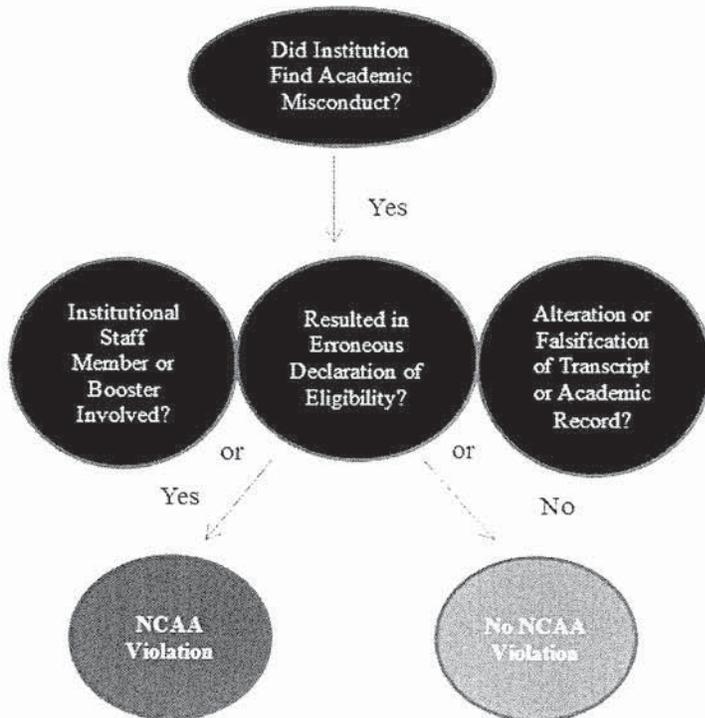
Impermissible Academic Assistance.

Question No. 16: When is impermissible academic assistance an NCAA violation?

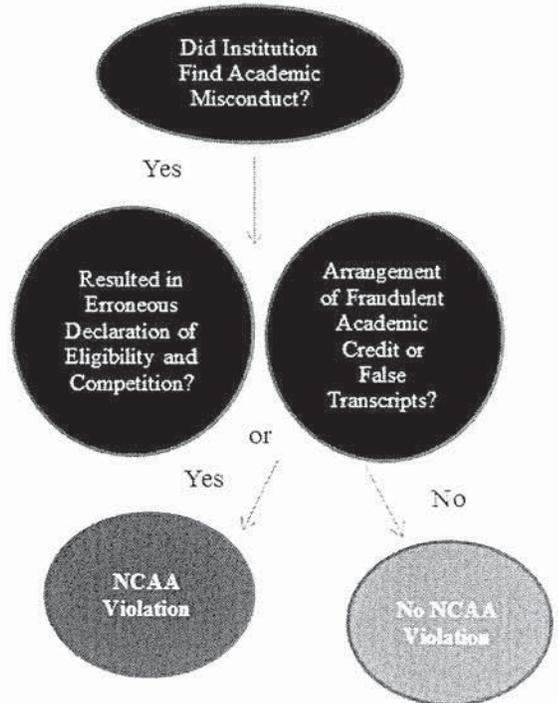
Answer: Each of the following factors must be present for impermissible academic assistance to be an NCAA violation:

1. A current or former institutional staff member or representative of athletics interest provides the impermissible academic assistance;

Proposed:



Current:



2. The institution determines that academic misconduct has not occurred pursuant to its policies and procedures;
3. The academic assistance or academic exception provided is not generally available to the institution's student-body or students involved in the course;
4. The assistance is substantial;
5. The assistance is not permitted in Bylaw 16.3; and
6. The assistance leads to the certification of a student-athlete's eligibility to practice, compete, receive financial aid or earn an APR point.

Impermissible academic assistance is designed to identify when a student-athlete receives special treatment in the area of academics that would not otherwise be available to the general student.

Question No. 17: What is "substantial assistance"?

Answer: This determination is fact specific. Assistance such as proofreading, assisting a student with a problem on a math assignment or tutoring should not be considered substantial. Substantial assistance generally includes a considerable amount of assistance provided to the student-athlete that is of significant value to the student-athlete.

Question No. 18: What is permissible assistance under Bylaw 16.3?

Answer: Permissible assistance under Bylaw 16.3 is general academic counseling and tutoring services available to all student-athletes, which may be provided by the department of athletics or the institution's nonathletics student support services, other academic support, career counseling or personal development services that support the success of student-athletes and a life skills program for student-athletes.

Question No. 19: Why is assistance that leads to the certification of a student-athlete's eligibility to practice, compete, receive financial aid or earn an APR point included in the analysis of impermissible academic assistance?

Answer: Generally, academic integrity issues are handled by an institution without involvement of the NCAA. For the purposes of intercollegiate athletics, the NCAA has established requirements that determine a student-athlete's eligibility for practice, competition and financial aid. One of the commitments for intercollegiate athletics adopted by the NCAA is fair competition. The commitment requires that all member institutions compete within the framework of the NCAA collegiate model of athletics in which athletics competition is an integral part of the student-athlete's effort to acquire a degree in higher education. A student-athlete's eligibility to practice, compete, receive financial aid or earn an APR point provides a common framework for impermissible academic assistance determinations for all member institutions.

Question No. 20: What potential scenarios may result in an institution determining, pursuant to its policies and procedures, that academic misconduct **has not occurred**?

Answer: The following are examples of situations in which an institution is considered to have determined that academic misconduct did not occur:

1. There is no institutional policy addressing the conduct that occurred;
2. The institution is unable to make a determination that misconduct occurred;
3. The institution does not conduct or complete its review of the alleged academic integrity issue for any reason (e.g., because the student-athlete departed the institution) ; or
4. The institution makes a specific determination that the conduct was **not** academic misconduct

Only a finding that academic misconduct **has occurred** pursuant to an institution's policies and procedures would preclude further analysis under the impermissible academic assistance legislation.

Question No. 21: If an institution determines academic misconduct did not occur, can there be an impermissible academic assistance violation?

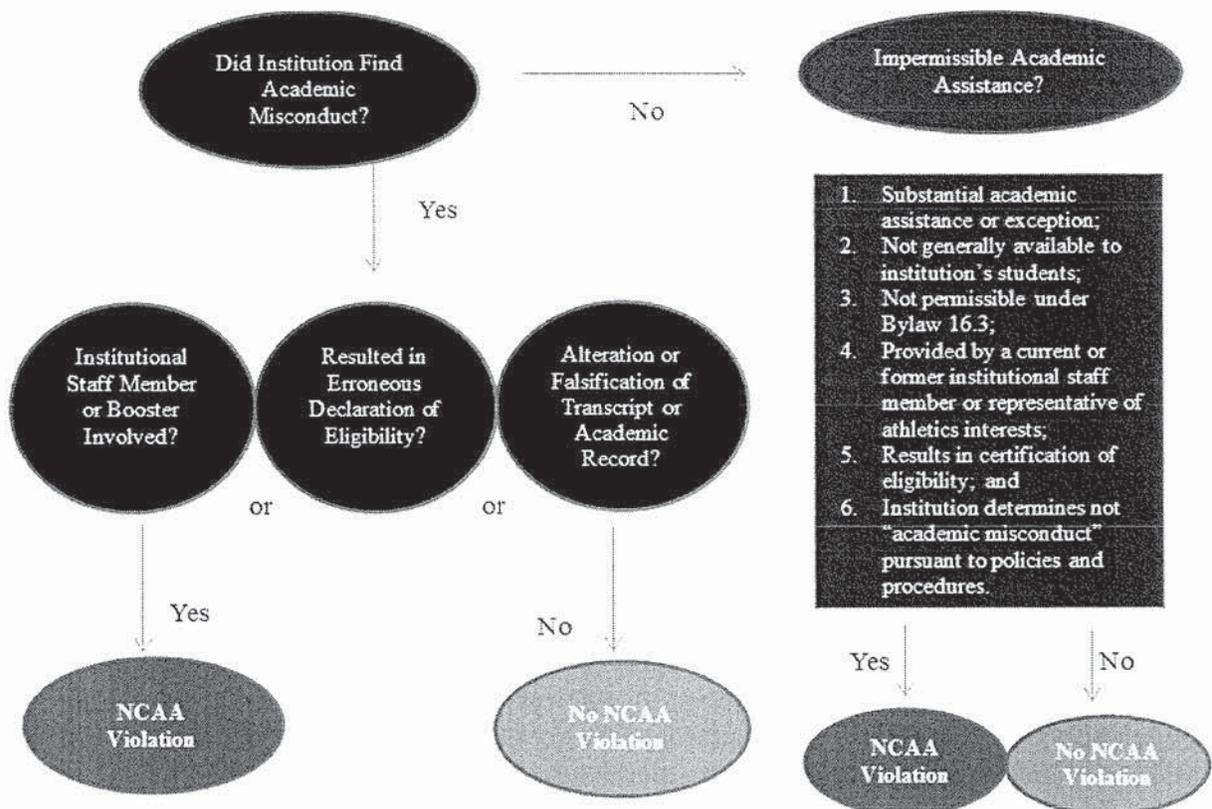
Answer: Yes. The impermissible academic assistance legislation requires a separate analysis from the academic misconduct legislation and could be triggered if the institution determines that academic misconduct did not occur. Impermissible academic assistance focuses on whether student-athletes have

been treated consistent with students generally. Academic misconduct primarily focuses on whether an institution's academic integrity policies and procedures have been violated.

Question No. 22: Can the same conduct result in both an academic misconduct violation and an impermissible academic assistance violation?

Answer: No. An impermissible academic assistance violation may only occur if the institution does not find academic misconduct pursuant to its own policies and procedures.

The following shows the separate analyses for the proposed legislative states for academic misconduct and impermissible academic assistance violations:



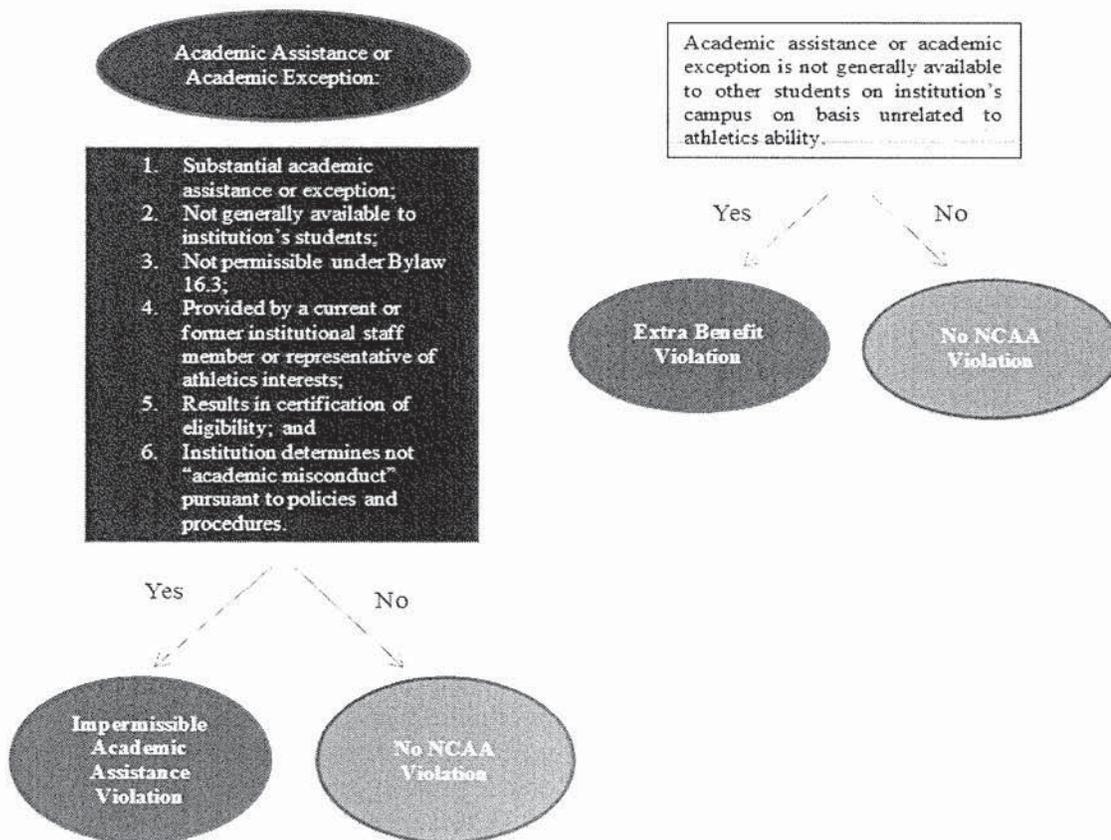
Question No. 23: How does application of the impermissible academic assistance legislation under the proposal differ from the current extra benefit legislation?

Answer: Currently, the extra benefit legislation applies when “academic benefits” are provided to student-athletes that are not generally available to the institution’s students. Under the current legislation, institutions could be subject to both an academic misconduct violation and extra benefit violation, an extra benefit violation could involve assistance between only students even when a student is not an institutional staff member and the legislation does not specify how much assistance could lead to an extra benefit violation. The impermissible academic assistance legislation replaces the application of the extra benefit analysis, providing necessary limitations and clarification on academic benefits provided to student-athletes not generally available to an institution’s students.

The following shows the difference between the application of the impermissible academic assistance legislation and the current extra benefit legislation:

Proposed/Impermissible Academic Assistance:

Current/Academic Extra Benefits:



Question No. 24: The writing center coordinator at my institution provided proofreading and edited sentence structure on a student-athlete's paper. Our institution does not consider this type of assistance to be academic misconduct and similar services are available through the writing center to other students on campus. Would this constitute an "impermissible academic assistance" violation?

Answer: No. The assistance is generally available to the institution's students and it is likely "proofreading" would not be considered "substantial assistance."

Question No. 25: A math professor at my institution helped a student-athlete complete some of the math problems on a recent course assignment. The math professor has provided similar assistance to other students in the past in order to help students learn math. Our institution does not consider this type of assistance to be institutional academic misconduct. Would this constitute an "impermissible academic assistance" violation?

Answer: No. Although the assistance provided by the professor may or may not have been substantial, similar assistance was available to students in the course generally.

Question No. 26: An English professor on my campus allowed a student-athlete to turn in a term paper two semesters after the course was completed for full credit. The professor did not allow any other student in the course to receive the exception and institutional policy does not address this type of issue. The institution did not find academic misconduct pursuant to its policies and procedures. The exception resulted in the student-athlete receiving a passing grade in the course and, but for the grade, the student-athlete would not have been eligible to compete. Would this constitute an "impermissible academic assistance" violation?

Answer: Yes. The academic exception was not generally available to the institution's student-body or students in the involved course, the institution did not find academic misconduct pursuant to its policies and procedures, an institutional staff member was involved and the exception resulted in certification of eligibility for competition for the student-athlete.

Question No. 27: A booster arranged for a student employee in the dining hall to complete a term paper for a student-athlete, who was in his fourth year of enrollment. The paper was submitted to the professor and the student-athlete received a passing grade in the course, which subsequently kept the student-athlete eligible for competition. After exhausting eligibility at the institution, the

student-athlete withdrew from the institution. The institution investigated the issue but did not find academic misconduct, citing the student-athlete's withdrawal from the institution. Would this constitute an "impermissible academic assistance" violation?

Answer: Yes. While the institution determined that academic misconduct did not occur, the academic assistance provided was not generally available to the institution's student-body or students in the involved course. The assistance was substantial and not permitted in Bylaw 16.3. A booster and an institutional staff member were involved (due to the student working at the direction of a booster). Finally, the assistance resulted in certification of eligibility for competition for the student-athlete.

Institutional Academic Misconduct Policies and Procedures.

Question No. 28: Is the legislation prescriptive as to what the institutional academic misconduct policies must address?

Answer: No. Institutions are responsible for determining the substance of their institutional academic misconduct policies and procedures. The legislation, however, requires that the policies and procedures be in writing, applicable to the general student-body, including student-athletes, approved through the institution's normal process for approving such policies and kept on file or accessible on the institution's website.

Question No. 29: May an institution have separate policies and procedures for student-athletes?

Answer: No; however, an institution may establish a policy that permits an expedited investigation and adjudication of academic misconduct by a student-athlete, provided other applicable policies and procedures are observed and the policy for expedited review is approved through the institution's normal process for approving such policies, is approved by the institution's chancellor or president (or his or her designee) and kept on file or accessible on the institution's website.

Question No. 30: Is the failure to investigate and adjudicate alleged academic misconduct of a student-athlete in accordance with the institution's policies and procedures a violation?

Answer: Yes.

Submission of Erroneous Material Information to APP.

Question No. 31: Is the “mistaken” submission of erroneous material information a violation?

Answer: No. A violation occurs only when an institution knowingly submits erroneous material information to the APP. Institutions may mistakenly submit incorrect data on occasion and such information is generally corrected during the APP submission process.

Question No. 32: What does it mean to “knowingly” submit information?

Answer: An institution knowingly submits material information when the institution purposefully—as opposed to mistakenly—submits erroneous material information to the APP.

Question No. 33: What is “material” information?

Answer: Material information is information that could impact an institution’s academic rate under the APP.

Pre-enrollment Academic Misconduct.

Question No. 34: Does the proposal change current pre-enrollment academic misconduct legislation?

Answer: No. The substance of pre-enrollment academic misconduct legislation remains the same. However, the proposal moves the pre-enrollment academic misconduct legislation from Bylaw 10 to Bylaw 14.

Enforcement: Institutional Staff Members and Impermissible Academic Assistance.

Question No. 35 How does the enforcement staff view its role in cases of academic misconduct?

Answer: Please see the letter from Vice President of Enforcement, Jon Duncan.

MEMORANDUM

DATE

TO: NCAA Division I Membership.

FROM: Jonathan F. Duncan
Vice President of Enforcement.

SUBJECT: NCAA Division I Proposal 2015-66 (Academic integrity).

As the membership considers academic integrity rules, it is important to understand how the enforcement staff views its role in cases of academic misconduct. Accordingly, this memorandum will identify decisions that are best made by schools on the local level. It will also address two proposed rules that generate frequent questions and describe how the enforcement staff intends to apply them.

Decisions about teaching curriculum and course content are obviously made by campus officials. Similarly, policies and procedures regarding academic misconduct are prepared and owned by individual schools. The enforcement staff is not involved in those matters. Member schools have also been clear that questions of academic misconduct should be resolved by campus officials through campus procedures. The enforcement staff will not revisit those decisions.

Two provisions in the proposed rules have generated good questions from member schools. The enforcement staff wants its position on these provisions and its role in these cases to be clear.

1. Institutional staff member responsibility. One concept fundamental to the NCAA structure is that institutions are responsible for the conduct of their representatives (e.g., NCAA Bylaws 2.1.2 and 2.8.1). The same is true for acts of academic misconduct. Under current bylaws and in the proposed revisions, institutions are responsible for violations committed by staff members. However, not all staff members are similarly situated. For example, within an athletics department, some staff members are in leadership roles (like coaches, administrators and compliance officials), while others are further removed (like trainers and equipment managers). Outside of athletics, certain staff members are in closer proximity to sport programs and have greater responsibility than others.

Although a school is accountable for all its representatives, the enforcement staff will certainly consider the differences between and among staff members at a school. Misconduct by coaches, leaders and others nearest a sport program most negatively impacts the collegiate model. Accordingly, cases where those individuals engage in academic impropriety are more likely to be alleged as Level I [Bylaw 19.1.1-(b)].

Misconduct by individuals further removed from leadership positions and further removed from a sport program still constitutes a violation, but may be alleged by the enforcement staff at a lower level. For example, the enforcement staff will treat differently a case where a student teaching assistant acting on his or her own accord provides a student-athlete answers

to a quiz without the knowledge or involvement of any coach or administrator. Misconduct by this individual has a different impact on the collegiate model and might be processed as a Level III violation.

As always, the enforcement staff will consider the totality of circumstances, including the type of institutional representative involved, when drafting allegations of academic misconduct. The NCAA Division I Committee on Infractions also considers the full context of every case when determining the level of a violation and fashioning penalties. The committee provides a meaningful check of enforcement staff allegations in individual cases and also shares its analysis through written decisions.

2. Impermissible academic assistance. Some fear that the enforcement staff will overreach and allege violations when schools provide ordinary assistance to college athletes who need academic support. The enforcement staff is sensitive to this concern and has no interest in discouraging appropriate and generous academic support for college athletes.

To be very clear, the enforcement staff will not pursue allegations where appropriate personnel provide a college athlete counseling in course selection, assistance in enrolling or edits to a research paper. These and other similar supports advance the collegiate model and the educational interests of college athletes. The enforcement staff will not bring allegations in these instances.

In contrast, writing a paper for a college athlete or sharing exam answers are not acceptable supports and are not permitted by Bylaw 16.3. These are substantial benefits not generally available to students and do not serve the interests of the college athlete. They are also unfair to eligible competitors who work hard to comply with applicable educational requirements. Accordingly, after working with the school and considering all relevant facts, the enforcement staff would consider bringing an allegation in this context. The enforcement staff would also look carefully at the individuals involved and the impact of the misconduct when weighing whether the violation might be Level I, II or III. As always, the Committee on Infractions would conclude whether violations occurred and the appropriate level.

The enforcement staff understands the sensitivity and complexity of academic misconduct rules. It has no interest in overreaching in this area, or any other. Rather, the enforcement staff looks forward to working with member schools, governance committees and colleagues in other regulatory departments in advancing the educational interests of college athletes.

JFD:ajw

Exhibit 1-15

Inside College Sports: NCAA redefines academic misconduct after UNC case

EXHIBIT 1-15

• Sep 24, 2015 • 9 min read

GRAPEVINE, Texas -- There was some head-scratching across college sports in June when the NCAA hit North Carolina with a lack of institutional control allegation for its academic fraud scandal. No one thought UNC shouldn't be charged. The confusion centered on the interpretation over how the NCAA finally made allegations in the never-ending scandal of fake classes. The NCAA charged North Carolina with "impermissible benefits," a term more commonly used for gaining something of monetary value, not free academic grades.

But the way the enforcement system is set up, the impermissible benefits charge may have been the best way for the NCAA to sink any teeth into the pending UNC case. That's going to soon change. After four years of talk, there's finally an NCAA proposal that would be the first legislative change in academic integrity since 1983.

The legislation would move the NCAA away from "academic extra benefits" -- members thought the language was ripe for overreach by the enforcement staff -- to "impermissible academic assistance." The shift would both broaden and narrow the scope of whether the NCAA can allege academic misconduct.

A player's eligibility wouldn't have to be affected for the NCAA to charge impermissible academic assistance involving an institutional staff member. Kathy Sulentic, chair of the NCAA enforcement staff's academic integrity group, explained to Division I faculty athletic representatives this week that there would be a "very high bar" to bring a violation under impermissible academic assistance. On the one hand, universities still want control to determine if academic fraud occurred on their campus. On the other hand, universities want the NCAA to make a charge when there's obvious collusion on campus "but the institution, for whatever reason, came out with an absurd result," Sulentic said.

Impermissible academic assistance would have to be "substantial." So, a faculty athletic rep asked, what does "substantial" mean? "That's sort of the million-dollar question," Sulentic replied. "We're not looking for the close call. We're not looking for a paragraph added. We're not looking for heavy editing. We're looking for an entire paper has been done for someone. We're looking where someone got the answer key to an entire exam. We're looking at things that make a big difference for that class."

Nebraska faculty athletic representative Jo Potuto, a former NCAA infractions committee chairwoman, said the latest academic misconduct proposal is a substantial improvement from past drafts. But she raised the following scenario: What if a coach seeks a professor's help to improve a player's grade and the professor says no? Potuto essentially described Rutgers' recent findings regarding football coach Kyle Flood, who was suspended three games by the university for trying to persuade a professor to change a player's grade to keep him eligible. Under the NCAA proposal, the attempt by the coach to commit academic misconduct wouldn't be an NCAA violation; it's only a violation if the intent produced the grade change.

Potuto disagrees with this interpretation. She said depending on how coaches' contracts are written, a university

may want to fire a coach for cause but needs recognition of an NCAA violation to do so.

Privately, faculty athletic representatives across the country are stunned Rutgers has not fired Flood for cause. Rutgers' policy preventing coaches from having contact with a professor over grades is common at almost every university. It's widely known that coaches can't directly reach out to professors or admissions officers.

"As a faculty member, it truly bothers me," Rutgers faculty athletic rep Tom Stephens said about the Flood situation. "But I'm not sure there's any way to prevent it. Education, education, education, education. But if people don't listen, what can you tell people that don't listen? You have to put that in the person's contract and it should be put in all the people's contracts. That's really what has to be done. Has it been done (in Flood's contract)? I don't know if it's in the contract."

Potuto raised another concern with the NCAA proposal: Universities can decide whether to withhold an athlete from playing while they determine if academic fraud occurred. "Every campus is different," Sulentic said. "Some campuses can process it in a week; some take four months."

Potuto said universities would have an incentive to act quickly if the NCAA said eligibility withholding occurs when there's a reason to go to a university committee for academic fraud. "If not, I can predict some schools will take a much longer time to do it than other schools," she said.

The proposed legislation will be voted on in April 2016 and could be in effect next August. Student to student academic misconduct would be an institutional matter, not an NCAA case, unless a player's eligibility is at stake. The proposal would also require every school to have an academic misconduct policy for all students. "I know that's probably incredulous to many of you here," Sulentic told faculty athletic reps, "but unfortunately, we have seen some cases where the institution doesn't know how to act."

Sulentic said the NCAA views impermissible academic assistance broadly, and institutional staff members could mean people such as weight room employees, administrative assistants and trainers. "Coaches will stand up and make a declaration, 'We need to do everything we can to get this young man or young woman eligible,'" Sulentic said. "In scenarios like this, it's directed to his or her staff and the staff takes that as a direct order to act in this area and often times they act impermissibly."

Exhibit 2-1

From: "Vick, Brian" <bvick@williamsmullen.com>

Date: September 5, 2013, 7:27:52 PM EDT

To: "Chancellor@unc.edu" <Chancellor@unc.edu>

Subject: Deborah Crowder

Chancellor Folt,

I am an attorney with Williams Mullen in Raleigh and am representing Deborah Crowder in connection with the issues that have arisen over the past several years with respect to her tenure as the department manager for the Afro-American Studies Department at UNC. Ms. Crowder has asked me to let you know that she has received your recent correspondence and, although she appreciates your desire to speak with her, she must respectfully decline your request at this time. If this should change in the future, I will let you know. If you have any questions regarding this matter, please feel free to contact me.

Brian

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Exhibit D-1

January 15, 2015

EXHIBIT D-1

Mr. Shepard Cooper
Director
Office of the Division I Committee on Infractions
National Collegiate Athletics Association
700 West Washington Street
P.O. Box 6222
Indianapolis, IN 46206-6222

Re: University of North Carolina-Chapel Hill Annual Compliance Report

Dear Mr. Cooper:

Officials from the University of North Carolina-Chapel Hill (“University”) and a former assistant football coach appeared before the NCAA Division I Committee on Infractions (“Committee”) on October 28, 2011 to address allegations of NCAA violations in the institution’s Football program. The hearing resulted from a joint investigation by the University and the NCAA Enforcement Staff that began in the summer of 2010.

The Committee released its findings in a Public Infractions Report issued March 12, 2012. The University’s Preliminary Report to the Committee submitted on April 26, 2012, detailed steps taken to address the Committee’s findings. The University respectfully submits its second Annual Compliance Report so that the Committee may evaluate the University’s compliance efforts in the areas where violations occurred. The report is formatted pursuant to the NCAA’s “Guidelines for Completing Preliminary and Annual Compliance Reports.”

A. Introduction

1. Overview of Violations Found in the Infractions Case

The violations found in the infractions case fell into three primary categories: (1) academic fraud and the provision of impermissible benefits involving student-athletes and a former tutor in the University’s Academic Support Program for Student-Athletes (“ASPSA”); (2) impermissible benefits provided to student-athletes by sports agents, associates of sports agents, and other individuals; and (3) unethical conduct by a former assistant Football coach.

The former tutor chose not to cooperate with the investigation, resulting in a determination that she violated NCAA ethical conduct standards. In conjunction with the second category of violations, the Committee found that the University failed to monitor the actions of a former student-athlete and did not investigate information suggesting that a then-current student-athlete may have been involved in an NCAA violation. The former assistant Football coach associated with the third category of violations also failed to report outside income as required by the NCAA.

2. *Overview of Self-Imposed Corrective and Punitive Actions*

The Committee accepted the University's self-imposed penalties which included: vacation of all football wins from 2008 and 2009; a \$50,000 monetary fine; disassociation of the former tutor; and disassociation of the former student-athlete involved in the provision of impermissible benefits. The University also obtained the resignation of the former assistant coach and declared multiple student-athletes ineligible entering the 2010 season. The University self-imposed a two-year probationary period and reduced by a total of nine the number of both initial and total Football grants in aid over a three-year period including the 2012-2013, 2013-2014 and 2014-2015 academic years.

3. *Overview of Penalties Imposed by the Committee on Infractions*

The Committee accepted the University's self-imposed penalties and extended the probationary period to three years, beginning March 12, 2012 and ending March 11, 2015. The Committee also added grant in aid reductions to those originally imposed by the University, reducing the Football program's initial and total grants in aid by a total of fifteen over three years (five initial and total grants in aid for the 2012-2013, 2013-2014 and 2014-2015 academic years).

In addition, the Committee vacated individual records of student-athletes who competed while ineligible, declared the University ineligible to compete in any postseason football competition at the end of the 2012 season, and imposed a three-year show-cause order on the former assistant coach. The University was also instructed to: continue to develop and implement a comprehensive educational program on NCAA legislation; provide a report to the NCAA Statistics Department detailing discussions between the University's Sports Information Director and the NCAA's Director of Statistics regarding impacted records; submit a Preliminary Report to the Office of the Committee on Infractions setting forth a schedule for establishing compliance; file Annual Compliance Reports indicating progress made in accordance with the program during each year of the probationary period; provide information to prospective student-athletes in Football about the institution's probationary status and regarding the violations that caused such penalties; and publicize the information annually in Football media guides (or via the Football section of the athletics website) and in a general institution alumni publication. The University's Chancellor was required to forward a copy of the Public Infractions Report to the appropriate regional accrediting agency and, at the conclusion of the probationary period, to provide a letter to the Committee affirming that the

institution's current athletics policies and practices conform to NCAA regulations. Finally, as required for any institution involved in a major infractions case, the University is subject to NCAA rules regarding repeat violators for a five-year period commencing on March 12, 2012.

4. *Description of the Areas of Emphasis Identified by the Committee in the Reporting Penalty*

In its Public Infractions Report, the Committee requested that the University's Annual Compliance Report place particular emphasis on the following:

"1) Education for tutors, student-athletes and staff regarding academic fraud; 2) education for student-athletes and staff regarding impermissible benefits and interaction with agents/runners; 3) educating staff regarding outside athletically related income; and 4) monitoring student-athletes with professional potential."

Accordingly, this report and accompanying materials document the University's progress in implementing a comprehensive educational program on NCAA legislation, with specific attention to the items identified in the Committee's public report. Monitoring student-athletes with professional potential is addressed as well.

B. Areas of Emphasis Identified by the Committee on Infractions

Education for ASPSA Tutors, Student-Athletes and Staff Regarding Academic Fraud

The University has implemented significant changes to ASPSA policies and procedures. In the fall of 2010, the University formed a review committee to develop a report that could guide strategic planning for ASPSA. The report was completed and distributed in September 2011 (**APPENDIX 1**). A new Director of ASPSA was hired in May 2013. At the time of hire, the position moved reporting lines from the College of Arts and Sciences to a direct reporting line to the Executive Vice Chancellor and Provost. The Director continues to lead an effort to incorporate fundamental elements of the Athletic Department's strategic plan into a strategic plan for ASPSA which aligns mission, values, vision, priorities and strategies. Furthermore, in fall 2013, the Provost created a Student-Athlete Academic Initiative Working Group charged with evaluating policies and procedures of academic services provided to student-athletes, in addition to providing a consolidated review of the numerous recommendations brought forward in reports conducted throughout the past years.

In addition to a new director, there were some additional personnel changes that occurred in the Summer of 2013. The Associate Director working with Football departed and a new employee joined the staff in August 2013. A second Associate Director also departed and this position was reclassified to a counselor position and filled in August 2013. One counselor moved to a different position on campus and this position was filled by an outside individual starting August 2013. Finally, another

individual was hired in July 2013 on a temporary basis as a full-time counselor and assistant tutor coordinator (role described below) and this position is in the process of being converted into a permanent position. In summer 2014, two new positions were created and filled: 1) an Associate Director/Learning Specialist to oversee the learning specialist unit which is a departure from previous reporting lines and 2) an Academic Counselor to work specifically with Football student-athletes.

Since the violations described in the Public Infractions Report were discovered, the institution has made fundamental changes in the way it provides academic support to student-athletes. The academic mentor program, which employed undergraduates such as the former tutor, was eliminated during the Fall 2011 semester. ASPSA currently utilizes two part-time assistant learning specialists (continued employment from last academic year) and two assistant academic counselors. All but one of the individuals has completed a Master's degree and the other has taken graduate level courses. As part of the learning specialist unit, the assistant learning specialists assist the full-time learning specialists by working with a specific case load of student-athlete. They meet weekly throughout the semester with the unit for continuous training. The assistant academic counselors assist the academic counselors by working directly with student-athlete and they assist with the daily operations of the department.

Hiring and Supervision of ASPSA Tutors

The former Associate Director of Compliance was reassigned to the position of ASPSA Tutor Coordinator in July 2012 and her office is now located with ASPSA in the Academic Support Center. The new Tutor Coordinator has responsibility for managing the tutorial assistance provided to student-athletes by ASPSA. She oversees the recruitment, hiring, training, supervision, reporting, and performance evaluations of ASPSA tutors. This employee's experience working in NCAA compliance and extensive knowledge of NCAA rules helps ensure that the tutoring program is operated in accordance with all applicable NCAA rules and University policies. In July 2013, a full-time Assistant Tutor Coordinator was hired to assist the Tutor Coordinator with all aforementioned responsibilities. Beginning in Fall 2012, all ASPSA tutors were required to be graduate students or individuals with a completed undergraduate degree, unless an exception is approved by the Tutor Coordinator and Director. Only one such exception has been granted during the Fall 2013 semester and two for Fall 2014 out of approximately 90 tutors.

During the Summer of 2011, ASPSA renewed its focus on hiring writing tutors, the vast majority of whom are graduate students in the University's Writing Program within the College of Arts and Sciences. Others are former teachers. None are undergraduates and all have been hired to help ensure only appropriate and permissible assistance is provided to student-athletes for writing assignments. The Reading, Writing, and Learning Specialist added additional training for the writing tutors starting in Fall 2013 by offering a training session opportunity every other week and conducting observations. In Fall 2014, the additional training sessions for writing tutors continued;

however, the format has changed slightly to requiring attendance at a minimum of three training sessions a semester chosen by the tutor out of several available dates.

ASPSA Tutor Training

ASPSA Tutors receive thorough rules education and training under the Tutor Coordinator's supervision. Assistant Learning Specialists and writing tutors receive additional training that is coordinated and led by the Reading, Writing and Learning Specialist (compliance-related education materials presented to ASPSA tutors are included in **APPENDIX 2** and additional educational materials presented to tutors and learning assistants are included in **APPENDIX 3**). Rules education and training is augmented through the provision of a revised and expanded Tutor Manual distributed to all ASPSA tutors during their training (**APPENDIX 4**).

All ASPSA tutors are instructed not to write or type on a student's paper under any circumstance; instead, they are directed to employ strategies to help the students find errors and identify solutions. ASPSA tutors are also specifically informed that providing academic assistance in any location other than the Academic Support Center is prohibited.

To help monitor these and other requirements, ASPSA tutors are required to report any potential or suspected violation of NCAA or University rules to a full-time ASPSA employee, who must then notify the Athletics Compliance Office. At the conclusion of their training sessions, each ASPSA tutor must sign a form acknowledging they understand their responsibilities and will comply with all applicable policies and NCAA rules (**APPENDIX 5**). At the end of each academic term, ASPSA tutors must provide written affirmation that their work in the preceding semester conformed to applicable standards and that they appropriately reported any observation of potential academic fraud or provision of impermissible benefits. This affirmation is accompanied by a questionnaire that solicits information pertaining to the employee's experience with student-athletes. Any response that may involve a potential violation of NCAA rules must be forwarded to the Associate Athletic Director for Compliance or the appropriate Athletics Compliance Office designee (**APPENDIX 6**).

Rules Education for Student-Athletes, Communication Restrictions and Prohibition on Socializing

Student-athletes are provided a rules education session each semester by ASPSA personnel. These sessions are conducted for each team and include standards for student-athlete behavior and policies and procedures of the academic support program (**APPENDIX 7**). Communication between student-athletes and ASPSA tutors is limited to in-person meetings at the Academic Support Center. Student-athletes and ASPSA tutors may also communicate through the student-athlete's academic counselor. Contact by phone or through email, social networking platforms or text messages is prohibited. Student-athletes are reminded at their team's annual orientation to ASPSA that they are not permitted to socialize with any ASPSA tutor outside the Academic Support Center. Student-athletes

are also prohibited from working with any tutor who is not employed by the University unless the arrangement complies with established ASPSA policy (**APPENDIX 8**).

Education Regarding the Honor Code and Academic Fraud Presented to Student-Athletes and Staff

Enhanced collaboration with the Office of the Dean of Students has yielded more comprehensive education regarding the Honor Code and academic integrity. The Office of the Dean of Students has continued to educate ASPSA tutors and student-athletes on important topics which include academic dishonesty, plagiarism, unauthorized collaboration, falsification, misrepresentation, cheating, and other academic misconduct as well as student conduct, faculty responsibilities, and the Honor Code (**APPENDIX 9**). Each year, in the presence of the respective coaching staff, a representative of the Office of the Dean of Students explains the Honor Code and provides education regarding academic fraud directly to the student-athletes. This is done in a separate session for each team (**APPENDIX 10**). This serves to reinforce the information student-athletes receive from the Athletics Compliance Office about academic fraud, acceptable forms of help, and permissible communication (**APPENDIX 11**). After receiving this information, student-athletes are encouraged and given time to discuss the topic of academic integrity with their peers. In addition to the education provided to all student-athletes, all first year student-athletes receive additional information through their participation in the Carolina CREED program before fall term final exams (**APPENDIX 12**).

The SCORES program was presented to Football student-athletes who attended summer school and their coaches in 2012, 2013, and 2014. The program provides extensive rules education including information pertaining to academic integrity, agents and extra benefits (**APPENDIX 13**).

ASPSA Program Assessment and Development

The ASPSA Faculty Advisory Committee and the Faculty Athletic Committee have supported ASPSA through ongoing assessment and by further developing the services and programming provided to student-athletes. The importance of fostering an environment of academic integrity among all ASPSA employees and the University's student-athletes was reinforced through a direct message from the Chancellor (**APPENDIX 14**).

The Department of Athletics has substantially increased the ASPSA budget to improve the resources made available to student-athletes and ASPSA operations (**APPENDIX 15**). In addition to these budget increases, the University has further strengthened resources made available to student-athletes by approving two new academic advising positions to coordinate and provide enhanced academic advising services to student-athletes through the College of Arts and Sciences. A national search was conducted in Summer 2013 and both of these positions, which include the title of Assistant Dean, were filled then.

Consistent input and guidance from the ASPSA Faculty Advisory Committee and the Faculty Athletic Committee have also led to other program improvements that support and enhance academic integrity. The respective roles of ASPSA academic counselors and University academic advisors have been clarified. A new exit survey for student-athletes is being developed with the assistance of the Faculty Athletic Committee and the Odum Institute to improve efforts to collect and evaluate student-athlete feedback. This feedback will be used to improve the operation of ASPSA and the Department of Athletics, as well as the quality and integrity of the services each provide to student-athletes (see **APPENDIX 16 and 17** for ASPSA Faculty Advisory Committee minutes and materials) (see **APPENDIX 18 and 19** for Faculty Athletic Committee minutes and materials).

The Student-Athlete Academic Initiative Working Group

In summer 2013, a new Chancellor was named the leader of UNC Chapel Hill and a new Vice Chancellor of Academic Affairs and Provost was appointed. Shortly after their commencement, along with the Athletic Director, they launched a new initiative, the Student-Athlete Academic Initiative Working Group led by the Provost. The Working Group was charged with reviewing all the academic processes at the institution specifically for student-athletes. A ten member group composed of faculty and staff members, in addition to the Provost and the Athletic Director, were identified. The Working Group has worked with several other faculty committees on campus including the Faculty Athletics Committee. A consultant was hired to coordinate the effort by gathering and triangulating information and bringing individuals from different units together. The charge is to codify the current processes in place but to also identify when things could be done differently after developing guiding principles and agreeing upon the principle approach to supporting the academics of the student-athletes. Therefore, expectations and responsibilities, once vetted out, are clearly identified, codified, and implemented. The goal is to determine the best way that things should be done to support the academic efforts of the student-athletes and break down silos on campus and unsupported logistics that have developed over time. The following processes were identified by the Working Group as areas that would be examined.

UNC Student-Athletes & Academic Processes:

- 1.0 Recruitment
- 2.0 Admissions
- 3.0 Financial Aid
- 4.0 Orientation/Summer Bridge
- 5.0 Enrollment/Advising
- 6.0 Registration
- 7.0 Academic Support Student-Athletes
- 8.0 Faculty Relations & Governance
- 9.0 Class Checking & Attendance/Travel
- 10.0 Disability Resources for Student-Athletes
- 11.0 Eligibility & Compliance/Retention & Probation/FERPA & documentation

- 12.0 Academic Progress Rate/Coach Involvement
- 13.0 Communications
- 14.0 Budgeting
- 15.0 Facility Use and Programming
- 16.0 Housing and Residential Education
- 17.0 Honor Court
- 18.0 Student Athlete Development
- 19.0 Supporting Injured Student-Athletes Who No Longer Will Participate
- 20.0 Federal Graduation Rate Progress
- 21.0 Follow-up Tracking After Graduation
- 22.0 Goal Setting

2. *Education for Student-Athletes and Staff Regarding Impermissible Benefits and Interaction with Agents/Runners*

Student-Athlete Education

The Department of Athletics has made a variety of efforts to strengthen education for student-athletes regarding impermissible benefits and interaction with agents and runners. In the fall of 2013 and 2014, applicable rules regarding agents and extra benefits were discussed with all student-athletes and their coaches during each team's Fall compliance meetings (**APPENDIX 20**). These meetings included specific direction to student-athletes regarding NCAA rules that apply to the receipt of benefits from former teammates. During these meetings, each student-athlete was provided summary materials for further reference (**APPENDIX 21**). The Student-Athlete Handbook was updated in 2011 to include guidance related to agents and extra benefits (**APPENDIX 22**). Similar sections in the Football Player Guide were also revised for inclusion in the 2011 edition (**APPENDIX 23**). A Football Player Guide was not distributed after 2012.

The Athletics Compliance Office continues to use Twitter for delivery of rules education to student-athletes, including subject matter pertaining to agents and extra benefits. The link to the Athletics Compliance Office's Twitter site is: <http://compliance.unc.edu/>

Twitter is utilized as a means of increasing the general awareness of NCAA compliance, the Department of Athletics' Compliance Office, and connecting with student-athletes, employees, fans, and friends. A concurrent goal is identifying potential risks and collecting information that may be related to agents, runners and the provision of impermissible benefits (**APPENDIX 24**).

Agent-Related Compliance Programming Beginning Fall 2012

Under new leadership for the Department of Athletics Compliance Office, a revised and more comprehensive approach to monitoring, rules education, and structured communication with agents and advisors was developed and implemented in late October of 2012, with the greatest initial focus

placed on UNC's Football program. The Department of Athletics was not only determined to aggressively and proactively confront the agent and amateurism issues at the heart of the institution's infractions case, but was also committed to establishing a structure that would benefit student-athletes and their families by providing information to help them make educated choices in these critical areas at the appropriate time. As a result, there has been frequent education, communication, and monitoring through the Program since its inception (see the chronology in **APPENDIX 25**).

The Department of Athletics Agent and Advisor Program provides more structure and supervision for interaction between student-athletes, agents, and advisors (the entire Program is provided in **APPENDIX 26**). Agents are already required by law to register with the North Carolina Secretary of State, but this new Program requires all professional representatives to register with the Department of Athletics as a mandatory prerequisite before communicating in any way, verbal or otherwise, with any UNC student-athlete or affiliated individual (the registration form for UNC is included in **APPENDIX 27**). Any contact by a registered agent, advisor, or other representative must first be preapproved by both the Athletics Compliance Office and the Head Coach. Should contact be approved, a representative of the Athletics Compliance Office is required to participate in any in-person or telephonic communication. Any written or other non-verbal communications must first be submitted to the Department of Athletics by the registered agent, advisor, or other professional representative. Written and other forms of non-verbal communications may be provided to the intended individual(s) only after review and approval by both the Athletics Compliance Office and the Head Coach or their designee. Distribution of these materials and communications is coordinated either by the Senior Associate Athletic Director or Associate Athletic Director. A Program Summary (**APPENDIX 28**) and "Questions and Answers" forms (**APPENDIX 29**) were developed for student-athletes, family members, and professional representatives in an effort to make the information as simple and straightforward as possible.

Once the new Department of Athletics Agent and Advisor Program was established, the Athletics Compliance Office consulted directly with a representative of the NCAA Enforcement Staff, individuals associated with professional Football, and an entity known as Inside the League. These discussions assisted the Athletics Compliance Office in gathering useful information about agents and advisors. The Athletics Compliance Office also conducted independent research on known agents, advisors, and their representatives. This information collection has been ongoing, with the findings compiled in a spreadsheet (**APPENDIX 30**) to track and record information about as many individuals in the industry as possible. In a complimentary effort, the Athletics Compliance Office began finding and distributing photographs of these individuals so that staff could become familiar with their appearance and more effectively assist in the Department's collective monitoring efforts. Like the development of the spreadsheet that catalogs members of the industry, this "Photo Directory" compilation (**APPENDIX 31**) is a continuing initiative.

External entities have contributed information as well. Through a public records request, the Athletics Compliance Office obtained registration materials filed by agents with the North Carolina Secretary of State. The Department of Athletics has also engaged the services of an independent private investigation firm to obtain additional information on agents, advisors, and their representatives. Both endeavors were initiated to enhance the scope of information that can be made available as appropriate to Department of Athletics staff, student-athletes, and student-athletes' family members.

With substantial information already collected, an aggressive campaign was launched in the Fall of 2012 to recruit agents and advisors to register with the Program (an example of a letter sent in the fall of 2012 and an example of a letter sent in January, 2013 are included in **APPENDIX 32**). When contacted regarding the Program, agents and advisors are provided with a copy of the Department of Athletics Agent and Advisor Program, the Program registration materials, the Program Summary, and the document entitled "Questions and Answers Regarding Procedures for Agents, Advisors, and Representatives." Another letter, which subsequently received specific mention and discussion at NFLPA meetings with agents and advisors, was sent in March of 2013 to all agents, advisors, and other representatives the Athletics Compliance Office had identified. This was deliberately done in an effort to put the entire industry "on notice" of UNC's new policies and procedures (**APPENDIX 33**).

Beginning immediately upon the Program's implementation, frequent efforts have been made to monitor compliance with the established policies (an example of one particular monitoring endeavor is included in **APPENDIX 34**). Contact determined to have taken place outside of the Program is addressed quickly and appropriately. For example, when several basketball representatives attempted to violate the Men's Basketball program's strict rules prohibiting contact with agents and advisors by approaching the parents of a current student-athlete, the matter was addressed promptly on December 5, 2012 with letters of admonishment sent to all involved parties from the Head Men's Basketball Coach (copies of these letters and a letter thanking the parents of the involved student-athlete for their communication are included in **APPENDIX 35**).

Agent-Related Student-Athlete and Staff Education

Initial implementation of the Department of Athletics Agent and Advisor Program focused on the University's Football program, as it was the source of the issues detailed in the University's Public Infractions Report. The then new Senior Associate Athletic Director first presented the concepts and philosophy of the revised Program to the Director of Athletics to ensure appropriate support. The Program's concepts and philosophies were then explained to the Head Football Coach, a Football sport administrator, Associate Athletic Director for Football Administration and Director of Football Student-Athlete Development on November 1, 2012 to garner appropriate assistance and cooperation. The Head Football Coach endorsed the Program and pledged his support. Every Thursday thereafter in their weekly Football administration meeting, the athletic administrators

responsible for the Program and representatives from the Football staff have discussed the Program and the progress made.

The Senior Associate Athletic Director and Associate Athletic Director responsible for administration of the Program, provided information from the NCAA to relevant Football student-athletes with remaining eligibility in late November 2012 (**APPENDIX 36**). They also met with several graduating seniors to provide guidance on the agent selection process (see the chronology included in **APPENDIX 1**). The two then discussed the Program with the Football coaching staff and all Football support personnel on February 7, 2013 to educate them on the concepts and requirements incorporated therein (**APPENDIX 37**). A meeting was held on February 20, 2013, at which time the Program was formally introduced by the Senior Associate Athletic Director to the entire Football team (**APPENDIX 38**). Two days later on February 22, 2013, the Senior Associate Athletic Director presented the Program to the Men's Soccer team as well (**APPENDIX 39**). Shortly thereafter, rules education in this area was also provided by the Athletics Compliance Office to the Men's Basketball team in the form of a memo from an NCAA Enforcement Staff Member regarding the 2013 NBA Draft, agents, and tryouts (**APPENDIX 40**).

Beginning with the Program's inception, the Athletics Compliance Office has had ongoing and frequent individual meetings regarding the Program with student-athletes identified by coaching staffs, Football support staff, or the Department of Athletics as having the potential to play professional sports. Due to the issues with Football agents and amateurism that led to the University's major infractions case, these meetings primarily focused on Football in the Program's formative months. Depending on the nature of the meeting and the individual involved, some student-athletes were provided information regarding the Program, documents obtained from UNC and North Carolina Secretary of State registrations, supplemental information obtained by the private investigation firm, and a series of "warnings" about tactics used by disreputable representatives (these "warnings" appear at the top of the page included in **APPENDIX 41**). All such information presented was reviewed by each student-athlete with appropriate representatives from the Athletics Compliance Office. These meetings also involved investigation and monitoring, as each student-athlete was asked about contact with agents and whether any individuals had offered that student-athlete impermissible benefits.

When meeting with student-athletes interested in beginning the process of screening professional representatives through UNC's Agent and Advisor Program, the Senior Associate Athletic Director and Associate Athletic Director present background information on a number of agents who were identified as reputable and ethical by the NCAA and other aforementioned sources (examples of background information on some of these agents is included in **APPENDIX 42**). After these introductory meetings, a number of student-athletes have chosen to meet with select agents through the Program (these meetings are documented in the chronology in **APPENDIX 25**). All meetings are

required to take place in the presence of the Senior Associate Athletic Director, Associate Athletic Director and/or another Athletics Compliance Office representative. Before each student-athlete's first meeting with an agent through the Program, they are provided with a list of suggested questions to ask the representative (**APPENDIX 43**).

Prior to each meeting, the student-athlete and the involved agent(s) sign a form in the presence of each other and the Athletics Compliance Office representative to attest that they have fully complied with the rules of the Program, specifically the policies prohibiting contact outside the presence of the Athletics Compliance Office (**APPENDIX 44**). Thus far, these meetings appear to be providing a productive, useful means of allowing student-athletes to analyze various "sales presentations" and assess their levels of comfort with different agents. Parents of student-athletes have also attended a number of meetings.

Education and Monitoring During Spring Football in 2013

Significant efforts were made throughout the Spring Football season in 2013 to educate student-athletes, families, and UNC staff about issues pertaining to agents and applicable NCAA rules. Before a practice in Charlotte, North Carolina on March 28, 2013, the Associate Athletic Director sent an email to all Department of Athletics staff members who would be attending the event and requested their assistance in identifying and reporting the presence of any agent or advisor depicted in the document he attached (this email and the photographs sent are included in **APPENDIX 45**). The attachment contained photographs of agents and advisors who had been involved in UNC's infractions case and/or who had been identified by the NCAA Enforcement Staff in the Fall of 2012 as people whom the University should monitor closely.

A number of education and monitoring activities took place in close proximity to the University's Spring Game in April 2013. The UNC Football staff identified student-athletes most likely to draw the interest of agents and sent an invitation (**APPENDIX 46**) to the parents of these individuals on April 3, 2013 inviting them to attend a presentation on the new Agent and Advisor Program. On April 12, 2013, the Associate Athletic Director sent an email to the entire Department of Athletics staff asking them to be cognizant of the presence of any agents and advisors at the Spring Game the following day. He included a lengthy attachment of photos to assist in this broad monitoring effort (the email and attachment are included in **APPENDIX 47**). The former General Manager of a National Football League (NFL) franchise was invited by the Athletics Compliance Office to address the Football team and attend the Spring Game on April 13, 2013. While on campus, he spoke to the Football team and over 30 family members of Football student-athletes about the need to choose representation wisely and make educated decisions. Immediately following his presentation, the Senior Associate Athletic Director made a presentation about the Agent and Advisor Program to the family members in attendance (**APPENDIX 48**). Several weeks after the Spring Game, an email was sent to all parents of Football student-athletes to remind them of the policies of UNC's Agent and Advisor Program and the

benefits of working with the Athletics Compliance Office on decisions regarding such matters (**APPENDIX 49**). Another letter reminding Football student-athletes' parents of applicable NCAA legislation and UNC's Agent and Advisor Program's policies and procedures was mailed in late June, 2013 (**APPENDIX 50**).

Agent and Advisor Program Developments in the Summer and Fall of 2013

Efforts to educate and monitor continued through the Summer and Fall of 2013. Numerous meetings were held in the Spring and Summer of 2013 within the structure established by the UNC Agent and Advisor Program (these meetings are documented in the Chronology in **APPENDIX 25**). In July 2013, the Senior Associate Athletic Director sent an email and attachment (**APPENDIX 51**) to the Associate Athletic Director for Football for distribution to all Football student-athletes, coaches, and support staff requiring disclosure of any communication with any of the depicted individuals that had taken place in the past twelve months or which may occur in the future. Shortly thereafter, the Associate Athletic Director sent an email to both the Football and Men's Soccer programs requesting that all student-athletes sign the Student-Athlete Agreement Form, whereby each signee affirms their understanding of the Agent and Advisor Program and associated rules (**APPENDIX 52**).

On August 19, 2013, the Associate Athletic Director sent photographs of several members of the professional representation industry to all Department staff to encourage collective monitoring (**APPENDIX 53**). On August 23, 2013, the Associate Athletic Director shared an article about Terrell Owens' lawsuit against Drew Rosenhaus with the Football, Men's Basketball, and Baseball coaching staffs and asked them to distribute the information to their student-athletes (**APPENDIX 54**). Yet another email was sent on September 19, 2013 to encourage monitoring by everyone from the Department traveling to Atlanta, Georgia for UNC's Football game against Georgia Tech (**APPENDIX 55**).

Assignment of One Staff Member to Oversee the Men's Basketball Agent and Advisor Program

On September 30, 2013, the Senior Associate Director of Athletics, Associate Director of Athletics, and Associate Director of Athletics for Compliance met with the Men's Basketball coaches and staff as well as the Men's Basketball sport administrator. During the meeting, principles of the Agent and Advisor Program were discussed. The Head Men's Basketball Coach detailed his efforts throughout his career to keep agents and other professional representatives away from student-athletes and their families. On October 9, 2013, the Director of Athletics formally charged the Men's Basketball sport administrator with oversight and operation of the Men's Basketball Agent and Advisor Program (**APPENDIX 56**). As part of these efforts, the Men's Basketball sport administrator was charged with oversight of all monitoring of professional representatives, representatives thereof, and other individuals who may pose concerns or threats to the University's efforts to maintain compliance. Additionally, the Men's Basketball sport administrator was directed to document all rules education,

communication, and any other occurrences involving discussions with or about professional representatives for Men's Basketball student-athletes (**APPENDIX 57**).

Continuing Efforts

The Department of Athletics has maintained its strengthened commitment to ensure that all its employees operate in accordance with NCAA ethical standards. Beginning in December of 2010, the Department implemented a requirement that upon hiring and annually thereafter, every Department employee must sign a Certification of Ethical Conduct (**APPENDIX 58**). This certification specifically mandates disclosure of past or current involvement with agents, financial advisors, or runners. All new employees make this attestation upon beginning their employment for the Department of Athletics.

The Department of Athletics continued to broaden the scope of the Agent and Advisor Program throughout the 2014-2015 academic year by collecting information, educating appropriate individuals, and monitoring compliance in this important area. Significant progress has been made by establishing awareness of the Program throughout the country and fostering trust in its policies and procedures, especially from student-athletes and their families. Continued expansion of the Program and broadened awareness are important goals in the coming months as the Program continues to evolve for the benefit of student-athletes, families, and the University.

Involvement in National Initiatives to Strengthen Legislation and Support of State of North Carolina Enforcement Efforts

In addition to the extensive internal efforts to increase agent education and establish structures to ensure compliance, the Department of Athletics has led an aggressive and proactive national effort to strengthen state legislation in this area. In the Summer of 2013, the Associate Athletic Director was selected as a member of the Uniform Law Commission's committee that was charged with drafting a proposal for a revised Uniform Athlete Agent Act to be presented for ratification by states nationwide. The Associate Athletic Director sent a widely-publicized memo to the committee in October, 2013 (**APPENDIX 59**) in an effort to focus the conversations on creating legislation that included: (1) easier enforcement mechanisms; (2) greater incentives to prosecute violators; (3) broadened scope; (4) enhanced registration requirements; (5) required notice provisions to schools before communication with student-athletes by any professional representatives; and (6) strong civil remedies. The memo listed over sixty supporters from universities and agents around the country as a reflection of the unified support of stronger laws to protect student-athletes. The Uniform Law Commission committee's work is ongoing but appears to be on track to produce results that will benefit the NCAA and all member institutions in this critically important area.

In the Fall of 2013, the University of North Carolina fully supported a North Carolina District Attorney in his indictment of five individuals connected to the institution's infractions case. A former tutor involved in the case had already been formally disassociated from the University. Shortly after the indictments were announced, the other defendants were also sent "Formal Action" letters (**APPENDIX 60**) and were officially trespassed from the University's campus. Former Football student-athletes were sent formal letters of disassociation from the University as a result of their prominent role in the scandal (**APPENDIX 61**).

The Department of Athletics is optimistic that these proactive and highly-visible actions will reflect the University's aggressive stance in combatting issues involving professional representatives. With a thorough and expanding Agent and Advisor Program in place, the Associate Athletic Director's collaboration with members of the NCAA through the ULC committee to lead reform efforts, and heightened efforts to educate student-athletes, the University is hopeful that potential problems in this area can be avoided in the future.

3. Educating Staff Regarding Outside Athletically-Related Income

Applicable Department of Athletics employees are educated consistently and through a variety of means about the rules that govern outside athletically-related income. In January 2014, a revision was made to the existing policy relative to outside athletically-related income. The Associate Director of Athletics for Compliance met with all Head and Assistant Coaches (**APPENDIX 62**) and members of the Senior Staff (**APPENDIX 63**) to discuss the rules relative to outside athletically-related income. The Associate Director of Athletics for Compliance then provided annual notification to all applicable Department of Athletics employees of the University and NCAA requirements to disclose planned participation in outside athletically-related employment (**APPENDIX 64**).

For the 2013-2014 academic year, all applicable Department of Athletics employees were required to annually confirm an accounting of their outside athletically-related income. Specifically, all Department of Athletics staff members were required to either report any athletically related income earned (actual dollar amount) as well as the itemized source(s) of such income or attest that no outside athletically-related income will be received.

Beginning in September 2014, all Department of Athletics staff members began an annual two-part outside athletically related income process relative to the 2014-2015 academic year. All Department of Athletics staff members were asked to project any sources of income they expect to receive during the year. Additional sources of projected athletically related income can be added on an on-going basis throughout the academic year (**APPENDIX 65**). Then, in September 2015, Department of Athletics staff members will be asked to verify their actual athletically related income received in 2014-2015 and project their athletically related income for 2015-2016 (**APPENDIX 66**).

In all cases, information received from Department of Athletics staff members via the written declaration of outside athletically-related income will be provided to both the Director of Athletics and Chancellor for review.

4. *Monitoring Student-Athletes with Professional Potential*

Travel Notification Forms

The Department of Athletics has significantly increased monitoring of student-athletes who have demonstrated professional potential. During the 2010-2011 academic year, the Department of Athletics began requiring Football student-athletes to complete a Travel Notification Form each time they left campus. The following year, the Department of Athletics imposed an additional requirement mandating that a student-athlete obtain prior written permission from his position coach, head coach, the Associate Athletic Director for Football Administration, or the Director of Football Student-Athlete Development before traveling (sample included in **APPENDIX 67**). These forms are reviewed by an assistant Football coach and the Director of Football Student-Athlete Development before the planned travel to identify potential NCAA rules violations or other issues. Football employees are required to closely monitor these forms for indications of any potential impermissible contact with agents, extra benefits, or preferential treatment. Any such indication must be reported to the Athletics Compliance Office.

Facility Use by Former Student-Athletes and Outside Individuals

On May 16, 2011, a policy was implemented to record and monitor the use of Kenan Football Center facilities by former student-athletes and other outside individuals. All former student-athletes and other outside individuals are required to attest in writing that they understand the rules involving their contact with current student-athletes before they are permitted access to any of the department's practice, competition and training facilities (**APPENDIX 68**).

During the Fall 2013 semester, a revised facility use policy applicable to all indoor and outdoor athletic facilities controlled by the Department was implemented (**APPENDIX 69**). In addition, the Department of Athletics has begun installing additional security cameras both inside and outside select athletic facilities. As part of the revised facility use policy, the security footage is reviewed regularly by the building manager of each respective facility for unauthorized access or potential NCAA violations. The building manager regularly attests in writing that they have reported all potential issues to the Athletics Compliance Office.

Automobile Registration

The Atlantic Coast Conference (ACC), of which the University is a member institution, requires all full grant-in-aid student-athletes to provide the Department of Athletics with details regarding

automobiles to which they have access on campus during the academic year (**APPENDIX 70**). Required information includes: the name of the individual to whom the vehicle is registered, details regarding the location from which the vehicle was obtained, the purchase price of the vehicle, and a copy of the valid car registration. Student-athletes are required to submit this information at the beginning of each academic year and are instructed to notify the Athletics Compliance Office immediately should the information change. Beginning in July 2013, the Athletics Compliance Office began requiring all student-athletes to complete an institutional Motor Vehicle Registration form regardless of the status as a scholarship recipient (**APPENDIX 71**). Institutional Motor Vehicle Registration forms are reviewed by the Athletics Compliance Office for potential NCAA compliance issues. At the beginning of each semester, the Athletics Compliance Office sends a reminder to all student-athletes to update their motor vehicle registration information should their access to a vehicle have changed since the beginning of the academic year.

Parking Citations

During the Spring 2012 semester, the Parking Services Division of the University's Department of Public Safety began providing weekly reports to the Athletics Compliance Office that identify all parking citations issued to vehicles connected to student-athletes. The Athletics Compliance Office reconciles information from these reports to student-athlete vehicle registration information to verify that student-athletes have properly registered their vehicles (**APPENDIX 72**). The Athletics Compliance Office also monitors the accumulation of unpaid parking citations and consults with applicable coaching staffs when necessary to verify the source of funds used by student-athletes to pay for these citations.

The Department discontinued a policy adopted in 2011 that restricted Football student-athletes' access to their vehicles if they accumulated a predetermined number of parking citations or were delinquent in paying such citations. It was determined that a student-athlete's need or desire to borrow a vehicle other than his own was an inescapable unintended consequence. The monitoring described above is utilized to accomplish the necessary objective without creating unnecessary additional risk.

Monitoring of Social Media

The Department of Athletics implemented a Social Networking Policy in August 2010 that provides guidelines for responsible and acceptable use of social media platforms by student-athletes (**APPENDIX 73**). In 2011, the Department of Athletics contracted with Varsity Monitor, a third party firm employed to help monitor student-athletes' social media activity. The Social Networking Policy notifies student-athletes that their social media use is monitored for NCAA compliance purposes. Among other items of note, Varsity Monitor is particularly cognizant of possible indications of agent interactions or impermissible benefits. Each time Varsity Monitor flags a social media post, the

Athletics Compliance Office communicates directly with the designated member of the appropriate coaching staff to obtain more information. The Athletics Compliance Office monitors and evaluates all information that is identified by Varsity Monitor and collected through follow-up communications with coaches and student-athletes. The Athletics Compliance Office investigates when necessary. In August 2013, a revised Social Networking Policy was executed (**APPENDIX 74**). The Social Networking Policy was communicated to all student-athletes at annual policy meetings held on August 21 and 22, 2013. Annual policy meetings were again held on August 20 and 21, 2014 for all student-athletes at which time the Social Media policy was again addressed (**APPENDIX 75**). In accordance with the policy, each team was required to identify at least one coach or support staff member who is responsible for having access to, regularly monitoring the content of, and receiving reports about team members' social networking sites and postings. This is in addition to the continued monitoring done by Varsity Monitor. The team monitor responsible for reviewing the content of team members' social media must also evaluate postings for information that could indicate a potential violation of NCAA regulations related to amateurism, including specifically evaluating postings that identify possible improper extra benefits and/or agent-related activities (**APPENDIX 76**). At the conclusion of each academic term, the Athletics Compliance Office requires the team monitor to confirm that they have regularly monitored the content of team members' social networking sites and postings for information that could indicate a potential violation of NCAA regulations related to amateurism, including specifically evaluating postings that identify possible improper extra benefits and/or agent-related activities and that they have reported all potential, suspected and/or known NCAA violations they are aware of to the Athletics Compliance Office in accordance with the policy (**APPENDIX 77**).

C. Other General Areas

As noted above, violations were found to have occurred primarily involving the areas of academic fraud, impermissible benefits from a former tutor and agents, and unethical conduct. In response to the Committee's findings, the University has taken significant steps to bolster its overall compliance efforts while placing the greatest emphasis on the areas highlighted in the Public Infractions Report. This Annual Compliance Report and the documentation that accompanies it illustrate the comprehensive commitment by the University, Department of Athletics, ASPSA, and the Athletics Compliance Office to strengthen the institution's focus on compliance as well as its compliance-related systems, procedures and function.

1. Resignation of the Former Assistant Coach and Other Football Personnel Changes

As a result of the allegations of NCAA rules violations, the University requested and obtained the resignation of the former assistant football coach on September 5, 2010. This coach was issued a show-cause order by the Committee when it announced the Public Infractions Report. On July 27, 2011, the University terminated the employment of the head football coach who was responsible for leading the football program during the period in which the violations took place.

In December 2011, the Department of Athletics replaced the football coaching staff with the hire of a new head Football coach and all new assistant coaches. Members of the new Football coaching staff have worked closely and cooperatively with the Athletics Compliance Office and demonstrated a commitment to complying with NCAA rules.

2. *Disassociation of Two Individuals*

The former tutor who participated in academic fraud and provided impermissible benefits to student-athletes was sent a letter of disassociation from the University in November 2010 (**APPENDIX 78**). The former student-athlete involved in the provision of multiple impermissible benefits was also formerly notified in writing of his disassociation from the University in October 2010 (**APPENDIX 79**).

3. *Expanded Compliance Staffing*

Additional efforts have been made to strengthen the Athletics Compliance Office in the past three years. In the Spring of 2011, the Department of Athletics approved the addition of a new Athletics Compliance Office employee responsible for overseeing the area of Financial Aid. This employee formally began work for the Department in May 2011 and remains employed. In February 2012, the Athletics Compliance Office added an Assistant Director of Compliance as a fifth employee charged with enhancing rules education. This position was filled with an entry-level employee.

Under the leadership of the new Director of Athletics, who officially began his duties at the University in November 2011, the Athletics Compliance Office was further reorganized. A Senior Associate Athletic Director was hired in July 2012 to provide additional oversight and leadership in this area. An Associate Athletic Director was also hired in July 2012 to further strengthen the support for compliance initiatives including the Agent and Advisor Program and issues related to risk management. The entry-level Assistant Director of Compliance for Rules Education (referenced above) resigned in August 2012 and the former Associate Athletic Director for Compliance resigned in November 2012.

The Department of Athletics conducted a national search for a new Associate Athletic Director for Compliance to manage the daily operations of the Athletic Compliance Office and the position was filled in May 2013. A national search for a new Assistant Director of Compliance was conducted in July 2013 to further strengthen the unit. The new Assistant Director of Compliance began her employment in November 2013. The Athletics Compliance Office is currently fully staffed, including six full-time professional employees and one graduate assistant.

The University has strengthened the position of the Athletics Compliance Office and its role on campus by creating a reporting relationship from the Senior Associate Athletic Director who oversees the Athletics Compliance Office to the Office of the Chancellor.

The reorganization of the Athletics Compliance Office has resulted in increased communication and personal interaction with the department’s student-athletes, coaches, employees and other constituents in the areas highlighted in the Public Infractions Report.

D. Financial Aid Reporting

As requested by the Committee in its Guidelines for Completing Preliminary and Annual Compliance Reports, the following financial aid information is provided for your review:

- The amount of institutional financial aid and countable athletically related financial aid in football for each year of the probationary period.*

<u>Football Grants in Aid</u>	<u>2011-2012</u>	<u>2012-2013</u>	<u>2013-2014</u>	<u>2014-2015</u>
Overall	85	80	80	80
Initial	24	21*	19	20

*The Committee required the University to reduce the number of both overall and initial Football grants in aid by five for the 2012-2013 academic year. A Legislative Relief Waiver was granted by the NCAA Student-Athlete Reinstatement Staff on August 28, 2012 permitting the institution to exceed its initial counter limit of 20 by one for the 2012-2013 academic year, provided the institution reduces its initial counter limit for the 2013-2014 academic year by one (from 20 to 19) (**APPENDIX 80**). Therefore, the Football grants in aid for the 2012-2013 academic year included 21 initial counters (a reduction of 4) and 80 overall counters (a reduction of 5), and the maximum number of counters permitted during the 2013-2014 academic year includes 19 initial counters (a reduction of 6) and 80 overall counters (a reduction of 5). The maximum number of counters during the 2014-2015 academic year was 20 initial counters (a reduction of 5) and 80 overall counters (a reduction of 5).

- A squad list confirming these reductions for the 2012-2013, 2013-2014 and 2014-2015 academic years are attached (**APPENDIX 81**).*

E. Documentation of the University’s Compliance with the Penalties Adopted and Imposed by the Committee on Infractions

After being publically reprimanded and censured by the Committee, the University began serving a three year probationary period on March 12, 2012.

- Vacation of all football wins from 2008 and 2009 and all individual records of student-athletes who competed while ineligible.*

The Atlantic Coast Conference (ACC) was made aware of these penalties before publication of their records (**APPENDIX 82**). The University’s published records also reflect these penalties (**APPENDIX 83**).

2. *The Sports Information Director must contact the NCAA Director of Statistics and appropriate conference officials to identify the specific student-athletes and contests impacted by the penalties. In addition, the institution must provide the NCAA Statistics Department a written report, detailing those discussions with the Director of Statistics.*

These penalties have been implemented by the University (**APPENDIX 84**).

3. *Reductions in football grants in aid.*

Documentation for the implementation of this penalty is referenced in Section D above (**APPENDIX 81**).

4. *Payment of a \$50,000 monetary fine.*

This penalty has been implemented by the University (**APPENDIX 85**).

5. *Disassociation of the former student-athlete.*

Documentation for the imposition of this penalty is referenced above (**APPENDIX 79**).

6. *Disassociation of the former tutor.*

Documentation for the imposition of this penalty is referenced above (**APPENDIX 78**).

7. *Prohibition from participating in any postseason Football competition, including a conference championship or bowl game, at the conclusion of the 2012 Football season.*

The University's Football team did not participate in the Atlantic Coast Conference Football championship game or any bowl game, although the team qualified for both (**APPENDIX 86**).

8. *Imposition of a three-year show-cause order on the former assistant coach.*

As referenced above in Section C (1), the University requested and obtained the former assistant Football coach's resignation on September 5, 2010.

9. *Requirement to continue to develop and implement a comprehensive educational program on NCAA legislation.*

The University has made significant efforts to further its rules education to student-athletes, coaches, Department of Athletics employees, appropriate institutional staff members, boosters, and other constituents. Increased emphasis has been placed on the frequency and quality of the educational efforts. These actions are detailed in Sections B and F and the materials attached as supplements thereto.

10. *Requirement to submit a Preliminary Report to the Office of the Committees on Infractions.*

The University submitted its Preliminary Report on April 26, 2012 (**APPENDIX 87**).

11. *Requirement to file Annual Compliance Reports with the Office of the Committee on Infractions.*

This Annual Compliance Report is being submitted to fulfill the third of these yearly requirements during the term of the probationary period. The first Annual Compliance Report was submitted on February 22, 2013 and was approved by the NCAA Division I Committee on Infractions on April 30, 2013 (**APPENDIX 88**). The second Annual Compliance Report was submitted on April 25, 2014 and approved by the NCAA Division I Committee on Infractions on August 5, 2014 (**APPENDIX 89**).

12. *During the probationary period, prospective football student-athletes must be informed that the institution is on probation for three years and informed about the violations committed.*

These penalties have been implemented by the University (**APPENDIX 90**).

13. *During the probationary period, the University must publicize information about the violations and penalties annually in football media guides or via web posting on the football section of the athletics web site as well as in a general institution alumni publication.*

These penalties have been implemented by the University (**APPENDIX 91**).

14. *The University's Chancellor was required to forward a copy of the Public Infractions Report to the appropriate regional accrediting agency.*

The Public Infractions Report was sent by Holden Thorp, Chancellor of the University of North Carolina-Chapel Hill, to the Southern Association of Colleges and Schools (SACS) on March 28, 2012 (**APPENDIX 92**).

F. Review of Other Compliance Activities

1. *Other Compliance Sessions and Activities Conducted During the Past Academic Year*

Rules Education for Department of Athletics Employees and Other Institutional Employees

Beginning with the 2013-2014 academic year, all rules education has been quantified and documented for inclusion in an Athletics Compliance Office Annual Report to be published in summer of 2014. The annual report will provide measurements for rules education events and customers as well as summarize key measurements related to monitoring efforts (**APPENDIX 93**).

All Department of Athletics employees were required to attend the “Carolina Athletics Kickoff Meeting” on August 26, 2013 where the Chancellor was in attendance to address all Department of Athletics employees. The “Carolina Athletics Kickoff Meeting” was also held on August 19, 2014 with the Chancellor also in attendance. On both occasions she emphasized the importance of compliance with NCAA rules and urged all to perform their duties in a manner that exemplifies the highest level of honesty and integrity. The Director of Athletics clearly stated his expectation that these principles must guide the actions of all employees.

Effective June 1, 2012, the Athletics Compliance Office began conducting rules education meetings for all sport programs’ coaches and their support staff on three occasions each year (**APPENDIX 94**). Coaches were permitted to request compliance-related topics be presented at their meetings, but the Athletics Compliance Office ultimately determined the agenda and information presented. Beginning August 1, 2013, the Athletics Compliance Office began conducting rules education meetings for all sport programs’ coaches and their support staff every other month. Meetings were conducted with each sport program individually in September 2013, November 2013, January 2014, March 2014, May 2014, September 2014 and November 2014 (**APPENDIX 95**). Particular emphasis has been placed on the change in NCAA Enforcement policies and procedures, recruiting, employment and outside consultants, camps and clinics, newly adopted legislation and the concept of head coach responsibility. Strategies for monitoring, documentation, communication and education were discussed relative to a head coaches and the ability to demonstrate that they promote an atmosphere of compliance.

The Athletics Compliance Office continues to use Head Coaches’ meetings to provide education regarding various matters involving NCAA rules (**APPENDIX 96**). While typically attended only by head coaches, assistant coaches are periodically invited to these meetings. All coaches in attendance receive the compliance information and updates presented. The Director of ASPSA is also invited to attend these meetings and is present when her schedule allows. Similarly, the Senior Associate Athletic Director who has oversight for the Athletics Compliance Office is invited to attend the bi-weekly ASPSA staff meetings and attends when his schedule allows.

All Department of Athletics employees and other appropriate University employees (**APPENDIX 97**) receive rules education through a variety of means including, but not limited to, *The Compliance Newsletter* (**APPENDIX 98**) and *Daily Compliance Item Emails* (**APPENDIX 99**). Rules education is also distributed to Department of Athletics employees during in-person meetings for departmental units and University offices involved with athletics and periodic emails that relay timely information including, but not limited to: new legislation, NCAA Interpretations and Educational Columns, recruiting cycles, and dates for permissible skill instruction (**APPENDIX 100**).

Additional Rules Education for Student-Athletes

Student-athletes receive rules education pertaining to NCAA rules and University policies throughout the year. Incoming student-athletes attending summer term courses receive general rules education in the form of a presentation from the Athletics Compliance Office before classes begin in the Fall (**APPENDIX 101**). All student-athletes are required to attend their respective team's rules education meeting at the beginning of each academic year (**APPENDIX 102**). In the last full month of the academic year, each team also attends a Summer Rules Education Meeting to discuss summer workouts, extra benefits, camps, outside competition, and a variety of other topics (**APPENDIX 103**). Although the original rules education plan prescribed one additional compliance meeting during the course of the academic year, it was determined that the additional rules education information could best be delivered to student-athletes throughout the academic year in the form of "Ram Rules." These Ram Rules consist of short email messages regarding timely compliance-related topics (**APPENDIX 104**).

Student-athletes are also directed to the Student-Athlete Handbook (**APPENDIX 105**) during their annual ASPSA orientation meetings and their annual fall compliance meetings. The handbook is available online, updated annually, and includes information about academic expectations and NCAA rules.

Rules Education for Boosters

The Athletics Compliance Office has continued to distribute a brochure with rules education information for boosters (**APPENDIX 104**). Copies of the brochure are sent to a distribution list compiled from multiple department sources. Members of the Rams Club, the department's fundraising foundation, receive the brochure bi-annually. New Rams Club members are provided the brochure upon enrollment. Every Rams Club member receives additional rules education throughout the year from articles provided by the Athletics Compliance Office to the publishers of *Tar Heel Monthly* magazine. The magazine is sent to all members as a benefit of their membership.

The Athletics Compliance Office has continued to send approximately 600 letters each Fall to local businesses to provide rules education to proprietors. These letters from the Director of Athletics address NCAA rules governing the provision of extra benefits not available to the general public or student body. Local businesses are also reminded that student-athletes are prohibited from exchanging items they have received as a result of their athletic participation for goods or services. Finally, the letter notifies the businesses that they are prohibited from selling such items. These letters were sent most recently on January 6, 2015 (**APPENDIX 107**). During the summer of 2014, the Athletics Compliance Office conducted in-person meetings with several local businesses to provide additional rules education and further emphasize the importance of NCAA rules compliance (**APPENDIX 108**). In addition, similar information was provided to local car dealerships who participate in the Department of Athletics' dealer car program (**APPENDIX 109**).

Revised Department Policy Governing Parking Passes, Credentials, Tickets, and Complimentary Admissions

Beginning with the 2013-2014 Men's and Women's Basketball seasons, the Department of Athletics formalized its policies and procedures related to the distribution and tracking of complimentary admissions, tickets, parking passes and credentials (**APPENDIX 110**). Athletic event tickets provide an important source of revenue for UNC's Department of Athletics. Appropriate management of tickets can help ensure NCAA compliance, protect revenue, and help avoid negative publicity for UNC. The policy protects the integrity of the Department of Athletics' business operations and maintains proper inventory controls. All Department of Athletics employees are expected to maintain a current knowledge of UNC, ACC, and NCAA rules involving inventory as is defined in the policy. The Ticket Office staff works in conjunction with the Athletics Compliance Office as necessary to fulfill this responsibility. No complimentary inventory may be provided by the Ticket Office to anyone (including, but not limited to: employees, coaches, sport programs, units within the University or Department of Athletics, and third party individuals or entities) without the prior approval of the Director of Athletics or Senior Associate Director of Athletics with oversight of the Ticket Office and the Athletics Compliance Office. Any complimentary tickets or admissions besides the prescribed allotments for Department of Athletics employees set forth as part of the revised departmental ticket policy must be requested by submitting a completed Complimentary Admissions Request Form (**APPENDIX 111**) to the Ticket Office. If approved, such complimentary admissions must be provided through a pass list unless the provision of hard tickets is specifically approved.

Additional compliance oversight of the administration of complimentary admissions issued by Men's and Women's Basketball was added beginning in November 2013. A member of the Athletics Compliance staff is available at each ticketed home athletics event to address any potential issue which may arise. During the spring of 2014, compliance oversight was added to the administration of Baseball and Men's Lacrosse complimentary admissions. In fall of 2014, compliance oversight of the administration of Football and Men's and Women's Soccer complimentary admissions was also added.

In addition, all Department of Athletics Staff members who are provided with personal use tickets to athletics events as part of their employment are required to complete an Athletics Event Ticket Use Policy Acknowledgement (**APPENDIX 112**) on a sport-by-sport basis. This policy was adopted to reinforce appropriate use and prohibited use of such tickets received by departmental employees. Department of Athletics staff members must confirm in writing that they will comply with this policy and with all NCAA Bylaws. Specifically, Department of Athletics staff members agree to adhere to the NCAA rules specifically related to the complimentary admissions they receive including the prohibition on the provision of hard tickets or complimentary admissions to currently enrolled student-athletes, prospective student-athletes, high school, two-year college, or club coaches, sports

agents, advisors, runners, or individuals associated with sports agents or firms or any of the aforementioned individuals' parents, relatives or friends.

The Athletics Compliance Office focused on strengthening the department's risk management initiatives, some of which have compliance implications. The Associate Athletic Director for Compliance who manages the daily operations of the office continued to work on a comprehensive NCAA Compliance Manual that documents all compliance-related policies and procedures.

During the 2013-2014 academic year, the Agent and Advisor Program for Student-Athletes were expanded to include men's basketball and men's soccer. The Athletics Compliance Office continued to consult with coaches for all other sport programs to identify student-athletes who have the ability to pursue a career playing a professional sport. These student-athletes received individual consultation with Athletics Compliance Office employees who coordinate the Program to ensure they received the benefit and the protection available through participation in the Program.

The Athletics Compliance Office continued progress made on a comprehensive rules education schedule that documents the Athletics Compliance Office's education plan for student-athletes, coaches, department employees, university employees, representatives of the institution's athletics interests and other constituents. Beginning in November 2014, a member of the Athletics Compliance Office began attending ASPSA staff meetings biweekly to provide pertinent rules education to the group.

Beginning during the summer 2014 vacation period, the Athletics Compliance Office increased the level of monitoring and verification associated with student-athlete employment. Revisions were made to the student-athlete employment policies and procedures which included an emphasis on communication with both student-athletes and employers, audit of actual employment activities and student-athlete employment at non-institutional camps and clinics (**APPENDIX 113**).

The Athletics Compliance Office, in conjunction with several other offices internal and external to the Athletics Department, also worked cooperatively to review current policies governing institutional camps and clinics. Processes for monitoring and auditing camp and clinic facility use, advertisement, revenues and expenses and employment were assessed and revisions to procedures in this area were made as necessary (**APPENDIX 114**).

In December 2014, the Department of Athletics implemented a revised policy governing athletics equipment and apparel (**APPENDIX 115**). The policy highlights the duties and requirements concerning the use, issuance, retrieval, purchase, and disposal of equipment and is supplemental to the applicable NCAA, ACC, institutional, and University of North Carolina System policies, as well as the laws and regulations of the State of North Carolina and the United States of America. The policy specifies that no less than once each year, equipment managers for each sport must meet with the

Athletics Compliance Office to discuss, at a minimum new and revised NCAA legislation related to equipment, which items of equipment can be classified as expendable and non-expendable in accordance with NCAA legislation and any potential issues or causes of concern related to equipment or the operations of the Equipment Rooms.

Beginning in spring 2015, non-coaching staff members with sport specific responsibilities were required to certify in writing that they received a copy of the Non-Coaching Staff Member with Sport Specific Responsibilities Rules and Guidelines and that they understand the duties and prohibitions involved with being a non-coaching staff member with sport specific responsibilities (**APPENDIX 116**).

Revisions were made to pre and post official visit forms, unofficial visit forms and official and unofficial visit complimentary admissions request forms (**APPENDIX 117**).

2. *Anticipated Compliance Activities for the Next Year*

During the 2015-2016 academic year, the Athletics Compliance Office will review all policies and procedures associated with Bylaw 15 and financial aid. Focus will be placed on policy and process of awarding athletics grant-in-aid and the development of any necessary procedural adjustments required relative to potential changes in NCAA legislation.

The Athletics Compliance Office, in conjunction with select members of the Student-Athlete Academic Initiative Working Group, ASPSA and Registrar's Office will review current academic eligibility certification procedures.

The Athletics Compliance Office will also continue progress made on a comprehensive rules education program that documents the Athletics Compliance Office's education plan for student-athletes, coaches, department employees, university employees, representatives of the institution's athletics interests and other constituents.

We hope that this comprehensive report responds to all of the requested information. If you need additional information, please contact me.

Sincerely,



Marielle A. vanGelder
Associate Athletic Director for Compliance
University of North Carolina at Chapel Hill

Enclosures

cc: R. Lawrence Cunningham
Vince G. Ille

Exhibit D-2

ASPSA

2015-2016 Year in Review

Professional Development

- Staff participated in numerous professional development opportunities such as:
 - Strategic and Systemic Thinking webinar designed for ASPSA by Laree Kiely
 - Coach Approach training offered by UNC Learning Center
 - Mental Health First Aid training offered by UNC School of Social Work
 - Strong Interest Inventory certification offered through UNC Finish Line Project
 - Advising across the Well Conference offered by UNC Arts and Sciences Advising
 - Student Success Conference: Growth Mindset offered by UNC Office of Student Retention
 - Angela Duckworth presentation on The Key to Success? GRIT offered by UNC Athletics
 - Tom Morris author of The Oasis Within at Athletic semester kick-off event offered by UNC Athletics
 - Situational Leadership Workshop offered by UNC Athletics
 - Janet Judge presentation on “Legal Issues in Intercollegiate Athletics” (President of Sports Law Associates) offered by UNC Athletics
 - NC State Drive-In Conference offered by NC State’s ASPSA program
 - Defensive Communications on Social Media presentation to ASPSA staff
 - Summer conferences including N4A, NCAA Regional Rules, NCAA/NACWAA Institute for Administrative Advancement, Postsecondary Disability Training Institute (almost every full time staff member attended one of the conferences listed)
- Campus partners who came to staff meetings
 - Cynthia Demetriou, UNC Director of Retention
 - Bob Malekoff, UNC Department of Exercise and Sport Science
 - Josefa Lindquist, UNC Department of Romance Studies and FAC member

2016 Summer National Conference Attendance

<u>NCSU Regional Drive In Conference</u> April 22, Raleigh	<u>NCAA/NACWAA Inst for Admin Advancement</u> June 1-4, Denver	
Greg Beatty Jennifer Bryant Susan Maloy Shayla Yon	Jenn Townsend	
<u>Post Secondary Disability Training</u> June 7-10, Philadelphia	<u>N4A Natl Convention</u> June 9-11, Dallas	<u>NCAA Regional Rules</u> June 13-16, Dallas
Scott Maxwell	Michelle Brown Greg Beatty Kym Orr Ben Sheu Shayla Yon	Mike Greene

<u>Not Attending</u>

NEAG SCHOOL OF EDUCATION

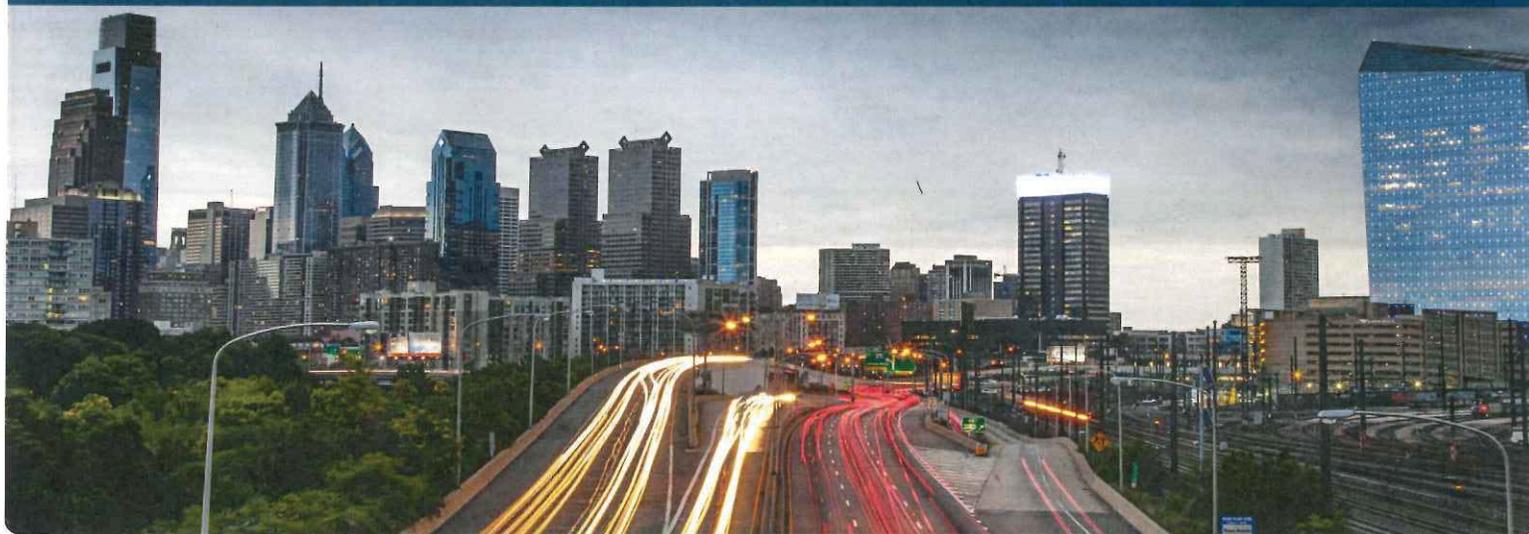
Postsecondary Disability Training Institute (PTI)

*Reg = \$475
Hotel = \$209 a night*

UConn
NEAG SCHOOL OF EDUCATION

28TH ANNUAL
**POSTSECONDARY DISABILITY
TRAINING INSTITUTE**

JUNE 7-10, 2016 — PHILADELPHIA, PA



Postsecondary Disability Training Institute (PTI)

The Postsecondary Disability Training Institute (PTI) is sponsored by the Center on Postsecondary Education and Disability at the University of Connecticut. Now in its 28th year, PTI is held in conveniently located cities in the northeast each June and draws nearly 300 participants per year from across the United States and Canada. The objective of this Training Institute is to assist concerned professionals to meet the unique needs of college students with disabilities. Students with disabilities as well as peer mentors are encouraged to attend and to submit poster session proposals. Participants can select from a variety of Strands, Single Sessions, Poster Sessions, and a Pre-Session taught by experts in the field that provide participants with in-depth information and adequate time for questions and follow-up activities throughout the week.

PTI Program 2016

(<http://pti.education.uconn.edu/program/>)

Register Here

(<https://www.regonline.com/builder/site/default.aspx?EventID=1770824>)

NCAA/NACWAA Institute for Administrative Advancement

SHARE

The 2016 NCAA/NACWAA Institute for Administrative Advancement will be held:

- **West:** June 1-4, Inverness Hotel & Conference Center (Denver, Colorado area)
- **East:** June 27-30, Lansdowne Resort (Washington D.C. area)

The NCAA/NACWAA Institute for Administrative Advancement (IAA) is the premier "level one" leadership development program for women in intercollegiate athletics administration. An engaging faculty--including leaders representing all NCAA divisions and pioneers in women's athletics--prepare, empower and inspire participants to become successful administrators and advance within the profession.



Applicant Eligibility Requirements

- Current NACWAA member



Program Objectives

- Provide education and information on the History of Women's Athletics and Title IX
- Prepare female athletics administrators to manage issues currently facing intercollegiate athletics administrators
- Improve leadership and management skills
- Enhance self-awareness and personal brand development

Selection Process

Applications for the 2016 programs are closed. Participants will be selected and applicants notified of their status by the end of March.

Applications will be reviewed by the NACWAA Education & Professional Development Committee and selections are made based on ensuring diversity in age, administrative duties, division and ethnicity. 50 participants are selected to attend each NCAA/NACWAA IAA location for a total of 100 annually.

Tuition

Tuition fees are \$500 per participant and cover all registration fees, four nights of lodging and meal expenses. Travel is not included.

Scholarships

Thanks to the generous support of the NCAA and NACWAA Foundation Fund, multiple IAA scholarships are available.

Cancellation Policy

Registration cancellations must be received in writing by May 18 for Denver and June 13 for Washington DC. Refunds will be processed within 30 days after the event. Refunds will not be granted after those dates nor will they be given for no-shows, no exceptions.

[View the 2015 NCAA/NACWAA IAA West Agenda](#)

[Download NACWAA High 5 Cards](#)

ABOUT THE INSTITUTES

NCAA/NACWAA IAA has been described as an empowering experience that provides the tools to enhance participants' marketability, professional status and knowledge. Formerly NACWAA/HERS, the institutes celebrated their 20th year in 2014. View the [complete list of graduates](#).

80 women participated in the 2015 NCAA/NACWAA IAA.

- West 2015: May 27-31 in Denver (*Inverness Hotel & Conference Center*)

[View 2015 West graduates list and photo album](#)

IAA West 2015 VIDEO



- East: June 22-26 in Atlanta (*Dolce Atlanta Peachtree Hotel*)

Brown, Michelle

From: Brown, Michelle
Sent: Friday, July 17, 2015 4:08 PM
To: 'Ben Sheu (bsheu@email.unc.edu)'; Blanton, Brent S; 'greenemt@email.unc.edu'; 'Greg Beatty (gpbeatty@email.unc.edu)'; 'Kathy Zambrana (kathyz@email.unc.edu)'; 'Les Myers (lesmyers@email.unc.edu)'; Lyons, Elizabeth M; Maloy, Susan B; 'Marcus Donie (donid@unc.edu)'; Orr, Kym N; 'smaxwell@unc.edu'; 'syon@email.unc.edu'; Townsend, Jenn; Yount, Tony
Subject: FW: Deadline Extended! Register and Submit a Proposal for the Across the Old Well Advising Conference Now

Hello,

FYI This is being offered by Arts and Sciences AAP. If you have availability, this may be a very good event in which to participate. We will have more information closer to the event. If you are interested, go ahead and register and let Marcus know so that we can make certain the office will be covered. Otherwise, those who attend can bring back some information to the office.

Let me know if you have any questions.
Michelle

From: Across the Old Well Advising Conference [mailto:advisingconferenceunc@gmail.com@mail24.wdc03.rsgsv.net] **On Behalf Of** Across the Old Well Advising Conference
Sent: Thursday, July 16, 2015 5:16 PM
To: Brown, Michelle
Subject: Deadline Extended! Register and Submit a Proposal for the Across the Old Well Advising Conference Now

[Register for the Across the Old Well Advising Conference!](#)

[View this email in your browser](#)



Students look to you for advice even if 'advisor' isn't part of your title.

On September 25, advisors of all types are coming together to connect and learn at the inaugural Across the Old Well Advising Conference.

We hope you'll join us!

Dr. Terrell Strayhorn will give an exciting keynote address and you'll also have the opportunity to attend carefully chosen breakout sessions. Parking, a light breakfast, lunch, and great conversation will be provided.

Have a colleague you think would like to attend? Feel free to share this email with them.

**Click Here to
Register**

**Submit a Breakout
Session Proposal**

There's still time to register!

Don't wait too long, though, since spots are limited.

If you sign up by July 31, you'll be entered into a drawing to win an exciting prize pack.

**The proposal submission deadline has
been extended until July 31!**

We know you do great work with students and we want to hear about it. Click the button above to learn more about what we're looking for in breakout session proposals and for submission instructions.

attendees
Michelle
Greg
Jenn
Susan

Undergraduate Retention

Office of UNDERGRADUATE EDUCATION

Academic Eligibility | Student Resources | Academic Progress Reports | Faculty and Staff | About Us

The 2016 Student Success Conference at the University of North Carolina at Chapel Hill
Monday, February 22, 2016 – The Carolina Club – 8:30am – 3:00pm

MINDSET

Conference Registration

Growth mindset (Dweck, 2006), the belief that abilities can be developed through dedication and hard work, is a theoretical framework applied to student success initiatives across the education pipeline. While individuals with a fixed mindset believe their basic qualities, like their intelligence or talent, are unchangeable fixed traits, people with a growth mindset believe that intelligence is malleable and individuals have significant capacity to change. Research suggests that developing a growth mindset may result in positive educational outcomes.

This day-long conference will explore the following questions: What is growth mindset? How can growth mindset be applied to undergraduate student success? How can faculty and staff at UNC-CH apply growth mindset to their current work with undergraduates?

This conference will be a gathering of faculty and staff at The University of North Carolina at Chapel Hill to enhance our understanding of how mindset (of students, faculty, and professionals) can impact student success. The 2016 Conference is hosted by the Office of Undergraduate Retention, with generous support by the Office of Undergraduate Education, the Division of Student Affairs, and the Summer School.

Conference Goals

1. Enhance participant knowledge of mindset theory as applied to undergraduate student's success, including:
 - Understanding the distinction between growth and fixed mindsets.
 - Examining the research related to mindset theory and its application to college students.
 - Learning how to integrate theory and research related to mindset in order to develop principles for practice.
 - Developing at least one strategy for promoting a growth mindset in their students.
 - Becoming aware of specific feedback techniques that promote a growth mindset.
 - Applying growth mindset approaches with relevant case studies.
2. Identify campus experiences that contribute to increasing growth mindset.
3. Provide an opportunity for departments to collaborate on potential strategies for promoting growth mindset in college.

Citation: Dweck, C. (2006). *Mindset: The new psychology of success*. New York: Random House.

Keynote Speaker



Dr. Martha Casazza is a partner in the educational consulting firm of TRPP Associates. TRPP is a model that Dr. Casazza and her colleague, Sharon Silverman, developed and published in 1996. It is based on the integration of Theory, Research, Principles and Practice. Prior to TRPP, she was the Vice President of Academic Affairs at the Adler School of Professional Psychology and the Dean of the College of Arts and Sciences at National-Louis University. She has served as President of the National College Learning Center Association, President of the National Association for Developmental Education, and Co-Editor of the Learning Assistance Review. She was President of the Illinois Network of Women in Higher Education, an affiliate of ACE, and is a regular peer reviewer for the Higher Learning Commission.

Plenary Speaker

Dr. Jeffrey A. Greene is an Associate Professor in the Learning Sciences and Psychological Studies program at the University of North Carolina at Chapel Hill. He has over 40 peer-reviewed articles and book chapters on student digital learning and literacy, and in particular the ways in which students' cognition, metacognition, and beliefs interact to affect their acquisition of conceptual understanding in science and history. His work has been funded by the National Science Foundation, the Institute for Education Sciences, and the Spencer Foundation. He serves as Associate Editor of Metacognition and



Learning and is an editorial board member of several top-tier journals including the Journal of Educational Psychology, Education Psychologist, Science Education, and Contemporary Educational Psychology. He is also co-editor of the forthcoming Handbook of Epistemic Cognition and the Handbook of Self-Regulation of Learning and Performance, both published by Routledge. Dr. Greene holds a Ph.D. in Educational Psychology from the University of Maryland, as well as a Master's degree in Measurement, Statistics, and Evaluation.

Conference Schedule (Coming Soon)

The Annual Student Success Conference

Each year, the Office of Undergraduate Retention and the Division of Student Affairs at The University of North Carolina at Chapel Hill (UNC-CH) partner with colleagues from across campus to provide a day-long conference for faculty and staff on current issues in undergraduate student success.

Prior conferences include:

Thriving in College (2015)

High Impact Practices (2014)

Carolina Firsts Advocates (2013)

The Forum on Minority Male Success (2012)

First-Generation College Students (2010)

Transfer Student Success (2009)

Full Staff

May 17+
May 18, 2016

} 2x 1/2 day

Kim Stom-gottfried
email

12/10/15
@ 12:49

Mental Health First Aid for UNC Chapel Hill Faculty and Staff

Mental Health First Aid is a public education program that introduces participants to the risk factors and warning signs of mental health and addiction problems, builds an understanding of the importance of early intervention, and identifies common supports. This 8-hour course uses skills practice and simulations to demonstrate how to offer initial help in a mental health or substance use crisis through a 5-step action plan, with the ultimate goal to connect persons to appropriate professional, peer, social, and self-help care. The program also teaches the common risk factors and warning signs of anxiety, depression, substance use, bipolar disorder, eating disorders, and schizophrenia. Participants are introduced to local and national mental health resources, support groups, and online tools for mental health and addictions treatment and support.



under FAO

training
throughout
the year
for staff

Mental Health First Aid is now being offered at no cost to UNC Chapel Hill faculty and staff. Sessions are scheduled at varying times and locations throughout campus, beginning in January 2016, and continuing through summer 2018. Training options include a full day, two half-days, or Saturdays. To find a convenient date and time, and to register, visit:

<http://ssw.unc.edu/sswevents>

To request training for your specific group, contact the Behavioral Healthcare Resource Program of the School of Social Work at

RACE

COLLEGE ATHLETES AND THE
JOURNEY TOWARDS A DEGREE

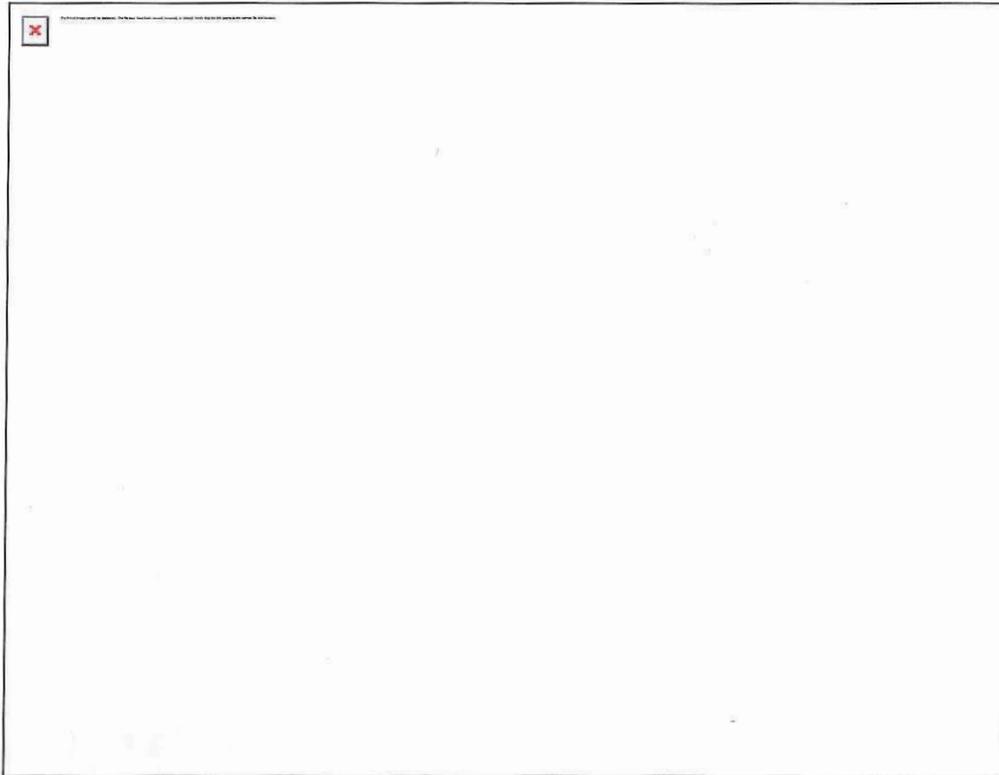
April 22, 2016

8:00 AM - 3:30 PM

Wendell H. Murphy Center

Contact Email: ASPSADrivein2016@gmail.com

E



The Academic Support Program for Student-Athletes (ASPSA) at NC State University hosts a free conference each year for professionals in the field of student-athlete academic support. The purpose of this conference is to provide professional development and networking opportunities to our peers currently working with student-athletes, as well as a chance to discuss relevant topics with local experts. The ASPSA Drive-In conference is a great opportunity for those interested in topics applicable to our theme, or who may have limited budgets or resources for national conventions.

This year's conference theme, The Amazing Race: College Athletes and the Journey Towards a Degree, focuses on the student athlete's journey towards earning their degree, and the development, unique needs, and challenges that arise while progressing at an institution.

Do you have a presentation that fits this year's theme? We want YOU!!!
Submit proposals for presentations
to ASPSADrivein2016@gmail.com by February 22, 2016.

We look forward to seeing you!

Formal invitation to follow



MB Scott
Susan Jenn B
Jenn T Greg.

Brown, Michelle

From: Johnson, Shelley H
Sent: Friday, January 29, 2016 10:49 AM
To: UNCAA-Everyone
Subject: LEADERSHIP ACADEMY: Angela Duckworth - GRIT (2/29, 2:30PM)

Friendly reminder... Please [RSVP](#) by today (Friday, January 29) under the RSVP tab on the Google Sheet.

From: Johnson, Shelley H
Sent: Friday, January 22, 2016 2:24 PM
To: UNCAA-Everyone
Subject: LEADERSHIP ACADEMY: Angela Duckworth - GRIT (2/29, 2:30PM)

Fellow Tar Heels -

Through his vast network, Anson has arranged for [Angela Duckworth](#) (see information and resources below) to speak to the Athletics Department on Monday, February 29 (2:30-3:30pm; location: TBD). She is in town and on campus for a Psychology Colloquium.

Please let us know if you would be able to attend – granted it is mid-afternoon of a work day. We would like to open this to as many people as possible within the department (student-athlete and staff alike) and need to secure a sufficiently-sized venue. Please [RSVP by Friday, January 29](#).

Shelley



Angela Lee Duckworth
[TedTalk](#) – The Key To Success? Grit.
April 2013 – New York, New York

Leaving a high-flying job in consulting, Angela Lee Duckworth took a job teaching math to seventh graders in a New York public school. She quickly realized that IQ wasn't the only thing separating the successful students from those who struggled. Here, she explains her theory of "grit" as a predictor of success.

How Much Grit Do You Have? [Research Survey](#)

[Got Grit? The Secret Sauce to Success](#)
Forbes.Com/Entrepreneurs (May 3, 2012)

Susan + Michelle
attended.

Brown, Michelle

From: Krause, Paul W
Sent: Wednesday, February 3, 2016 5:12 AM
To: UNCAA-ExeStaff; UNCAA-Senior Staff
Cc: Sherrard, Diane
Subject: Leadership Excellence Workshop, February 18

on-campus - offered by Athletics

Want to raise your effectiveness as a leader? A one-day investment in your managerial skills might provide the tools you need to raise your level of play. To support your development, Athletics HR is sponsoring a workshop on Situational Leadership.

Why Situational Leadership? The most effective leaders don't take a one-size-fits-all approach; they choose a leadership style that helps guide their team members to deliver results and increase engagement. Situational leaders approach things on a task-by-task basis. They identify the employees' commitment, willingness and ability to get the job done, and then they adapt a specific style of leadership for that person or team to achieve the highest level of productivity.

On February 18, Rob Stevens, Beeline's Vice President of Leadership & Development, will bring nearly 30 years of training & mentoring leaders to EWAC. This workshop, 8 AM – 4 PM, offers practical tools and skills to immediately improve your ability to tailor your leadership style to the specific tasks of your team members.

Please let me know via email if you are interested. Also, feel free to forward this message to other members of your team who may be interested in sharpening their own leadership skills. We have limited space so before opening to the rest of Athletics, I wanted to give our Senior team an opportunity to register.

Best, Paul

Paul Krause

Senior Associate Director | [Carolina Athletics](#)

919.627.5644
pkrause@unc.edu
@paulwkrause

Responsibility. Innovation. Service. Excellence. Our values shape our culture

"With its third updated edition, *Co-Active Coaching* remains the bible of coaching guides...No other book gives you the tools, the skills, and the fundamentals needed to succeed in these delicate relationships."

—Stephen R. Covey, Author of *The 7 Habits of Highly Effective People* and *The Leader in Me*

CO-ACTIVE COACHING

CHANGING BUSINESS TRANSFORMING LIVES

The Book That Helped Define the Field of Professional Coaching

THIRD EDITION

HENRY KIMSEY-HOUSE, KAREN KIMSEY-HOUSE,
PHILLIP SANDAHL and LAURA WHITWORTH

The Learning Center's Coach Approach Training Training Itinerary

Wednesday, July 22, 9 – 4 pm

Part 1: Introductions

Part 2: What is Academic Coaching?

Part 3: Fundamental Coaching Tools

LUNCH: Noon to 1:00 pm

Part 4: Structuring a Coaching Conversation

Part 5: Benefits and Effectiveness of Coaching

Part 6: Practice Coaching

Part 7: Q&A

Thursday, July 23, 9 – 4 pm

Part 1: Student Issues Addressed through Academic Coaching and a Coach Approach

Part 2: Additional Coaching Skills

LUNCH: 12:10 to 1:10 pm

Part 3: Practice Coaching

Part 4: Applying Coach Approach Skills in Individual Settings on Campus



2015 Summer National Conference Attendance

<u>Coaches Training Institute</u>	<u>ACC Academic Support</u>	<u>ACC Compliance Workshop</u>
March 13-15	<u>Director's Mtg</u>	June 2-3
Scott Maxwell	April 14-15	Greg Beatty
	Brent Blanton	Brent Blanton
		Mike Greene
		Susan Maloy
		Kym Orr
		Ben Sheu
<u>Post Secondary</u>	<u>NCAA Regional Rules</u>	<u>N4A Natl Convention</u>
<u>Disability Training Inst</u>	June 8-11	June 11-13
June 9-12	Mike Greene	Greg Beatty
Beth Lyons		Michelle Brown
		Kathy Zambrana

Not Attending

Exhibit D-3

From: [Broome, Lissa L](#)
To: [Brown, Michelle](#); [Lineberry, Crystal Nolan](#); [Horton, Rocky](#); [Derickson, Christopher P](#); [Vangelder, Marielle A](#); [Lloyd, Gary R](#); [Sheu, Benjamin](#); [Bethel, Bradley Richard](#); [Blanton, Brent S](#); [Greene, Michael](#); [Beatty, Greg](#); [Zambrana, Katheryne](#); [Myers, Leslie](#); [Lyons, Elizabeth M](#); [Maloy, Susan B](#); [donie, Orr, Kym N](#); [Overstreet, Tia](#); [Maxwell, Scott](#); [Townsend, Jenn](#); [Yount, Tony](#)
Cc: [Clarke, Deborah Y](#)
Subject: Eligibility Meeting -- Wed., Jan. 21 from 3-4
Date: Tuesday, January 20, 2015 11:52:50 AM

Friends --

EXHIBIT D-3

It is time again for our every two-week meeting.

We may finally have a name for our group – submitted by Beth Lyons: CARE – Compliance, Academics, Registrar and Engagement

Here is the proposed agenda for tomorrow. If you have other items, please let me know:

1. Timing of less than full-time memos (Brent)
2. Update on spring continuing eligibility reviews (registrar's office and Brent)
3. Input on potential faculty role in eligibility reviews (everyone)

Our meetings for the spring semester fall on:

February 4, 18

March 3, 18

April 1, 15, 29

May 13, 27

See you tomorrow.

Lissa

Lissa L. Broome
Wells Fargo Professor of Banking Law
Director, Center for Banking and Finance
UNC School of Law
CB#3380, Van Hecke-Wettach Hall
Chapel Hill, NC 27599-3380
919.962.7066
<http://www.law.unc.edu/centers/banking>
Access my papers on SSRN at: <http://ssrn.com/author=248720>



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UNC
CENTER FOR
BANKING AND FINANCE

From: [Broome, Lissa L](#)
To: [Brown, Michelle](#); [Lineberry, Crystal Nolan](#); [Horton, Rocky](#); [Derickson, Christopher P](#); [Vangelder, Marielle A](#); [Lloyd, Gary R](#); [Sheu, Benjamin](#); [Bethel, Bradley Richard](#); [Blanton, Brent S](#); [Greene, Michael](#); [Beatty, Greg](#); [Zambrana, Katheryne](#); [Myers, Leslie](#); [Lyons, Elizabeth M](#); [Maloy, Susan B](#); [donie](#); [Orr, Kvm N](#); [Overstreet, Tia](#); [Maxwell, Scott](#); [Townsend, Jenn](#); [Yount, Tony](#)
Cc: [Clarke, Deborah Y](#)
Subject: CARE Meeting for February 4 -- 3-3:30 -- Registrar folks need not attend
Date: Tuesday, February 03, 2015 11:50:13 AM

Friends – Michelle and I have another meeting in Loudermilk at 3:30 tomorrow, so we'd like to have a brief meeting from 3-3:30 to discuss the two topics listed below.

1. Update from Marielle on Countable Athletically Related Activities (CARA) – what's counted, what's not; how Compliance tracks this for each team; requirements for coaches regarding scheduling activities during class days (Marielle to lead).
2. Input from ASPSA Counselors regarding excused absences and what issues student-athletes face with make-up work and exams. What is the frequency of make-up exams taken by student-athletes (Counselors).

Rocky, Crystal, and Chris are welcome to join us, but the topics don't really relate to registration/eligibility so if they want to take a pass (especially for this short meeting) that's fine with me.

The next full meeting is Wednesday, March 18 at 3:00.

Thanks,

Lissa

From: donie
To: Broome, Lissa L; Lloyd, Gary R; Brown, Michelle; Lineberry, Crystal Nolan; Horton, Rocky; Derickson, Christopher P; Vangelder, Marielle A; Sheu, Benjamin; Blanton, Brent S; Greene, Michael; Beatty, Greg; Zambrana, Katheryne; Myers, Leslie; Lyons, Elizabeth M; Maloy, Susan B; Orr, Kym N; Maxwell, Scott; Townsend, Jenn; Yount, Tony
Subject: CARE Mtg Agenda 4/15
Date: Tuesday, April 14, 2015 9:34:17 PM

Hello everyone,

Just a friendly reminder that we will be having our CARE meeting tomorrow from 3-4pm in the Loudermilk Conference Room. The agenda items to be covered are:

- a. Summary of the Syracuse Case (Compliance)
- b. Update on Complete Carolina (Compliance)
- c. Review of NCAA Ed Column and Interpretations distributed this past week (Compliance)
- d. FAC Survey for Student-Athletes regarding Time Commitments (ASPSA)

I look forward to meeting with all of you and have a wonderful night!
Marcus

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Vangelder, Marielle A

From: Broome, Lissa L
Sent: Monday, August 31, 2015 3:59 PM
To: donie; Lloyd, Gary R; Brown, Michelle; Lineberry, Crystal Nolan; Horton, Rocky; Derickson, Christopher P; Vangelder, Marielle A; Sheu, Benjamin; Blanton, Brent S; Greene, Michael; Beatty, Greg; Zambrana, Katheryne; Myers, Leslie; Lyons, Elizabeth M; Maloy, Susan B; Orr, Kym N; Maxwell, Scott; Townsend, Jenn; Yount, Tony; 'lnbrown@email.unc.edu'; Bryant, Jennifer; Yon, Shayla Marie
Cc: Clarke, Deborah Y
Subject: CARE Mtg Agenda 9/2
Attachments: CARE mtg notes 4-15-15.docx

[The attachment to this email was not included with this exhibit as part of the response.]

Friends –

Our first CARE meeting of the fall semester is this Wednesday, September 2 from 3-4 in the Loudermilk Conference Room. Please check the distribution list to see if I got everybody on this that should be.

Our agenda is:

1. Welcome and Introductions
2. Review of 4/15 Notes
3. Frequency of meetings (monthly or twice monthly?)
4. Update on Complete Carolina (Marielle, others)
5. Update on Cost of Attendance Implementation (Marielle)
6. Review of two interpretations received this summer on dual enrollment and Gen Ed (Marielle and Michelle)
7. Update on new BUSI course (Michelle)
8. Delay in earning credits until following term and possible impact on determining eligibility (Michelle, others)

Thanks and see you soon.

Lissa

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UNC
CENTER FOR
BANKING AND FINANCE

Vangelder, Marielle A

From: Broome, Lissa L
Sent: Thursday, October 8, 2015 5:10 PM
To: Brown, Michelle; donie; Lloyd, Gary R; Lineberry, Crystal Nolan; Horton, Rocky; Derickson, Christopher P; Vangelder, Marielle A; lesbrownIII@msn.com; Beatty, Greg; Blanton, Brent S; Bryant, Jennifer; Greene, Michael; Lyons, Elizabeth M; Maloy, Susan B; Maxwell, Scott; Myers, Leslie; Orr, Kym N; Sheu, Benjamin; Townsend, Jenn; Yon, Shayla Marie; Yount, Tony; Zambrana, Katheryne; Clarke, Deborah Y
Subject: CARE Meeting -- October 9
Attachments: CARE met notes 9-2-15.docx

[The attachment to this email was not included with this exhibit as part of the response.]

Friends – Our rescheduled CARE meeting will be held at Loudermilk tomorrow (Friday) at 2:30. The agenda is set forth below and the minutes from the last meeting are attached (thanks, Marcus).

- 1) Review of minutes from September 2nd meeting (draft attached)
- 2) Review of the SMU case (Compliance)
- 3) How to write a student recovery plan (Compliance and Brent)
- 4) How can one find if a student has signed a FERPA release with the Registrar's office (Registrar)
- 5) Admissions document – Can counselors share this with PSAs? (Compliance)

See you tomorrow.

Lissa

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Students Manager Access
⇒ Compliance onyx's
⇒ Monitor FT enrollment
Status



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CASE

Show cause:
- 30% of 15-16 Season
- prohibited from coaching/recruiting
- prohibited from all contact w/ staff SA's + staff

The former administrative assistant's relationship with a student-athlete

In the spring of 2012, the former assistant men's basketball coach began recruiting a student-athlete for the institution.⁸ The student-athlete was a highly regarded local Dallas-area high school student-athlete and nationally sought after recruit. He would later become a McDonald's All-American signee. The former assistant men's basketball coach knew the student-athlete since his eighth grade year when the former assistant men's basketball coach worked at another institution. He identified the student-athlete as a potential recruit from that point forward. The student-athlete was one of the first prospects contacted by the head men's basketball coach after being hired by the institution. The former assistant men's basketball coach was the primary recruiter for the student-athlete. After the student-athlete signed with the institution and after a review of his high school transcript by the institution's athletics staff, the former assistant men's basketball coach determined that he needed a "Plus I" course in the summer after his high school graduation in order to meet NCAA initial eligibility standards because his core course grade-point average ("GPA") was just short of NCAA requirements.⁹

On or around June 2, 2013, the former assistant men's basketball coach met with the student-athlete and his mother and encouraged the student-athlete to enroll in an online course offered by a private online educational provider ostensibly to raise his GPA and meet NCAA initial eligibility requirements. The former assistant men's basketball coach provided the student-athlete and his mother with the application form for the online class and even assisted them in filling out a portion of the application. The record was unclear as to exactly who paid for the online course. The student-athlete recalled signing a money order provided to him by his high school boys' basketball coach and his mother could not produce any records proving her payment of the course.

Sometime after the student-athlete's enrollment in the course, the former administrative assistant in the men's basketball office took an interest in his life and academic work. The head men's basketball coach hired her upon the recommendation of a fellow collegiate head men's basketball coach whom he respected. During the summer of 2013, the student-athlete regularly went to the institution's basketball facilities where he worked out and played pick-up basketball games in the gym. Sometime during that summer, the student-athlete and the former administrative assistant struck up a relationship. They initially met during the student-athlete's official visit to the institution when he was a prospect. When the student-athlete came to the basketball facilities to

⁸ The Dallas Independent School District (Texas) conducted an investigation into a grade change on behalf of the student-athlete while he was in high school. While the former assistant men's basketball coach recruited the student-athlete when he attended high school, he was not implicated in any wrongdoing in the school district's investigation.

⁹ The student-athlete attended a different Texas high school for two years before transferring to another school in Dallas to complete his high school education.

work out or play pick-up games, the former administrative assistant would babysit the student-athlete's toddler son in the basketball offices. At some point during that summer, the former administrative assistant decided to directly involve herself in the student-athlete's academic coursework.

The former administrative assistant obtained the student-athlete's username and password to his online summer course. She also obtained access to his personal email account. Sometime between June and July 2013, the former administrative assistant completed all of the student-athlete's assignments and exams for the online course. It is not known if she was somehow instructed to complete the coursework or determined to do this on her own. What is known is that the student-athlete did not complete his coursework for his class. On July 1, 2014, the student-athlete sat for his first interview with the enforcement staff and answered questions about his online coursework.

In that interview, the student-athlete could not recall basic details regarding his online course, including the subject of his online class, or how he completed his assignments. The enforcement staff subsequently requested documentation from the online school, including metadata for the assignments completed by the student-athlete. All of the online coursework was completed between June 17 and July 3, 2013, a period of 17 days. Within that period, there were seven days on which all of the assignments and exams were completed as multiple assignments were submitted together. The documents and metadata supplied by the online school showed that all of the completed assignments and exams were submitted from the former administrative assistant's personal computer. On July 7, 2013, the student-athlete received an "A-" grade for the online course that the former administrative assistant completed for him.

2nd interview
↓
limited immunity

The student-athlete apparently had no awareness of the online course after his initial enrollment. In his second interview with the enforcement staff on August 4, 2014, the student-athlete admitted that after his initial enrollment in the course, he never thought about the course or spoke with anyone about it again until the enforcement staff interviewed him on July 1, 2014. In his second interview, he also stated the former assistant men's basketball coach told him to enroll in the online course "but don't worry about it." He admitted that the former administrative assistant approached him at the institution's basketball facility a week prior to his second interview with the enforcement staff. It was then that she told him for the first time that she had completed all of his coursework for the online class. This conversation occurred sometime between July 27 and August 3, 2014. The student-athlete admitted in his second interview that he was not entirely truthful or forthcoming in his first interview about what he knew about the online course.

Between July 25 and August 1, 2014, there was an attempt by the former administrative assistant to encourage the student-athlete to fabricate a story. In his August 4, 2014,

interview, the student-athlete revealed that the former administrative assistant was fearful of losing her job and wanted him to tell the enforcement staff that he came over to her house and worked on his coursework for the online class, which was untrue. Although the specific date is unknown and the details are somewhat unclear from the record, there was also a three-way call between the former assistant men's basketball coach, the former administrative assistant and the student-athlete. The call occurred sometime before the student-athlete's second interview with the enforcement staff on August 4, 2014. According to the former assistant men's basketball coach, the former administrative assistant initiated the call with her and the student-athlete on speakerphone. During the call, the former administrative assistant divulged that she had completed the student-athlete's coursework in the online class. At the hearing, the former assistant men's basketball coach admitted the call occurred. He stated that upon learning of the nature of the call, he quickly told the student-athlete and the former administrative assistant that he did not want to be involved and ended the call:

Former assistant men's basketball coach: She tried to get into what they were going to try. I guess, you know, his story that you guys were referring to [academic misconduct]. I don't remember the exact details, but I was caught off guard for one. Secondly, I just told her immediately I couldn't be involved in the conversation. The conversation may have lasted a minute, maybe. I explained to her that I couldn't be involved in it, and I was going to tell the truth to the NCAA, and I encouraged her and [the student-athlete] to do the exact same.

At no time after the phone conversation did the former assistant men's basketball coach report a potential rules violation for what he learned on that phone call to the head men's basketball coach, the institution or to the NCAA.¹⁰ On August 4, 2014, during her first interview with the enforcement staff and after the foregoing phone call, the former administrative assistant claimed she only assisted the student-athlete by allowing him to use her computer and offering him tutorial assistance. However, in her second interview she, through her counsel, admitted that the student-athlete's version of events from his second interview was indeed correct. Between July 25 and August 4, 2014, both the student-athlete and the former administrative assistant informed the head men's basketball coach that the student-athlete did not complete the work for his online course. For over a month, the head men's basketball coach did nothing with that information.

The academic credit received by the student-athlete was submitted to the NCAA Eligibility Center and the institution. Although initially denied admission by the institution's faculty committee that reviews applications from prospects, the student-

¹⁰ The enforcement staff did not bring an allegation against the former assistant men's basketball coach for failing to report potential rules violations under NCAA Constitution 2.8.1 or NCAA Bylaw 19.2.3.

athlete was ultimately admitted through an internal appeal process by the institution's provost "based on the broader university perspective and needs." The institution noted the student-athlete's admission was an "extraordinary exception" to its policy. The student-athlete subsequently enrolled in summer school courses at the institution in July 2013. The student-athlete competed in the 2013-14 men's basketball season. The institution substantially agreed that the former administrative assistant was knowingly involved in arranging for the student-athlete's receipt of fraudulent academic credit.

The former administrative assistant's second interview and her level of cooperation

As detailed in the previous section, the former administrative assistant completed online coursework for the student-athlete. During the investigation she had the opportunity to provide truthful and pertinent information that could have assisted the panel in adjudicating this case. She chose not to do so. She also had a continuing obligation as an institutional staff member to cooperate fully with the investigation. Again, she chose not to do so. She participated in two interviews, one on August 4, 2013, and the other on September 9, 2013. During her first interview, she reported that the student-athlete completed all of the coursework in the online class himself and that she only tutored him and let him use her personal laptop. She admitted that she assisted him in turning in some assignments and allowing him to complete the work at her house but insisted that the student-athlete did all of the work himself. She actually did all of the coursework herself on behalf of the student-athlete.

It was during her second interview on September 9, and after she had been confronted with detailed information from the student-athlete's second interview, she and her counsel took an extended break from the interview. When they returned to the interview on the record, her counsel offered a brief statement, terminated the interview, and stated his client would no longer cooperate in the infractions process:

Counsel for the former administrative assistant: So we appreciate the time. [The former administrative assistant] [is] not going to say anything else today. The information that has been relayed by [the student-athlete] in his second interview is fundamentally correct both as to the way the course was done and the conversation that he relayed regarding outside Moody Coliseum/Chick-fil-A, and the phone call. []...we've decided that we're not going to participate in the process any further and that's all we have to say and we will be, we understand the consequences of that in a variety of contexts and so we'll end the interview and we don't anticipate being in touch with the enforcement staff or the school again on this matter. And if the enforcement staff and school are in touch with us on this matter, we don't anticipate much if any of a response. . . .

Enforcement staff: Can I just make sure I understand, you said that what [the student-athlete] reported in his second interview was fundamentally correct?

Counsel: --that's what I said, yes.

Enforcement staff: Okay. I just wanted to make sure I got that.

Counsel: And [the former administrative assistant], I just want to ask you to put on the record a one-word response to the question. Is what I just relayed a correct statement of your current position?

Former administrative assistant: Yes.

Her counsel's statement corroborated key information provided to the enforcement staff by the student-athlete gleaned during his second interview. That information included the fact that the former administrative assistant completed the online coursework for the student-athlete. That was contrary to the information she provided in her first interview. Thereafter, she frustrated the best efforts of the enforcement staff to gather the best information when she terminated her second interview without providing all relevant information on the underlying investigation into academic fraud. She then refused to provide any relevant documentation and denied additional requests for interviews by the enforcement staff. The former administrative assistant resigned from her employment with the institution within days of terminating her second interview.

The head men's basketball coach's program

The head men's basketball coach was coaching in the professional ranks and was out of college basketball for a quarter-century. Although he had previously served as head coach at two other Division I member institutions, he made some choices against his better judgment when it came to compliance issues in his program. These choices included not reporting possible violations in his program, initially lying to the enforcement staff during the investigation, and providing no specific guidance to his staff on rules compliance.

The institution was very concerned about the head men's basketball coach's extended time away from the collegiate game. The institution's president succinctly declared, "[the director of athletics] and I both agreed that he needed more attention than most coaches would need, simply because he hadn't - - you just can't catch up over 25 years in an instant." Similarly, the head men's basketball coach knew that his lack of recent experience in the college game would pose challenges for him. He stated, "I had not been doing this in a long time, and so many new things are coming at me." Despite the

noted challenges with returning to the college game, the head men's basketball coach and the institution's president nonetheless described the general philosophy of the men's basketball program as "doing things the right way . . . regarding university policies and the NCAA's."

The institution identified the need to provide the head men's basketball coach with a significant amount of compliance support to bridge his transition back into the college game. The compliance director's office was based in the same building as the basketball offices by design in order to provide the most interaction and support to the men's basketball program and its head coach. The head men's basketball coach admitted that the compliance director "[was] with [him] on a daily basis, he meets with every recruit, travels with us, and is at practice and at every game." "[H]e also sits out in front of our locker room to make sure we do things the right way."

However, despite the institution's dedicated resources assisting the head men's basketball coach and his program, problems arose. What is largely absent from the record are those steps the head men's basketball coach took to establish and ensure a culture of compliance within his program. The head men's basketball coach hired the former administrative assistant and he was her direct supervisor. They interacted often and on a daily basis within the institution's men's basketball offices. The administrative assistant not only completed the student-athlete's academic coursework but also influenced the student-athlete to provide a fabricated story to the enforcement staff. Although the head men's basketball coach did not have any direct knowledge of or involvement in any of her misconduct, he never followed up on admissions to him by both her and the student-athlete about the completion of work for the online course. He failed to seek the advice of his athletics compliance staff after the disclosures. He did not report what he had learned to the enforcement staff or his conference office. He failed to ask any questions of the former assistant men's basketball coach or any other member of his staff about what they may have known of the possible violations.

The head men's basketball coach was unable to assist the panel in determining the credibility of his own staff and what was occurring in his program. When asked at the hearing to describe his interactions with the former administrative assistant and whether he found her credible or truthful, he stated in part, "[s]he cared deeply about me, she cared deeply about the kids . . . I never knew her not to be up front and honest with me." "She was a hard worker." Regarding her engagement in completing the coursework, he stated, "I remember asking her if I told her to do that? She got uncontrollable [with emotion] and that was it." Conversely, he could not believe the former assistant men's basketball coach would engage in misconduct. He stated he could not believe the former assistant men's basketball coach "would tell [the former administrative assistant] to take the course for [the student-athlete]." Similarly, he stated that he "loved" the student-athlete and "am not going to sit here and tell you he lied. I can't do that." He found it

impossible to discern who was telling the truth in his program. Nor did he have any specifics on his actions or processes that would have been a control on behavior, flagged any concerns or shed light onto actions within his program.

While the head men's basketball coach was unable to assist the panel in assessing the credibility of those on his staff, he claimed that he was on top of the academic issues in his program. He stated, "I meet with the academic people every week in my office about every individual kid in our program. I am aware of every kid that has a problem. I am on the [athletic director] and the assistant [athletic director] that we need to do better." He went on to say that "[t]o say I am not aware of these kids academically and what their needs are, it is not true; it is not true. I know about every one of our kids and what their needs are." He knew that the student-athlete had academic issues from his days in high school. Yet, he was not aware of the relationship between the student-athlete and the former administrative assistant going back to June 2013. Nor was he aware of the phone call involving the student-athlete and the former assistant men's basketball coach and the former administrative assistant about potential academic issues in his program because neither of them informed him about it. It was only when the student-athlete and later the former administrative assistant informed him that he became aware of academic issues with the student-athlete online course.

When the head men's basketball coach was confronted with confessions from individuals in his program that potential violations occurred, he took no action. At some point between July 25 and August 4, 2014, both the student-athlete and the former administrative assistant reported to him that the former administrative assistant completed the online course that led to the student-athlete obtaining fraudulent academic credit. The men's basketball head coach did not report this information to his athletics compliance staff, the director of athletics, the president or the conference office. He did not report the information to the NCAA. In fact, he did not initially report the possible violations in his program to the enforcement staff when they interviewed him on September 9, 2014. In addition, he initially lied about having any information about conversations he had with the student-athlete and the former administrative assistant about possible academic improprieties in his program, though he later corrected that information in that same interview.

The institution dedicated significant resources to the men's basketball program and its head coach, especially on the issue of head coach responsibility. At the hearing, the athletics compliance director was clear that the head men's basketball coach received specific training on NCAA head coach responsibility legislation. He stated that head coach responsibility legislation is something "we review very thoroughly with our coaches, and it talks about specific things that head coaches can do. It restates the [NCAA] bylaw, and then it talks very specifically about things that head coaches can do in order to meet their burden, to rebut that presumption should an issue like this ever

arise." Here, the men's basketball head coach never attempted to apply his training to address and possibly mitigate potential rules violations in his program.

Speaking candidly and acknowledging his failed judgment at the hearing, the men's basketball head coach was reflective and remorseful:

Men's basketball head coach: I know when you hear that I didn't report the violation when [the student-athlete] told me he didn't take the course, he never mentioned [the former administrative assistant]. He never mentioned [the former administrative assistant] when we sat down and said that. But I realize, you know, in hindsight that was a terrible mistake on my part. I wish I could have changed all that. But we had that interview with the NCAA, I don't know why I lied. You know, dealing with people that I really care about, and I used terrible judgment, and I tried to acknowledge that as quickly as I could, but it doesn't seem to make a difference. I realize that.

Though remorseful, he was unable to provide any rationale for his conduct. He withheld information about possible rules violations in his program from the institution and the enforcement staff for over a month and then initially lied, offering the following explanation:

Now, this might sound so silly, when all these allegations are read, and when [enforcement staff] was basically taking the position I didn't do the right thing, I can't argue with that. There is no excuse for not going to [director of athletics] when [the student-athlete] told me he didn't do this on-line the course. That's all he said to me. There is no excuse for that, there is no excuse to go before the committee and not tell the truth when a question is directed at you. I have no excuse for that. I did not do that promptly.

Ultimately, the head men's basketball coach offered no excuses and accepted responsibility for the conduct of his program and his staff. "But this thing about coaches' responsibility, I get it. Everybody that works for me I hired. I trust them. I believe in them. I am not around them every minute of every day, but I don't think I would have hired them if I didn't have faith that we would all do it the right way."

HEAD COACH RESPONSIBILITY

when he initially became aware of potential violations in the men's basketball program. The institution argued that if the panel found a failure to report violation that it was Level II. However, the institution disagreed that the head men's basketball coach failed to promote an atmosphere of compliance and took no position on level.

1. NCAA legislation regarding the duty to report violations and head coach responsibility.

The applicable portions of the bylaws may be found at Appendix Two.

2. Between July 25 and September 9, 2014, the head men's basketball coach failed to report violations in his program after he learned that the student-athlete did not complete the online coursework for his class. Moreover, he lied to the enforcement staff when initially asked about potential violations in his program and set a tone of noncompliance within his program that included his former administrative assistant's academic fraud on behalf of the student-athlete, and his former assistant men's basketball coach failure to inform him of possible violations in his program. He failed to rebut the presumption of head coach responsibility.

The head men's basketball coach failed to report violations of NCAA legislation after he learned the student-athlete did not complete the work for his pre-enrollment online class. In doing so, he failed to identify and report instances of noncompliance within his program. His actions involved conduct that seriously undermined or threatened the integrity of the NCAA Collegiate Model. Accordingly, the head men's basketball coach violated NCAA Constitution 2.8.1.

NCAA Constitution 2.8.1 generally requires institutional staff to identify and report any instances of noncompliance with NCAA legislation to the NCAA. Here, the head men's basketball coach learned of rules violation within his program between July 25 and August 4, 2014. During that time both the student-athlete and the former administrative assistant informed him that the student-athlete did not complete the coursework for his online class. Yet, for over one month, and not until his September 9, 2014, interview did he disclose his knowledge of the violations. The COI has previously dealt with several cases where head coaches have failed to report violations on their watch. The head men's basketball coach's conduct was similar to the conduct of the head football coach in *The Ohio State University*, Infractions Decision No. 358 (2011). In that case, the

head football coach was informed by a local attorney that some football student-athletes sold athletic awards, apparel, and equipment to a local tattoo parlor owner. The head football coach did nothing with that information and failed to report it to anyone in athletics compliance at the institution. *The Ohio State University* (concluding a violation of unethical conduct by the head football coach under NCAA Bylaw 10.1). As mentioned in *Ohio State*, the COI was extremely concerned by the conduct of the former head football coach in that case and the same concerns are expressed here by the panel about the conduct of the head men's basketball coach. The fact is he initially lied to the enforcement staff when queried about the possible violations. While he claimed to deeply care about the people involved in violations in this case and a desire to protect them, he exhibited no concern for or attention to rules compliance. While he subsequently came forward in that interview with his knowledge of the violations, the damage was done.

He failed to inform not only the Association, but never informed his own compliance staff, the institution's director of athletics or its president. He told no one, and he did nothing with the information disclosed to him by two individuals in his program. This was unacceptable conduct from the head men's basketball coach and while he was contrite at the hearing, he nonetheless made a severe error in failing to report the violations in his program. When he failed to report violations of NCAA legislation in his program, he violated NCAA Constitution 2.8.1.

The head men's basketball coach's failure to report violations is also a part of a greater failure to promote an atmosphere of compliance. Between June 2013 and September 2014, he failed to promote an atmosphere of compliance within his program when: the former administrative assistant committed academic fraud on behalf of the student-athlete; he failed to report possible violations; and he lied to the enforcement staff about his knowledge of possible violations. His actions or omissions violated NCAA Bylaws 11.1.2.1 and 11.1.1.1.

NCAA Bylaws 11.1.2.1 and 11.1.1.1 generally require a head coach to promote an atmosphere of compliance within his or her program and monitor the activities of all institutional staff who report directly or indirectly to the head coach. Within the legislation there is a presumption that head coaches are responsible for the conduct of all assistant coaches and staff that report directly or indirectly to them. The presumption is rebuttable. Head coach responsibility legislation has been in existence for more than 10 years and the committee has decided several cases under the

legislation. Some of the more recent cases have addressed a head coach's responsibility to recognize potential problems, address them, and report them to athletics administration. See, e.g., *University of Connecticut*, Infractions Decision No. 339 (2011) (concluding the head men's basketball coach failed to promote an atmosphere of compliance when he did not identify potential problems, address them, and report them). Other cases have identified the need for head coaches to seek information related to potential violations. See, e.g., *University of Miami*, Infractions Decision No. 390 (2013) (concluding the former head men's basketball coach failed to promote an atmosphere of compliance when he did not inquire and report all compliance concerns, questions, or violations). In this case, the head men's basketball coach failed to rebut the presumption of head coach responsibility because he did none of the things identified in some of the prior cases to adequately do so.

While the head men's basketball coach spoke generally or philosophically of doing things the right way in his program, he specifically failed to recognize, address, or report violations in his program when he was informed by two members of his program. When he was informed by the student-athlete that he had not completed the coursework for his online class, the head men's basketball coach did nothing with that information. Shortly after receiving the news from the student-athlete, the former administrative assistant told him that she completed the coursework for the student-athlete. Still, he chose to do nothing with that information. Moreover, a third member of his program, the former assistant men's basketball coach, learned of the academic fraud in a phone call and did not report the violation to him. While not charged with a failure to report violation in this case, the former assistant men's basketball coach's failure to inform the head men's basketball coach about the academic fraud indicated an atmosphere of noncompliance within the program. He did not pose any questions to the former assistant men's basketball coach who recruited the student-athlete about what he may have known about the academic fraud in his program. He failed to pose any questions to his athletics compliance staff about what he should have done to report the possible violations. Combined with the former administrative assistant's commission of academic fraud and unethical conduct in the investigation, the message of doing things the right way in the men's basketball program was lost. In short, his program exhibited a culture of noncompliance that resulted in several major violations.

While he did not have any role in the commission of the violations of his staff, he is presumed responsible for their actions. He failed to ask any

questions of the former administrative assistant's about her relationship with the student-athlete. The student-athlete would regularly visit with her in the basketball offices when the student-athlete came to campus to play open gym basketball. She regularly babysat the student-athlete's toddler son in the basketball offices in the summer prior to his enrollment at the institution. Yet, this did not raise any concerns from the men's basketball head coach. The panel reiterates that it is incumbent upon head coaches to recognize or identify potential problems within their programs and address them in a timely fashion. When the head men's basketball coach did not report violations in his program and then lied about it, he set the wrong tone and he violated his responsibility as the leader of his program to promote an atmosphere of compliance. When two members of his staff who report directly to him either committed violations or failed to inform him of violations, as head coach he is responsible for their actions unless he has rebutted that presumption. He has failed to do so here. When he failed to promote an atmosphere of compliance in his program he violated NCAA Bylaws 11.1.2.1 and 11.1.1.1.

The panel concludes the facts found constitute Level I violations of NCAA bylaws because the violations involved conduct that seriously undermine or threaten the integrity of the NCAA Collegiate Model.

V. VIOLATIONS NOT DEMONSTRATED

Probation Compliance

As noted in the introduction, this case was initiated because the institution self-reported a violation when its former compliance director falsified documentation in an annual probation report submitted to the COI. That led to a wider investigation into the institution's compliance with Infractions Decision No. 343. The enforcement staff alleged that between January 2012 and February 2013, the institution violated the terms of its probation when it failed to fully implement required monthly rules education sessions. This allegation also served as the basis for a lack of institutional control allegation discussed below. The institution disagreed that it violated the terms of its probation and asserts it substantially complied with the terms of supplying comprehensive NCAA rules education.

The panel concludes that the institution did not fail to comply with the terms of its probation because it provided over 100 individual rules-education sessions with coaches that covered a variety of topics including, but not limited to, recruiting, awards and benefits, ethical conduct, amateurism, head coach responsibility, and newly adopted

UNETHICAL
CONDUCT

— facilitated receipt of fraudulent credits

compliance director falsified the documents but does not believe his actions are necessarily a violation since the rules education sessions actually occurred. When the former compliance director failed to have sign-in sheets available at the two rules sessions for track and field coaches, he committed an error of omission. When he acted to perpetrate a fraud on the COI by manufacturing documentation and having it intentionally submitted in the institution's probation compliance report, his error of omission transformed into one of commission. The panel refused to countenance such behavior, especially from someone who is expressly responsible for advising and guiding others on how to obey the rules. He violated NCAA Bylaws 10.01.1 and 10.1 when he failed to deport himself in accordance with generally recognized high standards of honesty and sportsmanship in the administration of intercollegiate athletics.

The panel concludes the facts found constitute a Level II violation of NCAA bylaws because the violation involved conduct that undermines or threatens the integrity of the NCAA Collegiate Model.

F. UNETHICAL CONDUCT BY THE FORMER ADMINISTRATIVE ASSISTANT [NCAA Bylaws 10.01.1, 10.1, 10.1-(a) 10.1-(b), 10.1-(d), and 19.2.3 (2014-15 Division I Manual)]

The former administrative assistant engaged in unethical conduct when she knowingly facilitated the receipt of fraudulent academic credit by the student-athlete in a pre-enrollment online course.¹⁴ She further engaged in unethical conduct when she influenced the student-athlete to provide false or misleading information to the enforcement staff. The institution and the enforcement staff substantially agreed the violation occurred and that it was Level I. The panel concludes that a Level I violation occurred.

1. NCAA legislation regarding ethical conduct.

The applicable portions of the bylaws may be found at Appendix Two.

¹⁴ The term "academic fraud" is used for consistency purposes throughout this decision and is referred to as academic misconduct in an April 16, 2014, Official Interpretation.

2. **Between June 2013 and July 2014 the former administrative assistant knowingly arranged for the student-athlete to receive fraudulent academic credit and then knowingly influenced him to provide false or misleading information to the enforcement staff.**

The former administrative assistant violated NCAA unethical conduct legislation when she knowingly arranged for the student-athlete's fraudulent receipt of academic credit for a pre-enrollment online course. When the specter of being caught for her misconduct appeared imminent, she knowingly influenced the student-athlete to provide false or misleading information to the enforcement staff. The institution substantially agreed that the former administrative assistant was knowingly involved in arranging for the fraudulent receipt of academic credit. Her actions severely undermined or threatened the integrity of the NCAA Collegiate Model. Accordingly, the former administrative assistant violated NCAA Bylaws 10.01.1, 10.1-(b) and 10.1-(d).

NCAA Bylaw 10.01.1 generally provides that institutional staff shall act with honesty and sportsmanship at all times and shall represent the honor and dignity of fair play in intercollegiate competition. NCAA Bylaw 10.1-(b) defines unethical conduct as knowingly arranging for fraudulent academic credit for a prospective student-athlete. Additionally, on April 16, 2014, NCAA Academic and Membership Affairs published an official interpretation to NCAA Bylaw 10 on reporting academic misconduct. The official interpretation provides in pertinent part: "If an institution determines academic misconduct has occurred, the following standards apply: ... (2) Student-Athlete or Prospective Student-Athlete. An institution is required to report a violation of Bylaw 10.1-(b) any time a student-athlete or prospective student-athlete, acting alone or in concert with others, is involved in arranging fraudulent academic credit or false transcripts, *regardless of whether such conduct results in an erroneous declaration of eligibility.*" (Emphasis added). The official interpretation made the issue of whether the student-athlete actually needed the course for admission or initial eligibility moot.¹⁵

¹⁵ At the hearing, there was significant discussion as to whether the student-athlete actually needed the additional summer course in order to meet NCAA initial eligibility requirements and/or admission to the institution. The institution did not contest that the academic fraud occurred; only that the student-athlete did not ultimately need the course because one of his courses from a high school was recalculated to give him additional credit for having taken an honors course. Here, the institution was still required to report the academic fraud as a violation to the NCAA. Moreover, it was not until after the fraudulent credit was obtained and the NCAA Eligibility Center had completed the student-athlete's certification that the institution realized that the course was not needed for eligibility purposes.

The former assistant men's basketball coach advised the student-athlete to enroll in the online summer course as a "Plus 1" option for raising his core grade-point average in an effort to meet NCAA initial eligibility requirements. The panel was very concerned that the former assistant men's basketball coach was advising a prospect on academic issues. Indeed, he advised the student-athlete to take a course he ultimately did not need because the student-athlete had an honors course from his first high school recalculated which gave him additional credit. The panel was also very troubled that academic advising was being administered by athletics staff in this case. Academic advising should be done by the institution's trained experts in the field and not left to coaches or sport specific staff. While it was unclear how the former administrative assistant obtained the student-athlete's online course account information and email login and password, it is clear that she completed all of the coursework for him.

[She obtained the student-athlete's username and password to his online course account. All of the course assignments, discussions, and exams were completed by her between June 17 and July 3, 2013, a period of 17 days. Forensic analysis of the metadata supplied by the online school revealed that the former administrative assistant was the author and editor of every assignment submitted by the student-athlete. The student-athlete ultimately received a grade of "A-" for the course. As a result of the student-athlete receiving fraudulent academic credit for the online course, he competed while ineligible during his freshman season at the institution, regardless of whether he ultimately needed the course for initial eligibility.] When the basketball administrative assistant completed all of the student-athlete's online coursework she engaged in unethical conduct and violated NCAA Bylaw 10.1-(b). Similarly, when she obtained the student-athlete's online account information and submitted the completed coursework to the online school on behalf of the student-athlete, she was dishonest and violated NCAA Bylaw 10.01.1.

NCAA Bylaw 10.1-(d) defines unethical conduct as knowingly furnishing the NCAA or the individual's institution false or misleading information concerning an individual's knowledge or involvement in possible violations of NCAA legislation. [Here, not only did the former administrative assistant arrange for academic fraud, she then compounded her misconduct by fabricating a story in an attempt to cover up her misdeeds and the academic fraud. She knowingly influenced the student-athlete to furnish false or misleading information to the enforcement staff in an effort to keep her job.] The student-athlete admitted that the former

CARE Meeting Agenda

December 1, 3-4:30 p.m., Loudermilk

- ✓ 1. University eligibility and appeal timing and impact on athletic certification/eligibility (Cynthia Demetriou)
- ✓ 2. Review notes from November 3 meeting (to be circulated by Marcus)
- ✓ 3. Set spring CARE meetings (3-4 or some other time)
 - Ⓐ First Tuesdays: January 5, February 2, March 1, April 5, May 3, June 1 @ 3 pm to 4 pm
 - b. First Wednesdays: January 6, February 3, March 2, April 6, May 4, June 2
- ✓ 4. Review resolution of fall course with credit delayed until spring term (Chris)
- ✓ 5. Follow-up on FERPA and the service indicator to see whether a student has signed a FERPA waiver (Christy)
6. Items for January meeting
 - a. Educational session for ASPSA staff who will have more responsibility for academic worksheets

• Resolution re: exam makeup/Incompletes and "sufficient number of grades posted"

• Midyear enrollees to Reg. + ASPSA

Probation and Continued Probation Appeals Calendar
 December 2015-January 2016

The grayed out days are the days the University is closed

Monday	Tuesday	Wednesday	Thursday	Friday
				11 - Last Final
14 - Grades Due	15	16 - Eligibility Runs	17 - Email to all I and PR students	18
21	22	23	24	25
28	29	30 - Appeals Due	31	1
4 - Read Appeals	5 - Read Appeals	6 - Read Appeals	7 - Read Appeals	8 - Appeals End @ 5 p.m.
11 - Classes Start	12	13	14	15

Appeals open 12/1

Read early appeals 12/1-12/30

Appeals due 12/30

No appeals after 1/8 @ 5 p.m.

Change in Eligibility Status Between Terms

Bylaw 14.4.3.4 states that if a student-athlete's academic eligibility changes at the end of a semester, the student-athlete shall become eligible or ineligible to compete on the date his or her eligibility officially is certified by the appropriate institutional authority.

In a case in which the student becomes eligible at the end of the term, the earliest date on which the student can become eligible to compete is the day after the date of the last scheduled examination listed in the institution's official calendar for the term that is ending.

In a case in which the student becomes ineligible, the ineligibility shall become effective not later than the first day of classes of the following semester.

In any case, if the student-athlete is academically eligible to compete at the time of the student-athlete's or the institution's first participation in an NCAA championship, he or she shall remain eligible for the remainder of the championship.

Postseason Competition Between Terms

Bylaw 14.4.3.4.2 states that to be eligible to compete in a postseason event (e.g., bowl game) that occurs between regular terms a student-athlete shall have satisfactorily completed six semester hours of academic credit during the preceding regular academic term of full-time enrollment.

Bylaw 14.4.3.4.2.2 requires that a student-athlete's eligibility be determined within 14 business days regardless of the date on which grades are posted or submitted after the date of the last scheduled examination listed in the institution's official calendar for the term that is ending. The last day of exams is December 11, 2015. 14 business days after the last day of exams would be Tuesday January 7, 2016.

If the bowl game occurs prior to the conclusion of the 14 business days, eligibility shall be determined by using grades from the immediately preceding regular academic term (e.g., fall term if certifying for a bowl game), provided a sufficient number of grades from the term have been posted. All grades posted in accordance with institutional procedures by 5 p.m. local time (where the institution is located) on the day prior to the postseason event must be considered.

If the postseason event occurs prior to the conclusion of the 14 business days and an insufficient number of grades from the immediately preceding term have been posted, eligibility shall be determined by using grades from the most recent regular academic term for which a sufficient number of grades have been posted.

A student-athlete who was enrolled in less than a minimum full-time program of studies during the term immediately prior to the bowl game is subject to the following requirements:

(a) If the student-athlete was enrolled in at least six credit hours, he shall have satisfactorily completed six semester hours of academic credit; or

(b) If the student-athlete was enrolled in less than six credit hours, he shall have satisfactorily completed the number of semester hours of academic credit in which he was enrolled.

Vangelder, Marielle A

From: Broome, Lissa L
Sent: Monday, February 1, 2016 1:55 PM
To: Adney, Emily Diane; Beatty, Greg; Broome, Lissa L; Bryant, Jennifer; Clarke, Deborah Y; Derickson, Christopher P; donie; Greene, Michael; Henderson, Jenna; Horton, Rocky; Lineberry, Crystal Nolan; Lloyd, Gary R; Lyons, Elizabeth M; Maloy, Susan B; Maxwell, Scott; Brown, Michelle; Myers, Leslie; Samford, Christy Rose; Sheu, Benjamin; Townsend, Jenn; Vangelder, Marielle A; Yon, Shayla; Zambrana, Katheryne
Subject: CARE Meeting -- Tuesday, February 2 at 3:00

Friends –

We don't have a lot on our agenda tomorrow, but I have identified some items for tomorrow and for subsequent meetings. Since we did not meet in January, let's touch base tomorrow even if it is only for a brief meeting.

February Agenda

1. Report on mid-year certification (Chris)
2. Report on January student-athlete enrollees, orientation programming, and available courses (Marielle, Michelle, Chris)

March Agenda

1. Service indicator regarding FERPA waiver (Christy)

April Agenda

1. Education session for ASPSA staff regarding academic worksheets
2. Preview of summer school enrollment issues (depending on timing of NCAA vote relating to summer school financial aid)

May Agenda

1. Preview of summer school enrollment issues (depending on timing of NCAA vote relate to summer school financial aid)

Thanks,

Lissa

Jackie Copehard
OSSA
- SAP
- need-based
aid
4/2016

Jackie Copeland
 Senior Assistant Director
Jackie_Copeland@unc.edu

Brandy Davila
 Financial Aid Counselor
Brandy_Davila@unc.edu

Athletic CARE Meeting

April 5, 2016

1. Need-Based Aid – Complete FAFSA, CSS PROFILE, and any items posted on To Do list

a. Federal Pell Grant - <https://studentaid.ed.gov/sa/types/grants-scholarships/pell>

- i. Eligibility is based on the FAFSA calculation
- ii. Amounts can change yearly
- iii. For the 2016–17 award year the maximum award is \$5,815
- iv. Must be meeting Financial Aid SAP policy (will discuss later)

b. Financial Need Calculation using FAFSA EFC

	In-State	Out-of-State
Cost of Attendance	\$24,898	\$51,466
- EFC	- 2,000	- 2,000
Financial Need	\$22,898	\$49,466

c. Sample Financial Aid Award Package

Types of Aid	In-State Student	Out-of-State Student
Federal Pell Grant	\$ 3,865	\$ 3,865
Subsidized Loan	\$ 3,500	\$ 3,500
UNC Loan	\$ 400	\$ 5,500
Federal Work Study	\$ 2,700	\$ 2,700
Institutional Grant	\$12,433	\$33,901
TOTAL AID (NEED)	\$22,898	\$49,466

d. Carolina Covenant Program - <http://carolinacovenant.unc.edu/>

i. 2016 - 17 AY Income Threshold for Carolina Covenant Eligibility

Family Size	200% Poverty Guidelines
2	31,860
3	40,180
4	48,500
5	56,820
6	65,140
7	73,460
8	81,780
For each additional person, add \$8,320	

ii. Sample Financial Aid Award Package for Carolina Covenant Student

Types of Aid	In-State Student	Out-of-State Student
Federal Pell Grant	\$ 3,865	\$ 3,865
Subsidized Loan	\$ 0	\$ 0
UNC Loan	\$ 0	\$ 0
Federal Work Study	\$ 2,700	\$ 2,700
Institutional Grant	\$16,333	\$42,901
TOTAL AID (NEED)	\$22,898	\$49,466

2. **Satisfactory Academic Progress (SAP)** – See additional handout or <http://studentaid.unc.edu/eligibility-for-aid/sap/>
3. **Summer School Financial Aid** - <http://studentaid.unc.edu/applying-for-aid/academic-year/>
 - a. Loan Eligibility
 - i. Dependent or Independent Student
 - ii. Year in School
 - iii. Subsidized and Unsubsidized Loans
 - b. Application process for enrolled versus new students
 - c. Students who are admitted for the fall semester do not qualify for financial aid for the summer classes before their admitted term.
4. **Resources**
 - a. Federal Student Aid Customer Service – 1-800-4FED-AID
 - b. CSS PROFILE Customer Service – 305-420-3670
 - c. UNC PID Search at www.pid.unc.edu
 - d. UNC Office of Scholarships and Student Aid – www.studentaid.unc.edu
 - i. Address: 111 Pettigrew Hall, CB#2300
UNC Campus 27599
 1. Office Hours:
Mon, Tues, Fri – 8:00am-5:00pm EST/EDT
Wed, Thurs – 10:00am-5:00pm EST/EDT
 - ii. Telephone: (866) 273-1622 or (919) 962-8396
 1. Phone Hours:
Monday, Tuesday, & Friday: 9 am – 4 pm EST
Wednesday & Thursday: 10 am – 4 pm EST
 - iii. Fax: (919) 962-2716
 - iv. Email: aidinfo@unc.edu

Satisfactory Academic Progress

1. GRADE POINT AVERAGE

A minimum cumulative grade point average of 2.0 is required.

2. COMPLETION RATE

You must successfully complete at least 2/3 of all credit hours you attempt at Carolina.

Completed Hours / Attempted Hours = Completion Rate

3. MAXIMUM TIMEFRAME

You must complete your degree requirements within 150% of the length of your academic program. Undergraduate degrees require 120 completed credit hours, meaning the maximum timeframe is 180 attempted credit hours.

ATTEMPTED HOURS: All classes a student is enrolled in after the financial aid census date are considered "attempted". This includes anything that is canceled, dropped or withdrawn after census, regardless of the reason.

COMPLETED HOURS: All courses with a grade other than 'IN', 'AB' or ANY 'F' count as completed hours in the completion rate ratio. We have to be notified of grade changes so we can re-calculate eligibility.

Financial Aid Suspension

SAP will be reviewed annually at the end of the academic year. At that time, if you have not met one or more of the standards for your cumulative enrollment history, a notification of suspension will be sent to your **UNC email account**.

SAP Appeals

According to federal guidance, appeals may be made in the case of: injury, illness, the death of a relative, or some other unique circumstance. In general terms, an appeal will not be approved unless it is possible for a student to regain satisfactory progress by the end of the next enrollment period. In an appeal to the office, the student must explain why he or she failed to make satisfactory academic progress and what has changed that will now permit satisfactory progress by the end of the next enrollment period. Decisions of the appeals committee are final and not able to be appealed outside the Office of Scholarships and Student Aid.

Exhibit D-4



UNIVERSITY OF NORTH CAROLINA, CHAPEL HILL
PUBLIC INFRACTIONS REPORT
MARCH 12, 2012

EXHIBIT D-4

A. INTRODUCTION.

On October 28, 2011, officials from the University of North Carolina, Chapel Hill, and a former assistant football coach ("former assistant coach") along with his legal counsel appeared before the NCAA Division I Committee on Infractions to address allegations of NCAA violations in the institution's football program.

The violations in this case fell into three categories: 1) a former tutor committing academic fraud with student-athletes and providing impermissible benefits to student-athletes; 2) the provision of impermissible benefits to student-athletes by various individuals, including sports agents and their associates; and 3) unethical conduct by the former assistant coach. From the 2008-09 academic year into 2010, the former tutor committed multiple major violations involving football student-athletes at the institution. During the 2008-09 academic year and the summer of 2009, the former tutor engaged in academic fraud with and on behalf of three football student-athletes ("student-athletes 1, 2 and 3," respectively) when the former tutor constructed significant parts of writing assignments for them. The former tutor wrote conclusive paragraphs for papers, revised drafts, composed "works-cited" pages, researched and edited content and inserted citations, among other violations. All of the assignments were handed in by the student-athletes for academic credit.

The former tutor also provided impermissible benefits to 11 football student-athletes during the 2009-10 academic year and the summer of 2010, after she had graduated from the institution and was no longer employed as a tutor. In May 2010, the former tutor bought an airline ticket for a student-athlete ("student-athlete 4") and she paid the \$1,789 balance owed on his campus parking tickets in August of that year. The former tutor also provided free tutoring services for 11 football student-athletes, including student-athletes 3 and 4, throughout 2009-10 even though she was no longer employed by the institution and had been instructed not to provide further academic assistance to student-athletes.

Finally, the former tutor refused to cooperate with the investigation. Her actions constituted violations of NCAA ethical conduct legislation.

In the summer of 2010, the NCAA enforcement staff and institution jointly investigated information suggesting that football student-athletes had received lodging, meals, transportation, athletic training, club admissions, jewelry and other items of value from agents or individuals associated with agents. Eventually, it was determined that seven

football student-athletes had received benefits worth over \$27,000 in violation of NCAA rules governing preferential treatment based on athletics reputation and interaction with prospective agents. All seven of the student-athletes were declared ineligible for further participation, with three (including student-athletes 3 and 4) being declared permanently ineligible by the NCAA Student-Athlete Reinstatement staff. The institution decided not to seek reinstatement for a fourth.

The situation involving the agents and their "runners" supplying impermissible benefits to the seven student-athletes is a window into the often unscrupulous world inhabited by those who look to "cash in" on potentially lucrative future professional contracts to be signed by gifted and talented student-athletes. Such actions, by the professional sports agents (and their associates) as well as student-athletes, who knowingly accept impermissible benefits, are in direct contravention to the principles of collegiate athletics and, as in this case, bring harm and disrepute to innocent teammates and the institutions the student-athletes attend. This case should serve as a cautionary tale to all institutions to vigilantly monitor the activities of those student-athletes who possess the potential to be top professional prospects. It should also serve to warn student-athletes that if they choose to accept benefits from agents or their associates, they risk losing their eligibility for collegiate competition.

The third point of inquiry for the committee, the relationship between the former assistant coach and a sports agent ("sports agent 1"), was uncovered during the course of the extra benefits investigation. As the investigation proceeded, information was discovered suggesting the former assistant coach was associated with a sports agency and marketing firm dedicated to representing professional athletes ("sports agency A"). Sports agency A was run by sports agent 1, a close friend of the former assistant coach. The former assistant coach was interviewed on two occasions in August 2010 and denied numerous times that he ever worked for the sports agency. However, extensive evidence established that he had been an affiliate of the company, including a company credit card issued in his name, the listing of the sports agency on his credit report as an employer, a sports agency brochure describing him as a company vice president and news articles in which he was quoted touting the sports agency and his work with it.

Following his resignation from the institution's football staff, the former assistant coach refused to divulge requested documentation relevant to his status with the sports agency that could have helped resolve questions concerning the nature and extent of his relationship with the agency. His failure to cooperate and his provision of false and misleading information during his interviews constituted violations of NCAA ethical conduct legislation.

A member of the Atlantic Coast Conference, the institution has an enrollment of approximately 18,000 students. The institution sponsors 13 men's and 15 women's

intercollegiate sports. This was the institution's second major infractions case. The institution had a previous infractions case in 1961, involving the men's basketball program.

B. FINDINGS OF VIOLATIONS OF NCAA LEGISLATION.

1. UNETHICAL CONDUCT AND IMPERMISSIBLE PARTICIPATION. [NCAA Bylaws 10.1, 10.1-(b) and 14.11.1]

During the 2008-09 academic year and summer of 2009, the former tutor and student-athletes 1, 2 and 3 failed to deport themselves in accordance with the generally recognized high standards of honesty and sportsmanship normally associated with the conduct and administration of intercollegiate athletics and violated provisions of ethical conduct legislation when they engaged in academic fraud. As a result of the academic fraud, student-athlete 1 competed while ineligible during the 2008 football season, student-athlete 2 competed while ineligible during the 2009 and 2010 football seasons, and student-athlete 3 competed while ineligible during the 2008 and 2009 football seasons.

Committee Rationale

The enforcement staff and the institution were in substantial agreement with the facts of this finding and that those facts constituted violations of NCAA legislation. The former tutor did not respond to the allegations or submit to interviews with either the institution or enforcement staff. Pursuant to NCAA Bylaw 32.6.2, her failure to respond may be viewed as an admission. The committee finds that the violations occurred.

The former tutor, a May 2009 graduate of the institution, began working in the institution's academic support center in August 2007, the beginning of her junior year of college. As with all other tutors, she was extensively educated regarding appropriate levels of academic assistance to be provided to student-athletes. She was supplied with a tutoring handbook, which, among many other provisions, contained the rules regarding NCAA unethical conduct (including academic fraud) and NCAA extra benefits. It also set forth detailed institutional rules regarding the assistance that may be given to student-athletes when helping them with writing assignments.

The former tutor also received training specific to tutoring and mentoring student-athletes. For example, she was instructed not to do research for the individuals she tutored, but, rather, to show them how to conduct research. She was told to never make changes on electronic versions of the student-athletes' written assignments, instructed not to provide academic assistance anywhere but the institution's academic center, and

trained on the concept of plagiarism. As were all other tutors, she was required to attest in writing annually that she did not engage in any academic dishonesty.

In the summer of 2010, as it conducted an internal investigation into the possible receipt of impermissible benefits by student-athletes, the institution discovered indications of possible academic improprieties by the former tutor. The investigation was immediately expanded, with the institution undertaking a full review of her records from August 2007 to August 2009, when her employment ended.

The investigation confirmed that the former tutor had committed academic fraud with and on behalf of student-athletes 1, 2 and 3 during the 2008-09 academic year and the summer of 2009. Regarding student-athlete 1, a review of email communications revealed that on April 21, 2008, the former tutor wrote conclusion paragraphs for five of student-athlete 1's writing assignments in an education course. By the time the violations were discovered, student-athlete 1 was no longer enrolled at the institution, so no further action was taken.

The investigation also revealed that, during the spring and summer of 2009, the former tutor provided improper academic assistance to student-athlete 2 on two occasions. On April 15, 2009, the former tutor emailed student-athlete 2 an outline that included a thesis statement and other substantive material for a writing assignment in a communications course. Student-athlete 2 used the material to write the paper and submitted it for course credit. On June 11, 2009, student-athlete 2 requested by email that the former tutor provide him information to add to another communications writing assignment. He attached a draft of the writing assignment to the email. The following day, the former tutor sent student-athlete 2 a revised version of the draft. Before returning the draft, the former tutor made various grammatical corrections and added approximately four sentences to the document, which was two and one-half pages in length.

As with student-athlete 1, the fraud regarding student-athlete 2 was not discovered until the fall of 2010, after his eligibility had expired and he had graduated from the institution. Student-athlete 2 was interviewed and acknowledged that the impermissible academic assistance had occurred. He stated that he did not realize the assistance he had received from her was impermissible under NCAA rules.

The investigation also revealed that, during the fall of 2008 and summer of 2009, the former tutor provided improper academic assistance to student-athlete 3 by composing and typing citations and works-cited pages for three of his writing assignments, making substantive changes to the body of two of the assignments and researching sources for one assignment. In November 2008, the former tutor composed a works-cited page, composed and inserted citations into the body of the paper, and added words to a writing assignment for a course. Further, in June 2009, the former tutor composed a works-cited

page, composed and inserted citations into the body of the paper, and added and edited content to a writing assignment in another course. Additionally, in July 2009, the former tutor composed a works-cited page, composed and inserted citations into the body of the paper, and conducted research for a writing assignment in a cultural evolution course.

Student-athlete 3 was still enrolled at the institution when the academic fraud was discovered. He admitted the improprieties and went through the reinstatement process.

The impermissible academic assistance provided by the former tutor rendered the student-athletes ineligible for athletics competition. They, therefore, competed while ineligible during various games of the 2008, 2009 and 2010 seasons.

2. IMPERMISSIBLE BENEFITS. [NCAA Bylaw 16.11.2]

During the 2009-10 academic year and August 2010, the former tutor provided approximately \$4,075 in impermissible extra benefits to football student-athletes.

Committee Rationale

The enforcement staff and the institution were in substantial agreement with the facts of this finding and that those facts constituted violations of NCAA legislation. The former tutor did not respond to the allegations or submit to interviews with either the institution or enforcement staff. Pursuant to NCAA Bylaw 32.6.2, the former tutor's failure to respond may be viewed as an admission. The committee finds that the violations occurred.

As noted previously, the former tutor graduated from the institution in May 2009. She continued to work as a part-time tutor in the student-athlete academic support program into the summer of that year. However, as the summer progressed, her supervisors in the academic support center began having concerns that the former tutor was possibly socializing with the student-athletes off campus, which was prohibited for tutors in the program. Because of the rumors, the institution in July 2009 made the decision not to renew her employment contract. No further investigation into her activities was conducted at that time.

Approximately a year later, in July 2010, student-athlete 4 was interviewed as part of the larger ongoing impermissible benefits investigation. During his interview, he stated that the former tutor paid a \$150 airline change fee for him in May 2010, so he could return from his spring break trip earlier than originally planned. Later, in November 2010, institutional personnel discovered that the former tutor had made a one-time payment of

\$1,789 in August 2010 to cover student-athlete 4's bill for outstanding campus parking tickets.

In August 2010, during the investigation into possible impermissible benefits, the institution uncovered emails indicating that, following the time her tutoring employment contract was not renewed, the former tutor may have provided tutoring services to several football student-athletes at no charge. The 11 involved student-athletes were interviewed and acknowledged receiving the assistance, stating that the sessions took place in the off-campus private residences of the former tutor or the student-athletes. All of the student-athletes expressed a lack of understanding that continuing to work with the former tutor, who had assisted them during her employment in the student-athlete academic support center, would be considered NCAA violations unless they paid fair market value for her services.

The 11 student-athletes, including student-athletes 3 and 4, received from one to 45 hours of free tutoring, totaling 194 hours. The institution assessed the value of the tutoring services at \$11 per hour, the rate the former tutor was paid while employed in the academic support center. The total value of the free tutoring she provided was calculated to be worth \$2,134.

To constitute a violation of NCAA Bylaw 16.11.2, the benefits must be provided by either an institutional employee or a representative of the institution's athletics interests, who are commonly referred to as boosters. As the former tutor was clearly not an institutional employee at the time the benefits were provided, her actions must be seen as those of a booster before they are covered by 16.11.2. That bylaw provides, in part, that a booster is "an individual...who is known (or who should have been known) by a member of the institution's executive or athletics administration to (d) be assisting or to have assisted in providing benefits to enrolled student-athletes or their families."

That the former tutor provided benefits to enrolled student-athletes is well documented. The committee further finds that the institution should have known of her providing the benefits, which means that, according to the bylaw, she was a booster at the time the benefits were provided. The "rumors" that circulated in the summer of 2009 that the former tutor was becoming "too friendly" with student-athletes resulted in her employment contract not being renewed, but the institution undertook no further investigation. Had even a cursory review of her institutional emails been performed, the administration would likely have learned of the existence of the academic fraud, recognized the need to do more than just terminate the employment of the former tutor, and addressed the problem by admonishing student-athletes not to have further contact with her. The evidence of the academic fraud was clearly set forth in the emails, as evidenced by its discovery once the emails were reviewed as part of the 2010 impermissible benefits investigation.

3. UNETHICAL CONDUCT AND FAILURE TO COOPERATE. [NCAA Bylaws 10.1, 10.1-(a), 10.1-(c) and 19.01.3]

During the period 2009 through 2011, the former tutor failed to deport herself in accordance with the generally recognized high standards of honesty and sportsmanship normally associated with the conduct and administration of intercollegiate athletics by knowingly providing 11 football student-athletes with improper benefits and by refusing to furnish information relevant to an investigation of possible violations of NCAA regulations when requested to do so by the enforcement staff and institution.

Committee Rationale

The enforcement staff and the institution were in substantial agreement with the facts of this finding and that those facts constituted violations of NCAA legislation. The former tutor did not respond to the allegations or submit to interviews with either the institution or enforcement staff. Pursuant to NCAA Bylaw 32.6.2, the former tutor's failure to respond may be viewed as an admission. The committee finds that the violations occurred.

As set forth in Finding B-2 immediately above, the former tutor knowingly provided impermissible benefits to enrolled student-athletes during the 2009-10 academic year and in August 2010. The benefits included free tutoring sessions and the payment of parking fines and airline fees for football student-athletes.

From the time the investigation began, the former tutor refused to cooperate with the institution and enforcement staff. From November 2010 through mid-January 2011, the former tutor and her attorney did not respond to multiple attempts by the enforcement staff and institution to schedule interviews with her regarding her knowledge of possible rules violations. The former tutor's attorney was contacted via telephone on November 4, 12 and 17, and December 16. He did not return voicemail messages left at his office, except for a November 18, 2010, voicemail message from a paralegal who stated that the former tutor's attorney planned to return an earlier voicemail message later that day. The attorney never returned the call.

The enforcement staff sent a final letter requesting an interview of the former tutor on January 3, 2011. Her attorney responded via mail on January 19, 2011, with a letter stating that the former tutor "has chosen not to be interviewed by the [institution] or anyone else." The letter further stated she understood that declining to be interviewed could result in a charge that she violated NCAA ethical conduct principles.

4. PREFERENTIAL TREATMENT AND BENEFITS FROM PROSPECTIVE AGENTS. [NCAA Bylaws 12.1.2.1.6 and 12.3.1.2]

During 2009 and 2010, seven football student athletes received \$27,544.88 in benefits from individuals, some of whom triggered NCAA agent legislation. The benefits were provided to student-athlete 3 (\$99); student-athlete 4 (\$5,084.70); and five other student-athletes ("student-athletes 5, 6, 7, 8 and 9") in the following amounts: student-athlete 5 (\$13,507.47); student-athlete 6 (\$5,642.92); student-athlete 7 (\$1,755); student-athlete 8 (\$1,320.75); and student-athlete 9 (\$135).

Committee Rationale

The enforcement staff and the institution were in substantial agreement as to the facts of this finding and that those facts constituted violations of NCAA legislation. The committee finds that the violation occurred.

On June 21, 2010, the NCAA staff notified the institution's athletics compliance office of information it had received suggesting that several current football student-athletes were taking trips with "runners" and receiving cash and gifts from agents and financial advisors. An investigation immediately ensued, with the compliance staff gathering requested documents, forming an investigative working group and scheduling and conducting interviews.

The student-athletes reported they received benefits from, and took trips sponsored by, various sports agents, their "runners," a jeweler and five former football student-athletes at the institution, including student-athlete 1. Because one of the former student-athletes ("former student-athlete A") worked for sports agents, the benefits he provided triggered NCAA agent legislation.

The benefits provided to student-athlete 5 totaled over \$13,000. They included approximately \$1,000 from sports agent 1 for March 2009 and July 2009 flights from the vicinity of campus to the Los Angeles area, where sports agent 1's sports agency was headquartered. While in California, student-athlete 5 received lodging valued at over \$3,000 and athletic training valued at \$1,020, all paid for by sports agent 1. An individual deemed to be a sports agent under NCAA bylaws ("sports agent 2") paid approximately \$2,000 to fly student-athlete 5 to Miami in March, April and May 2009. While student-athlete 5 was in Florida, sports agent 2 paid for his lodging, the use of a rental car and admissions to clubs. In 2010, sports agent 2 deposited \$1,000 into student-

athlete 5's bank account and a former student-athlete at the institution ("former student-athlete B") deposited \$2,000 onto a prepaid debit card for him.

The benefits given to the other six student-athletes were of the same nature. Student-athlete 6 received \$5,000 worth of jewelry from a Miami businessman in May 2010, lodging and the use of a rental car, valued at over \$300, while in Miami and meals valued at \$120 from various financial advisors. Another sports agency ("sports agency B") paid student-athlete 6's \$199 admission fee to a party held at a seaside hotel in Miami. Student-athlete 4 also was provided lodging club admissions, airline flights and the use of a rental car by sports agent 2.

The student-athletes had been educated by the institution regarding extra benefits. They were aware that accepting items of value from sports agents and their associates was forbidden, though they may not have realized that some benefits received from former institutional football student-athletes also could be considered preferential treatment benefits. Some of the student-athletes claimed to have repaid the amounts of at least some of the benefits they received. All of them were declared ineligible prior to the first football game of 2010, with student-athletes 3, 4 and 6 declared permanently ineligible. The others were reinstated for competition with certain conditions, including repayment of the value of the benefits they received and, for some of them, a requirement that they sit out a certain percentage of the institution's 2010 games. Because of the nature of his violations and the value of the benefits he received, the institution did not seek reinstatement of student-athlete 5's eligibility.

The suspensions played a significant role in the institution's football team performing below expectations during the 2010 season. Individuals left their jobs, student-athletes were unable to participate in a game they enjoy and trained for (with some being dismissed permanently from the squad), innocent teammates of the offending student-athletes were adversely affected, once-sterling reputations have been sullied and the institution now must answer for the major violations that occurred. This committee reiterates, as it has done in the past, that institutions must do more than just educate their student-athletes regarding agent and amateurism issues. Institutions must be particularly vigilant in monitoring those student-athletes who demonstrate potential as top professional prospects. And student-athletes must come to understand that, in dealing with agents and their associates, they risk losing their athletics eligibility and bringing NCAA rules problems to their teammates, coaches and schools.

5. FAILURE TO MONITOR. [NCAA Constitution 2.8.1]

During 2009 and 2010, the institution failed to monitor the conduct and administration of the football program. Specifically, the institution failed to a)

monitor the activities of former student-athlete A; and b) investigate information it obtained suggesting that student-athlete 5 may have been in violation of NCAA legislation.

Committee Rationale

The enforcement staff and institution were in substantial agreement with the facts of this finding and that those facts constituted violations of NCAA legislation. The committee finds that the violations occurred.

During 2009 and 2010, the institution failed to properly monitor the conduct of former student-athlete A. He was a former student-athlete at the institution who was given access to institutional training facilities. Approximately twice weekly he came to the facilities to work out with another former institutional football student-athlete. ("former student-athlete C"). On occasion, former student-athlete A also participated in drills and one-on-one training with current student-athletes.

The institution was unaware of former student-athlete A's affiliation with any sports agent and observed no inappropriate activity on his part in his interactions with student-athletes. However, in September 2010 institutional personnel learned through media reports that former student-athlete A was involved in activities with student-athletes at another institution that triggered NCAA agent legislation and caused him to be categorized as a "runner." The institution agreed that, at that time, it should have regarded former student-athlete A with a heightened awareness and precluded him from having contact with student-athletes, some of whom were projected as professional prospects. Had the institution taken a closer look at former student-athlete A, it may have been able to discover that he had provided benefits to student-athletes 8 and 9 as part of the violations detailed in Finding B-4 above. He provided transportation, meals, lodging and party admission fees worth over \$700 to student-athlete 8, mostly in Las Vegas in May 2010. He provided the use of a rental car to student-athlete 9, also in May 2010.

Institutional administrators require student-athletes to inform their coaches when they plan to travel off campus. The requirement is not to track their travels, but for the purpose of allowing coaches the ability to reach the student-athletes in the event there is a need to contact them. The student-athletes are cautioned to "do the right thing" when they are off campus.

During 2009 and 2010, student-athlete 5, a prospective high professional draft choice, took a number of trips off campus. At times he failed to inform his coaches that he was leaving, while at other times he stated that he was going to visit in his home city. In 2009, student-athlete 5 began to express a desire to train at locations other than on

campus. It was emphasized to him by coaches and administrators that he must inform the coaches when he was leaving, but he did not always do so. With his expenses paid for by sports agent 1, and without the knowledge of any institutional personnel, student-athlete 5 traveled to California in both March and July 2009. In 2010, he traveled to Miami three times between March 8 and May 31, with all expenses paid by sports agent 2. He also made trips to Washington D.C. in 2009 and 2010 that were paid for by sports agents.

Though student-athlete 5 did not tell institutional personnel he was going to travel to California and Miami, he did express a desire to train with two National Football League (NFL) players, including former student-athlete B. A simple internet search of the two NFL players would have revealed that they lived and trained in California and were clients of sports agent 1. At that point, the institution could have questioned him regarding the details of the trips, including how he was paying for the plane tickets and where he would be staying. The institution did no follow-up.

In mid- to late-May 2010, student-athlete 5 told an institutional administrator that he had traveled to Miami with a friend who was an NFL player. The administrator did not make any inquiry regarding the trip. Failing to investigate the facts surrounding the trips, which indicated a possibility that violations could occur, constituted failure to monitor. Once the information was known, the institution had a duty to follow up to ensure student-athlete 5 was not accepting impermissible benefits to bankroll his travels. The failure to monitor the situation precluded the institution from having any chance of discovering the violations.

The enforcement staff also alleged a failure to monitor because the institution did not "consistently" monitor the social networking activity of its student-athletes. The social networking site of student-athlete 5 contained information that, if observed, would have alerted the institution to some of the violations set forth above in Finding B-4.

The committee declines to impose a blanket duty on institutions to monitor social networking sites. Consistent with the duty to monitor other information outside the campus setting (beyond on-campus activities such as countable athletically related activities, financial aid, satisfactory progress, etc.), such sites should be part of the monitoring effort if the institution becomes aware of an issue that might be resolved in some part by reviewing information on a site. For example, there exists no inherent duty of institutions to monitor the purchase of clothes by student-athletes. However, if an institution obtains information that a student-athlete's clothes are being purchased by a booster, and if that student-athlete is seen wearing new and expensive clothes, a duty to investigate the student-athlete's clothing purchases would arise. Similarly, in this case the committee found a failure to monitor because the institution was informed that student-athlete 5 was either planning to travel out-of-town or had made trips out-of-town.

The institution failed to act on that information, even though a cursory review would have shown that the travel included trips to California and Miami, locales which might have attracted the attention of the compliance department. While the institution does not have an inherent duty to monitor personal travel by student-athletes, once it became aware of the circumstances of student-athlete 5's travel it had a duty to investigate how the trips were paid for.

The same is true with social networking sites; if the institution receives information regarding potential rules violations, and if it is reasonable to believe that a review of otherwise publically available social networking information may yield clues to the violations, this committee will conclude that the duty to monitor extended to the social networking site.

The committee recognizes that social networking sites are a preferred method of communication in present society, particularly so among college-age individuals. While we do not impose an absolute duty upon member institutions to regularly monitor such sites, the duty to do so may arise as part of an institution's heightened awareness when it has or should have a reasonable suspicion of rules violations. If the membership desires that the duty to monitor social networking sites extend further than we state here, the matter is best dealt with through NCAA legislation.

6. UNETHICAL CONDUCT AND FAILURE TO COOPERATE. [NCAA Bylaws 10.1, 10.1-(a), 10.1-(d) and 19.01.3]

Beginning in August 2010, the former assistant coach failed to deport himself in accordance with the generally recognized high standards of honesty and sportsmanship normally associated with the conduct and administration of intercollegiate athletics by refusing to furnish information relevant to an investigation of possible violations of NCAA legislation when requested to do so by the NCAA and by furnishing the NCAA and the institution false and misleading information.

Committee Rationale:

The enforcement staff and institution were in substantial agreement with the facts of this finding and that those facts constituted violations of NCAA legislation. The former assistant coach was in agreement that he declined to provide the requested information and agree to follow-up interviews, but he stated that, because he was no longer an employee of an NCAA institution, he was not obligated to provide further information or submit to further interviews. The former assistant coach did not agree that he provided false and misleading information. The committee finds that the violations occurred.

As mentioned previously, in June 2010 the NCAA enforcement staff and the institution initiated an investigation into potential violations of NCAA agent legislation by student-athletes at the institution. The investigation resulted in the discovery of various violations that became the basis for Finding B-4 above. As the investigation progressed, the former assistant coach was one of many people interviewed. His interviews took place on August 3 and August 31, 2010.

One focus of the interviews was the former assistant coach's relationship with sports agency A, which is operated by sports agent 1, who had provided some of the impermissible benefits to student-athlete 5. Among other things, the investigators were particularly interested in the detail surrounding a \$45,000 deposit made into the bank account of the former assistant coach on December 26, 2007. The money originated at a bank in New York through which sports agent 1 conducted much of his business. The former assistant coach had no ties to the bank or the area where it is located.

The enforcement staff also requested limited tax information from the former assistant coach. The staff requested the loan and tax information so as to clarify the nature of the former assistant coach's relationship with sports agency A.

The requests were made after the former assistant coach had left the employment of the institution. Letters were sent to his attorney requesting the items on September 28, 2010, and March 10 and June 13, 2011. In the June 13 letter the enforcement staff also requested an additional interview. Shortly thereafter, the former assistant coach's attorney phoned the enforcement staff to inform them he would not be providing further materials or submitting to another interview.

Both in his response to the notice of allegations and at the hearing, the former assistant coach and his attorney acknowledged they had refused to turn over the requested information and submit to another interview. They argued they were not required to do so because 1) the former assistant coach was, at the time of the request, no longer employed by an NCAA member institution; 2) the \$45,000 transaction was a personal loan that did not constitute athletically related income; 3) the subjects had already been discussed in the former assistant coach's interviews; 4) the former assistant coach had already provided numerous bank records; 5) the former assistant coach had been subjected to a "rush to judgment" during the investigation; and 6) any information he provided was being "twisted" against him.

Bylaw 10.1 applies to former institutional staff members as well as present employees, thus the former assistant coach's obligation did not end when his employment at the institution did. And while the committee notes in the former assistant coach's favor that he consented to two interviews and provided a number of documents, it is not unusual,

during the course of an investigation, for information to be developed that leads to requests for further evidentiary items. As long as the further requests are in good faith and not unduly burdensome, they must be complied with. The committee concluded that the requests to the former assistant coach were neither excessive in nature nor made for any illegitimate purpose; they were made in furtherance of legitimate questions that arose relevant to issues that had not yet been resolved. The enforcement staff was specifically interested in whether the former assistant coach had ever been employed by or received payments from sports agent 1 or his sports agency, information which was germane to questions in the case. The requested records could have helped establish the answers. As such, the former assistant coach had an obligation under Bylaw 10.1 to comply with the requests.

The former assistant coach and sports agent 1 were, by former assistant coach 1's own description, "lifelong best friends" since first becoming acquainted in 1984. The former assistant coach called sports agent 1 an "ever present" figure in his life. Shortly after being released as head football coach of an NCAA member institution in November 1998, the former assistant coach and his family moved to California, at least in part to be near sports agent 1. The former assistant coach remained in California until 2002.

During his August 3 and 31, 2010, interviews with the enforcement staff and institution, the former assistant coach was asked numerous times if he had ever been employed by sports agent 1 or his sports agency (sports agency A). On each occasion he denied that he had ever worked for them or been compensated by them, stating only that he "was just training guys" who happened to be clients of the sports agency. However, in a brochure published and disseminated by the sports agency, the former assistant coach is described as vice president/football operations. He is quoted in the brochure as saying "Together with [sports agent 1], I can utilize what I've learned and be there for *our* clients to help lead them down the path to NFL prominence" (emphasis added). The brochure also states "[The former assistant coach] made the move into athletics representation because he feels he can have a greater on-going positive impact on the careers of athletes than merely coaching them in college for four years."

When asked why the statements and his photograph appeared in the brochure, the former assistant coach stated that he just needed a title and that the brochure was produced in 1999, at a time when he was "thinking" about working for the sports agency. However, the brochure contains a picture of a client of the agency, dressed in his NFL uniform, who did not enter the professional ranks until 2001, meaning the brochure was in production for at least a couple of years.

Further, the former assistant coach possessed a credit card issued to the sports agency. Early in his first interview he was asked to list all credit cards he possessed and did so, detailing a number of debit and credit cards he either presently or formerly held. He did not mention a card in the name of the sports agency. Asked specifically about a card

issued to the sports agency, he stated "I didn't have a card through [the sports agency]" and "I just don't know for sure. I don't think I did though." At the time of his second interview, after being told the enforcement staff intended to review his credit report to determine all credit cards he held, he acknowledged he held a credit card in the name of the sports agency from 1999 to 2007 and that sports agent 1 helped pay off the balances due.

Once the former assistant coach's credit report was obtained, it was found to list sports agency A as one of his employers. His explanation was that he "used [sports agency A] as a reference" when looking to rent or buy something. Finally, an individual employed by sports agency A from 2000 to 2004 ("sports agency employee") stated that the former assistant coach worked at the agency from 2000 to 2002. The sports agency employee was able to provide a detailed description of sports agency A's office layout, and he named all others working in the agency at the time the former assistant coach was employed there. He described the former assistant coach as a "partner" of sports agent 1 who trained the clients and helped recruit student-athletes to the company. The former assistant coach attended lunches and other meetings with potential clients and was the individual who was best able to "sell" the agency.

The committee noted that, in spite of the former assistant coach's assertion that he used sports agency A as a reference when seeking loans or leases, he did not produce any documentation to that effect.

At the hearing, and in a reversal of his previous position, the former assistant coach expressed a willingness to provide the tax and loan records sought by the enforcement staff. Without ruling on the issue of timely compliance, the committee granted him time to make the materials available. Following the hearing, his attorney and the NCAA enforcement staff engaged in discussions regarding the circumstances under which the documents would be produced. Finally, in early February 2012, further documentation was delivered to the enforcement staff.

The belated delivery of the documents precluded the enforcement staff from the ability to question the former assistant coach about the documents or follow up on his answers. We find that the failure to make a timely delivery of the documents constituted failure to cooperate. The documents were not delivered for over three months following the hearing, resulting in a significant delay in bringing this matter to a conclusion and finalizing and releasing this report. All parties to infractions proceedings are entitled to have cases processed as expeditiously as possible. Even though the former assistant coach had steadfastly refused to provide the requested documents prior to the hearing, once he indicated a willingness to supply the documents the final adjudication of the case was postponed to allow him to do so. To the detriment of the institution, the other

involved parties and the infractions process, he then took over three additional months to supply the materials.

The committee notes the former assistant coach's contention that his tax information does not show the receipt of any earned income from sports agent 1 or his sports agency. While relevant, tax filings are not dispositive of the bylaw compliance issue before us. We find that there was enough business history and ongoing business-related interaction that the former assistant coach should have reported the receipt of the money, whether it was earned income or not, to the institution. His failure to do so was damaging to the institution and constituted a breach of his duty under Bylaw 11.2.2. (See Finding B-7 below).

Based on the totality of evidence, the committee concludes that the former assistant coach was either employed by or compensated by sports agent 1 and sports agency A. His denials, as well as his refusals to submit to a further interview and provide pertinent information in a timely manner, constituted unethical conduct.

7. FAILURE TO REPORT OUTSIDE INCOME. [NCAA Bylaw 11.2.2]

From May 2007 to October 2009, the former assistant coach did not report \$31,000 in athletically related outside income from sports agency A. Specifically, the former assistant coach received wire transfers in amounts ranging from \$1,000 to \$10,000 from sports agency A's bank account into his personal bank account on seven occasions; however, he did not provide a written account of the income to the institution, as required by NCAA legislation.

Committee Rationale

The enforcement staff and the institution were in substantial agreement as to the facts of this finding and that those facts constitute violations of NCAA legislation. The former assistant coach agreed that he received money from the sports agency but denied that he had an obligation to report the money to the institution because it was not athletically related income. The committee finds that the violation occurred.

NCAA Bylaw 11.2.2 requires all full- or part-time athletics personnel to annually provide a written accounting of all athletically related income and benefits received from sources outside the institution. Before it is necessary for the income or benefits to be reported, the individual must be employed in an athletics capacity by a member institution and must receive income or benefits related to an athletics purpose.

The former assistant coach was employed by the institution from early 2007 through August 2010. In his appointment letter dated April 13, 2007, and in his reappointment letters in the following years, he was instructed that he needed prior written approval for all athletically related income from sources outside the institution. Additionally, all athletics staff members were educated on the need to comply with Bylaw 11.2.2.

It is undisputed that, during his time as an institutional employee, the former assistant coach received a number of wire transfers from sports agency A's account as follows:

- May 21, 2007: \$10,000;
- June 22, 2007: \$1,000;
- October 25, 2007: \$2,500;
- December 4, 2007: \$3,000;
- April 1, 2008: \$5,000;
- March 31, 2009: \$5,000;
- October 15, 2009: \$5,000.

It is also undisputed that the former assistant coach did not report the income to the institution.

In his response and at the hearing, the former assistant coach characterized the transfers as gifts from a friend at a time when the former assistant coach was experiencing financial difficulties. Were that the case, the income/benefits would not have to be reported as athletically related income. However, the committee finds the payments were related to the former assistant coach's relationship with sports agent 1 and his agency. The relationship included the former assistant coach providing information related to potential clients (that is, current student-athletes) and his efforts to coordinate relationships between sports agent 1 and potential clients.

As stated in Finding B-6, the former assistant coach was in a business relationship with sports agent 1. It cannot be determined with certainty when their business relationship began, but, generally, it appears to have commenced in early 1999, when the former assistant coach moved to California after being released from his position as a head football coach. There was no showing that the partnership continued to exist in a formal sense after 2002, when the former assistant coach moved out of California and, within a year, began coaching on the collegiate level again.

But the committee noted that the relationship between the former assistant coach and sports agent 1 was strong both prior to 1999 and after 2002. The two individuals met in 1984 and, by the former head coach's own admission, were best friends. A former student-athlete ("former student-athlete D") at the institution where the former assistant coach worked in various capacities from 1985 to 1998 described in detail for

investigators how, back in 1985, the former assistant coach steered him toward sports agent 1 and was "instrumental" in former student-athlete D, a highly coveted professional prospect, signing with sports agent 1's agency (sports agency A). Former student-athlete D also stated that the former assistant coach had relationships with other student-athletes who eventually retained sports agent 1 (though some of those individuals denied being steered to sports agent 1 by the former assistant coach), with some of those relationships also going back many years.

Former student-athlete D stated he had no malice toward the former assistant coach. His statements, which were clear and detailed, were consistent with statements made by others, and the committee did not detect any hidden agenda on his part.

The sports agency employee also provided detailed information regarding student-athletes recruited by the former assistant coach to sports agency A, even though the former assistant coach denied ever doing so. The sports agency employee stated that the recruitment efforts of the former assistant coach continued even after the former assistant coach left the sports agency in 2002 to return to coaching on the collegiate level. The sports agency employee had personal knowledge of the former assistant coach recruiting a client for the sports agency in 2002, the first client sports agent 1 ever signed from the institution whose staff the former assistant coach joined upon leaving sports agency A. Similarly, within a year after the former assistant coach joined the coaching staff of a second institution in 2003, sports agent 1 signed a client from that institution. Later, while still at the second institution, the former assistant coach personally introduced the sports agency employee to two potential clients from that institution, provided contact information and "helped to support" the sports agency employee in his bid to land the two student-athletes as clients. The sports agency employee was able to sign both student-athletes for sports agency A.

Once the former assistant coach began working at North Carolina in 2007, sports agency A landed former student-athlete B as its first-ever client from the institution. The former assistant coach was former student-athlete B's position coach during the 2007 season, after which time former student-athlete B retained the services of sports agent 1. The former assistant coach acknowledged a close relationship with former student-athlete B and that sports agent 1 was interested in representing him.

The committee concludes that the former assistant coach continued recruiting clients for sports agency A even after he returned to coaching in 2002.

Due to sports agent 1 and former student-athlete B declining to be interviewed, the enforcement staff was unable to ascertain the exact date former student-athlete B retained sports agent 1. However, the committee noted that payments to the former assistant coach from sports agent 1 occurred on October 25, 2007 - \$2,500 and December 4, 2007

- \$3,000. The dates are significant in that they generally correspond with the time former student-athlete B's senior season of football was winding down and he would have been looking to retain the services of an agent. As stated above, former student-athlete B picked sports agent 1 to represent him, the first student-athlete from the institution to ever do so. Though the evidence is circumstantial, the committee finds that the payments on October 25 and December 4 were made in furtherance of the relationship in which the former assistant coach was compensated for supplying information to sports agent 1 and influencing student-athletes toward him and his sports agency.

On April 1, 2008, sports agent 1 wired \$5,000 to the former assistant coach. The significance of the timing is that the payment occurred immediately prior to the NFL draft. The committee finds that it too was related to the former assistant coach assisting sports agent 1 in becoming the representative of former student-athlete B.

On both March 31, 2009, and October 15, 2009, sports agent 1 wired payments of \$5,000 to the former assistant coach. During the same time frame, student-athlete 5 was on campus; he played as a junior in the fall of 2009 and considered foregoing his senior year of athletics eligibility to enter the professional ranks prior to the 2010 season. The former assistant coach was student-athlete 5's position coach.

As well as could be determined, student-athlete 5 and sports agent 1 met for the first time in March 2009, when student-athlete 5 traveled to California to train with former student-athlete B, who by that time was residing there. Despite the fact that sports agent 1 had, prior to the trip, never met student-athlete 5, sports agent 1 paid student-athlete 5's expenses for the trip in violation of NCAA rules (see Finding B-4 above).

It is reasonable to conclude that sports agent 1 and student-athlete 5 became acquainted through the efforts of the former assistant coach. The former assistant coach's claims that he did not know sports agent 1 was recruiting student-athlete 5 during this time frame were unpersuasive. As noted earlier, the former assistant coach and sports agent 1 were close friends who spoke frequently. Further, phone records confirmed regular contact among student-athlete 5, sports agent 1 and the former assistant coach from March 6 to March 14, 2009, the exact days student-athlete 5 was in Los Angeles meeting sports agent 1 for the first time. Of particular note to the committee was a series of phone calls on March 7 at 6:30 p.m., the former assistant coach spoke to sports agent 1 for three minutes. The former assistant coach then immediately called student-athlete 5. Later on the same evening, the former assistant coach called student-athlete 5 at 10:02 p.m. before phoning sports agent 1 at 10:06 p.m. Also significant were two March 11 phone calls from the former assistant coach to student-athlete 5's high school coach ("high school coach") at 4:37 p.m. and 4:44 p.m., followed immediately by a call to sports agent 1 at 4:45 p.m. It was the high school coach who student-athlete 5 initially claimed in his

interviews purchased the plane ticket for him to travel to California before records confirmed the purchase was made by sports agent 1.

The evidence that the former assistant coach was aware sports agent 1 and student-athlete 5 were communicating is overwhelming. It reasonably follows that he was also aware their communication dealt with sports agent 1 representing student-athlete 5.

The former assistant coach claimed to be unaware that student-athlete 5 was in Los Angeles to train. Based on the phone calls detailed above, which occurred while student-athlete 5 was in California, the committee is unpersuaded by this claim. Similarly, the former assistant coach's claims that he was unaware sports agent 1 was recruiting student-athlete 5 are not persuasive. Even though the former assistant coach claimed no knowledge of sports agent 1 recruiting student-athlete 5, he acknowledged in one of his interviews that he told sports agent 1 not to contact him about student-athlete 5 and to instead go through the high school coach to recruit him. This shows an awareness that his best friend, a person he spoke to frequently, desired to represent student-athlete 5. To believe the former assistant coach was unaware is contrary to common sense and the weight of the evidence.

In 2009, the first \$5,000 payment to the former assistant coach was made on March 31, two weeks after student-athlete 5 returned from the first California trip financed by sports agent 1. The second \$5,000 payment was received by the former assistant coach on October 15. The committee finds the payments were made by sports agent 1 in return for the former assistant coach helping guide potential clients to sports agency A.

The former assistant coach's assertions that the payments were made to help him out of financial difficulty are not persuasive. On October 25, 2007, the date of the \$2,500 payment, the former assistant coach had over \$52,000 in the bank and was being paid over \$10,000 per month by the institution. In April 2008, the time of the first \$5,000 payment, he had over \$23,000 in the bank and was still being paid over \$10,000 per month. By March 2009 his monthly pay had increased to over \$12,000, and in October 2009 he was being paid \$13,339.51 per month. While he had debts and obligations, the evidence does not support that he was in particular financial peril at the times of the payments.

Further, the former assistant coach told the enforcement staff in his initial interview that he had no financial problems. It was not until subsequent interviews that he indicated he had financial struggles, including the payment of tuition for his children and mortgage and lease payments on various residences he maintained as he changed coaching positions. However, as outlined above, the committee finds that the payments made to the former assistant coach from sports agent 1 were made to compensate him for his work for the sports agency and the access he provided to NFL-caliber student-athletes.

Therefore, the committee finds that the first two payments made in May 2007 also constituted athletically related income from sources outside the institution.

Because the committee finds that the funds paid to the former assistant coach were, at least in material part, compensation for his assistance in guiding potential clients to the sports agency, they were athletically related income. The former assistant coach violated NCAA rules when he failed to report the income to the institution.

C. **PENALTIES.**

For the reasons set forth in Parts A and B of this report, the Committee on Infractions found that this case involved major violations of NCAA legislation. In determining the appropriate penalties to impose, the committee considered the institution's self-imposed penalties and corrective actions. [Note: The institution's corrective actions are contained in Appendix Two.]

The committee also considered the institution's cooperation in the processing of this case. Cooperation during the infractions process is addressed in Bylaw 19.01.3 - **Responsibility to Cooperate**, which states in relevant part that, "All representatives of member institutions shall cooperate fully with the NCAA enforcement staff, Committee on Infractions, Infractions Appeals Committee and Board of Directors. The enforcement policies and procedures require full and complete disclosure by all institutional representatives of any relevant information requested by the NCAA enforcement staff, Committee on Infractions or Infractions Appeals Committee during the course of an inquiry." Further, NCAA Bylaw 32.1.4 - **Cooperative Principle**, also addresses institutional responsibility to fully cooperate during infractions investigations, stating, in relevant part, "The cooperative principle imposes an affirmative obligation on each institution to assist the enforcement staff in developing full information, to determine whether a possible violation of NCAA legislation has occurred and the details thereof." The committee determined that the cooperation exhibited by the institution met its obligation under Bylaws 19.01.3.3 and 32.1.4.

The institution had educated its tutors regarding academic improprieties and its coaches regarding outside athletically related income. It self-discovered the academic fraud and took decisive action when the former assistant coach's violations came to light. It cooperated fully, is not a repeat violator and, although there is a finding of failure to monitor, the institution exhibited appropriate control over its athletics program. Nonetheless, the violations in this case were serious and widespread, involving academic fraud, the receipt of over \$27,000 in impermissible benefits from individuals including agents/runners by seven student-athletes, and unethical conduct by the former assistant coach. The committee concluded that, in light of the serious nature of the violations, the

institution did not warrant relief from the penalties to be imposed by the committee in this case.

1. Public reprimand and censure.
2. Three years of probation from March 12, 2012, through March 11, 2015. (The institution self-imposed a two-year period of probation beginning on September 19, 2011).
3. The institution will vacate all victories by the football program during the 2008 and 2009 seasons (Institution imposed). The vacations shall be effected pursuant to NCAA Bylaws 19.5.2.2-(e)-(2) and 31.2.2.3. Further, if any ineligible student-athletes competed in the postseason after either the 2008 or 2009 season, that participation shall be vacated as well.

The individual records of all student-athletes who competed while ineligible shall also be vacated. Further, the institution's records regarding football, as well as the record of the former head coach will reflect the vacated records and will be recorded in all publications in which football records are reported, including, but not limited to institutional media guides, recruiting material, electronic and digital media plus institutional, conference and NCAA archives. Any institution which may subsequently hire the former head coach shall similarly reflect the vacated wins in his career records documented in media guides and other publications cited above. Head coaches with vacated wins on their records may not count the vacated wins to attain specific honors or victory "milestones" such as 100th, 200th or 500th career victories.

Any public reference to these vacated contests shall be removed from athletics department stationery, banners displayed in public areas and any other forum in which they may appear.

Finally, to ensure that all institutional and student-athlete vacations, statistics and records are accurately reflected in official NCAA publication and archives, the sports information director (or other designee as assigned by the director of athletics) must contact the NCAA director of statistics and appropriate conference officials to identify the specific student-athlete(s) and contest(s) impacted by the penalties. In addition, the institution must provide the NCAA statistics department a written report, detailing those discussions with the director of statistics. This document will be maintained in the permanent files of the statistics department. This written report must be delivered to the NCAA statistics department no later than 45 days following the initial Committee on

Infractions release or, if the vacation penalty is appealed, the final adjudication of the appeals process.

4. The institution will reduce by a total of 15 the number of both initial and total grants-in-aid over a three-year period covering the 2012-13, 2013-14 and 2014-15 academic years. The institution proposed a reduction of nine initial and total grants over the same period. The reductions shall be applied as follows:
 - a. A reduction of five initial and total grants in aid for the 2012-13 academic year;
 - b. A reduction of five initial and total grants in aid for the 2013-14 academic year; and
 - c. A reduction of five initial and total grants in aid for the 2014-15 academic year.

Due to the timing of the release of this report, the committee recognizes that the institution may have already committed a full complement of initial and total football grants for the 2012-13 academic year. Therefore, if the institution wishes to do so, it may request that the committee delay the imposition of this penalty for one year.

5. The institution will pay a monetary fine of \$50,000. (Institution imposed).
6. On October 4, 2010, the department of athletics issued a disassociation letter to the former student-athlete. The letter incorporates the requirements of Bylaw 19.5.2.4. (Institution imposed).
7. On November 5, 2010, the department of athletics issued a disassociation letter to the former tutor. The letter incorporates the requirements of Bylaw 19.5.2.4. (Institution imposed).
8. Because of their involvement in the impermissible academic activities detailed in Finding B-1, student-athletes 1, 2 and 3 competed in certain football contests during the 2008, 2009 and 2010 seasons while ineligible. Due to them receiving the impermissible benefits detailed in Finding B-4, student-athletes 5, 7 and 8 all participated in 13 games of the 2009 season while ineligible. In total, the six student-athletes participated in 71 football contests among them during the 2008, 2009 and 2010 seasons while ineligible for intercollegiate competition. Due to the ineligible participation of the six football student-athletes, four of whom made substantial contributions to the football team's success, the institution received a significant competitive advantage. Further, as set forth in Findings B-1 and B-5, this case included a failure to monitor by the institution and the commission of

academic fraud by an institutional employee. Therefore, in accordance with NCAA Bylaw 19.5.2-(g), the institution's football team shall end its 2012 season with the playing of its last regularly scheduled, in-season contest and shall not be eligible to participate in any postseason competition, including a conference championship game or bowl game. Further, during the 2012 season the institution shall not be allowed to take advantage of any of the exemptions provided in Bylaw 17.9.5.2.

9. Though he submitted to interviews and provided requested documentation while employed at the institution, once his employment ended the former assistant coach did not cooperate with the investigation. He refused to provide documentation relevant to issues in the case. Further, he provided false and misleading information when interviewed regarding his employment with sports agent 1's sports agency. Finally, he failed to report athletically related income as required by NCAA bylaws and his institutional employment contract. Therefore, the committee imposes a three-year show-cause upon the former assistant coach. During that period, which begins on March 12, 2012, and ends on March 11, 2015, the committee restricts the athletically related duties of the former assistant coach as follows:
 - a. During the duration of the show-cause order, the former assistant coach is precluded from any and all recruiting activities as set forth and defined in NCAA Bylaw 13.
 - b. Within 30 days of the release of this report or 30 days after the hiring of the former assistant coach, whichever is later, any employing member institution shall file a report with the office of the Committees on Infractions setting forth its agreement with these restrictions or asking for a date to appear before the committee to contest the restrictions. Every six months thereafter through the end of the period of the show-cause order, the employing institution shall file further reports detailing its adherence to these restrictions.
10. During this period of probation, the institution shall:
 - a. Continue to develop and implement a comprehensive educational program on NCAA legislation to instruct the coaches, the faculty athletics representative, all athletics department personnel and all institution staff members with responsibility for the certification of student-athletes' eligibility for admission, financial aid, practice or competition;

- b. Submit a preliminary report to the office of the Committees on Infractions by May 1, 2012, setting forth a schedule for establishing this compliance and educational program; and
 - c. File with the office of the Committees on Infractions annual compliance reports indicating the progress made with this program by January 15 of each year during the probationary period. Particular emphasis should be placed on 1) education for tutors, student-athletes and staff regarding academic fraud; 2) education for student-athletes and staff regarding impermissible benefits and interaction with agents/runners; 3) educating staff regarding outside athletically related income; and 4) monitoring student-athletes with professional potential. The reports must also include documentation of the institution's compliance with the penalties adopted and imposed by the committee.
11. During the period of probation, the institution shall:
- a. Inform prospective student-athletes in football that the institution is on probation for three years and explain the violations committed. If a prospective student-athlete takes an official paid visit, the information regarding violations, penalties and terms of probation must be provided in advance of the visit. Otherwise, the information must be provided before a prospective student-athlete signs a National Letter of Intent.
 - b. Publicize the information annually in football media guides or via web posting on the football section of the athletics web site as well as in a general institution alumni publication to be chosen by the institution with the assent of the office of the Committees on Infractions. A copy of the publicized information, alumni publication, and information included in recruiting material shall be included in the compliance reports to be submitted annually to the Committees on Infractions.
12. The above-listed penalties are independent of and supplemental to any action that has been or may be taken by the Committee on Academic Performance through its assessment of contemporaneous, historical, or other penalties.
13. In accordance with Bylaw 19.5.2.7, the NCAA president shall forward a copy of the public infractions report to the appropriate regional accrediting agency.
14. At the conclusion of the probationary period, the institution's president shall provide a letter to the committee affirming that the institution's current athletics policies and practices conform to all requirements of NCAA regulations.

As required by NCAA legislation for any institution involved in a major infractions case, the University of North Carolina, Chapel Hill shall be subject to the provisions of NCAA Bylaw 19.5.2.3, concerning repeat violators, for a five-year period beginning on the effective date of the penalties in this case, March 12, 2012.

Should the institution or either of the involved individuals appeal either the findings of violations or penalties in this case to the NCAA Infractions Appeals Committee, the Committee on Infractions will submit a response to the appeals committee.

The Committee on Infractions advises the institution that it should take every precaution to ensure that the terms of the penalties are observed. The committee will monitor the penalties during their effective periods. Any action by the institution contrary to the terms of any of the penalties or any additional violations shall be considered grounds for extending the institution's probationary period or imposing more severe sanctions or may result in additional allegations and findings of violations. An institution that employs an individual while a show-cause order is in effect against that individual, and fails to adhere to the penalties imposed, subjects itself to allegations and possible findings of violations.

Should any portion of any of the penalties in this case be set aside for any reason other than by appropriate action of the Association, the penalties shall be reconsidered by the Committee on Infractions. Should any actions by NCAA legislative bodies directly or indirectly modify any provision of these penalties or the effect of the penalties, the committee reserves the right to review and reconsider the penalties.

NCAA COMMITTEE ON INFRACTIONS

Britton Banowsky, chair

John S. Black

Brian P. Halloran

Roscoe C. Howard Jr.

Andrea (Andi) Myers

James O'Fallon

Gregory Sankey

Rod Uphoff

APPENDIX ONE

CASE CHRONOLOGY.

2006

December 16 – The former assistant football coach was hired.

2007

August – The former tutor began employment with the institution's academic support center during her junior year at the institution.

2008

April 21 – The former tutor emailed student-athlete 1 five Education 441 course writing assignments containing conclusion paragraphs written by the former tutor.

November – The former tutor emailed student-athlete 3 a draft of a course assignment to which she made substantive changes and composed the works-cited page.

2009

March 7-14 - Student-athlete 5 received \$2,680 in lodging, airfare and training benefits from sports agent1.

March 7 and 8 – Student-athletes 7 and 8 received \$242 in meals, lodging and transportation benefits from a former student-athlete at the institution.

April 15 – The former tutor emailed student-athlete 2 an outline for a Communication 270 course writing assignment containing a thesis statement and other substantive material written by the former tutor.

May – The former tutor received an institutional award for tutoring excellence and received an undergraduate degree from the institution.

June – The former tutor emailed student-athlete 3 a draft of a course assignment to which she had made substantive changes and composed the works-cited page.

June 11 – Student-athlete 2 emailed the former tutor a draft of his Communication 224 course writing assignment and asked her for information to include.

June 12 – The former tutor emailed student-athlete 2 a draft of his Communication 224 writing assignment containing approximately two and one-half pages of content written by the former tutor.

July – The former tutor emailed student-athlete 3 research she had conducted for a course writing assignment and a draft of a course assignment to which she had added a works-cited page. An academic support center employee informed the associate director of academic support program that the former tutor was rumored to have visited football student-athletes at their residences.

July 3-5 – Student-athlete 5 received \$357 in air fare benefits from sports agent 2.

July 22 through August 1 – Student-athlete 5 received \$2,400 in lodging and training benefits from sports agent 1.

August 2009 – The director of academic support center and the assistant director of athletics for certification discussed rumors of potential inappropriate relationships between the former tutor and football student-athletes. The former tutor was notified by the director of academic support center that her contract with the institution's academic support center would not be renewed by the institution.

September 30 - Institution sent a letter to the former tutor instructing her that it was impermissible to continue providing tutoring services to student-athletes.

September 2009 through August 2010 – The former tutor provided approximately 142 hours of free tutoring services to football student-athletes.

2010

February - Student-athlete 4 received \$375 in jewelry benefits from student-athlete 1.

Spring - Student-athlete 6 received \$120 in meal benefits from various financial advisors. Additionally, he received \$1,000 in cash from student-athlete 1.

March – Student-athlete 4 received \$1,234 in air fare and lodging benefits from student-athlete 1.

March 5-10 – Student-athlete 7 received \$1,235 in meals, lodging, transportation and entertainment benefits from a former student-athlete at the institution.

March 8- 14 – Student-athlete 5 received \$1,262 in air fare and lodging benefits from sports agent 2.

March 11 – The former tutor paid \$150 flight change fee for student-athlete 4.

April 10 – Student-athlete 6 received \$5,000 from a jeweler from Miami, who student-athlete 5 met outside the Kenan Memorial Football Stadium after the football game.

April 24 and 25 – Student-athletes 3, 4 and 5 received a total of \$207 in lodging and entertainment benefits from sports agent 2.

May first summer session – The director of football student-athlete development received information from a staff member, whose identity he could not remember, about student-athlete 5's Twitter page containing excessive cursing. The director of football student-athlete development called student-athlete 5 into his office and told him to take down the excessive cursing comments on his Twitter page. Student-athlete 5 told the director of football student-athlete development that he removed the comments, but the director did not check the student-athlete's account. The associate athletics director for football administration also reported that he received information in May that the Twitter page contained excessive profane language but did not view the Twitter page.

May 7 and 12 – Student-athlete 5 received \$299 in air fare benefits from sports agent 2.

May 15 – Student-athletes 4 and 5 received \$1,326 and \$1,018, respectively, in air fare, lodging, transportation and entertainment benefits from sports agent 2.

May 21 – Student-athlete 8 traveled with the former student-athlete 1 and student-athlete 9 to Atlanta where they met with an agent and incurred benefits from the agent.

May 22 – Student-athletes 8 and 9 received a total of \$140 in transportation benefits from the agent and \$130 in lodging and transportation from a former student-athlete at the institution.

May 25-31 – Student-athletes 4 and 5 received \$1,163 and \$579, respectively, in air fare and lodging benefits from sports agent 2. Student-athletes 4 and 6 received \$398 in entertainment benefits from an employee of sports agency B. Additionally, student-athlete 6 received \$323 in lodging and transportation benefits from an unknown individual.

May 28-31 – Student-athlete 8 received \$506 in air fare, lodging and entertainment benefits from former student-athlete 1.

August 20 – The former tutor paid a \$1,789 fine for parking tickets accumulated by student-athlete 4.

September 5 – The former assistant coach resigned.

September 28 - The enforcement staff sent a letter to the former assistant coach's attorney requesting additional financial documentation.

November 4- Enforcement staff left a voicemail message with the former tutor's attorney requesting an interview.

November 12 through December 16 - The enforcement staff left three voicemail messages with the former tutor's attorney requesting an interview.

2011

January 3 - The enforcement staff sent a letter to the attorney for the former tutor.

January 19 – The attorney for the former tutor sent a letter to the enforcement staff stating that the former tutor would not interview and understood she may be charged with unethical conduct for refusing to cooperate with the investigation.

March 10 - The enforcement staff sent a letter to the former assistant coach's attorney requesting additional financial documentation as previously requested September 28, 2010.

June 7 - A notice of inquiry was sent to the institution.

June 13 - The enforcement staff sent a letter to the former assistant coach's attorney requesting an additional interview and financial documentation previously requested September 28, 2010, and March 10, 2011. That same day, the former assistant coach's attorney contacted the enforcement staff and informed the staff that his client would not be made available for an additional interview.

June 21 - The enforcement staff issued a notice of allegations to the institution and requested written responses by September 19, 2011.

June 30 – The attorney for the former tutor left a voicemail for the enforcement staff stating that the former tutor would not respond to the notice of allegations or attend the hearing.

September 19 - The NCAA Division I Committee on Infractions and enforcement staff received the institution's response to the notice of allegations.

September 22 - The Committee on Infractions and the enforcement staff received the former assistant coach's response to the notice of allegations.

September 22 - The enforcement staff conducted a prehearing conference with the institution.

September 28 - The enforcement staff conducted a prehearing conference with the former assistant coach.

October 28 – The institution and the former assistant coach appeared before the NCAA Division I Committee on Infractions.

2012

March 12 – Infractions Report No. 360 was released.

APPENDIX TWO

CORRECTIVE ACTIONS AS IDENTIFIED IN THE INSTITUTION'S SEPTEMBER 19, 2011, RESPONSE TO THE NOTICE OF ALLEGATIONS.

1. Corrective Actions Regarding the Academic Support Program for Student-Athletes.

In the fall of 2010, the institution formed a review committee to develop a strategic plan for the Academic Support Program for Student-Athletes (ASPSA). The institution had contemplated such a review in advance of academic support program for student-athletes' (ASPSA's) transition to a new facility for the 2011-12 academic year. When the institution learned of the events that gave rise to Findings B-1 and B-2, however, the review committee performed its work and made its recommendations with those events prominently in mind. The review committee's recommendations, together with the events that gave rise to Findings B-1 and B-2, led ASPSA to make several significant changes:

- a. ASPSA has abandoned the academic mentor program. Learning assistants now work with those student-athletes who are the least prepared for college-level academic work. Unlike academic mentors, learning assistants are not assigned to work with a single student-athlete for an entire academic term. They do not assist student-athletes with writing. All ASPSA learning assistants are graduate students, doctoral candidates, or current or former school teachers.
- b. ASPSA has imposed additional constraints on communications between student-athletes and their tutors and learning assistants. Contact between student-athletes and tutors outside of tutoring sessions, including communications by phone, email, social networking services, or text message, is expressly prohibited. Any communication between a student-athlete and his or her tutor must occur as part of an in-person tutoring session at the academic support center, or through the student-athlete's academic counselor.
- c. ASPSA has hired dedicated writing tutors to assist student-athletes with papers and other writing assignments. Nearly all writing tutors are graduate students, and many of them teach English composition on campus. The vast majority of the more than 20 writing tutors currently on staff has completed coursework from the department of English and comparative literature dedicated to the teaching of writing in a college classroom.
- d. The department of athletics has substantially increased the budget to hire and retain tutors. This change enabled ASPSA to increase the percentage of graduate students, retired faculty, and community members who serve as tutors. ASPSA has reduced dramatically the number of undergraduate tutors it employs. Of the approximately 80 tutors ASPSA currently employs, fewer than five are undergraduates. The rest are graduate students or professionals, including many school teachers, from the local community.

- e. ASPSA has hired an additional reading, writing, and learning specialist to work with those student-athletes who are the least academically prepared for college, particularly in the areas of writing and reading.
- f. ASPSA has started the process of hiring a full-time tutor coordinator dedicated specifically to recruit, hire, train, supervise, and evaluate the performance of tutors. This new position frees academic counselors, one of whom previously coordinated tutor assignments, to devote more attention to the academic progress of student-athletes.
- g. ASPSA has expanded rules education and training for its tutors beyond that described in the institution's response. Tutors now receive four evening training sessions at the beginning of each academic year. Training for the 2011-12 academic year featured, among other programming, a presentation by the associate director of the Undergraduate Tutorial Center at North Carolina State University. ASPSA also will provide additional training sessions more frequently during the academic year.
- h. ASPSA has expanded and improved its Tutor Handbook to include, among other material, more specific written guidance about helping student-athletes with writing assignments. The institution's Judicial Programs Officer, who works closely with the Honor Court, reviewed and approved this portion of the Handbook.
- i. ASPSA now provides student-athletes with NCAA rules education above and beyond that described in the institution's response. This additional education session, conducted as part of student-athletes' orientation to ASPSA, addresses their work with tutors specifically and in detail. Among other instructions, student-athletes are reminded that they may not socialize with any tutor outside the Academic Support Center or work with a tutor who is not employed by the institution.
- j. A compliance staff member now works full-time from an office in the Academic Support Center. Her presence facilitates communication between ASPSA and the compliance staff and provides a ready resource for rules education and the reporting of potential violations.
- k. ASPSA has collaborated with the Honor Court and the Office of the Dean of Students to reinforce the importance of the institution's Honor Code among student-athletes. In addition to annual Honor Court education sessions by institution administrators, members of each athletics team now lead peer-driven discussions about the importance of the Honor Code and the consequences of Code violations. Posters that feature student-athletes and the Honor Code will be placed not only in the Academic Support Center, but also in locker rooms.
- l. The football program has embraced changes at ASPSA. The summer SCORES program for football student-athletes now provides additional focus on academic skills and expectations. The interim head football coach has indicated that the

ASPSA employee who coordinates academic support for football student-athletes will attend coaches meetings regularly.

A revitalized faculty advisory committee will oversee the changes at ASPSA. Among other issues, this advisory committee will emphasize the institution's commitment to a thorough and ongoing assessment of ASPSA's program. The faculty advisory committee will serve not only an oversight function, but also as a resource for strategic planning and advice on day-to-day issues. This committee also will coordinate with ASPSA to develop and conduct annual assessments of the programming provided to student-athletes.

2. Certification of Ethical Conduct Requirement for the Department of Athletics.

Effective December 2010, the Department of Athletics instituted a policy by which all new staff members and continuing staff members must, on an annual basis, sign a statement certifying that they have not engaged in activities specifically precluded by Bylaw 10.1. Additionally, the policy requires that staff members disclose either past or current involvement with agents, financial advisors, or representatives of agents or advisors (e.g., runners).

3. Enhanced Rules Education Regarding Agents, Extra Benefits, and Preferential Treatment.

There was no indication during the joint investigation that student-athletes are not well-educated on regulations concerning agents, extra benefits, and preferential treatment. Nonetheless, the institution's compliance staff is enhancing the rules education provided to student-athletes in this area. The following efforts have already occurred, and continued enhancements will be added during the current academic year.

- a. The 2010-11 Football Player Guide includes an educational document on agents and extra benefits. That material has been revised and included in the 2011-12 Football Player Guide. Additionally, the document has been edited to make it applicable to all sports and was provided to all student-athletes at their team eligibility meetings in the fall of 2011. During these meetings, student-athletes were directed specifically to review the document, and the compliance staff explained its contents in detail.
- b. During each team's eligibility meeting in the fall of 2011, the institution's compliance staff provided direction to student-athletes regarding the NCAA's stance on the receipt of benefits from former teammates who are no longer in college, including, but not limited to, professional athletes. Student-athletes were informed that they are not permitted to accept benefits from these individuals

- beyond those that are consistent with the benefits provided to the student-athlete by the individual when he or she was a fellow college student.
- c. The 2011-12 Student-Athlete Handbook contains enhanced rules education concerning extra benefits and receipt of benefits from former teammates.
 - d. The department of athletics has contracted with Cornerstone Sports Consulting, an outside agency, to provide football student-athletes with an educational program to better prepare them to make informed decisions as they navigate the agent selection process as upperclassmen. Representatives from Cornerstone will meet with upper class football student-athletes and their parents before a home football game during the 2011 season. Additionally, Cornerstone staff will meet with these student-athletes at various times during the academic year to assist them with the agent selection process responsibly, legally, and in compliance with NCAA rules.
 - e. Beginning in August 2011, the compliance staff mailed letters to all agents registered with the department of athletics. These letters identify the guidelines in place for football student-athletes regarding contact with agents during the football season. A student-athlete may not meet with an agent on campus unless the agent is registered with both the North Carolina Department of the Secretary of State and the Department of Athletics. The compliance staff also mailed copies of these letters to the parents of all senior football student-athletes. Additionally, the letter was provided to, and regulations reviewed with, all departmental staff members who work in the Kenan Football Center.

4. Enhanced Rules Education Regarding Assistance Provided by Tutors.

During team eligibility meetings prior to the start of the 2011 football training camp, the compliance staff provided detailed information to all football student-athletes about the level of assistance they should expect to receive from tutors. For example, student-athletes were informed that they are not permitted to communicate electronically with tutors – by email, text message, Facebook, or otherwise – and that all necessary communication between tutors and student-athletes should be either in-person at the Academic Support Center or directed through ASPSA's full-time academic counselors. Additionally, student-athletes were reminded that tutors should never write or type on a student-athlete's paper. Rather, the tutor should employ strategies to assist student-athletes in finding errors and identifying solutions. These messages previously had been delivered to student-athletes in other ways, but the institution has now added this issue to team eligibility meetings, as well. The compliance staff implemented this enhanced education for football student-athletes, but it also provides the same information to student-athletes in other sports.

These points of emphasis were reiterated by the compliance staff to tutors during their training session on August 23, 2011. Additionally, tutors were informed that they will be

required to sign a statement at the end of each semester to certify that they followed all NCAA, University of North Carolina and ASPSA regulations, including those regarding electronic communication with student-athletes.

The 2011-12 Tutor Handbook contains enhanced education regarding extra benefits and the scope of permissible academic assistance that may be provided to a student-athlete.

5. More Restrictive Agent Contact Policy.

The football program has implemented a policy that limits football student-athletes' contact with agents, runners, and financial advisors to specific times and locations. The policy provides:

- a. Student-athletes with eligibility remaining are permitted to have in-person contact with agents only in the on-campus Kenan Football Center.
- b. In-person contact is not permitted between the dates of August 1 through the end of the regular season.
- c. Phone calls during this time period are permitted only between the hours of 7 p.m. and 10 p.m. on Sunday nights.
- d. Electronic communication (e.g., email, text messaging, and social networking) is prohibited from Thursday through Saturday.
- e. All literature must be sent through the compliance staff, which will deliver it to the student-athletes at an appropriate time.

Student-athletes have been educated on this policy, and the compliance staff has sent a letter detailing the regulations to all agents who have registered with the department of athletics.

6. Expanded Compliance Staffing.

Prior to the joint investigation, the department of athletics approved the addition of a compliance staff member with responsibilities concentrated in the area of financial aid. The goal of this staffing increase was to enable the associate director of athletics for compliance to focus efforts on enhancing the overall compliance program. The assistant director of compliance for financial aid began employment in May 2011.

The assistant director of athletics for eligibility and certification, a member of the compliance staff, has relocated to ASPSA's facility. This move provides for enhanced and timely communication between the compliance staff and ASPSA staff (including tutors), and also makes the compliance staff more accessible to the student-athletes, who frequent the academic support center.

During the fall of 2010, the director of athletics convened a committee to conduct a review of the department of athletics' compliance operation. This committee reviewed the staffing and responsibilities of the compliance office and compared them to the work

performed by athletics compliance departments at other universities. It also explored NCAA, the Atlantic Coast Conference and the institution's areas of compliance focus and made recommendations to efficiently and effectively improve the institution's compliance efforts. Following this review, the committee recommended that the compliance office expand to include a fifth full-time staff member. The director of athletics has approved the addition of this staff member, whose responsibilities will concentrate in the areas of rules education and monitoring.

7. Additional Monitoring Mechanisms.

- a. Travel Notification Forms. Beginning with the 2010-11 academic year, football student-athletes were required to complete a Travel Notification Form any time they left campus, as opposed to solely during extended academic year or football breaks. Effective for the 2011-12 academic year, completion of these forms requires that a student-athlete obtain prior permission, by signature, from his position coach, the head coach, the associate director of athletics for football administration, or the director of football student-athlete development. Football staff members still use these forms to obtain contact information for the student-athletes, but they now review the forms to identify potential concerns about extra benefits or preferential treatment, as well. Football staff members will be reminded periodically in writing of their obligation to monitor these student-athlete forms and, in addition, to be attentive to any student-athlete communication that indicates the student-athlete might be at risk of engaging in conduct that violates NCAA legislation regarding impermissible benefits. If such concerns arise, football staff will address them with the student-athlete and the compliance staff.
- b. Use of Football Center Facilities by Former Student-Athletes. Effective May 16, 2011, the department of athletics and the football program instituted a written policy concerning the use of Kenan Football Center facilities by former football student-athletes. All former football student-athletes who want to use Kenan Football Center facilities will be required to read and sign this policy annually, certifying both their understanding of the regulations and their agreement to abide by them. Additionally, appointed personnel in the Kenan Football Center will maintain attendance logs to record the days on which these individuals use the facility. Compliance staff will review these logs regularly.
- c. Social Networking Policy. The department of athletics has implemented an updated policy regarding social networking use by student-athletes. The policy provides guidelines for student-athletes pertaining to their use of various social networking sites and informs them of online behavior that the department will not tolerate. The policy notifies student-athletes that at least one coach or administrator has been assigned to monitor sites regularly, including specifically evaluating postings that identify possible improper extra benefits or agent-related

activities. The policy also provides direct contact information for the compliance office so that any concerns about a student-athlete's posting or other online activity related to potential NCAA violations can be reported immediately to that office. Finally, the policy specifies a range of sanctions for violations, including termination of athletics grant-in-aid and dismissal from the team.

- d. Parking Citations. The institution's Parking Services Division will provide the department of athletics with biweekly reports of parking citations received by student-athletes during the academic year. The football program has implemented a policy that requires football student-athletes to pay all parking citations by the end of each month. If a football student-athlete receives four parking citations in a semester, he will lose driving privileges until all parking fines have been paid. If that student-athlete receives five parking citations in a semester, he will forfeit driving privileges for the rest of the academic term.
8. The institution declared student-athletes 3, 4, 5, 6, 7, 8, 9 and three other student-athletes ineligible prior to the first football game of the 2010 season.
 9. The institution declared another student-athlete ineligible on September 3, 2010.
 10. The institution declared another student-athlete ineligible on September 3, 2010, requiring repayment.
 11. The institution requested and received the former assistant football coach's resignation on September 5, 2010.

Exhibit D-5

EXHIBIT D-5

**UNIVERSITY OF NORTH CAROLINA, CHAPEL HILL
SECONDARY/LEVEL III VIOLATIONS REPORTED 2011-12 TO 2015-2016**

	2011-12	Bylaw(s)	2012-13	Bylaw(s)	2013-14	Bylaw(s)	2014-15	Bylaw(s)	2015-2016	Bylaw(s)	TOTAL (per sport)
[Sport]	4	11.6.4.1 13.4.1.2 13.1.3.1 13.1.3.1			1	11.01.5					5
[Sport]	2	13.1.6.2 11.6.4.1	3	13.1.2.4 13.10.2 13.10.2	6	[Sport specific] [Sport specific] [Sport specific] 12.5.2.1 14.4.3.2 16.2.1.2.1 12.1.2.1.6, 12.5.2.1	1	13.10.2.4, 13.10.2.6	2	17.1.7.6.3 [Sport specific]	14
[Sport]											0
[Sport]	8	13.10.2 16.02.3 13.1.6.2 16.02.3 13.4.1.2 13.02.4, 13.1.1.1 [Sport specific] 13.4.1.2, 13.1.3.4.1	3	[Sport specific] 13.6.7.1.1 13.10.2	8	16.11.2.1 17.02.13 12.5.2.1 12.5.2.1 [Sport specific] 13.10.2.4, 13.7.3 12.5.2.1 13.4.1.1(a)	11	15.2.8.1.2 13.10.2.1 13.5.2.2 [Sport specific] 13.10.2.6 12.5.2.1 13.10.2.1 13.10.2.1, 13.4.1.4 13.10.2.1 13.10.2.1, 13.4.1.4 [Sport specific]	3	13.9.2.2, 13.02.12.1 13.10.2.6 13.10.2	33
[Sport]											0
[Sport]	2	13.12.2.3.6 13.4.1.2	2	14.1.4.3 12.4.2.1	1	13.4.1.4					5
[Sport]	1	13.6.3					1	15.02.5, 15.2.2.1	1	11.7.2	3
[Sport]			2	13.4.1 13.6.3			2	13.4.1 13.10.2.6	3	13.4.1 13.4.1.4.1 13.4.1.4.1	7
[Sport]											0
[Sport]	1	12.1.2.1.6	5	14.1.4.1 14.1.4.3 13.4.1.2 13.6.3 13.4.1	4	13.12.1.7.1 13.1.3.1 14.01.1 13.6.3.1	2	12.11.1, 15.01.2, 15.1 17.02.18	2	13.4.1.4.1 13.4.1.4.1	14
[Sport]	3	13.6.3 13.4.1.2 13.1.1.1			1	13.1.1.1			1	13.10.2.6	5
[Sport]	2	13.10.8 12.1.2.1.6	6	13.4.1.2 [Sport specific] 13.4.1.2 13.10.5 11.7.1.1.1.1 16.2.1.2	2	10.1, 11.1.1.1, [Sport specific] 17.1.6.2.1.5.1	8	13.5.2.2 13.10.2.4, 13.10.2.6 13.10.2.6 16.11.2.1, 16.7 13.1.3.1 12.5.2.1 12.5.1.1 13.10	4	13.1.3.1 13.6.7.9 13.5.2.1 13.10.2.1, 13.4.1.4	22
[Sport]			1	14.1.7.1							1
[Sport]	1	13.6.7.5	1	13.4.1.2	1	13.4.1			3	13.4.1 13.4.1 13.10.2.1, 13.10.2.4	6
[Sport]					1	17.1.6.5	1	13.1.3.1, 13.1.3.1.9	1	13.1.1.1	3
[Sport]	1	13.1.3.1									1
[Sport]	2	13.10.2 13.02.5.4	2	14.01.1, 14.10.1, 14.10.2 13.1.3.1	2	13.4.1.2 13.4.1	1	13.1.3.1	1	13.4.1	8
[Sport]	1	13.4.1					1	13.6.3			2
[Sport]	4	14.1.8.1 14.1.11 [Sport specific] 13.4.1	1	13.4.1.2			1	11.6.1	2	13.1.1.3 13.1.7.3	8
[Sport]	3	17.1.6.5 13.4.1.2 13.1.3.1	2	12.5.2.1 13.4.1.2	3	13.4.1.2 13.4.1.2 13.4.1	3	15.2.8.1.2 13.1.3.1 12.5.1.6	1	13.4.1	12
[Sport]	1	13.4.1.2	1	13.10.2			2	13.4.1 13.10.2.6	3	13.1.3.1.1 13.4.1 13.9.2.2	7
[Sport]											0
[Sport]			3	14.1.4.3 13.10.2 13.4.1	3	13.6.7.5 13.10.2.1 13.6.3.1	1	15.2.8.1.2	1	13.4.1	8
[Sport]	1	14.7.1	1	13.10.2	1	17.1.6.1	1	12.5.2.1	2	13.4.1 17.1.1.1	6
[Sport]							1	11.3.2.7			1
TOTAL (per year)		37		33		34		37		30	171

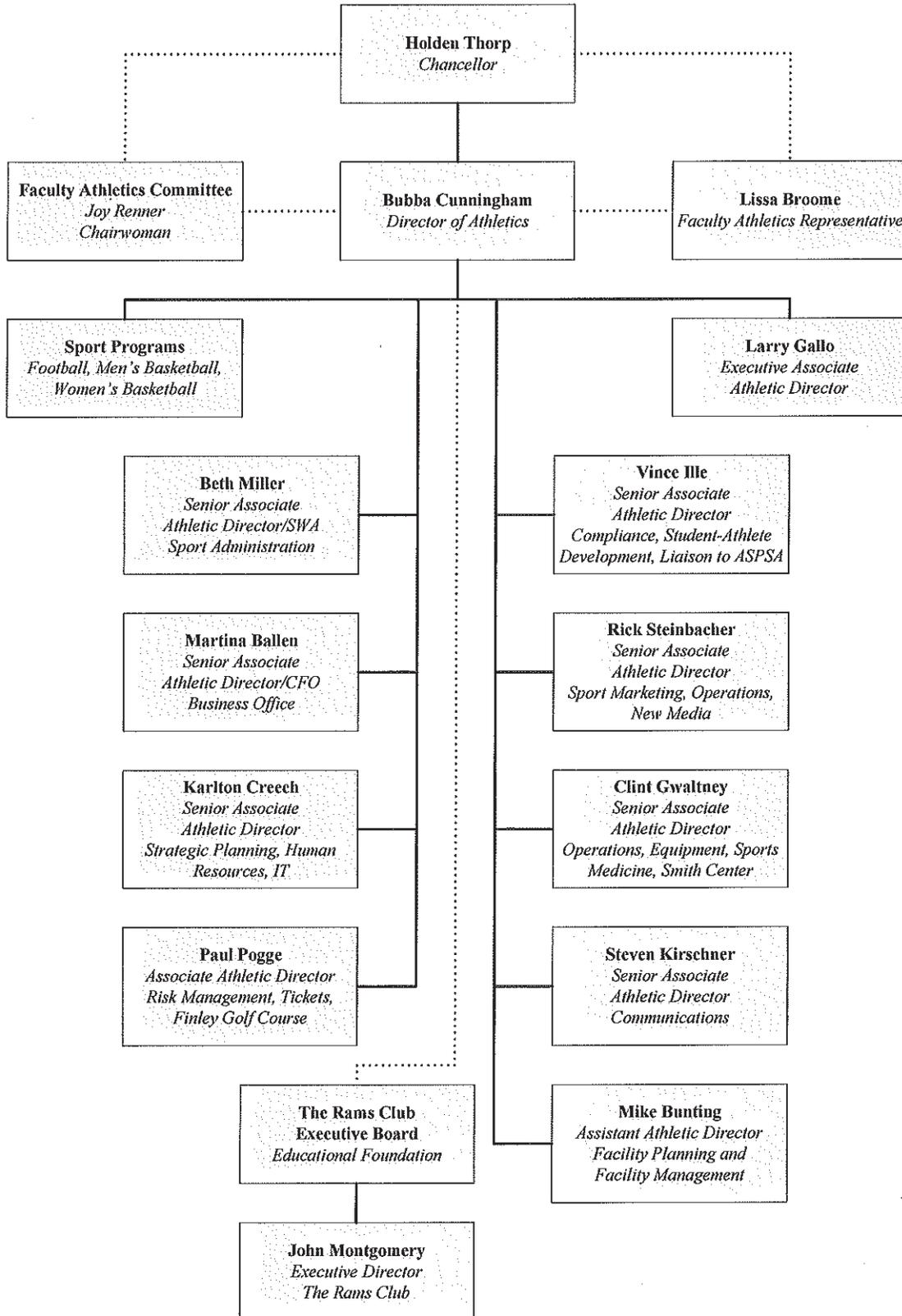
Exhibit D-6

ATHLETICS

Organizational Chart
2012-13

EXHIBIT D-6

Department of Athletics



ATHLETICS

*Organizational Chart
2012-13*

Sport Program Oversight

Bubba Cunningham

Director of Athletics

Football

Men's Basketball

Women's Basketball

Larry Gallo

Executive Associate Athletic Director

Baseball

Field Hockey

Swimming and Diving

Women's Soccer

Wrestling

Beth Miller

Senior Associate Athletic Director/SWA

Fencing

Gymnastics

Men's Soccer

Rowing

Track & Field

Cross Country

Volleyball

Women's Golf

Vince Ille

Senior Associate Athletic Director

Men's Tennis

Softball

John Montgomery

Executive Director, Rams Club

Men's Golf

Men's Lacrosse

Clint Gwaltney

Senior Associate Athletic Director

Women's Tennis

Rick Steinbacher

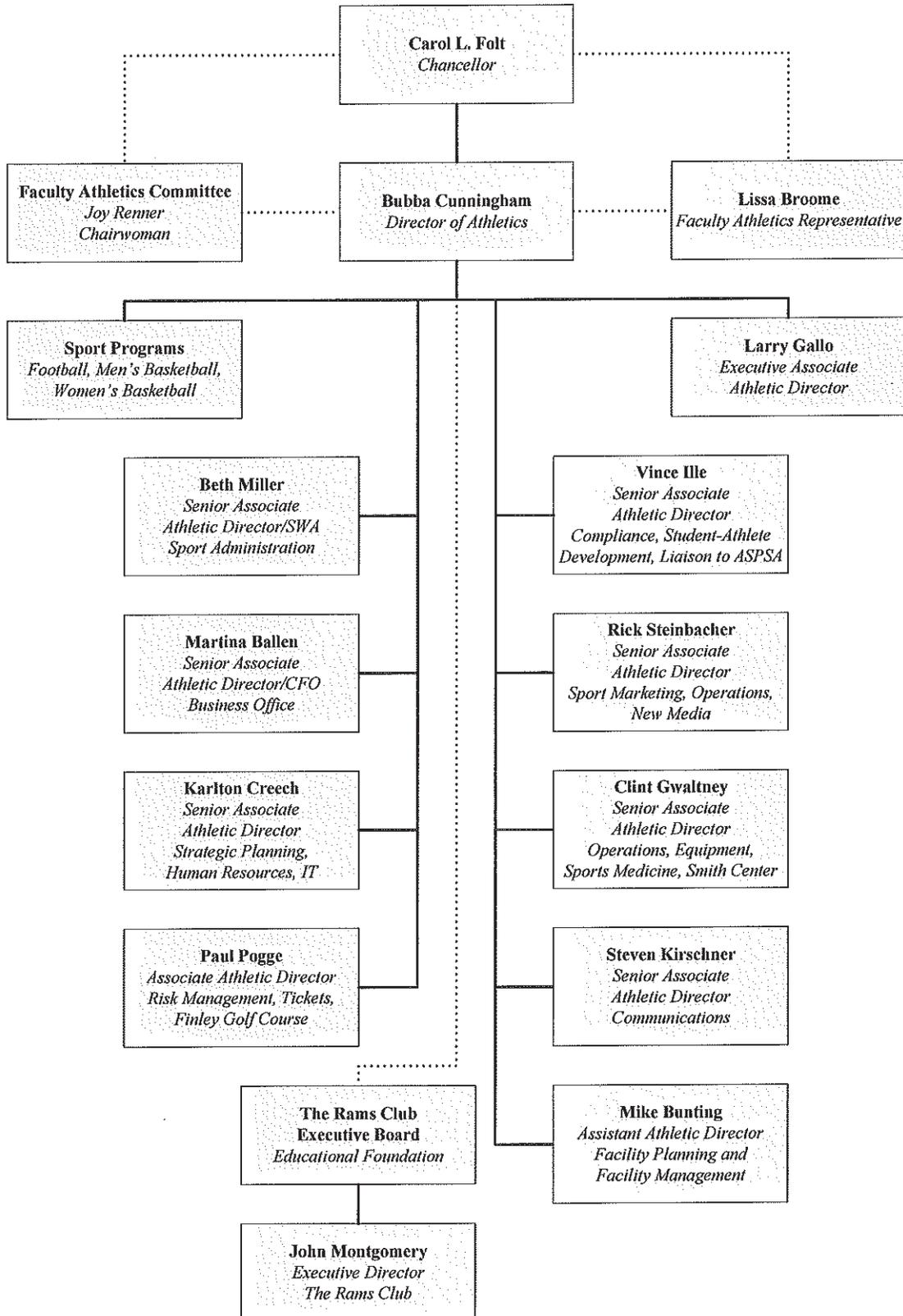
Senior Associate Athletic Director

Women's Lacrosse

ATHLETICS

Organizational Chart
2013-14

Department of Athletics



ATHLETICS

Organizational Chart
2013-14

Sport Program Oversight

Bubba Cunningham

Director of Athletics

Football

Men's Basketball

Women's Basketball

Larry Gallo

Executive Associate Athletic Director

Baseball

Field Hockey

Swimming and Diving

Women's Soccer

Wrestling

Beth Miller

Senior Associate Athletic Director/SWA

Fencing

Gymnastics

Men's Soccer

Rowing

Track & Field

Cross Country

Volleyball

Women's Golf

Vince Ille

Senior Associate Athletic Director

Men's Tennis

Softball

Clint Gwaltney

Senior Associate Athletic Director

Men's Lacrosse

Women's Tennis

Rick Steinbacher

Senior Associate Athletic Director

Women's Lacrosse

Karlton Creech

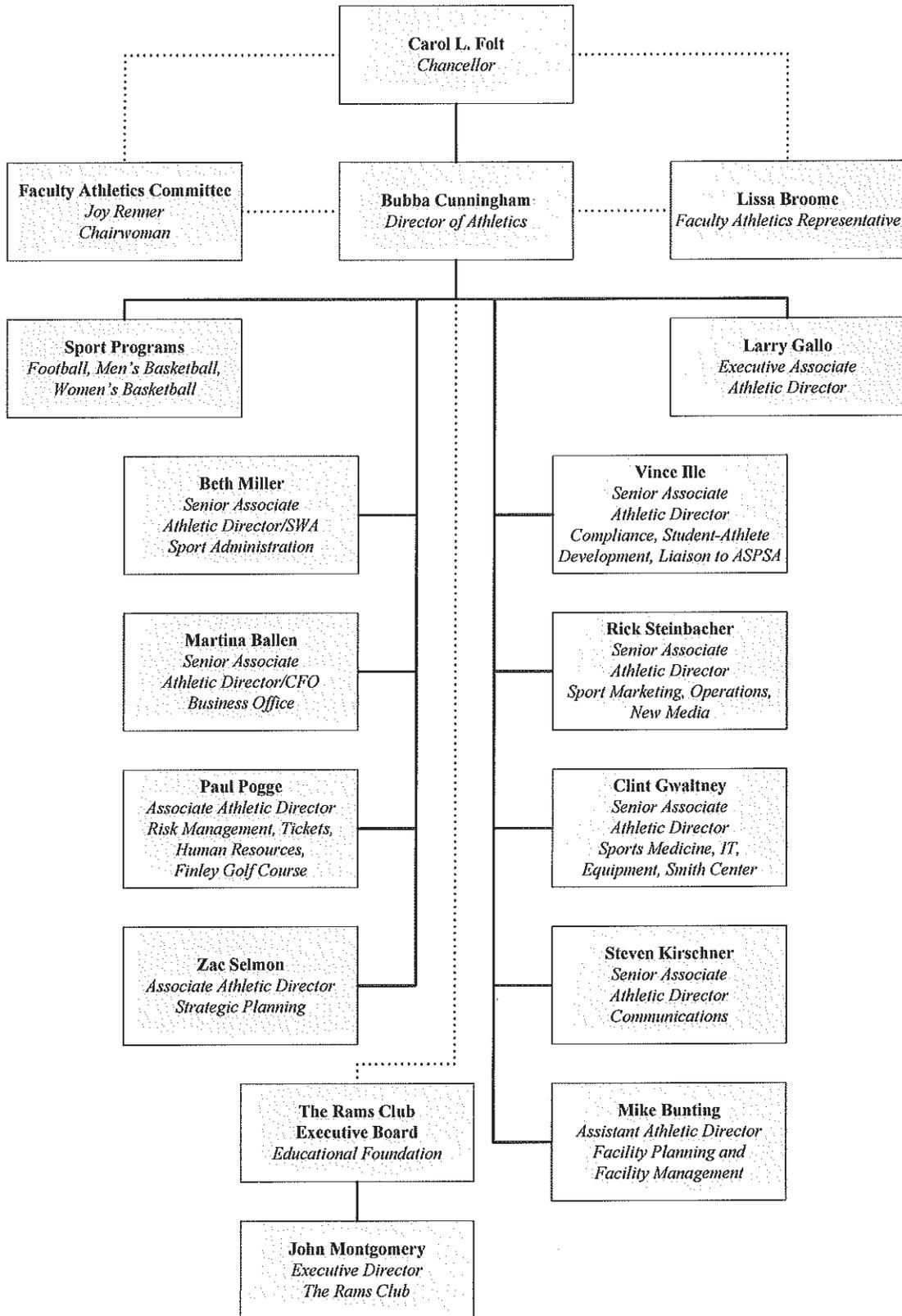
Senior Associate Athletic Director

Men's Golf

ATHLETICS

Organizational Chart
2014-15

Department of Athletics



ATHLETICS

Organizational Chart
2014-15

Sport Program Oversight

Bubba Cunningham

Director of Athletics

Football
Men's Basketball
Women's Basketball

Larry Gallo

Executive Associate Athletic Director

Baseball
Field Hockey
Swimming and Diving
Women's Soccer

Beth Miller

Senior Associate Athletic Director/SWA

Fencing
Gymnastics
Men's Soccer
Rowing
Track & Field
Cross Country
Volleyball
Women's Golf

Vince Ille

Senior Associate Athletic Director

Men's Tennis
Wrestling

Clint Gyaltney

Senior Associate Athletic Director

Men's Lacrosse
Women's Tennis

Rick Steinbacher

Senior Associate Athletic Director

Women's Lacrosse

Paul Pogge

Associate Athletic Director

Men's Golf

Mike Bunting

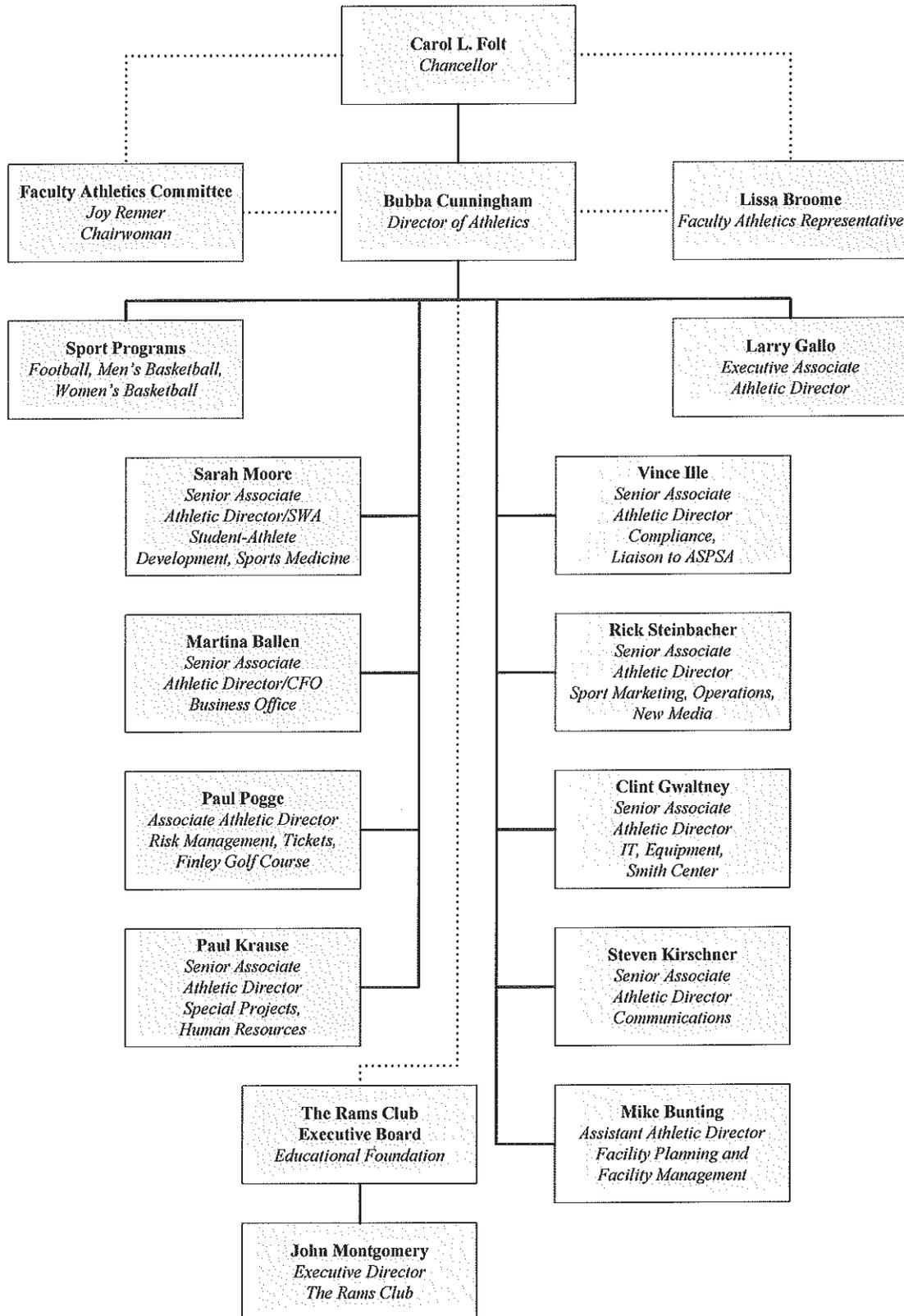
Associate Athletic Director

Softball

ATHLETICS

Organizational Chart
2015-16

Department of Athletics



ATHLETICS

Organizational Chart
2015-16

Sport Program Oversight

Bubba Cunningham

Director of Athletics

Football

Men's Basketball

Women's Basketball

Larry Gallo

Executive Associate Athletic Director

Baseball

Fencing

Field Hockey

Swimming and Diving

Women's Soccer

Sarah Moore

Senior Associate Athletic Director/SWA

Men's Soccer

Track & Field

Cross Country

Volleyball

Women's Golf

Vince Ille

Senior Associate Athletic Director

Men's Tennis

Wrestling

Clint Gwaltney

Senior Associate Athletic Director

Men's Lacrosse

Women's Tennis

Martina Ballen

Senior Associate Athletic Director

Gymnastics

Rick Steinbacher

Senior Associate Athletic Director

Women's Lacrosse

Paul Krause

Senior Associate Athletic Director

Rowing

Paul Pogge

Associate Athletic Director

Men's Golf

Mike Bunting

Associate Athletic Director

Softball

Exhibit D-7

EXHIBIT D-7

Rules Education (8/1/2014 - 7/18/2016) - MASTER

Sport/Department	Topic	Recipients/ Attendees	Mode of Communication (Meeting, Email, Tweet, Text Message, Newsletter)	Date	Time	Location (if applicable)
WSO	Preseason Event Meeting - Complimentary Admission	WSO Coaches; Event Staff; Sports Info., Ram's Club Rep, Trainer, Gallo, RS	Meeting	7/30/2014	11:00am	McCaskill Soccer Center
Strenth & Cond.	NCAA Ed. Column: Strength & Conditioning Certification	Stength & Conditioning Staff, Compliance Staff	Email	8/1/2014	N/A	N/A
ASPSA	Daily Compliance Item - Separate Degree Programs	ASPSA, Registrar's Office, Compliance Staff	Email	8/1/2014	N/A	N/A
All Coaches	Email to Staff - Meals Incidental to Participation	All Coaches, Sport Program Admin.'s, Nutrition Staff, Compliance Staff	Email	8/4/2014	N/A	N/A
WSO	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amatuerism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All WSO SA's, Compliance Staff	Meeting	8/5/2014	3:00pm	Loudermilk
MSO	Preseason Event Meeting - Complimentary Admission	MSO Coaches; Event Staff; Sports Info., Ram's Club Rep, Trainer, B. Miller, RS	Meeting	8/7/2014	2:00pm	Fetzer Center
WVB	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amatuerism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All WVB SA's, Compliance Staff	Meeting	8/7/2014	4:00pm	Loudermilk
MSO	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amatuerism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All MSO SA's, Compliance Staff	Meeting	8/11/2014	10:00pm	Loudermilk
WFH	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amatuerism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All WFH SA's, Compliance Staff	Meeting	8/11/2014	1:00pm	Loudermilk
MCC	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amatuerism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All MCC SA's, Compliance Staff	Meeting	8/11/2014	3:00pm	Loudermilk

WCC	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amatuerism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All WCC SA's, Compliance Staff	Meeting	8/11/2014	3:00pm	Loudermilk
MBB	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amatuerism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All MBB SA's, Compliance Staff	Meeting	8/13/2014	1:15pm	Smith Center
All Coaches	Daily Compliance Item - Medical Disqualification	All Coaches, Sports Medicine Staff, Sport Program Admin.'s, Compliance Staff	Email	8/13/2014	N/A	N/A
WFH, MSO, WSO, WVB, MFB	Daily Compliance Item - Day Off Requirement	WFH, MFB, WSO, MSO, WVB, Sport Program Admin.'s, Compliance Staff	Email	8/15/2014	N/A	N/A
All Coaches	Email to Staff - Recruiting Materials	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	8/15/2014	N/A	N/A
MFB Walk-On SA's	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amatuerism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All MFB Walk-On SA's, Compliance Staff	Meeting	8/18/2014	1:15pm	Loudermilk
MGO	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amatuerism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All MGO SA's, Compliance Staff	Meeting	8/18/2014	3:30pm	Finley Golf Course
WGO	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amatuerism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All WGO SA's, Compliance Staff	Meeting	8/18/2014	3:30pm	Finley Golf Course
MFB	Email to Staff - GA's and Incidental Meals	MFB, Sport Program Admin.'s, Select Compliance Staff	Email	8/18/2014	N/A	N/A
Senior Staff	August Senior Staff Meeting	Executive Staff, Senior Staff	Meeting	8/18/2014	12:00pm	EWAC
GYM	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amatuerism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All GYM SA's, Compliance Staff	Meeting	8/19/2014	3:30pm	Loudermilk

MTE	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amatuerism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All MTE SA's, Compliance Staff	Meeting	8/19/2014	5:00pm	Loudermilk
WTE	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amatuerism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All WTE SA's, Compliance Staff	Meeting	8/19/2014	4:15pm	Loudermilk
Head Coaches	August Head Coaches Meeting	All HC's, Executive Staff	Meeting	8/20/2014	8:30am	EWAC
MLA	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amatuerism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All MLA SA's, Compliance Staff	Meeting	8/20/2014	9:00am	Loudermilk
MBA	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amatuerism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All MBA SA's, Compliance Staff	Meeting	8/20/2014	2:00pm	Loudermilk
Track & Field	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amatuerism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All Track & Field SA's, Compliance Staff	Meeting	8/20/2014	3:00pm	Loudermilk
MBA, MFE, WFE, GYM, MSW, WSW, MLA, WRO, WSB, WVB, WGO, WSOWTE, WRE, MBB, WBB	Dept. of Athletics Policy Meeting - NCAA and UNC Sports Wagering Regulations and Drug Testing, Social Media, Transfers, Harassment and Discrimination Policy	MBA, MFE, WFE, GYM, MSW, WSW, MLA, WRO, WSB, WVB, WGO, WSOWTE, WRE, MBB, WBB SA's, Sports Nutrition, FAC Chair, Title IX Coord., MvG	Meeting	8/20/2014	7:00pm	Carmichael Arena
Annual Tutor Training	NCAA Summary of Rules - Ethical Conduct, Extra Benefits, Representative of Athletics Interests, Academic Fraud, Best Practices	Undergraduate Student-Athlete Tutors; ASPSA staff	Meeting	8/20/2014	6:30pm	Loudermilk
WSB	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amatuerism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All WSB SA's, Compliance Staff	Meeting	8/21/2014	7:00am	Anderson Stadium
WRE	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amatuerism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All WRE SA's, Compliance Staff	Meeting	8/21/2014	9:00am	Loudermilk

WBB	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amaturism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All WBB SA's, Compliance Staff	Meeting	8/21/2014	2:00pm	Loudermilk
MFE	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amaturism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All MFE SA's, Compliance Staff	Meeting	8/21/2014	3:00pm	Loudermilk
WFE	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amaturism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All WFE SA's, Compliance Staff	Meeting	8/21/2014	3:00pm	Loudermilk
WFH, MGO, MSO, MTE, Track & Field, WLA	Dept. of Athletics Policy Meeting - NCAA and UNC Sports Wagering Regulations and Drug Testing, Social Media, Transfers, Harassment and Discrimination Policy	MBA, MFE, WFE, GYM, MSW, WSW, MLA, WRO, WSB, WVB, WGO, WSOWTE, WRE, MBB, WBB SA's, Sports Nutrition, FAC Chair, Title IX Coord., MvG	Meeting	8/21/2014	7:15pm	Carmichael Arena
Ticket Office	Extra Benefits, Preferential Treatment, Unethical Conduct, Complimentary admission	Ticket Staff, RS	Meeting	8/21/2014	4:00pm	Ticket Office
All Coaches	Daily Compliance Item - CARA	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	8/25/2014	N/A	N/A
All Coaches	Daily Compliance Item - 24 Credit Hour Requirement	ASPSA, MBA Coaches, Sport Program Admin.'s, Registrar's Office, Compliance Staff	Email	8/25/2014	N/A	N/A
Ticket Office, Marketing	Daily Compliance Item - Entertainment	Ticket Staff, Sports Marketing, Sport Program Admin.'s, Compliance Staff	Email	8/26/2014	N/A	N/A
All Athletics Staff	Email to Staff - Sports Wagering	All Athletics Staff	Email	9/2/2014	N/A	N/A
MLA	Manager Regulations	LM	Meeting	9/3/2014	1:00PM	EWAC
Senior Staff	September Senior Staff Meeting	Executive Staff, Senior Staff	Meeting	9/8/2014	12:00pm	EWAC
Novice WRO	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amaturism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All Novice WRO SA's, Compliance Staff	Meeting	9/8/2014	3:30pm	Loudermilk
All Coaches	Daily Compliance Item - Scouting	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	9/9/2014	N/A	N/A

MBA	Daily Compliance Item - Baseball Equivalencies	MBA Coaches, Sport Program Admin.'s, Compliance Staff	Email	9/9/2014	N/A	N/A
MFB	Monthly Rules Education - New Legislation	MFB Coaching Staff, MvG, Sport Program Admin.	Meeting	9/10/2014	8:00am	Kenan
All Coaches	Daily Compliance Item - Electronic Correspondence	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	9/12/2014	N/A	N/A
FAR, AD	Athletics Scholarship Agreement Meeting	AD, FAR, VI, MvG	Meeting	9/12/2014	3:30pm	EWAC
MSO	Monthly Rules Education - New Legislation	MSO Coaching Staff, MvG, Sport Program Admin.	Meeting	9/15/2014	9:00am	McCaskill Soccer Center
WTE	Monthly Rules Education - New Legislation	WTE Coaching Staff, MvG, Sport Program Admin.	Meeting	9/15/2014	1:00pm	Cone-Kenfield Tennis Center
MLA	Monthly Rules Education - New Legislation	MLA Coaching Staff, MvG, Sport Program Admin.	Meeting	9/15/2014	2:00pm	Loudermilk
WSO	Monthly Rules Education - New Legislation	WSO Coaching Staff, MvG, Sport Program Admin.	Meeting	9/15/2014	10:15am	McCaskill Soccer Center
All Coaches	Daily Compliance Item - Career Counseling	All Coaches, ASPSA, Sport Program Admin.'s, Compliance Staff	Email	9/15/2014	N/A	N/A
WBB	Email to Staff - Contact Restrictions	WBB Coaches, Sport Program Admin.'s, Compliance Staff	Email	9/15/2014	N/A	N/A
WFH	Monthly Rules Education - New Legislation	WFH Coaching Staff, MvG, Sport Program Admin.	Meeting	9/16/2014	10:30am	Carmichael Arena
Head Coaches	September Head Coaches Meeting	All HC's, Executive Staff	Meeting	9/16/2014	8:30am	EWAC
SWIM & DIVE	Monthly Rules Education - New Legislation	SWIM & DIVE Coaches Coaching Staff, MvG, Sport Program Admin.	Meeting	9/17/2014	10:00am	Koury Natatorium
Sports Marketing	Rules Education - Sports Marketing	Sports Marketing Staff, LM	Meeting	9/17/2014	11:30am	EWAC
All Coaches	Email to Staff - Recruiting and Individuals in 8th Grade and Below	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	9/18/2014	N/A	N/A
WRE	Monthly Rules Education - New Legislation	WRE Coaching Staff, MvG, Sport Program Admin.	Meeting	9/22/2014	10:00am	Carmichael Arena
All Coaches	Daily Compliance Item - Awards Limitations	All Coaches, Equipment Staff, Sport Program Admin.'s, Compliance Staff	Email	9/22/2014	N/A	N/A
WBB	Email to Staff - Nonscholastic Events in Fall Contact Period	WBB Coaches, Sport Program Admin.'s, Compliance Staff	Email	9/22/2014	N/A	N/A

M/WTR	Monthly Rules Education - New Legislation	M/WTR Coaching Staff, MvG, Sport Program Admin.	Meeting	9/23/2014	9:00am	Eddie Smith Field House
WSB	Monthly Rules Education - New Legislation	WSB Coaching Staff, MvG, Sport Program Admin.	Meeting	9/23/2014	3:00pm	Henry Stadium
FENCE	Monthly Rules Education - New Legislation	FENCE Coaching Staff, MvG, Sport Program Admin.	Meeting	9/23/2014	1:00pm	Carmichael Arena
MBB	Monthly Rules Education - New Legislation	MBB Coaching Staff, MvG, Sport Program Admin.	Meeting	9/23/2014	2:00pm	Smith Center
MGO	Monthly Rules Education - New Legislation	MGO Coaching Staff, MvG, Sport Program Admin.	Meeting	9/24/2014	9:00am	Finley Golf Course
WGO	Monthly Rules Education - New Legislation	WGO Coaching Staff, MvG, Sport Program Admin.	Meeting	9/24/2014	9:00am	Finley Golf Course
WVB	Monthly Rules Education - New Legislation	WVB Coaching Staff, MvG, Sport Program Admin.	Meeting	9/24/2014	9:00am	Carmichael Arena
WLA	Monthly Rules Education - New Legislation	WLA Coaching Staff, MvG, Sport Program Admin.	Meeting	9/24/2014	4:00pm	Carmichael Arena
MTE	Monthly Rules Education - New Legislation	MTE Coaching Staff, MvG, Sport Program Admin.	Meeting	9/25/2014	11:00am	Cone-Kenfield Tennis Center
MBA	Monthly Rules Education - New Legislation	MBA Coaching Staff, MvG, Sport Program Admin.	Meeting	9/25/2014	10:00am	Boshamer Stadium
WRO	Monthly Rules Education - New Legislation	WRO Coaching Staff, MvG, Sport Program Admin.	Meeting	9/29/2014	10:00am	Carmichael Arena
All Athletics Staff	Daily Compliance Item - Preferential Treatment and Extra Benefits	All Athletics Staff	Email	9/29/2014	N/A	N/A
WBB	Monthly Rules Education - New Legislation	WBB Staff, SPA, RS	Meeting	10/1/2014	9:00am	Carmichael
GYM	Monthly Rules Education - New Legislation	WGY Staff, LM	Meeting	10/3/2014	10:00am	Carmichael
Senior Staff	October Senior Staff Meeting	Executive Staff, Senior Staff	Meeting	10/6/2014	12:00pm	EWAC
All Coaches	NCAA Staff Interpretation - Undergraduate Student Assistant Coaches	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	10/7/2014	N/A	N/A
Sports Medicine	Rules Education Meeting	Sports Medicine Staff/LM	Meeting	10/7/2014	12:30pm	Stallings-Evans
All Coaches, Sport Program Admin.'s	Email to Staff - Facility Use Policy Changes	All Coaches, Select Facilities Staff, Sport Program Admin.'s, Compliance Staff	Email	10/7/2014	N/A	N/A
All Coaches, Sports Medicine	NCAA Staff Interpretation - Nutritional Supplements	All Coaches, Sports Medicine, Sport Program Admin.'s, Compliance Staff	Email	10/8/2014	N/A	N/A
Head Coaches	Monthly Head Coaches Meeting - Financial Aid	All HC's (or designee), Executive Staff; OSSA; RS	Meeting	10/14/2014	8:30am	EWAC
New Employees	Compliance Unit Onboarding	Select New Employees, MvG	Meeting	10/15/2014	10:30am	Loudermilk

All Sport Programs	UNC Honor Court	All SA's, Student Affairs, All Coaches	Meeting	10/15/2014	N/A	N/A
All SAs	Text Message - academic irregularities	All SAs	Text Message	10/20/2014	11:10am	Text
JV MBB	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amateurism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All JV MBB SA's, HD, LM	Meeting	10/20/2014	6:30PM	Smith Center
WBB	Complimentary Admissions	WBB: GL, DK, JH; TWJ; Tix: EM; TS; and RS	Meeting	10/22/2014	10:00AM	Carmichael
All SAs	Text Message - Wainstein Report	All SAs	Text Message	10/22/2014	9:44AM	Text
All SAs	Text Message - Wainstein Report Mtg Time	All SAs	Text Message	10/22/2014	9:46AM	Text
All Coaches	Daily Compliance Item - Former Student-Athletes	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	10/23/2014	N/A	N/A
All Coaches, ASPSA	Daily Compliance Item - 6 Credit Hour Requirement	All Coaches, ASPSA Staff, Registrar's Office, Sport Program Admin.'s, Compliance Staff	Email	10/24/2014	N/A	N/A
All Coaches	Daily Compliance Item - Expenses for Camp	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	11/4/2014	N/A	N/A
Sports Medicine	NCAA Educational Column - First Aid, CPR, AED Certification	Head Coaches, Sports Medicine, Strength & Conditioning, Sport Program Admin.'s, Compliance Staff	Email	11/4/2014	N/A	N/A
MBB, WBB	NCAA Educational Column - Skill Related Instruction and Practice Scrimmages	MBB Coaches, WBB Coaches, MBB and WBB SID's, Sport Program Admin.'s, Compliance Staff	Email	11/5/2014	N/A	N/A
All Coaches	NCAA Educational Column - Financial Aid from an Outside Sports Team/Organization	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	11/6/2014	N/A	N/A
MGO	Monthly Rules Education - Recruiting	MGO Coaching Staff, MvG, Sport Program Admin.	Meeting	11/10/2014	10:00am	Finley Golf Course
WGO	Monthly Rules Education - Recruiting	WGO Coaching Staff, MvG, Sport Program Admin.	Meeting	11/10/2014	10:00am	Finley Golf Course
WRE	Monthly Rules Education - Recruiting	WRE Coaching Staff, MvG, Sport Program Admin.	Meeting	11/10/2014	11:00am	Carmichael Arena
Select Sport Programs	Email to Staff - NLI Signing Reminders	Select Sport Programs, Communications Staff, Sport Program Admin.'s, Compliance Staff	Email	11/10/2014	N/A	N/A

All Coaches	Daily Compliance Item - Multi Sport PSA's	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	11/10/2014	N/A	N/A
MSO	Monthly Rules Education - Recruiting	MSO Coaching Staff, MvG, Sport Program Admin.	Meeting	11/11/2014	9:00am	McCaskill Soccer Center
WFH	Monthly Rules Education - Recruiting	WFH Coaching Staff, MvG, Sport Program Admin.	Meeting	11/12/2014	11:00am	Carmichael Arena
Rams Club/Development	Rules Education - Boosters; Special Seating; Sports Wagering	Rams Club/Development Staff; CD, RS	Meeting	11/11/2014	9:00am	Rams Clubs - EWAC
All Coaches	NCAA Interpretation: Undergraduate Assistant Coach and Manager Enrollment	All coaches, Select ASPSA Staff, Registrar's Office, Sport Program Admin.'s, Compliance Staff	Email	11/11/2014	N/A	N/A
MTE	Monthly Rules Education - Recruiting	MTE Coaching Staff, MvG, Sport Program Admin.	Meeting	11/12/2014	11:00am	Cone-Kenfield Tennis Center
ASPSA	Bi-Weekly Rules Education	ASPSA, FAR, Registrar, MvG	Meeting	11/12/2014	3:00pm	Loudermilk
WSO	Monthly Rules Education - Recruiting	WSO Coaching Staff, MvG, Sport Program Admin.	Meeting	11/13/2014	9:00am	McCaskill Soccer Center
MSW, WSW, DIVE	Monthly Rules Education - Recruiting	M/W SWIM/DIVE Coaching Staff, MvG, Sport Program Admin.	Meeting	11/13/2014	10:00am	Koury Natatorium
WTE	Monthly Rules Education - Recruiting	WTE Coaching Staff, MvG, Sport Program Admin.	Meeting	11/13/2014	1:00pm	Loudermilk
All Coaches	Daily Compliance Item - Provision of Complimentary Admissions	All Coaches, Ticket Office Staff, Sport Program Admin.'s, Compliance Staff	Email	11/17/2014	N/A	N/A
Track & Field	Monthly Rules Education - Recruiting	Track & Field Coaching Staff, MvG, Sport Program Admin.	Meeting	11/18/2014	10:00am	Eddie Smith Fieldhouse
MBB	Monthly Rules Education - Recruiting	MBB Coaching Staff; RS	Meeting	11/18/2014	10:00am	Smith Center
WSB	Monthly Rules Education - Recruiting	WSB Coaching Staff, MvG, Sport Program Admin.	Meeting	11/18/2014	3:30pm	Anderson Stadium
GYM	Monthly Rules Education - Recruiting	GYM Coaching Staff, RS, Sport Program Admin.	Meeting	11/19/2014	10:00am	Loudermilk
WBB	Monthly Rules Education - Recruiting	WBB Coaching Staff, RS, Sport Program Admin.	Meeting	11/19/2014	10:00am	Loudermilk
MBA	Monthly Rules Education - Recruiting	MBA Coaching Staff, MvG, Sport Program Admin.	Meeting	11/19/2014	11:00am	Boshamer Stadium
WRO	Monthly Rules Education - Recruiting	WRO Coaching Staff, MvG, Sport Program Admin.	Meeting	11/20/2014	9:30am	Carmichael Arena

All Coaches	Daily Compliance Item - Benefits at Postseason Events	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	11/20/2014	N/A	N/A
WVB	Monthly Rules Education - Recruiting	WVB Coaching Staff, LM, Sport Program Admin.	Meeting	11/24/2014	12:00pm	Carmichael Arena
MFB	Monthly Rules Education - Recruiting	MFB Coaching Staff, MvG, Sport Program Admin.	Meeting	11/24/2014	8:30am	Kenan Football Center
MLA	Monthly Rules Education - Recruiting	MLA Coaching Staff, MvG, Sport Program Admin.	Meeting	11/24/2014	1:00pm	Loudermilk
All Coaches	NCAA Interpretation: Permissible Electronic Correspondence During a Collegiate Contest	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	11/24/2014	N/A	N/A
All Coaches	NCAA Educational Column: Undergraduate Assistant Coach and Manager Enrollment	All coaches, Select ASPSA Staff, Registrar's Office, Sport Program Admin.'s, Compliance Staff	Email	11/25/2014	N/A	N/A
MFB	Daily Compliance Item - Nine Game Penalty	MFB Coaching Staff, Registrar's Office, Select ASPSA Staff, Sport Program Admin.'s, Compliance Staff	Email	11/25/2014	N/A	N/A
All Coaches	Daily Compliance Item - Institutional Banquets	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	11/25/2014	N/A	N/A
ASPSA	Bi-Weekly Rules Education	ASPSA, FAR, Registrar, MvG	Meeting	12/11/2014	3:00pm	Loudermilk
MFB	AMA Interpretation - Undergraduate Student Assistant Coaches	MFB Staff	Email	12/12/2014	N/A	N/A
All Coaches	NCAA Staff Interpretation: GA's Undergrad. Student Assistant Coaches, Managers and Official Visit Activities	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	12/12/2014	N/A	N/A
Senior Staff	December Senior Staff Meeting	Executive Staff, Senior Staff	Meeting	12/15/2014	12:00pm	EWAC
All Coaches	NCAA Educational Column: Coaching Staff Members Involved with Outside Teams Including PSA's	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	12/18/2014	N/A	N/A
All Coaches	Daily Compliance Item - Electronic Correspondence during Official Visit	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	1/2/2015	N/A	N/A
All Coaches	NCAA Staff Interpretation: Relative/Friends/Legal Guardians Accompanying PSA for Official Visit	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	1/2/2015	N/A	N/A
All Coaches	NCAA Staff Interpretation: PSA Participating in Competition During an Official Visit	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	1/2/2015	N/A	N/A
All Coaches	Daily Compliance Item - Voluntary Quit at Conclusion of Term	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	1/5/2015	N/A	N/A

MFB SA's	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amaturism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	FB Mid-Year SA's, Compliance Staff	Meeting	1/5/2015	2:30pm	Loudermilk
MFB SA's	Email to MFB SA's - Sale of Bowl Gifts	MFB SA's	Email	1/2/2015	N/A	N/A
Marketing, Tickets	Daily Compliance Item - Use of HS Band	Marketing Office, Ticket Office, Sport Program Admin.'s, Compliance Staff	Email	1/6/2015	N/A	N/A
WVB	Daily Compliance Item - Midyear Replacements	WVB Coaches, Sport Program Admin.'s, Compliance Staff	Email	1/8/2015	N/A	N/A
All Coaches	NCAA Staff Interpretation: Expenses to Attend an Institutional Camp or Clinic that Conducts Organized Competition	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	1/16/2015	N/A	N/A
All Coaches	FAFSA and CSS Profile Reminder	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	1/15/2015	N/A	N/A
MSO, WSO, MFB	February Signing Period Reminders	MSO, MFB, WSO Coaches, Sport Program Admin.'s, Compliance Staff	Email	1/20/2015	N/A	N/A
Track	Camp Promotional Activities	Track Staff (HM, MVA, AR, LR), LM	Meeting	1/21/2015	9:30am	Eddie Smith Field House
MSO	Monthly Rules Education - New Legislation	MSO Coaching Staff, MvG, Sport Program Admin.	Meeting	1/21/2015	10:00am	McCaskill Soccer Center
All Coaches	Daily Compliance Item - Required Day Off	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	1/21/2015	N/A	N/A
ASPSA	Bi-Weekly Rules Education	ASPSA, FAR, Registrar, MvG	Meeting	1/21/2015	3:00pm	Loudermilk
WLA	Monthly Rules Education - New Legislation	WLA Coaching Staff, MvG, Sport Program Admin.	Meeting	1/22/2015	9:30am	Carmichael Arena
WFH	Monthly Rules Education - New Legislation	WFH Coaching Staff, MvG, Sport Program Admin.	Meeting	1/22/2015	11:00am	Carmichael Arena
MFB	Email to Staff - International Bowl	MFB Coaching Staff, Sport Program Admin.'s, Compliance Staff	Email	1/22/2015	N/A	N/A
GYM	Monthly Rules Education - New Legislation	GYM Coaching Staff, MvG, Sport Program Admin.	Meeting	1/23/2015	9:00am	Carmichael Arena
WSO	Monthly Rules Education - New Legislation	WSO Coaching Staff, MvG, Sport Program Admin.	Meeting	1/23/2015	3:00pm	McCaskill Soccer Center
SWIM/DIVE	Monthly Rules Education - New Legislation	MSW/WSW Coaching Staff, RS, Sport Program Admin.	Meeting	1/26/2015	11:00am	Koury Natatorium

WTE	Monthly Rules Education - New Legislation	WTE Coaching Staff, MvG, Sport Program Admin.	Meeting	1/26/2015	3:00pm	Cone Kenfield Tennis Center
MFB	Email to Staff - NLI and Dead Period Reminders	MFB Coaching Staff, Sport Program Admin.'s, Compliance Staff	Email	1/27/2015	N/A	N/A
MSO, WSO	Email to Staff - NLI and Dead Period Reminders	MSO, WSO Coaching Staffs, Sport Program Admin.'s, Compliance Staff	Email	1/27/2015	N/A	N/A
MGO	Monthly Rules Education - New Legislation	MGO Coaching Staff, MvG, Sport Program Admin.	Meeting	1/27/2015	9:30am	Finley Golf Course
WGO	Monthly Rules Education - New Legislation	WGO Coaching Staff, MvG, Sport Program Admin.	Meeting	1/27/2015	9:30am	Finley Golf Course
WVB	Monthly Rules Education - New Legislation	WVB Coaching Staff, MvG, Sport Program Admin.	Meeting	1/27/2015	1:00pm	Carmichael Arena
MTR, WTR	Monthly Rules Education - New Legislation	MTR/WTR, Coaching Staff, MvG, Sport Program Admin.	Meeting	1/28/2015	9:30am	Eddie Smith Field House
WRO	Monthly Rules Education - New Legislation	WRO Coaching Staff, MvG, Sport Program Admin.	Meeting	1/28/2015	10:30am	Carmichael Arena
WBB	Monthly Rules Education - New Legislation	WBB Coaching Staff, MvG, Sport Program Admin.	Meeting	1/28/2015	11:30am	Carmichael Arena
MLA	Monthly Rules Education - New Legislation	MLA Coaching Staff, MvG, Sport Program Admin.	Meeting	1/28/2015	3:00pm	Loudermilk
WSB	Monthly Rules Education - New Legislation	WSB Coaching Staff, MvG, Sport Program Admin.	Meeting	1/29/2015	8:00am	Anderson Stadium
FENCE	Monthly Rules Education - New Legislation	FENCE Coaching Staff, MvG, Sport Program Admin.	Meeting	1/29/2015	10:30am	Carmichael Arena
MBB	Monthly Rules Education - New Legislation	MBB Coaching Staff, MvG, Sport Program Admin.	Meeting	1/30/2015	10:00am	Smith Center
ASPSA	Daily Compliance Item - Repeated Courses	ASPSA, FAR, Registrar, MvG	Email	1/30/2015	N/A	N/A
MSO, WSO, MFB	Email to Staff - Signing Day Reminders	MSO, WSO, MFB Coaches, Sport Program Admin.'s, Compliance Staff	Email	2/2/2015	N/A	N/A
All Athletics Staff	Email to Staff - Publicity Reminders	All Athletics Staff, Chancellor, FAR, FAC Chair	Email	2/2/2015	N/A	N/A
MFB	Monthly Rules Education - New Legislation	MFB Coaching Staff, MvG, Sport Program Admin.	Meeting	2/3/2015	8:30am	Kenan Football Center
All SA's	Email to SA's - Social Media and Publicity Reminders	All SA's	Email	2/3/2015	N/A	N/A
Senior Staff	January Senior Staff Meeting	Executive Staff, Senior Staff	Meeting	2/3/2015	12:00pm	EWAC

All Coaches	NCAA Staff Interpretation: Personalized Audio/Video Presentations after a PSA's Commitment	All Coaches, Communications Staff, New Media Staff, Sport Program Admin.'s, Compliance Staff	Email	2/3/2015	N/A	N/A
All Coaches	NCAA Staff Interpretation: PSA's Attending Practice at PSA's H.S.	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	2/3/2015	N/A	N/A
MFB, WRO	NCAA Staff Interpretation: GA Serving at Multiple Institutions	MFB, WRO Coaches, Sport Program Admin.'s, Compliance Staff	Email	2/3/2015	N/A	N/A
All Coaches	NCAA Staff Interpretation: Use of Sports Psychologists	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	2/4/2015	N/A	N/A
MBA	Monthly Rules Education - New Legislation	MBA Coaching Staff, MvG, Sport Program Admin.	Meeting	2/4/2015	10:00am	Boshamer Stadium
ASPSA	Bi-Weekly Rules Education	ASPSA, FAR, Registrar, MvG	Meeting	2/4/2015	3:00pm	Loudermilk
All SAs	Email to SAs - Financial Aid Declaration	All SAs	ACS Email	2/6/2015	N/A	N/A
All Coaches	Email to Staff - SA Employment Policies and Procedures	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	2/9/2015	N/A	N/A
All SAs	Email to SAs - Employment Reminder	All SAs	ACS Email	2/11/2015	N/A	N/A
MTE	Monthly Rules Education - New Legislation	MTE Coaching Staff, MvG, Sport Program Admin.	Meeting	2/11/2015	11:00am	Cone Kenfield Tennis Center
MTE, WTE	Daily Compliance Item - 20th Birthday Rule	MTE, WTE Coaches, Sport Program Admin.'s, Compliance Staff	Email	2/12/2015	N/A	N/A
Sports Medicine	NCAA Educational Column - Concussion Protocol	Sports Medicine, Compliance Staff	Email	2/18/2015	N/A	N/A
All Coaches	NCAA Staff Interpretation - Contact and Transportation for Official Visits Outside of a Contact Period	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	2/19/2015	N/A	N/A
All Coaches	Email to Staff - Current Event WVU Infractions Decision - Telephone Calls and Electronic Transmissions	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	2/19/2015	N/A	N/A
Sport Program Administrators	Email to Staff - Social Media and Recruiting	Sport Program Admin.'s, Compliance Staff	Email	2/19/2015	N/A	N/A
All Coaches	NCAA Staff Interpretation: Personalized Audio/Video Presentations After Commitment	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	3/2/2015	N/A	N/A
All Coaches	NCAA Staff Interpretation: Coach Observing SA's, PSA's Athletically Related Activities Outside the Playing Season	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	3/2/2015	N/A	N/A

MGO, WGO	Email to Staff - Off-Campus Competition Sites and Unofficial Visits	MGO Coaches, WGO Coaches, Sport Program Admin.'s	Email	3/2/2015	N/A	N/A
Senior Staff	March Senior Staff Meeting	Executive Staff, Senior Staff	Meeting	3/2/2015	12:00pm	EWAC
All Coaches	Daily Compliance Item - CARA During Vacation Periods	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	3/6/2015	N/A	N/A
All Coaches	Email to Staff - Recruiting/Scouting Services	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	3/10/2015	N/A	N/A
All Coaches	NCAA Interpretation: Campus Tours in Conjunction with Camps or Clinics	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	3/16/2015	N/A	N/A
All Coaches	NCAA Interpretation: Institutional Press Release Including a Content From a Recruiting or Scouting Service	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	3/16/2015	N/A	N/A
All Coaches	Email to Staff - NLI Signing Period	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	3/30/2015	N/A	N/A
All Coaches	NCAA Interpretation: Application of Academic Year-of Residence Due to Participation in Organized Competition for a Transfer Student-Athlete	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	3/30/2015	N/A	N/A
All Coaches	NCAA Ed. Column: Conduct of Athletics Personnel -- Strength and Conditioning Coaches -- Nationally Recognized Certification	Strength & Conditioning Staff, Sports Medicine, Sport Program Admin's, Compliance Staff	Email	3/30/2015	N/A	N/A
MFB	Email to Staff - Current Event - MFB College Prospect Day	MFB Coaches, Sport Program Admin.'s, Compliance Staff	Email	3/30/2015	N/A	N/A
All Coaches	Daily Compliance Item - Graduate Transfer Exception	All Coaches, ASPSA Staff, Sport Program Admin.'s, Compliance Staff	Email	3/31/2015	N/A	N/A
All Coaches	Daily Compliance Item - Transfers and Outside Competition	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	4/1/2015	N/A	N/A
All Coaches	Daily Compliance Item - Competing Unattached	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	4/6/2015	N/A	N/A
Sports Medicine	NCAA Educational Column - Concussion Protocol	Sports Medicine, BC, Compliance Staff	Email	4/6/2015	N/A	N/A
All Coaches	NCAA Educational Column - Multiyear FA Agreements	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	4/6/2015	N/A	N/A
All Coaches	Email to Staff - NCAA Recruiting Exam Practice Test	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	4/6/2015	N/A	N/A

All Coaches, Communications	Daily Compliance Item - Out-of-Season Workouts	All Coaches, Communications Staff, Sport Program Admin.'s, Compliance Staff	Email	4/7/2015	N/A	N/A
Select Coaches and Staff	NLI & ASA Signing Period (April) - Reminders	IMBA, MBB, M/WFE, WFH, M/WGO, MGY, M/WLA, WCR, WSB, M/WSW, M/WTE, M/WTR, WVB, MWR Coaches, Communications and Compliance	Email	4/10/2015	N/A	N/A
All Coaches	NCAA Interpretation: Practice and Benefits Incidental to Participation before Initial FT Collegiate Enrollment	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	4/10/2015	N/A	N/A
All Coaches	NCAA Interpretation: Core-Course Grade-Point Average Calculation for a Prospective Student-Athlete who Initially Enrolls Full Time On or After August 1, 2016 (I)	All Coaches, ASPSA Staff, Sport Program Admin.'s, Compliance Staff	Email	4/10/2015	N/A	N/A
All Coaches	NCAA Ed. Column: Application of 2016 Division I Initial-Eligibility Requirements to Pre-2016 Graduates	All Coaches, ASPSA Staff, Sport Program Admin.'s, Compliance Staff	Email	4/10/2015	N/A	N/A
MSO	Monthly Rules Education - New Legislation	MSO Coaching Staff, MvG, Sport Program Admin.	Meeting	4/13/2015	8:30am	McCaskill Soccer Center
All Coaches	NCAA Interpretation: International PSA - Certification Based International Credentials Only	All Coaches, ASPSA Staff, Sport Program Admin.'s, Compliance Staff	Email	4/13/2015	N/A	N/A
All Coaches	NCAA Interpretation: Determining the Seventh Semester of High School (I)	All Coaches, ASPSA Staff, Sport Program Admin.'s, Compliance Staff	Email	4/13/2015	N/A	N/A
All Coaches	NCAA Interpretation: High School Grading on Pass/Fail System Only	All Coaches, ASPSA Staff, Sport Program Admin.'s, Compliance Staff	Email	4/13/2015	N/A	N/A
MSO	Email to Staff - Invalidated Test Scores	MSO Coaching Staff	Email	4/13/2015	N/A	N/A
MTE	Monthly Rules Education - Current COI Decisions	MTE Coaching Staff, MvG, Sport Program Admin.	Meeting	4/14/2015	11:00am	Cone-Kenfield Tennis Center
MFB	Monthly Rules Education - Current COI Decisions	MFB Coaching Staff, MvG, Sport Program Admin.	Meeting	4/14/2015	8:30am	Kenan Football Center
MGO	End of Year Rules Education	MGO SA's, AD, LM, TT	Meeting	4/15/2015	1:30pm	Finley Golf Course
WVB	End of Year Rules Education	WVB SA's, Coaching Staff, LM, TT	Meeting	4/15/2015	10:00am	Loudermilk

MSW, WSW, DIVE	Monthly Rules Education - Current COI Decisions	MSW.WSW.DIVE Coaching Staff, MvG, Sport Program Admin.	Meeting	4/15/2015	11:00am	Koury Natatorium
MLA	Monthly Rules Education - Current COI Decisions	MLA Coaching Staff, MvG, Sport Program Admin.	Meeting	4/15/2015	2:00pm	Loudermilk
WRE	Monthly Rules Education - Current COI Decisions	WRE Coaching Staff, MvG, Sport Program Admin.	Meeting	4/15/2015	2:00pm	Loudermilk
ASPSA	Bi-Weekly Rules Education	ASPSA, FAR, Registrar, MvG	Meeting	4/15/2015	3:00pm	Loudermilk
WRE	End of Year Rules Education	WRE SA's, CM, LM, TT	Meeting	4/15/2015	3:00pm	Loudermilk
WFH	End of Year Rules Education	WFH SA's, GF, KR, LM, TT	Meeting	4/15/2015	4:00pm	Loudermilk
All Coaches	Daily Compliance Item - PSA's Serving as Demonstrators	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	4/15/2015	N/A	N/A
MBB	Monthly Rules Education - Current COI Decisions	MBB Coaching Staff, MvG, Sport Program Admin.	Meeting	4/16/2015	2:15pm	Smith Center
WBB	End of Year Rules Education	WBB SAs; AC; TWJ; RS	Meeting	4/16/2015	3:00pm	WBB Media Room
MSW & WSW	End of Year Rules Education	MSW & WSW SAs; RD; LG; RS	Meeting	4/16/2015	5:00pm	Loudermilk
MSW & WSW	Eligibility Center Information for Junior Day	2016 MSW & WSW PSA's and parents, Coaches, LM	Meeting	4/18/2015	9:30am	Smith Center
WSB	Monthly Rules Education - Current COI Decisions	WSB Coaching Staff, MvG, Sport Program Admin.	Meeting	4/20/2015	12:00pm	Anderson Stadium
MBA	Monthly Rules Education - Current COI Decisions	MBA Coaching Staff, MvG, Sport Program Admin.	Meeting	4/21/2015	11:00am	Boshamer Stadium
MBB	NCAA Ed. Column: Donations to Non-Profit Foundations	MBB Coaching Staff, Sport Program Admin.'s, Compliance Staff	Email	4/21/2015	N/A	N/A
MSO	End of Year Rules Education	MSO SA's, CS, GP, LM	Meeting	4/21/2015	4:15pm	Loudermilk
NCR	End of Year Rules Education	NCR SA's, LM	Meeting	4/21/2015	4:15pm	Loudermilk
MFB	End of Year Rules Education	MFB SA's, CH, RB, JH, LM, RS	Meeting	4/21/2015	5:15pm	Kenan Football Center
MBB	End of Year Rules Education	MBB SA's, BF, LM, TT	Meeting	4/22/2015	3:00pm	Smith Center
WBB	Monthly Rules Education - Current COI Decisions	WBB Coaching Staff, MvG, Sport Program Admin.	Meeting	4/22/2015	4:30pm	Carmichael Arena
MFE, WFE	End of Year Rules Education	MFE SA's, WFE SA's, JW, JA, LM	Meeting	4/22/2015	5:00pm	Loudermilk
WSO	End of Year Rules Education	WSO, AD, TS, and RS	Meeting	4/23/2015	9:00am	Loudermilk
Senior Staff	April Senior Staff Meeting	Executive Staff, Senior Staff	Meeting	4/26/2015	12:00pm	EWAC
WFH	Monthly Rules Education - Current COI Decisions	WFH Coaching Staff, MvG, Sport Program Admin.	Meeting	4/27/2015	10:00am	Carmichael Arena

GYM	Monthly Rules Education - Current COI Decisions	GYM Coaching Staff, MvG, Sport Program Admin.	Meeting	4/27/2015	1:30pm	Carmichael Arena
MGO	Monthly Rules Education - Current COI Decisions	MGO Coaching Staff, MvG, Sport Program Admin.	Meeting	4/28/2015	10:00am	EWAC
WGO	Monthly Rules Education - Current COI Decisions	WGO Coaching Staff, MvG, Sport Program Admin.	Meeting	4/28/2015	10:00am	EWAC
MGO, WGO	NCAA Interpretation: Other Countable Related Activity on the Same Day as a Golf Practice Round	MGO Coaching Staff, WGO Coaching Staff, Sport Program Admin.'s, Compliance Staff	Email	4/29/2015	N/A	N/A
All Coaches	Daily Compliance Item - Temporary Replacement	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	4/29/2015	N/A	N/A
M/W T&F/XC	Monthly Rules Education - Current COI Decisions	M/W T&F/XC Coaching Staff, MvG, Sport Program Admin.	Meeting	4/29/2015	10:30am	Eddie Smith Fieldhouse
WVB	Monthly Rules Education - Current COI Decisions	WVB Coaching Staff, MvG, Sport Program Admin.	Meeting	4/29/2015	1:00pm	Carmichael Arena
M/W T&F/XC	End of Year Rules Education	M/W T&F/XC SA's and Coaching Staff, LM	Meeting	4/29/2015	1:00pm	Eddie Smith Fieldhouse
All Coaches	NCAA Educational Column: Publicity After Commitment	All Coaches, Communications Staff, Sport Program Admin.'s, Compliance Staff	Email	4/30/2015	N/A	N/A
All Coaches	NCAA Interpretation: Definition of a Former Student-Athlete	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	4/30/2015	N/A	N/A
All Coaches	NCAA Interpretation: Photographs of Prospective Student-Athletes in Camp or Clinic Information and Advertisements	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	4/30/2015	N/A	N/A
WTE	Monthly Rules Education - Current COI Decisions	WTE Coaching Staff, MvG, Sport Program Admin.	Meeting	5/1/2015	11:00am	Cone-Kenfield Tennis Center
WLA	Monthly Rules Education - Current COI Decisions	WLA Coaching Staff, MvG, Sport Program Admin.	Meeting	5/1/2015	12:00pm	Carmichael Arena
All Coaches	NCAA Interpretation - Equivalency Computation Method for a Student-Athlete Enrolled Part-Time	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	5/4/2015	N/A	N/A
WRO	Monthly Rules Education - Current COI Decisions	WRO Coaching Staff, MvG, Sport Program Admin.	Meeting	5/4/2015	1:00pm	Carmichael Arena
All Coaches	Daily Compliance Item - Non-Institutional Camps	All Coaches, Communications Staff, Sport Program Admin.'s, Compliance Staff	Email	5/4/2015	N/A	N/A

WSO	Monthly Rules Education - Current COI Decisions	WSO Coaching Staff, MvG, Sport Program Admin.	Meeting	5/5/2015	10:00am	McCaskill Soccer Center
All Coaches, SA Development	Email to Staff - Promotional Activities	All Coaches, SA Development Staff, Sport Program Admin.'s, Compliance Staff	Email	5/6/2015	N/A	N/A
All Coaches	Daily Compliance Item - Congratulatory Advertisements	All Coaches, Sports Marketing, Sport Program Admin.'s, Compliance Staff	Email	5/8/2015	N/A	N/A
S & C	Daily Compliance Item - Graduate S & C Staff	Strength & Conditioning Staff, Sport Program. Admin.'s, Compliance Staff	Email	5/11/2015	N/A	N/A
Spring Sports Coaches	Email - summer GIA and post-season expenses	Spring Sport coaches, Compliance Staff	Email	5/11/2015	N/A	N/A
All Coaches	NCAA Interpretation - Non-Institutional Camps	All Coaches, Communications Staff, Sport Program Admin.'s, Compliance Staff	Email	5/18/2015	N/A	NA
All Coaches	Daily Compliance Item - Summer Foreign Tours	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	5/18/2015	N/A	N/A
All Coaches	NCAA Interpretation - Incidental Expenses At NCAA Championships, National Governing Body Championships In Emerging Sports And Postseason Bowl Games Conducted In Locale Of Participating Institution	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	5/22/2015	N/A	N/A
FENCE	Email to Staff - USA Championships and July Challenge	FENCE Coaching Staff, Sport Program Admin.'s, Compliance Staff	Email	5/22/2015	N/A	N/A
Senior Staff	May Senior Staff Meeting	Executive Staff, Senior Staff	Meeting	5/26/2015	12:00pm	EWAC
WBB	NCAA Eligibility for Camp	TW-J; CA	Email	6/1/2015	N/A	N/A
Student Orientation	NCAA Rules	Prospect Parents; Compliance Staff	Meeting	6/2/2015	8:20am	Student Union
MFB	Agent and Advisor Program Meeting	JP, CW, GC, TS, PP	Meeting	6/9/2015	12:00pm	Kenan Football Center
Student Orientation	NCAA Rules	Prospect Parents; Compliance Staff	Meeting	6/9/2015	8:20am	Student Union
Equivalency Coaches and Staff	COA and Renewal/Nonrenewal Legislation	Select Coaches and Staff; KW; RS	Meeting	6/10/2015	10:30am	EWAC
Head Count Coaches and Staff	COA and Renewal/Nonrenewal Legislation	Select Coaches and Staff; KW; RS; BC	Meeting	6/10/2015	11:30am	EWAC

All Coaches	Email to Staff: 2015-2016 Recruiting Calendars	All Coaches, Sport Program Admin.'s, Compliance Staff	Meeting	6/12/2015	N/A	N/A
Sports other than MBB, WBB, MFB	Email to Staff: Non-Institutional Camp Employment	Sports other than MBB, WBB, MFB, Sport Program Admin.'s, Compliance Staff	Email	6/15/2015	N/A	N/A
Student Orientation	NCAA Rules	Prospect Parents; Compliance Staff	Meeting	6/16/2015	8:20am	Student Union
Student Orientation	NCAA Rules	Prospect Parents; Compliance Staff	Meeting	6/18/2015	8:20am	Student Union
Student Orientation	NCAA Rules	Prospect Parents; Compliance Staff	Meeting	6/23/2015	8:20am	Student Union
All Coaches	NCAA Ed. Column: Electronic Correspondence, Social Media and Recruiting	All Coaches, Communications Staff, Senior Staff, Executive Staff, Compliance Staff	Email	6/24/2015	N/A	N/A
WBB	Daily Compliance Item - Women's Basketball Official Visits in July	WBB Coaches, Sport Program Admin.'s, Compliance Staff	Email	6/26/2015	N/A	N/A
WBB	July Recruiting Reminders	WBB Coaches, Sport Program Admin.'s, Compliance Staff	Email	6/26/2015	N/A	N/A
MBB	July Recruiting Reminders	MBB Coaches, Sport Program Admin.'s, Compliance Staff	Email	6/26/2015	N/A	N/A
All Coaches	Daily Compliance Item - Transportation Prior to Initial Full-Time Enrollment	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	7/1/2015	N/A	N/A
MFB	NCAA Interpretation: Head Coach Attending Banquets During Spring Evaluation Period	MFB Coaches, Sport Program Admin.'s, Compliance Staff	Email	7/1/2015	N/A	N/A
WBB	Social Media Meeting	WBB Coaches, Compliance Staff	Meeting	7/2/2015	2:00pm	Carmichael Arena
MFB	2015-2016 NCAA Recruiting Calendars	MFB Coaches, Sport Program Admin.'s, Compliance Staff	Email	7/6/2015	N/A	N/A
MBB	2015-2016 NCAA Recruiting Calendars	MBB Coaches, Sport Program Admin.'s, Compliance Staff	Email	7/6/2015	N/A	N/A

MBA	2015-2016 NCAA Recruiting Calendars	MBA Coaches, Sport Program Admin.'s, Compliance Staff	Email	7/6/2015	N/A	N/A
T&F/CC	2015-2016 NCAA Recruiting Calendars	T&F/CC Coaches, Sport Program Admin.'s, Compliance Staff	Email	7/6/2015	N/A	N/A
MLA	2015-2016 NCAA Recruiting Calendars	MLA Coaches, Sport Program Admin.'s, Compliance Staff	Email	7/6/2015	N/A	N/A
WLA	2015-2016 NCAA Recruiting Calendars	WLA Coaches, Sport Program Admin.'s, Compliance Staff	Email	7/6/2015	N/A	N/A
WVB	2015-2016 NCAA Recruiting Calendars	WVB Coaches, Sport Program Admin.'s, Compliance Staff	Email	7/6/2015	N/A	N/A
WBB	2015-2016 NCAA Recruiting Calendars	WBB Coaches, Sport Program Admin.'s, Compliance Staff	Email	7/6/2015	N/A	N/A
WSB	2015-2016 NCAA Recruiting Calendars	WSB Coaches, Sport Program Admin.'s, Compliance Staff	Email	7/6/2015	N/A	N/A
Student Orientation	NCAA Rules	Prospect Parents; Compliance Staff	Meeting	7/7/2015	8:20am	Student Union
Student Orientation	NCAA Rules	Prospect Parents; Compliance Staff	Meeting	7/9/2015	8:20am	Student Union
Student Orientation	NCAA Rules	Prospect Parents; Compliance Staff	Meeting	7/14/2015	8:20am	Student Union
Student Orientation	NCAA Rules	Prospect Parents; Compliance Staff	Meeting	7/16/2015	8:20am	Student Union
Student Orientation	NCAA Rules	Prospect Parents; Compliance Staff	Meeting	7/21/2015	8:20am	Student Union
Student Orientation	NCAA Rules	Prospect Parents; Compliance Staff	Meeting	7/23/2015	8:20am	Student Union
MFB, M/WTR, M/WSW	Email to Staff - Application of Telephone and Text Message Legislation	MFB, MSW, WSW, MTR, WTR, Sport Program Admin's, Compliance Staff	Email	7/24/2015	N/A	N/A
Athletics Staff	Email to Staff - 2015-2016 NCAA Division I Compliance Manual	All Athletics Staff, Registrar's Office Staff, FAR, Chancellor's Office, FAC Chair	Email	7/24/2015	N/A	N/A

Student Orientation	NCAA Rules	Prospect Parents; Compliance Staff	Meeting	7/29/2015	8:20am	Student Union
MFB	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amaturism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All MFB SA's, Compliance Staff	Meeting	8/2/2015	4:00pm	Genome Sciences Building
WSO	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amaturism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All WSO SA's, Compliance Staff	Meeting	8/4/2015	3:00pm	Loudermilk
All Coaches	NCAA Staff Interpretation: National/International Competition and Exception to Delayed Enrollment	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	8/4/2015	N/A	N/A
MFB	Telephone Call and Text Message Review	JH, RP, CH, MvG	Meeting	8/6/2015	1:30pm	Kenan Football Center
WSO, MSO, WFH	Daily Compliance Item - Calculating Annual Exemption for Field Hockey or Soccer Alumni Game	MSO, WSO, WFH, Sport Program Admin.'s, Compliance Staff	Email	8/6/2015	N/A	N/A
WVB	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amaturism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All WVB SA's, Compliance Staff	Meeting	8/7/2015	1:00pm	Loudermilk
All Coaches	NCAA Educational Column - Electronic Correspondence, Social Media and Recruiting	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	8/8/2015	N/A	N/A
All Coaches	NCAA Staff Interpretation - Donations to Groups That Involve or Benefit Prospective Student-Athletes	All Coaches, Sport Program Admin.'s, Marketing Staff, Rams Club, Compliance Staff	Email	8/8/2015	N/A	N/A
MSO	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amaturism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All MSO SA's, Compliance Staff	Meeting	8/10/2015	11:00am	Loudermilk
All Coaches	Email to Staff - ACC Intraconference Policy Changes	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	8/10/2015	N/A	N/A
WFH	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amaturism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All WFH SA's, Compliance Staff	Meeting	8/10/2015	2:00pm	Loudermilk
All Coaches	NCAA Interpretation: Coaches Involvement with a Student-Athlete During Participation in National Team Tryout Competition Events	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	8/13/2015	N/A	N/A

MCC, WCC	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amatuerism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All MCC/WCC SA's, Compliance Staff	Meeting	8/13/2015	5:00pm	Loudermilk
MLA	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amatuerism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All MLA SA's, Compliance Staff	Meeting	8/17/2015	11:00am	M Lacrosse Team Room
MGO	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amatuerism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All MGO SA's, Compliance Staff	Meeting	8/17/2015	12:00pm	Loudermilk
WGO	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amatuerism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All WGO SA's, Compliance Staff	Meeting	8/17/2015	12:00pm	Loudermilk
FB - Non-105	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amatuerism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All Non-105 MFB SA's, Compliance Staff	Meeting	8/17/2015	12:00pm	Loudermilk
MBA	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amatuerism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All MBA SA's, Compliance Staff	Meeting	8/17/2015	1:00pm	Loudermilk
WBB	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amatuerism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All WBB SA's, Compliance Staff	Meeting	8/17/2015	1:00pm	Carmichael Media Room
MBB	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amatuerism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All MBB SA's, Compliance Staff	Meeting	8/17/2015	2:00pm	Smith Center Lounge
WGY	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amatuerism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All WGY SA's, Compliance Staff	Meeting	8/18/2015	3:30pm	Loudermilk
WTE	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amatuerism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All WTE SA's, Compliance Staff	Meeting	8/18/2015	3:30pm	Loudermilk

WCR	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amaturism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All WCR SA's, Compliance Staff	Meeting	8/18/2015	5:00pm	Loudermilk
SA's	Fall Student-Athlete Policy Meeting	SA's, Various Campus Units, Sport Program Admin.'s	Meeting	8/18/2015	7:00pm	Carmichael Arena
MTE	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amaturism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All MTE SA's, Compliance Staff	Meeting	8/19/2015	3:30pm	Loudermilk
MWR	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amaturism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All MWR SA's, Compliance Staff	Meeting	8/19/2015	3:30pm	Loudermilk
Tutors	NCAA Rules Education for Tutors and Academic Monitors	Tutors, Academic Monitors, ASPSA Staff, MvG	Meeting	8/19/2015	6:30pm	Kenan Football Center
SA's	Fall Student-Athlete Policy Meeting	SA's, Various Campus Units, Sport Program Admin.'s	Meeting	8/19/2015	7:00pm	Carmichael Arena
MSO	Manager and Social Media Education	MSO Staff, MvG	Meeting	8/20/2015	10:00am	McCaskill Soccer Center
MFE, WFE	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amaturism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All MFE, WFE SA's, Compliance Staff	Meeting	8/20/2015	4:00pm	Loudermilk
MSW, WSW	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amaturism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All MSW, WSW SA's, Compliance Staff	Meeting	8/21/2015	5:00pm	Loudermilk
Senior Staff	August Senior Staff Meeting	Senior Staff	Meeting	8/24/2015	9:00am	EWAC
All Coaches	Daily Compliance Item - CARA between midnight and 5am	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	8/24/2015	N/A	N/A
WSB	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amaturism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All WSB SA's, Compliance Staff	Meeting	8/25/2015	9:30am	Loudermilk
MSO	Manager and Social Media Education	MSO Staff, MvG	Meeting	8/27/2015	3:00pm	EWAC
MFB	Telephone Call and Text Message Review	MFB Coaches, MvG	Meeting	8/31/2015	8:30am	Kenan Football Center
MFB	NCAA Educational Column - Athletics Department Involvement with Student Host Groups	MFB Coaches, Sport Program Admin.'s, Compliance Staff	Email	8/31/2015	N/A	N/A

All Coaches	Daily Compliance Item - Vacation Day as Day Off	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	8/31/2015	N/A	N/A
WLA	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amaturism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All WLA SA's, Compliance Staff	Meeting	8/31/2015	4:00pm	Loudermilk
SA Development	Email to Staff - Pormotional Activities	SA Development Staff, Sport Program Admin.'s	Email	8/31/2015	N/A	N/A
Social Media Monitors	Email to Staff - Flagged Individuals	Social Media Monitors, Head Coaches	Email	9/1/2015	N/A	N/A
Student-Athletes	Email to SA's - Flagged Individuals	All SA's	Email	9/1/2015	N/A	N/A
All Coaches	Daily Compliance Item - Hosting Events for HS Nonathletics Personnel	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	9/1/2015	N/A	N/A
MTO, WTO	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amaturism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All MTO/WTO SA's, Compliance Staff	Meeting	9/1/2015	3:45pm	Loudermilk
CARE	September Rules Education Meeting	ASPSA Staff, Registrar's Office Staff, FAR, Compliance Staff	Meeting	9/2/2015	3:00pm	Loudermilk
All Coaches	Daily Compliance Item - Telephone Call Limitations	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	9/8/2015	N/A	N/A
NCR	NCAA Summary of Rules - Ethical Conduct, Sports Wagering, Amaturism, Promotional Activities, Financial Aid, Employment, Recruiting, Eligibility	All NCR SA's, Compliance Staff	Meeting	9/8/2015	3:30pm	Loudermilk
MFB	NCAA Staff Interpretation: Football Protective Equipment	MFB Staff, Sport Program Admin.'s, Compliance Staff	Email	9/9/2015	N/A	N/A
MBB, WBB	Email to Staff - Definition of an Academic Day at Two-Year Colleges	MBB Coaches, WBB Coaches, Sport Program Admin.'s, Compliance Staff	Email	9/10/2015	N/A	N/A
All Coaches	Daily Compliance Item - Day Off Requirement	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	9/15/2015	N/A	N/A
All Coaches	Email to Staff - Official and Unofficial Complimentary Admissions	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	9/16/2015	N/A	N/A
All Coaches	Daily Compliance Item - Undergraduate Student Assistant Coaches	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	9/25/2015	N/A	N/A

MFB	Email to SA's - Complimentary Admissions	All MFB SA's, THFPO, MFB Coaching Staff, Ticket Office Staff, Sport Program Admin.'s, Compliance Staff	Email	9/28/2015	N/A	N/A
Ticket Office	Rules Education Meeting - Complimentary Admissions Issue	Ticket Office Staff, MvG	Meeting	10/8/2015	4:00pm	Ticket Office
CARE	October Rules Education Meeting	ASPSA Staff, Registrar's Office Staff, FAR, Compliance Staff	Meeting	10/9/2015	2:30pm	Loudermilk
MBB	Email to Staff - Disability and LOV Insurance	MBB Staff, MvG	Email	10/12/2015	N/A	N/A
SA's	Email to SA's - Supplements	All Student-Athletes, Sports Nutrition	Email	10/13/2015	N/A	N/A
MBB	Social Media and Non-Coaching Staff Member Education	Select MBB Staff, MvG	Meeting	10/14/2015	11:00am	EWAC
All Coaches	Email to Staff - SMU Infractions Case/Head Coach Responsibility	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	10/14/2015	N/A	N/A
MBB, WBB	NCAA Educational Column - Qualifying Regular Season MTE's	MBB Staff, WBB Staff, Sport Program Admin.'s, Compliance Staff	Email	10/14/2015	N/A	N/A
MTE, WTE	NCAA Educational Column - Tennis Dates of Competition (Individual Singles or Doubles Tournaments)	MTE Staff, WTE Staff, Sport Program Admin.'s, Compliance Staff	Email	10/14/2015	N/A	N/A
Equipment	NCAA Staff Interpretation - Professional Athlete's Symbol, Logo or Trademark on Manufacturer's Apparel (I)	Equipment Staff, BC, MvG	Email	10/19/2015	N/A	N/A
Social Media Monitors	Email to Staff - Social Media Monitor Responsibilities	Social Media Monitors, Head Coaches, Sport Program Admin.'s, Compliance Staff	Email	10/19/2015	N/A	N/A
All Coaches	NCAA Staff Interpretation - Application of Bylaws 15, 16 and 17 to a SA Who Has Been Granted a Waiver to Practice or Compete While Enrolled Less than FT	All Coaches, Registrar's Staff, ASPSA Staff, Sport Program Admin.'s, Compliance Staff	Email	10/21/2015	N/A	N/A
All Coaches	NCAA Educational Column - Issues related to Crowdfunding	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	10/23/2015	N/A	N/A
MGO, WGO	Email to Staff - Outside Consultants	MGO Coaches, WGO Coaches, Sport Program Admin.'s, Compliance Staff	Email	10/23/2015	N/A	N/A
Senior Staff	October Senior Staff Meeting	Senior Staff	Meeting	10/26/2015	9:00am	EWAC

Head Coaches	October Head Coaches Meeting	Head Coaches, Executive Staff, MvG	Meeting	10/27/2015	8:30am	EWAC
MSO, WSO	Email to Staff - Recruiting/Scouting Service	MSO Coaches, WSO Coaches, Select Communications Staff, Sport Program Admin.'s	Email	10/28/2015	N/A	N/A
MSO	Monthly Rules Education - New Legislation	MSO Coaching Staff, Sport Program Admin.'s, MvG	Meeting	11/2/2015	9:00am	McCaskill Soccer Center
WBB	Monthly Rules Education - New Legislation	WBB Coaching Staff, Sport Program Admin.'s, MvG	Meeting	11/2/2015	10:00am	Carmichael Arena
WFH	Monthly Rules Education - New Legislation	WFH Coaching Staff, Sport Program Admin.'s, MvG	Meeting	11/2/2015	1:00pm	Carmichael Arena
Social Media Monitors	Social Media Monitors Meeting	Select Social Media Monitors, BC, NM, LG, MvG	Meeting	11/2/2015	3:00pm	Loudermilk
WTE	Monthly Rules Education - New Legislation	WTE Coaching Staff, Sport Program Admin.'s, MvG	Meeting	11/3/2015	8:00am	Cone Kenfield Tennis Center
GYM	Monthly Rules Education - New Legislation	GYM Coaching Staff, Sport Program Admin.'s, MvG	Meeting	11/3/2015	9:00am	Carmichael Arena
WSO	Monthly Rules Education - New Legislation	WSO Coaching Staff, Sport Program Admin.'s, MvG	Meeting	11/3/2015	10:00am	McCaskill Soccer Center
CARE	November Rules Education Meeting	ASPSA Staff, Registrar's Office Staff, FAR, Compliance Staff	Meeting	11/3/2015	3:00pm	Loudermilk
MBB	Monthly Rules Education - New Legislation	MBB Coaching Staff, Sport Program Admin.'s, MvG	Meeting	11/4/2015	9:30am	Smith Center
MLA	Monthly Rules Education - New Legislation	MLA Coaching Staff, Sport Program Admin.'s, MvG	Meeting	11/4/2015	2:00pm	Loudermilk
Social Media Monitors	Social Media Monitors Meeting	Select Social Media Monitors, BC, NM, MvG	Meeting	11/5/2015	9:30am	Loudermilk
MBB, WBB	Email to Staff - Informal Scrimmages	MBB Coaches, WBB Coaches, Sport Program Admin.'s, Compliance Staff	Email	11/5/2015	N/A	N/A
MFB	Monthly Rules Education - New Legislation	MFB Coaching Staff, Sport Program Admin.'s, MvG	Meeting	11/6/2015	2:00pm	Kenan Football Center
WRE	Monthly Rules Education - New Legislation	WRE Coaching Staff, Sport Program Admin.'s, MvG	Meeting	11/9/2015	2:00pm	Carmichael Arena
WVB	Monthly Rules Education - New Legislation	WVB Coaching Staff, Sport Program Admin.'s, MvG	Meeting	11/9/2015	1:00pm	Carmichael Arena

WLA	Monthly Rules Education - New Legislation	WLA Coaching Staff, Sport Program Admin.'s, MvG	Meeting	11/10/2015	9:00am	Carmichael Arena
MGO	Monthly Rules Education - New Legislation	MGO Coaching Staff, Sport Program Admin.'s, MvG	Meeting	11/10/2015	10:00am	Finley Golf Course
WGO	Monthly Rules Education - New Legislation	WVB Coaching Staff, Sport Program Admin.'s, MvG	Meeting	11/10/2015	10:00am	Finley Golf Course
WRO	Monthly Rules Education - New Legislation	WVB Coaching Staff, Sport Program Admin.'s, MvG	Meeting	11/10/2015	11:00am	Carmichael Arena
MSW	Monthly Rules Education - New Legislation	MSW Coaching Staff, Sport Program Admin.'s, MvG	Meeting	11/11/2015	11:00am	Koury Natatorium
WSW	Monthly Rules Education - New Legislation	WSW Coaching Staff, Sport Program Admin.'s, MvG	Meeting	11/11/2015	11:00am	Koury Natatorium
MFE	Monthly Rules Education - New Legislation	MFE Coaching Staff, Sport Program Admin.'s, MvG	Meeting	11/11/2015	1:00pm	Carmichael Arena
WFE	Monthly Rules Education - New Legislation	WFE Coaching Staff, Sport Program Admin.'s, MvG	Meeting	11/11/2015	1:00pm	Carmichael Arena
MBA	Monthly Rules Education - New Legislation	MBA Coaching Staff, Sport Program Admin.'s, MvG	Meeting	11/12/2015	10:00am	Boshamer Stadium
All Athletics Staff	Athletics Department Personnel Employment at Non-Institutional Fundamental Skills Camps/Clinics (I)	All Athletics Staff	Email	11/16/2015	N/A	N/A
All Athletics Staff	Athletics Department Staff Participating in an Alumni Contest (I)	All Athletics Staff	Email	11/16/2015	N/A	N/A
MBB	Men's Basketball -- Camp Employment and Camp Logistics Issues (I)	MBB Coaches, Sport Program Admin.'s, Compliance Staff	Email	11/16/2015	N/A	N/A
All Sports	Email to Staff - CARA and Exam Period	All Sports, Sport Program Admin.'s, Compliance Staff	Email	11/24/2015	N/A	N/A
Senior Staff	November Senior Staff Meeting	Senior Staff	Meeting	11/28/2015	9:00am	EWAC
All Sports	Email to Staff - Camp Registration	All Sports, Sport Program Admin.'s, Compliance Staff	Email	11/30/2015	N/A	N/A
OSSA	NCAA Education Column - Financial Aid	BD; JC	Email	12/1/2015	N/A	N/A
CARE	December Rules Education Meeting	ASPSA Staff, Registrar's Office Staff, FAR, Compliance Staff	Meeting	12/1/2015	3:00pm	Loudermilk
Head Coaches	December Head Coaches Meeting	Head Coaches, Executive Staff	Meeting	12/15/2015	8:30am	EWAC

All Coaches	NCAA Educational Column: Prospective Student-Athletes Participating in an Institutional Camp or Clinic in Conjunction with an Official (Paid) Visit (I)	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	1/11/2016	N/A	N/A
All Coaches	Email to Staff - Changes to SAT	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	1/12/2016	N/A	N/A
Nutrition	Email to Staff - Supplements	Nutrition Staff, MvG	Email	1/15/2016	N/A	N/A
All Coaches	Email to Staff - Full-Time Enrollment and CARA	All Coaches, Compliance Staff	Email	1/15/2016	N/A	N/A
All Coaches	NCAA Interpretation - Midyear Replacement -- Replaced Student-Athlete Remains Enrolled and Continues to Receive Athletics Aid and/or Participates in another Sport	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	1/19/2016	N/A	N/A
Senior Staff	January Senior Staff Meeting	Senior Staff	Meeting	1/19/2016	9:00am	EWAC
MSO, WSO, MFB	Email to Staff - NLI & ASA Signing Period - FEBRUARY	MFB, WSO, MSO coaches, Sport Program Admin.'s Compliance Staff	Email	1/20/2016	N/A	N/A
Head Coaches Meeting	January Head Coaches Meeting	Head Coaches, Executive Staff	Meeting	1/26/2016	8:30am	EWAC
All Athletics Staff	Email to Staff - Signing Day Reminders	All Athletics Staff, FAR, University Communications	Email	1/29/2016	N/A	N/A
MFB Coaches	NCAA Interpretation: In-Person Contact with PSA During Football Bowl Subdivision December or January Dead Period After Commitment	MFB Staff, Sport Program Admin.'s, Compliance Staff	Email	2/1/2016	N/A	N/A
All Coaches	NCAA Interpretation: Correspondence Accompanying Questionnaires and/or Camp Brochures (I)	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	2/1/2016	N/A	N/A
CARE	February Rules Education Meeting	ASPSA Staff, Registrar's Office Staff, FAR, Compliance Staff	Meeting	2/2/2016	3:00pm	Loudermilk
All Athletics Staff	Email to Staff - CURRENT EVENT - St. Peters University Public Infractions Case	All Athletics Staff	Email	2/3/2016	N/A	N/A
MFB Coaches	Email to Staff - NCAA Analysis of HUDL	MFB Staff, Sport Program Admin.'s, Compliance Staff	Email	2/5/2016	N/A	N/A
All Coaches	NCAA Interp.: Off-Campus Contact by Staff Other Than Permissible Recruiters with a Prospective Student-Athlete who has Committed to the Institution (I)	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	2/15/2016	N/A	N/A

All Coaches	NCAA Ed. Column: Foreign Tours	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	2/15/2016	N/A	N/A
All Coaches	NCAA Ed. Column: Film Review -- PSA's and Coaching Staff Members (I)	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	2/15/2016	N/A	N/A
Head Coaches	Email to HC's: Head Coach Responsibility	All Head Coaches, Sports Program Admin.'s, FAR, Compliance Staff	Email	2/18/2016	N/A	N/A
MBB, WBB, MFB	NCAA Ed. Column: Regularly Scheduled Contests/Tournaments	MBB, WBB and MFB Coaches, Sport Program Admin.'s, Compliance Staff	Email	2/18/2016	N/A	N/A
All Athletics Staff	Email to Staff - CURRENT EVENT - Southeast Missouri State Public Infractions Case	All Athletics Staff	Email	2/19/2016	N/A	N/A
St. David's High School	NCAA Eligibility and Recruiting	Parents and PSAs	Meeting	2/23/2016	6:00PM	St. David's
MFB	Agent and Advisor Program	MFB SA's, PP	Meeting	3/20/2016	7:00pm	Kenan Football Center
Senior Staff	January Senior Staff Meeting	Senior Staff	Meeting	3/21/2016	9:00am	Carolina Inn
CARE	April Rules Education Meeting	ASPSA Staff, Registrar's Office Staff, FAR, Compliance Staff	Meeting	4/5/2016	3:00pm	Loudermilk
All Sports	NCAA Staff Interp. - Expenses Related to Mandatory Medical Examination and Sickle Cell Solubility Test	All Coaches, Sports Medicine Staff, Sport Program Admin.'s, Compliance Staff	Email	4/7/2016	N/A	N/A
Athletics Council	Athletics Council - April Meeting	Athletics Council	Meeting	4/8/2016	12:00pm	Loudermilk
All Sports	NCAA Interp.: Transportation Prior to Enrollment After Away-From-Home Competition	All Coaches, Sport Program Admin.'s, Compliance Staff	Email	4/14/2016	N/A	N/A
All Athletics Staff	Current Event: Univ. of Southern Mississippi Public Infractions Report	All Athletics Staff	Email	4/19/2016	N/A	N/A
MFB	Rules Education Meeting - New Legislation	MFB Staff, MvG	Meeting	4/19/2016	8:30am	N/A
All Coaches	NCAA Staff Interp: Official Visit Airfare	All Coaches, Business Office/Travel Staff, Sport Program Admin.'s Compliance Staff	Email	5/5/2016	N/A	N/A
ASPSA, Registrar	NCAA Ed. Column: Change in Eligibility and Postseason Competition Between Terms	ASPSA Staff, Registrar's Staff, FAR, Sport Program Admin.'s, Compliance Staff	Email	5/5/2016	N/A	N/A
MFB	Email to Staff - Noninstitutional Camps and Clinics	MFB Staff, Sport Program Admin.'s, Compliance Office Staff	Email	5/12/2016	N/A	N/A

All Coaches	NCAA Staff Interp.: Application of Recruiting Rules Dependent on Grade or Class	All Coaches, Sport Program Admin.'s, Compliance Office Staff	Email	5/13/2016	N/A	N/A
MFB	NCAA Staff Interp.: Football and Foreign Tours	MFB Staff, Sport Program Admin.'s, Compliance Office Staff	Email	5/18/2016	N/A	N/A
Head Coaches	May Head Coaches Meeting	Head Coaches, Executive Staff, MvG	Meeting	5/24/2016	8:30am	EWAC
MSO	Rules Ed. Meeting - New Volunteer Assistant Coach	MSO Coaching Staff, MvG	Meeting	6/7/2016	10:00am	McCaskill Soccer Center
All Sports	NCAA Interp.: On-Campus Events and Volunteer Asst. Coaches	All Sports, Sport Program Admin.'s, Compliance Staff	Email	6/10/2016	N/A	N/A
All Sports	Email to Staff - New Legislation	All Sports, Sport Program Admin.'s, Compliance Staff	Email	6/13/2016	N/A	N/A
ASPSA, Registrar	NCAA Interp.: Use of Concurrent Enrollment Courses to Satisfy Credit-Hour Requirements (I)	Select ASPSA and Registrar's Staff, Sport Program Admin.'s, Compliance Staff	Email	6/29/2016	N/A	N/A
MTE/WTE	Email to Staff - Outside Competition	MTE Coaching Staff, WTE Coaching Staff, Sport Program Admin.'s, Compliance Office Staff	Email	7/18/2016	N/A	N/A

From: Vangelder, Marielle A
To: UNCAA-Asst Head Coaches; UNCAA-Head Coaches
Cc: Westerman, Kevin; Timmermans, Tom (timmermans@unc.edu); Strassner, Rachel; Ballen, Martina K; Beale, Michael A.; Best, Kevin S.; Bitting, Angelyn S; Brunner, John F; Bunting, Mike; Cleary, Ken; Culler, Ellen B; Cunningham, Bubba; Gallo, Jr., Larry A.; Grimsley, Richie; Gwaltney, Clint; Ille, Vince; Johnson, Shelley H; Kirschner, Steve; Krause, Paul W; Lane, Cricket; Miller, Beth; Moore, Nicki; Perkins, Michael; Pogge, Paul; Robinson, Kevin T; Sabo, Tim; Steinbacher, Rick
Subject: NCAA Staff Interp. - Application of Recruiting Rules that are Dependent on Grade or Class (I)
Date: Friday, May 13, 2016 11:28:00 AM

Good Morning –

Please see the NCAA Staff Interpretation below we received yesterday regarding the application of recruiting rules that are dependent on grade or class.

Let us know if you have any questions or concerns.

Thank you.

Marielle

Application of Recruiting Rules that are Dependent on Grade or Class (I)
Date Published: May 12, 2016

Interpretation:

The academic and membership affairs staff confirmed that recruiting rules that are dependent on a prospective student-athlete's grade or class (e.g., junior, senior) apply based on the prospective student-athlete's expected graduation date as designated by his or her educational institution or system.

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Fax: (919) 962-6002

From: Vangelder, Marielle A
To: Greene, Michael; Brown, Michelle; Horton, Rocky; Lineberry, Crystal Nolan; Derickson, Christopher P
Cc: Westerman, Kevin; Strassner, Rachel; Timmermans, Tom (timmermans@unc.edu); Ballen, Martina K; Beale, Michael A.; Best, Kevin S.; Bitting, Angelyn S; Brunner, John E; Bunting, Mike; Cleary, Ken; Culler, Ellen B; Cunningham, Bubba; Gallo, Jr., Larry A.; Grimsley, Richie; Gwaltney, Clint; Ille, Vince; Johnson, Shelley H; Kirschner, Steve; Krause, Paul W; Lane, Cricket; Miller, Beth; Moore, Nicki; Perkins, Michael; Pogge, Paul; Robinson, Kevin T; Sabo, Tim; Steinbacher, Rick
Subject: NCAA Interpretation - Use of Concurrent Enrollment Courses to Satisfy Credit-Hour Requirements
Date: Wednesday, June 29, 2016 5:01:00 PM

Good Afternoon –

Please see the Official NCAA Interpretation below we received today regarding the use of concurrent enrollment courses to satisfy credit hour requirements.

Specifically, that a traditional course taken at an institution other than UNC during a regular term while enrolled full time at UNC may be used to satisfy the 6 and 18 credit hour rule provided: 1.) the course is available to any student at UNC. 2.) The student-athlete enrolls in the course in the same manner as is available to any student; and 3.) Enrollment in the course occurs within UNC's regular enrollment periods (preregistration or drop/add period) in accordance with our academic calendar and applicable policies and procedures.

Let me know if you have any questions or concerns.

Thank you.

Marielle

Official Interpretation

Use of Concurrent Enrollment Courses to Satisfy Credit-Hour Requirements (I)

The Legislative Committee determined that a traditional course taken at an institution other than the certifying institution during a regular term while enrolled full time at the certifying institution may be used to satisfy the six credits per term and 18 semester or 27 quarter credit hours per academic year requirements, provided:

- (a) The course is available to any student at the certifying institution;**
- (b) The student-athlete enrolls in the course in the same manner as is available to any student;**
- and**
- (c) Enrollment in the course occurs within the offering institution's regular enrollment periods (preregistration or drop/add period) in accordance with the institution's academic calendar and applicable policies and procedures.**

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All electronic mail messages in connection with State business which are sent to or received by this account are subject to the North Carolina Public Records Law and may be disclosed to third parties.

From: Vangelder, Marielle A
To: UNCAA Academics; Broome, Lissa L; Derickson, Christopher P; Horton, Rocky; Lineberry, Crystal Nolan
Cc: [Westerman, Kevin](#); [Strassner, Rachel](#); [Timmermans, Tom \(timmermans@unc.edu\)](#); [Ballen, Martina K](#); [Beale, Michael A.](#); [Best, Kevin S.](#); [Blitting, Angelyn S](#); [Brunner, John F](#); [Bunting, Mike](#); [Cleary, Ken](#); [Culler, Ellen B](#); [Cunningham, Bubba](#); [Gallo, Jr., Larry A.](#); [Grimsley, Richie](#); [Gwaltney, Clint](#); [Ille, Vince](#); [Johnson, Shelley H](#); [Kirschner, Steve](#); [Krause, Paul W](#); [Lane, Cricket](#); [Miller, Beth](#); [Moore, Nicki](#); [Perkins, Michael](#); [Pogge, Paul](#); [Robinson, Kevin T](#); [Sabo, Tim](#); [Steinbacher, Rick](#)
Subject: NCAA Ed. Column: Change in Eligibility and Postseason Competition Between Terms
Date: Thursday, May 5, 2016 10:34:00 AM

Good Morning –

Please see the Educational Column below we received from the NCAA this morning regarding changes in academic eligibility and postseason competition between terms.

Let me know if you have any questions or concerns.

Thank you.

Marielle

Educational Column

Change in Eligibility and Postseason Competition Between Terms (I)

Date Published: May 5, 2016

This document contains questions and answers that are designed to assist the membership in determining the eligibility of student-athletes whose eligibility status changes at the end of a regular academic term and for student-athletes participating in postseason events (e.g., football bowl games, or conference tournaments) that occur between terms.

Change in Eligibility Between Terms.

1. A continuing student-athlete who was ineligible for competition during the fall term will regain eligibility at the conclusion of the fall term. When may the student-athlete become eligible to compete?

- A student-athlete may become eligible to compete no earlier than the day after the last scheduled examination listed on the institution's official calendar for the term that is ending. This principle also applies to a student-athlete who is concluding an academic year of residence at midyear.

2. A continuing student-athlete who was ineligible for competition during the spring term finishes his or her final exams several days before the institution's last scheduled exam. May the student-athlete compete as soon as sufficient grades are available to certify the student-athlete's eligibility?

- No. Regardless of grade availability, if a student-athlete concludes his or her final exams early, he or she must wait until the day after the institution's last scheduled examination to compete.

3. Due to poor academic performance, a continuing student-athlete will become ineligible for competition after the fall term. When must the student-athlete's ineligibility become effective?

- A student-athlete becomes ineligible for competition on the date that his or her eligibility is officially certified by the appropriate institution authority. The certification must occur no later than the first day of classes for the subsequent regular academic term.
- **For student-athletes whose eligibility status changes at the end of a regular academic term, must an institution certify such student-athletes as eligible or ineligible on the same day?**
 - No. The certification of eligibility of student-athletes may occur on different days so long as no student-athlete is certified as eligible to compete prior to the day after the institution's last scheduled exam, and no student-athlete is certified as ineligible for competition later than the first day of classes for the subsequent regular academic term.

Eligibility for Postseason Competition/Bowl Game.

1. What academic eligibility requirements must a student-athlete satisfy at the conclusion of an academic term to be eligible for participation in a postseason event that occurs between terms (e.g., conference tournament, bowl game)?

- A student-athlete must earn six credit hours during the preceding regular academic term and be considered in good academic standing as defined by the certifying institution to be eligible to compete in a postseason event that occurs between terms. If a student-athlete is in his or her third year (fifth semester or seventh quarter) of full-time enrollment or beyond, the credit hours used to meet this requirement must be applicable toward his or her declared degree program.

2. A student-athlete who was enrolled part-time in six credit hours during the fall term only earned the three credit hours that were required for him to graduate. Is he eligible to compete in a postseason event following the fall term?

- Yes, the student-athlete would only need to satisfactorily complete the three hours of academic credit required for graduation. A student-athlete who is eligible during the term in which degree work is completed remains eligible for any postseason event that begins within 60 days after the end of the term in which the student completes the requirements for the degree and is eligible to graduate.

3. A student-athlete enrolled part-time in five credit hours during the spring term earned three credit hours but fails to graduate. Is the student-athlete eligible to compete in a postseason event following the spring term?

- No. A student-athlete who is enrolled in less than six credit hours is required to earn the total number of credit hours in which he or she is enrolled (e.g., five credits) in order to compete in a postseason event occurring between terms, unless all hours required for graduation are earned.

4. A football student-athlete earned six credit hours during the fall term but failed to earn the

nine credit hours required for football student-athletes. Does this impact the student-athlete's eligibility for a postseason bowl game immediately following the fall term in which he only earned six credit hours?

- No, the nine-hour rule only impacts a student-athlete's eligibility for participation during the subsequent fall season.

5. A student-athlete who was academically ineligible to compete during the spring term will rectify all progress-toward-degree deficiencies by the end of the spring. May the student-athlete be certified as eligible to compete in a postseason event for the baseball season that is already in progress (e.g., a conference tournament)?

- Yes, a student-athlete who satisfies all applicable academic eligibility requirements to be eligible for competition during the subsequent regular academic term (e.g., fall term) may regain eligibility to participate in postseason competition. It should be noted that participation in a postseason event constitutes the use of a season of competition.

6. By when must a student-athlete's eligibility for a postseason event that occurs between terms event be determined?

- A student-athlete's eligibility for a postseason event that occurs between terms must be determined within 14 business days after the date of the last scheduled examination listed on the institution's official calendar.

7. If the postseason event occurs prior to the conclusion of the 14 business day period, how must a student-athlete's eligibility for a postseason event that occurs between terms be determined?

- Provided a sufficient number of grades from the immediately preceding regular academic term are posted by 5 p.m. local time on the day prior to the postseason event, the student-athlete's grades from the preceding regular academic term must be used to determine eligibility for a postseason event occurring between terms. If an insufficient number of grades from the preceding regular academic term have posted as of 5 p.m. local time on the day prior to a postseason event, the student-athlete's grades from the next most recent regular academic term must be used to determine eligibility for a postseason event occurring between terms.

8. What constitutes an "insufficient number of grades"?

- An "insufficient number of grades" occurs if it is not possible, based on the grades that have been posted for the immediately preceding term, to determine whether the student-athlete meets the six-hour requirement for postseason competition as of 5 p.m. local time on the day prior to the postseason event.
 - For example, a football student-athlete attempted 14 credit hours during the fall, and grades for six credits hours were posted as of 5 p.m. the day before the postseason bowl game. The student-athlete failed those six credit hours, but grades for the additional eight credit hours remained outstanding. In this scenario, an insufficient number of grades were posted from the fall term to determine whether he earned six credit hours. Therefore, the student-athlete's grades from the next most recent regular academic term (e.g., prior spring) would be used to determine his bowl game eligibility.

- o Conversely, a volleyball student-athlete attempted 12 credits during the fall and grades for nine credit hours were posted as of 5 p.m. the day before the student-athlete's conference tournament was set to begin. The student-athlete earned unsatisfactory grades in those nine credit hours. As a result, the outstanding three credits alone could not satisfy the student-athlete's six-hour requirement for postseason eligibility between terms. In this scenario, a sufficient number of fall grades have been posted to determine the student-athlete's postseason eligibility. Based on the student-athlete's fall academic performance, the student-athlete would be ineligible for the conference tournament.

9. A student-athlete has an incomplete in a three credit course as of 5 p.m. the day before the student-athlete's postseason event. May an incomplete grade be used to certify a student-athlete as eligible for a postseason event that occurs between terms?

- A course with a posted grade of incomplete may not be used to determine a student-athlete's eligibility for a postseason event. However, a posted grade of incomplete must be treated as a determined grade for purposes of assessing whether a sufficient number of grades are available on which to assess a student-athlete's eligibility as of 5 p.m. the day before a student-athlete's postseason event.

10. It is properly determined that an insufficient number of spring term grades were posted as of 5 p.m. the day before a track and field student-athlete's postseason conference meet. As a result, the student-athlete was certified as eligible for the conference meet based on her previous fall term academic record. In the event the student-athlete subsequently qualifies for the NCAA Track & Field Championships, must the student-athlete's postseason eligibility be reassessed?

- Yes. While a certification of eligibility for a given postseason event applies to the entirety of the event (e.g., a multiday conference meet), a student-athlete's eligibility for a subsequent postseason event must be reassessed as of 5 p.m. the day before the subsequent postseason event if the student-athlete's initial certification was based on an insufficient number of grades.

11. A bowl game will begin during an institution's second academic term. Is a student-athlete required to meet all progress-toward-degree requirements (e.g., grade-point average, percentage of degree) at the start of the second academic term to be academically eligible to participate?

- No, a student-athlete's eligibility to compete in a postseason bowl game is based on the six credit hour requirement for postseason competition and good academic standing. However, a student-athlete must meet full-time enrollment requirements during the second term to be eligible to compete in a postseason bowl game.

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From: Vangelder, Marielle A
To: [Brown, Michelle](#); [Sauls, Jonathan C](#); [Broome, Lissa L](#); [Cunningham, Bubba](#); [Pogge, Paul \(ppogge@unc.edu\)](#)
Cc: [Norton, Molly](#); [donie \(donid@unc.edu\)](#)
Subject: NCAA Academic Misconduct Legislation
Date: Tuesday, June 14, 2016 4:42:00 PM
Attachments: [Proposal 2015-66 Q&A Document.pdf](#)

Good Afternoon –

As you know, the NCAA recently adopted legislative Proposal 2015-66 (effective August 1, 2016) which is intended to define and clarify post-enrollment academic misconduct activities, the individuals to whom the activities apply, and violations of such activities.

According to the rationale drafted by the NCAA Division I Council Committee on Academics, this proposal is intended to address membership concerns by expanding the application of academic misconduct legislation to any situation in which an institutional staff member is involved and replacing the current academic extra benefit analysis with a specific definition of impermissible academic assistance. In addition, the proposal will require institutional policies and procedures regarding academic misconduct for the general student-body and prohibit an individual from knowingly providing false or misleading NCAA Division I Academic Performance Program information.

Institutions are responsible for determining the substance of their institutional academic misconduct policies and procedures, although the NCAA has identified several areas which should be addressed as follows: testing procedures, extra credit, tutoring/mentoring, waivers of course requirements, grade change controls and independent decision making authority by academic departments and/or schools. Many or all of these areas may already be addressed in our institutional and ASPSA policy; however, the legislation requires that the policies and procedures be in writing, applicable to the general student-body, including student-athletes, approved through the institution's normal process for approving such policies and kept on file or accessible on the institution's website. Failure to investigate and adjudicate alleged academic misconduct of a student-athlete in accordance with the institution's policies and procedures will result in a violation.

I would like to schedule a time to discuss the impact and implementation of this legislation on our campus, as well as review the current policies and procedures in place to investigate and adjudicate academic misconduct violations. Based on guidance provided by the NCAA staff, at a minimum, I would like to review the following:

- How are variances across programs and/or schools reflected in our written policies and procedures - particularly as it relates to differences between what assistance is “generally available” program to program and school to school.
- Whether all of the appropriate entities involved in the operationalization of our policies and procedures are identified in our written, published institutional and ASPSA procedures.
- Verify the established communications protocols and intra-campus communication lines for identifying and reporting allegations of student-athlete academic misconduct. Further, where and when does Athletics enter that protocol and who is responsible for receiving such

- communication.
- If we determine that academic conduct in question does not violate or breach our own institutional policies and procedures regarding academic misconduct, we will now be held accountable for a second level of review of the conduct for potential impermissible academic assistance violations. How will instances where academic misconduct was not found be reported and information about the nature of the conduct shared?

Because of busy travel schedules, I would like to target **Thursday and Friday July 28th and 29th** as potential meeting dates. There is also a possibility of meeting this **Friday June 17th**, but I understand that you may have a prior commitment at that time given the late notice provided. Can you please let me know what your availability looks like on those dates?

Once I have received everyone's responses, I will move forward with scheduling a date/time, as well as provide you with some additional information about the adopted legislation. If there are other individuals from your unit whom you believe should be part of this initial discussion, please let me know and I will include them as well.

Thank you for your assistance in prioritizing this meeting.

Marielle

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Exhibit D-8

Squad List

Report Date: 5/28/2015

Academic Year: 2012-13

Institution: University of North Carolina,
Chapel Hill

Sport: W o m e n ' s
Basketball

City/State: Chapel Hill, NC

Maximum Grants Permitted: 15.0

Name/I.D. No.	E L I G	Status of Student				Financial Aid				E X E M P T	Countable Players			Change in Status		Rev. Dist.	
		F	S	Term 1st enrolled Any Year	# yrs rec'd aid	# of seas util	Recr.	Period of award	Athletic grant amount		Other cntbl. aid	Total cntbl. aid	Full grant amount	Over-all	Equi-valent award	Reason	Date
Wood, Candace 714536352																	
Zhang, Ying-Ao 708678527																	
Squad-List Totals																	
										\$482,145.00	\$462,656.00	14	14.00				14.50

* = Student-athlete's aid counts in another sport

+ = Student-athlete has been over-awarded

> = Team limit exceeded

Contemporaneous Penalties (CP)	Legislated Maximum Team Limit for Sport (x)	CP Team is Subject to in 2012-13 (y)	CP Carried Over from PREVIOUS Academic Year (if any) Applicable to Current Academic Year (z) (N/A in 2005-06)	Maximum Team Limit for This Academic Year (x - y) - z	CP Applicable to 2012-13 Carried Over to 2013-14 (if any)

Form completed by: _____ **Title:** _____ **Telephone:** _____ **Date:** _____

Form approved by: _____ **Date:** _____

Director of Athletics or Designee Signature: _____ **Date:** _____

Head Coach's Signature: _____ **Date:** _____

Additional Signature: _____ **Title:** _____

Additional Signature: _____ **Title:** _____

Required by Bylaw 15.5.10.2. File in director of athletics' office.

Squad List

Report Date: 5/28/2015

Academic Year: 2013-14

Institution: University of North Carolina,
Chapel Hill

Sport: W o m e n ' s
Basketball

City/State: Chapel Hill, NC

Maximum Grants Permitted: 15.0

Name/I.D. No.	E L I G	Status of Student				Financial Aid				E X E M P T	Countable Players			Change in Status		Rev. Dist.
		F S	Term 1st enrolled A n y Your	# yrs rec'd aid	# of seas util	Recr.	Period of award	Athletic grant amount	Other cntbl. aid		Total cntbl. aid	Full grant amount	Over-all	Equi-valent award	Reason	Date
Wallace, Dylan 720277905			F-12													
Washington, Jessica 720389857			F-13													
Wohlfert, Jon 720330235			F-12													
Zhang, Ying-Ao 708678527			F-12													

Squad-List Totals

\$516,769.00

\$466,744.00

13 13.00

14.22

* = Student-athlete's aid counts in another sport

+ = Student-athlete has been over-awarded

> = Team limit exceeded

Contemporaneous Penalties (CP)	Legislated Maximum Team Limit for Sport (x)	CP Team is Subject to in 2013-14 (y)	CP Carried Over from PREVIOUS Academic Year (if any) Applicable to Current Academic Year (z) (N/A in 2005-06)	Maximum Team Limit for This Academic Year (x - y) - z	CP Applicable to 2013-14 Carried Over to 2014-15 (if any)

Form completed by: _____ Title: _____ Telephone: _____ Date: _____

Form approved by: _____ Date: _____

Director of Athletics or Designee Signature: _____ Date: _____

Head Coach's Signature: _____ Date: _____

Additional Signature: _____ Title: _____

Additional Signature: _____ Title: _____

Required by Bylaw 15.5.10.2. File in director of athletics' office.

Squad List

Report 5/29/2015

Academic Year: 2014-15

Date:

Institution: University of North Carolina,
Chapel Hill

Sport: Women's
Basketball

City/State: Chapel Hill, NC

Maximum Grants Permitted: 15.0

Name/I.D. No.	E L I G	Status of Student				Financial Aid				E X E M P T	Countable Players			Change in Status		Rev. Dist.	
		F	S	Term 1st enrolled A n y Your	# yrs rec'd aid	# of seas util	Recr.	Period of award	Athletic grant amount		Other cntbl. aid	Total cntbl. aid	Full grant amount	Over-all	Equi-valent award	Reason	Date
Washington, Jessica 720389857																	
White, Nicholas 720464209																	
Wimbish, Quinton 720115229																	
Wohlfert, Jon 720330235																	
Wuo, Robert 720403583																	
Squad-List Totals																	

\$521,490.59

\$487,097.04

13 13.00

14.00

* = Student-athlete's aid counts in another sport

+ = Student-athlete has been over-awarded

> = Team limit exceeded

Contemporaneous Penalties (CP)	Legislated Maximum Team Limit for Sport (x)	CP Team is Subject to in 2014-15 (y)	CP Carried Over from PREVIOUS Academic Year (if any) Applicable to Current Academic Year (z) (N/A in 2005-06)	Maximum Team Limit for This Academic Year (x - y) - z	CP Applicable to 2014-15 Carried Over to 2015-16 (if any)

Form completed by: _____ Title: _____ Telephone: _____ Date: _____

Form approved by: _____ Date: _____

Director of Athletics or Designee Signature: _____ Date: _____

Head Coach's Signature: _____ Date: _____

Additional Signature: _____ Title: _____

Additional Signature: _____ Title: _____

Required by Bylaw 15.5.10.2. File in director of athletics' office.

Squad List

Report Date: 7/18/2016

Academic Year: 2015-16

Institution: University of North Carolina,
Chapel Hill

Sport: W o m e n ' s
Basketball

City/State: Chapel Hill, NC

Maximum Grants Permitted: 15.0

Name/I.D. No.	E L I G	Status of Student				Financial Aid				E X E M P T	Countable Players			Change in Status		Rev. Dist.
		F S	Term 1st enrolled A n y Your	# yrs rec'd aid	# of seas util	Recr.	Period of award	Athletic grant amount	Other cntbl. aid		Total cntbl. aid	Full grant amount	Over- all	Equi- valent award	Reason	Date
Summers, Hillary 720319026			F-12													
Walker, Destinee 720537460			F-15													
Wallace, Dylan 720277905			F-12													
Watson, Christopher 720322819			F-13													
Watts, Stephanie 720539606			F-15													
Waud, Blake 720483062			F-14													
White, Nicholas 720464209			F-14													
Wohlfert, Jon 720330235			F-12													
Woods, Garrett 730007935			F-15													
Wuo, Robert 720403583			F-13													
Yager, Alexander 720398396			F-13													
Young-Wright, Garrett 720403787			F-13													
Zhang, Ying-Ao 708678527			F-12													
Squad-List Totals								\$374,989.50		\$374,989.50		10	10.00			10.00

* = Student-athlete's aid counts in another sport

+ = Student-athlete has been over-awarded

> = Team limit exceeded

Contemporaneous Penalties (CP)	Legislated Maximum Team Limit for Sport (x)	CP Team is Subject to in 2015-16 (y)	CP Carried Over from PREVIOUS Academic Year (if any) Applicable to Current Academic Year (z) (N/A in 2005-06)	Maximum Team Limit for This Academic Year (x - y) - z	CP Applicable to 2015-16 Carried Over to 2016-17 (if any)

Form completed by: _____ Title: _____ Telephone: _____ Date: _____

Form approved by: _____ Date: _____

Director of Athletics or Designee Signature: _____ Date: _____

Head Coach's Signature: _____ Date: _____

Additional Signature: _____ Title: _____

Additional Signature: _____ Title: _____

Required by Bylaw 15.5.10.2. File in director of athletics' office.

Exhibit D-9

NAME (alleg.) SEASONS	EXHIBITION	REGULAR SEASON	ACC TOURNAMENT	NCAA TOURNAMENT	DATE OF VIOLATION