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The Effects of the NCAA Guidelines on the  
Equitable Treatment of Student Athletes

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August 1996

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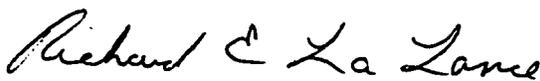
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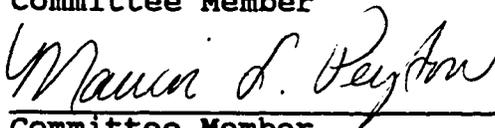
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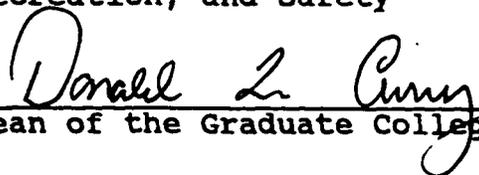
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## ABSTRACT

### The Effects of the NCAA Guidelines on the Equitable Treatment of Student Athletes

Robert J. Wells

The purpose of this study was to compare the attitudes of National Collegiate Athletic Association (NCAA) Division I-A college presidents, athletic directors, head football coaches, men's head basketball coaches, women's head basketball coaches, and student athletes on the equitable treatment of student athletes in the following areas:

(1) the payment of scholarship athletes, (2) the equitable treatment of student athletes, (3) work for scholarship athletes, and (4) NCAA regulations regarding scholarship athletes.

The survey instrument used in this study was subjected to a pilot study in order to scrutinize its content. A panel of experts that included college coaches, college presidents, athletic directors, compliance officers, NCAA officials, and doctoral committee members provided input. As a result, the instrument was adopted for use.

The study was limited by the following criteria. One hundred and eight NCAA member Division I-A football and basketball institutions were surveyed. Those institutions represented every geographical area across the United States. An equal number of presidents, athletic directors, and head coaches of football, men's basketball, and women's basketball were surveyed. Fifty-four institutions were

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randomly selected from the 108 Division I-A institutions. Thirty student athletes (10 participating in football, 10 participating in men's basketball, and 10 participating in women's basketball) from each of the 54 institutions were also surveyed.

The survey instrument consisted of 34 questions which were broken down into four groups: (1) payment of scholarship student athletes, (2) equitable treatment of student athletes, (3) work for scholarship athletes, and (4) NCAA regulations.

Questions 1-11 addressed the payment of scholarship student athletes. In this group of questions, responding groups and gender showed a significant difference at  $p < .0001$ . Race also showed a significant difference at  $p < .0002$ .

Questions 12-18 addressed the equitable treatment of student athletes. The responding groups showed that student athletes and head coaches were in disagreement with presidents and athletic directors, with a significant difference at  $p < .0009$ . Minorities were in disagreement with whites, with a significant difference at  $p < .0019$ .

Questions 19-24 addressed work for scholarship athletes. The only significant difference at  $p < .0001$  in this section was the responding group of student athletes. Student athletes were in agreement that they should be

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allowed to work in some manner and to be compensated for that work.

Questions 25-34 addressed current NCAA regulations. There was a significant difference at  $p < .0001$  in student athletes' views of NCAA regulations versus the presidents', athletic directors' and head coaches' views.

The data gathered from the returned surveys were statistically evaluated using the multiple analysis of variance (MANOVA) and the Tukey method to determine a significant difference at  $p < .05$ .

It is apparent to the researcher that college athletics provides multiple opportunities for thousands of students. Student athletes are not only given the opportunity to play the game they love and receive a free education, they are also afforded the chance to earn an undergraduate or graduate degree. Unfortunately, for many of these participants, earning a degree has become an afterthought, falling far behind the goal of winning. The 21st century is certain to bring about change in college athletics in the United States. It appears to the investigator that the opinions of head coaches and student athletes in this study clearly need to be recognized by the NCAA.

## ACKNOWLEDGMENTS

I would like to thank those individuals who assisted in the development of this dissertation and student. Thanks go to the committee chair, Dr. A. H. Solomon. Without his support and encouragement, this would not have been possible. Thanks also go to the committee members, Dr. Richard LaLance and Dr. Jack Arters, for making me believe I could accomplish this goal. Special appreciation goes to Dr. David Bass for his hard work and assistance with the statistical treatment of the data and to Judy Clayton for her expert editing and typing of this dissertation.

A special thanks goes to my family: to my loving wife, Amy, for your love, support, and patience and all the time you spent typing and to Mandy and Ben, for the times you waited to play so daddy could finish his work. I love you all. To Mom, thanks for the encouragement and support. I love you.

## DEDICATION

I dedicate this dissertation to the memory of my father, James R. Wells. Without his guidance, perseverance, example, and love, I could not have accomplished this goal.

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## CHAPTER 1

## Introduction

Are scholarship student athletes being exploited by their college institutions? Webster's Ninth New Collegiate Dictionary (1990) defines exploitation as someone or something using another for their own personal gain. In most cases, the person being exploited is not receiving any benefit. Understanding that student scholarship athletes do receive the benefit of a free education and the possibility of a college degree, is a free education enough, considering how commercialized college athletics has become and what institutions gain? W. Byers (1995) stated in a memo, dated March 22, 1985,

I earnestly hope that the membership does not take a righteous stand in favor of old time amateur principles for the athlete, but modern-day commercial involvement for coaches and institutions, and somehow expect a relatively small NCAA enforcement crew to keep the situation clean. (p. 13)

Many institutions claim that no money is being made by athletics departments, but at the same time, many colleges are chasing the dream of moving up to a Division I status and/or winning a Division I championship.

Richard Lapchick said:

Most Division I schools don't show a profit with sports. The odds against that are only slightly less than the high school kid who dreams of playing in the pros [actually making it]. But every [school] is chasing the dream of joining the elite, being one of the few who make money. To do so, the popular conception is you have to spend more money to get there. (Sperber, 1990, p. 138)

It is hard to believe that so much money is being lost in college athletics and that the presidents who support athletics still have their jobs. In a 1907 speech to Harvard students, President Theodore Roosevelt addressed the innocent beginnings of college athletics. He stated:

I trust I need not add that in defending athletics, I would not for one moment be understood as excusing that perversion of athletics which would make it the end of life instead of merely a means of life. It is first-class, healthful play, and is useful as such. But play is not business, and it is a very poor business indeed for a college man to learn nothing but sport. (Byers, 1995, p. 39)

For many, college athletics is not healthful play any longer. It has become a business. Would institutions continue to invest so much money in the business of college athletics if it provided no economic benefit whatsoever? Those supporting the business of college athletics argue: "1) it attracts attention to a school, 2) it increases academic prestige, 3) it boosts student enrollment, and 4) it builds school spirit" (Sperber, 1990, p. 139). If none of these assertions have merit, why did institutions step in and try to transform college athletics from healthful play into a money-making business? The game of football began as an intramural sport and evolved into an intercollegiate sport without institutional involvement. Because of the roughness of the sport, the institutions' faculty stepped in to oversee the games. When the faculty stepped in, money and the business of athletics evolved. As early as

1874, the Harvard Football Club persuades the team from McGill University of Montreal to journey to Cambridge for a pair of games. The series paid gate--200 spectators at 50 cents each, the proceeds used to defray McGill's travel expenses. (Falla, 1981, p. 7)

College student athletes are asked to do many things for their college institutions. Student athletes maintain certain grade point averages, cannot take money from anyone except family members, cannot work during the school year, and give up free time to play athletics, all to receive a paid education. With many athletic budgets as large as they are, in the millions, are not athletes deserving of a small amount of financial support in addition to their scholarships? For whatever reason, athletic programs are highly desirable for institutions. Why should not athletes, who make college athletics possible, be rewarded?

#### Statement of the Problem

A contemporary study to determine the attitudes of presidents, athletic directors, head coaches, and student athletes concerning the equitable treatment of student athletes seems warranted. Opinions toward some of the National Collegiate Athletic Association (NCAA) rules and regulations were also explored.

#### Purpose of the Study

The purpose of this study was to compare the attitudes of NCAA Division I-A college presidents, athletic directors, head football coaches, men's head basketball coaches, women's head basketball coaches, and student athletes on the

equitable treatment of student athletes in the following areas:

1. The payment of scholarship athletes,
2. The equitable treatment of student athletes,
3. Work for scholarship athletes, and
4. NCAA regulations regarding scholarship athletes.

#### Hypotheses

There will be no significant differences between the survey groups' (1) attitudes concerning the equitable treatment of student scholarship athletes or (2) their opinions concerning NCAA regulations affecting student scholarship athletes.

#### Limitations or Delimitations of the Study

The study was limited by the following criteria. One hundred and eight NCAA-member Division I-A football and basketball institutions were surveyed. These institutions represented every geographical area across the United States. An equal number of presidents, athletic directors, and head coaches of football, men's basketball, and women's basketball were surveyed. Fifty-four institutions were randomly selected from the 108 Division I-A institutions. Thirty student athletes (10 participating in football, 10 participating in men's basketball, and 10 participating in women's basketball) from each of the 54 institutions were surveyed.

### Definition of Terms

Administered by--financial aid is administered by an institution if the institution, through its regular committee or other agency for the awarding of financial aid to students generally, makes the final determination of the student athlete who is to receive the award and of its value.

Amateur student athlete--an amateur student athlete is one who engages in a particular sport for the educational, physical, mental, and social benefits derived therefrom and for whom participation in that sport is an avocation and who does not receive any remuneration.

Award--An award is an item given in recognition of athletics participation or performance. Such awards are subject to the limitations set forth in Rule 16.1 of the 1995-1996 NCAA Manual.

Church mission, official--an official church mission is one that is required by the church of which the individual is a member and that results in the individual's being unable to attend a collegiate institution during the period of the mission.

Collegiate institution--a collegiate institution (for purposes of NCAA legislation) is an institution of higher education that (1) is listed as a college and coded with an H in the United States Department of Education's Directory of Post-Secondary Institutions or (2) conducts an

intercollegiate athletics program, even though not listed and/or coded with an H in the Directory of Post-Secondary Institutions or (3) is located in a foreign country.

Competition site--the "competition site" is the facility in which athletics competition is actually conducted, including any dressing room or meeting facility utilized in conjunction with the competition.

Contact--a contact is any face-to-face encounter between a prospect or the prospect's parent or legal guardian and an institutional staff member or athletics representative during which any dialogue occurs in excess of an exchange of a greeting. Any such face-to-face encounter that is prearranged or that takes place on the grounds of the prospect's educational institution or at the site of organized competition or practice involving the prospect is considered a contact, regardless of the conversation that occurs.

Contact period--a contact period is that period of time established by the NCAA when it is permissible for authorized athletics department staff members to make in-person, off-campus recruiting contacts and evaluations with prospective athletes.

Counter--a "counter" is an individual who is receiving institutional financial aid that is countable against the aid limitations established in a sport by the institution's membership division.

Dead period--a dead period is that period of time when it is not permissible to make in-person recruiting contacts or evaluations on or off the member institution's campus or to permit official or unofficial visits by prospects to the institution's campus. The provision of complimentary admissions to a prospect during a dead period is prohibited, except as provided in Rule 13.8.2.5 of the 1995-1996 NCAA Manual which addresses a prospect who visits an institution as part of a group. During such a dead period, a coaching staff member may not serve as a speaker at or attend a meeting or banquet at which prospects are in attendance, except as provided in Rule 13.1.4.1.1, and may not visit the prospects' educational institutions. It remains permissible, however, for an institutional staff member to write or telephone prospects during such a dead period.

Diversified sports camp--a diversified sports camp is a camp that offers a balanced camping experience, including participation in seasonal summer sports and recreational activities, without emphasis on instruction, practice, or competition in any particular sport.

Evaluation period--an evaluation period is that period of time when it is permissible for authorized athletics department staff members to be involved in off-campus activities designed to assess the academic qualifications and playing ability of prospects. No in-person, off-campus

recruiting contacts shall be made with the prospect during an evaluation period.

Exception--an exception is the granting of relief from the application of a specific regulation (e.g., the residence requirement for a transfer student for competition). Formal approval by the NCAA Council or an NCAA committee is not required; the action granting the exception may be taken solely by the certifying institution, based on evidence that the conditions on which the exception is authorized have been met.

Excessive expense--an excessive expense is one not specifically authorized under regulations of the NCAA Association concerning awards, benefits, and expenses.

Exempted government grants--government grants listed in Rule 15.2.4.2 of the 1995-1996 NCAA Manual shall not be included when determining the permissible amount of a full grant-in-aid or the cost of attendance for a student athlete.

Exempted institutional financial aid--the following institutional financial aid is exempt and is not counted in determining a student athlete's full grant-in-aid or in the institution's financial aid limitations including: (1) an honorary award for outstanding academic achievement or an established institutional research grant that meets the criteria set forth in Rule 15.02.6 of the 1995-1996 NCAA Manual (and in Divisions I and III must be included in

determining if the student athlete's cost of attendance has been met); (2) legitimate loans, based upon a regular repayment schedule, available to all students and administered on the same basis for all students; and (3) employment during official vacation periods.

Extra benefit--an extra benefit is any special arrangement by an institutional employee or representative of the institution's athletics interests to provide a student athlete or the student athlete's relative or friend a benefit not expressly authorized by NCAA legislation. Receipt of a benefit by student athletes or their relatives or friends is not a violation of NCAA legislation if it is demonstrated that the same benefit is generally available to the institution's students or their relatives or friends or to a particular segment of the student body (e.g., foreign students, minority students) determined on a basis unrelated to athletics ability.

Financial aid--"financial aid" is funds provided to student athletes from various sources to pay or assist in paying their cost of education at the institution. As used in NCAA legislation, "financial aid" includes all institutional financial aid and other permissible financial aid as set forth below.

Full grant-in-aid--a full grant-in-aid is financial aid that consists of tuition and fees, room and board, and required course-related books.

Good academic standing and satisfactory progress--the phrases "good academic standing" and "satisfactory progress" are to be interpreted at each member institution by the academic officials who determine the meaning and application of such phrases for all students, subject to the controlling regulations of the institution; the conference(s) (or similar associations), if any, of which the institution is a member, and applicable NCAA legislation.

Home--in general, a prospect's "home" is the prospect's legal residence, or the community of the educational institution in which the prospect is enrolled while residing there.

Individual--an individual, for purposes of this bylaw, is any person of any age without reference to enrollment in an educational institution or status as a student athlete.

Institutional financial aid--the following sources of financial aid are considered to be institutional financial aid: (1) all funds administered by the institution (e.g., scholarships, grants, loans, on-campus employment [including work-study program assistance] in the athletics department, on-campus employment outside the athletics department for which the athletics interests of the institution intercede on behalf of the student athlete [other than institutional staff members responsible for assisting all students in securing on-campus employment, including work study, in the

same manner], tuition waivers, and employee dependent tuition benefits); (2) aid from government or private sources for which the institution is responsible for selecting the recipient or determining the amount of aid, or providing matching or supplementary funds for a previously determined recipient; (3) off-campus employment earnings and other sources of aid during the academic year for which the athletics interests of the institution intercede on behalf of the recipient; and (4) for the student athlete recruited by the institution, financial aid awarded through an established and continuing outside program (e.g., National Football Foundation) for the recognition of outstanding high school graduates in which athletics participation may be a major criterion, as outlined in Rule 15.2.5.4 of the 1995-1996 NCAA Manual. This aid counts against an institution's sport-by-sport financial aid limitations and also against the individual's full-grant-in-aid limit.

Intercollegiate competition--intercollegiate competition occurs when a student athlete in either a two-year or a four-year collegiate institution (1) represents the institution in any contest against outside competition, regardless of how the competition is classified (e.g., scrimmage, exhibition, or joint practice session with another institution's team) or whether the student is enrolled in a minimum full-time program of studies;

(2) participates in any athletics event (including on the club team of an institution that conducts a varsity program in the sport or on an outside team) that is open only to collegiate competitors or involves individuals or teams from collegiate institutions participating in competition to score points for their respective institutions, even when the student's performance is not included in the scoring of the event, or is considered an "exhibition" or occurs in an "open" event involving noncollegiate competitors that is conducted in conjunction with the collegiate competition;

(3) competes in the uniform of the institution, or during the academic year, utilizes any apparel (excluding apparel no longer utilized by the institution) or equipment received from the institution that includes institutional identification; or (4) competes and receives expenses (e.g., transportation, meals, room, or entry fees) from the institution for the competition.

National Letter of Intent--the National Letter of Intent referred to in this bylaw is the official document administered by the Collegiate Commissioners Association and utilized by subscribing member institutions to establish the commitment of a prospect to attend a particular institution.

Nonqualifier--a nonqualifier is a student who has not graduated from high school, or who, at the time specified in the regulation, presented neither the core-curriculum

requirements, grade point average, nor the SAT/ACT score required to be eligible.

Official visit--an official visit to a member institution by a prospective student athlete is a visit financed in whole or in part by the member institution, or, in Division III, by a representative of the institution's athletics interests.

Partial qualifier--in Division I, a partial qualifier is a student who does not meet the requirements for a qualifier, but who, at the time of graduation from high school, presents a cumulative grade point average of at least 2.500 (based on a 4.000 scale).

Participation in intercollegiate athletics--participation in intercollegiate athletics occurs when a student athlete either practices in a sport, as defined in Rule 17.02.12 of the 1995-1996 NCAA Manual, or competes in a sport, as defined in Rule 14.02.6. Eligibility rules for competition may differ from those for practice.

Pay--pay is the receipt of funds, awards, or benefits not permitted by the governing legislation of the NCAA Association for participation in athletics.

Professional athlete--a professional athlete is one who receives any kind of payment, directly or indirectly, for athletics participation, except as permitted by the governing legislation of the NCAA Association.

Prospective student athlete--a prospective student athlete ("prospect") is a student who has started classes for the ninth grade. In addition, a student who has not started classes for the ninth grade becomes a prospective student athlete if the institution provides such an individual (or the individual's relatives or friends) any financial assistance or other benefits that the institution does not provide to prospective students generally.

Qualifier--a qualifier is a student who, for purposes of determining eligibility for financial aid, practice, and competition in Divisions I and II institutions, has met all of the following requirements: (1) graduation from high school, (2) successful completion of a required core curriculum consisting of a minimum number of courses in specified subjects, (3) specified minimum grade point average in the core curriculum, and (4) specified minimum SAT or ACT score.

Quiet period--a quiet period is that period of time when it is permissible to make in-person recruiting contacts only on the member institution's campus. No in-person, off-campus recruiting contacts or evaluations may be made during the quiet period.

Recruiting--recruiting is any solicitation of the prospect or the prospect's family (or guardian) by an institutional staff member or by a representative of the institution's athletics interests for the purpose of

securing the prospect's enrollment and ultimate participation in the institution's intercollegiate athletics program.

Residence--residence is enrollment in a full-time academic program (as defined by the institution) at a collegiate institution during a regular term of an academic year. To satisfy an academic year of residence, a student shall meet the requirements of Rule 14.5.1.2 of the 1995-1996 NCAA Manual. A summer term may not be used to satisfy a term of residence.

Specialized sports camp--a specialized sports camp is a camp that places special emphasis on a particular sport or sports and provides specialized instruction in the sport(s).

Student athlete--a student athlete is a student whose enrollment was solicited by a member of the athletics staff or other representative of athletics interests with a view toward the student's ultimate participation in the intercollegiate athletics program. Any other student becomes a student athlete only when the student reports for an intercollegiate squad that is under the jurisdiction of the athletics department, as specified in Rule 3.2.4.4 of the 1995-1996 NCAA Manual. A student is not deemed a student athlete solely on the basis of prior high school athletics participation.

Transfer student--a transfer student, in the application of NCAA eligibility requirements, is a student who transfers from any collegiate institution after having met any one of the conditions set forth in Rule 14.5.2 of the 1995-1996 NCAA Manual.

Unofficial visit--an unofficial visit to a member institution by a prospective student athlete is a visit made at the prospect's own expense. The provision of any expenses or entertainment by the institution or representatives of its athletics interests shall require the visit to become an official visit, except for the following: (1) the institution may provide complimentary admissions to an on-campus athletics event in which the institution's intercollegiate athletics team competes, in accordance with the provisions of Rule 13.8.2.1 of the 1995-1996 NCAA Manual; (2) the institution may provide transportation to the prospect, when accompanied by an institutional staff member, only to view off-campus practice and competition sites and other institutional facilities located within a 30-mile radius of the institution's campus, but the institution may not provide transportation to attend one of the institution's home athletics events (on- or off-campus) during the unofficial visit; (3) in Divisions II and III, a member institution may provide a meal to the prospect in the institution's on-campus student dining facilities; in addition, a

Division II or III institution may provide a meal in an off-campus dining facility when all on-campus dining facilities are closed, provided in Division III the institution can certify that it is the institution's normal policy to provide such a meal under similar circumstances to all prospective students (including nonathletes) visiting the campus; and (4) in Division III, a member institution may provide housing to the prospect, provided such housing is generally available to all visiting prospective students.

Waiver--a waiver is an action exempting an individual or institution from the application of a specific regulation. A waiver requires formal approval (e.g., by the NCAA Council and NCAA committee or a conference, as specified in the legislation) based on evidence of compliance with the specified conditions or criteria under which the waiver is authorized.

## CHAPTER 2

## Review of Related Literature

Should College Scholarship AthletesBe Compensated To Play?

In recent years, the question of whether or not college scholarship athletes should be paid to play sports has been raised repeatedly. Those who support paying players, as well as those who do not, can provide strong arguments to support their point of view. Student athletes come from various backgrounds. Many student athletes receive financial aid through athletic scholarships which provide their only opportunity to attend college. But is a scholarship sufficient for these athletes? Bobby Bowden, Head Football Coach for the Florida State University Seminoles, was quoted in a recent Sports Illustrated article saying:

All of a sudden there's these big bucks and our administrators are saying "Let's go get these big bucks. We can pay for gender equity! We can give \$200,000 to the library! We can give everybody a raise!", and then they tell the players "Isn't it terrific that you've done all this for the University! You've helped us make ten million dollars. So now let's practice two more weeks so we can go to the bowl and make four million more. Isn't that great?" ("Tainted Title," 1994, p. 24)

Many athletes see the money brought into their universities from bowl games and basketball playoffs and realize that without athletics these extra funds would not be available. Jerome Bettis, Los Angeles Ram running back

and former Notre Dame player, said in an interview, "I think if you give kids \$100 or \$200 then they would not be as likely to go out and do the things to get \$300 and \$400 from agents or people like that" ("Opinions", 1994, p. 4).

Terrell Buckley, Green Bay Packer and former Florida State University player, was quoted as saying, "It is hard to say no. It is tough when you have a guy saying to you, 'Hey if you ever need anything just let me know'" ("Opinions," 1994, p. 4). All students need some money to carry on as regular college students. The NCAA is very concerned that athletes should not be afforded special treatment, but should be treated as regular students. Yet, athletes are far from being treated as regular college students.

V. J. Dooley (1994), Athletic Director for the University of Georgia, said in an article in the Southeast Athlon magazine, "I hope all coaches will be more responsible in reminding their student athletes of the many opportunities that have been afforded them through a scholarship to play the sport they love" (p. 54). Of course, an athletic scholarship is a valuable benefit, but it does impose certain restrictions and is limited. A student athlete must maintain a grade point average of 2.0; athletes must also pass an allotted number of hours to remain on scholarship. Athletes are not allowed to work during their sport's season, allowing them no opportunity to generate income for the many expenses a student incurs

not directly related to school. An athletic scholarship is a wonderful benefit, but it does not provide for all of an athlete's needs. Reverend E. W. Beauchamp (1994) of the University of Notre Dame, stated in the guest editorial in the NCAA News,

Student athletes entertain us with their special skills and as compensation receive unforgettable experiences, lifelong friendships and knowledge that is worth tens of thousands of real dollars with the strong potential for hundreds of thousands more. Sounds more than fair to me.  
(p. 4)

Reverend E. W. Beauchamp seems to overlook that these lifelong friendships, unforgettable experiences, and knowledge can be obtained by any college student. These experiences are also coupled with long hours and hard work by the student athletes.

The NCAA does a fine job as a watchdog of college athletics. The NCAA attempts to ensure that all college athletic teams are on equal terms according to their level of participation. Hence, a primary concern for the NCAA is the prevention of universities gaining illegal advantages over their opponents. Cheating, whether through recruiting or paying athletes, is obviously not acceptable. State legislators have passed laws prohibiting the illegal payment of athletes. Although the NCAA and the state legislators have good intentions, are athletes receiving equitable treatment in comparison to students who do not participate in athletics?

Many students qualify for federal financial aid used to pay for college expenses. Financial aid is based on need.

A. S. Higgins (1983) has been quoted as saying, "This requires programs that will give assurance that no student of ability will be denied an opportunity for higher education because of financial need" (p. 341). Are these students required to meet any academic standards to receive financial aid? Can their financial aid be taken away based on the maintenance of a required grade point average? Are there work restrictions placed on these students?

Administrators would not place restrictions on these students because it would cost the universities money.

A. S. Higgins (1983) also believes, because of the lack of standards imposed on students receiving financial aid, that "in a word the new game became mediocrity not meritocracy, directed by doctrinaire egalitarians and played by semiliterates in the halls of the Remedial U." (p. 353).

Why should society pay for the education of students that just have an interest in higher education? A. S. Higgins (1983) stated, "It's one thing to be interested in higher education: It's another to meet minimum expectations" (p. 358).

Academic scholarships are yet another means of funding a college education. Students apply for academic scholarships based on their high school grade point average and standardized test scores. If their grade point average

and test scores are sufficient, they may receive this type of scholarship. The requirements of these students is to maintain a set grade point average to retain their scholarship. Students on athletic scholarships must not only maintain a certain grade point average, but must also perform on the athletic field and put in countless hours of practice. Students receiving academic scholarships can obtain jobs because of their academic standings and make as much money as is given. Here again, athletes fulfill all the requirements of school and spend the majority of their free time studying, practicing, and conditioning. Student athletes should not be paid a salary, but should be able to enjoy a lifestyle that allows the student the freedom to work and have time away from athletics. If students provided academic scholarships and financial aid have the opportunity to work and earn spending money, why should not college athletes? Are we penalizing student athletes?

There are several ideas decision-makers at the NCAA could consider in an attempt to treat the student athlete more fairly. Is worker's compensation available for scholarship athletes? L. J. Carpenter's (1982) article in the Journal of Higher Education states that the main problem with worker's compensation is that "when applying the concept of recovery under worker's compensation to college and university athletes, the primary hurdle to overcome is the classification of the athlete as an employee" (p. 449).

The Wall Street Journal "has commented on the business status of intercollegiate sports by intimating that in some cases schools have come to see and treat athletes less as students than as tools to be manipulated for profit" ("Football Finance," 1969, p. 22). If college athletics generates money, are the players employees of the university? If an athlete becomes injured and decides not to pursue athletics, should the university be responsible for the injured athlete's college education? Is it fair to release an athlete from his/her scholarship because of injury, whether life threatening or not?

If institutions of higher education persist in retaining a contractual employment relationship with their scholarship athletes, whereby financial aid is only dispensed as long as the student is a participating team member, it is only just that the student is protected and receives the benefits under worker's compensation for any injuries sustained while employed by his school. (Steinback, 1970, p. 521)

Universities should take the responsibility to care for athletes whether they are able to play or not.

Is a loan available that scholarship athletes can take out that is similar to those granted to other students who pay their own way? The loans could be limited in amounts by semester and could be collated to the student's need and deferred for the period of time that the athlete is in school. When the student athlete graduates or quits school, he/she would be given a six-month period in which to find a

job and then begin paying back the loan at a low interest rate.

Is it reasonable to pay athletes for playing sports? Even if athletes are not given a percentage of the revenues they generate, don't they at least deserve money to cover miscellaneous expenses? Some of the smaller Division I institutions do not have the money to pay athletes anything. Make the money-making process equal for all Division I institutions. Everyone should get an equal piece of the pie. If not, do away with the television contracts, high ticket prices, merchandise, and bowl games. Do away with the win-at-all-costs attitude; do not give scholarships; practice only during the season; and let the student athletes be students. The NCAA does a fine and fair job. College athletics has risen to great popularity. Athletes have helped make college athletics what it is today. Why not help the student athletes enjoy their days in college?

#### NCAA Constitution

Selected National Collegiate Athletic Association (NCAA) manuals were the sources used in the review of related material. Random issues, including 1971-1972, 1976-1977, 1979-1980, 1984-1985, and 1989-1990 to the present 1995-1996 manual, were examined and compared. This review is concerned with how rules have changed since 1971, affecting the student athlete in the following areas: amateur athlete, academic standards, principles of governing

financial aid, and recruiting and eligibility. Moving from the Constitution into the Bylaws of the NCAA to get further interpretation of the rules placed on student athletes covered in the NCAA manuals. The purpose of this review is to help the reader understand what limitations are being placed on the scholarship student athlete.

### NCAA Bylaw Changes

#### 1979-1980 NCAA Manual

In the Bylaws, Article 1, Section 1, covering recruiting included changes from "offers and inducements" to "offers and contracts." Contracts now fall under Section 2 of Article 1 in the 1979-1980 NCAA Manual. Bylaw 1-1-(b)-2 was added and states that a student athlete may accept the arrangement of employment or loans from a regular lending agency as long as it does not occur before the completion of the student athlete's senior year of high school. Section 2 contacts revises Bylaw 1-2-(a)-(1) to allow for only three off-campus contacts before the prospect signs the National Letter of Intent. These included contacts with the prospect, relatives, or legal guardians. After the signing of the National Letter of Intent, there shall be no limit on contacts with the prospect, relatives, or legal guardians by the institution with which the prospect has signed.

Bylaw 1, Section 3, was added concerning publicity. Bylaw 1-3-(a) states that an institution can announce the signed acceptance of the institution's written offer of

admission. Bylaw 1-3-(a)-(1) states such a release can be issued to the media outlets normally used by the institution and the media outlets used by the prospect's current and former educational institution. Bylaw 1-3-(a)-(2) prohibits press conferences, dinners, or receptions for the purpose of making signing announcements. Also, staff members and media personnel cannot be shown together at the signing on film or be taped for future showing. Media representatives who are employed part-time by the institution may be present at the signing. The institution may not publicize a visit to its campus by a student athlete who is signing.

Bylaw 1-3-(b) states that a prospective student athlete may not appear on a radio or television program in which a member institution's coach is involved--this prohibits both in-person and via film or videotape appearances.

Bylaw 1-7 refers to transportation, visitation, and entertainment. Bylaw 1-7-(b) added an extension based on two-thirds majority present at and voting to approve exceptions to the total number of paid visits to Division I schools if the institution has suffered extraordinary personnel losses from one or more athletic teams due to accident or illness of a disastrous nature.

#### NCAA Manual Changes

##### 1989-1990 NCAA Manual

The NCAA changed the organization of its manual; therefore, the order and articles and bylaws were changed

and do not match the previous ones. The following are the new areas and how they are labeled: Principles for Conduct of Intercollegiate Athletics; Amateurism; Recruiting; Eligibility; Financial Aid; and Awards, Benefits, and Expenses for Enrolled Student Athletes.

#### 1995-1996 NCAA Manual

Article 2 covers the Principles for Conduct of Intercollegiate Athletics. Article 2.2, the Principle of Student Athlete Welfare, was revised to include the following areas: Overall Educational Experience, Cultural Diversity and Gender Equity, Health and Safety, Student Athlete/Coach Relationship, Fairness, Openness and Honesty, and Student Athlete Involvement. Article 2.3, the Principle of Gender Equity, is a new principle that applies to Title IX and enhances the number of institutions complying with gender-equity laws. This principle will help the NCAA conduct all activities free of gender bias. Articles 2.5, 2.8, 2.10, and 2.11 were not changed and remain intact.

#### Amateur Athlete

#### 1971-1972 NCAA Manual

The 1971-1972 NCAA Manual took the following stances regarding college student athletes. Article 3 of the Constitution deals with the Principles for the Conduct of Intercollegiate Athletics. Article 3, Section 1, looks into the Principle of Amateurism and Student Participation. "An amateur student athlete is one who engages in athletics for

the education, physical, mental, and social benefits he derives therefrom, and to whom athletics is an avocation" (1971-1972 NCAA Manual, 1971, p. 6). Under this section, reasons are listed that a student athlete can be deemed ineligible for intercollegiate athletics. Section 1, O.I. 2, states that the student athlete may be deemed ineligible if he/she has accepted the promise of pay, in any form, for participation in athletics while in college or after the completion of his/her intercollegiate career. Section 3-1-(e) states that the student athlete is not permitted to use his/her name or picture to advertise, recommend, or promote directly or indirectly the sale or use of a commercial product or service. The student athlete may not receive any payment for endorsing a product or service. Section 3-1-(e), O.I. 6, addresses the appearance of a student athlete on radio or television. Such an appearance may not be related to his/her athletic ability or prestige, and the athlete may not receive any remuneration for his/her appearance.

#### 1976-1977 NCAA Manual

On January 9, 1974, the NCAA changed its definition of amateur student athlete to replace the term athletic to a particular sport. An amateur student athlete is one who engages in a particular sport for the educational, physical, mental, and social benefits he/she derives therefrom and to whom participation in that sport is a vocation. In addition

to the change in the definition of an amateur student athlete, there was an addition made concerning student athletes being represented by an agent to market their athletic ability. If a student athlete is found being represented by an agent or a lawyer with an organized marketing reputation, he/she is no longer eligible for intercollegiate athletics in that sport.

1979-1980 NCAA Manual

Article 3 of the Constitution refers to the status of the amateur student athlete. Section 3-1-(a)-(3) states, "A student athlete may receive compensation authorized by the United States Olympic Committee to cover financial loss occurring as a result of his absence from employment to prepare for or participate in the Olympic Games" (1979-1980 NCAA Manual, 1979, p. 9). Section 3-1-(b) states that any student athlete who has ever received directly or indirectly a salary or reimbursement of expenses or any financial assistance from a professional organization in a sport, based on athletic ability, will no longer be eligible for intercollegiate athletics in that sport. Section 3-1-(b)-(2) states,

A student athlete may try out for a professional sport during the summer vacation period or during the regular school year while he is not enrolled as a full-time student provided no financial compensation is given by the professional organization. 1979-1980 NCAA Manual, 1979, p. 10)

Section 1, O.I. 5, gives golfers and tennis players the ability to compete on teams which are competing for cash or prizes, provided he/she does not receive payment for participating.

1984-1985 NCAA Manual

Article 3, Section 3-1-(e)-(2) states that a student athlete's name or individual picture, team picture, or group picture may appear in an advertisement of a business commercial product or service, provided there is no link between or endorsement of the individual or institution.

Article 3, Section 3-1-(e)-(3) permits

the use of student athlete's name or picture to appear in books, articles or other publications, films and videotapes as long as it is related to sport skill demonstration, analysis or instruction and is used solely for education purposes. There should be no indication that the student athlete endorses the service or product. The student athlete should sign a release statement that conditions the use of the student athlete's name or image other than stated here. (1984-1985 NCAA Manual, 1984, p. 11)

Bylaw 3-1-(f)-(1) allows the student athlete to serve as a coach or instructor for compensation in a physical education class outside his/her institution. The student athlete shall not be so employed if the employment is arranged by the student athlete's institution or a representative of the institution. Bylaw 3-1-(f)-(2) states that a student athlete may not receive compensation for teaching sport skills or techniques in his/her sport on a fee-for-lesson basis. Bylaw 3-1-(f)-(3) states that a student athlete may

be employed by his/her institution to work summer camps, unless restricted by the Bylaws. Bylaw 3-1-(g)-(3) states that complimentary tickets can only be distributed to persons designated by the student athlete. Persons receiving complimentary tickets must identify themselves and sign for those tickets. The student athlete may not receive any payment for the tickets and cannot exchange them for any item of value. Bylaw 3-1-(b)-(1), included as of January 11, 1984, states that it is permissible to provide expenses when a team is invited by the President of the United States to be recognized in the national capital. Bylaw 3-1-(h)-(4) states that benefits that may be financed by the institution include counseling about professional careers by a three-personal panel appointed by the chief executive officer outside the athletics department. Bylaw 3-1-(h)-(6) was added to allow the student athlete admission to all of the institution's home regular season events. Actual tickets cannot be given out, but a student-athlete pass or a certified gate can be used. Bylaw 3-1-(i)-(1)-(i) expanded the list for institutional awards for athletic participation to include pen and pencil sets, cameras, binoculars, clock radios, and luggage. Bylaw 3-1-(i)-(1)-(ii) raised the value of awards for special events from \$200 to \$300.

1989-1990 NCAA Manual

Article 12.1.1.1 states that the use of overall athletics skill, such as a superstar competition, violates

the student athlete's amateur status if the individual participates for pay. Article 12.1.2.k states that a cash award that an individual could not receive cannot be forwarded in the individual's name to a different individual or agency. Article 12.1.2.2 allows student athletes to be involved in institutional and fund-raising activities only if the money is contributed directly to the institution by the donor and the student athlete receives no compensation or prizes for his/her participation. Article 12.1.4 permits a student athlete to be a professional athlete in one sport and remain an amateur in a different sport. The student athlete may not receive any institutional financial aid unless all ties are broken with the professional team. Article 12.2.2 lets an individual participate for practice sessions conducted by a professional team, provided it meets NCAA requirements and there is no compensation, no contractual agreement, or no involvement in outside competition. Article 12.2.3.2 states that student athletes are ineligible if they participate in a contest on a professional team. An individual may compete on tennis or golf teams with pros, provided the individual does not receive payment of any kind for participating. Article 12.2.4.1 states, "An individual may inquire about eligibility for a professional league player draft without affecting his or her amateur status" (1979-1980 NCAA Manual, 1979, p. 61). Article 12.2.4.2 states that an individual

loses his/her amateur status in a particular sport when his/her name is placed on a draft list of a professional league, even though (1) the individual removes his/her name before the actual draft, (2) remains on the list but is not drafted, and (3) is drafted but does not sign a professional contract. Article 12.3.1 looks at the use of agents. An individual shall be ineligible for participating in intercollegiate sports if he/she has ever agreed orally or in writing to be represented by an agent for the purpose of marketing his/her abilities. Also included in dealings with an agent is agreement for future representation rights or the acceptance of any benefits from any agent. This makes the student athlete ineligible for participation in any intercollegiate athletics. Article 12.4.1 allows athletes in employment to be compensated only for the work actually performed and at the going rate in that area for similar services. Article 12.4.1.1 states that the compensation may not include any remuneration for the athlete's value of reputation or fame the athlete has obtained because of athletics. Article 12.4.2.2 prevents student athletes from receiving compensation on a fee-for-lesson basis for teaching skills or techniques in their sport. Article 12.4.3 allows student athletes to work at a camp or clinic as a counselor or lecturer and does limit the number of players from the same institution who may be employed in that institution's camp. Article 12.5.1 allows student

athletes to participate in institutional, charitable, or educational promotions. The student athlete's name, picture, and/or appearance to support activities can be used, as long as it meets the conditions set. Article 12.5.1.9 allows student athletes to promote an NCAA championship or a conference championship, provided the poster is produced by a member institution or the NCAA.

1995-1996 NCAA Manual

Article 12.1.2.k (Forms of Pay) prohibits the educational expenses being provided by an outside organization or sports team, even if the funds are given to the institution to administer. Article 12.1.2.m prohibits a student athlete preferential treatment because of his/her reputation or payback potential as a professional athlete to receive actual and necessary expenses from a charitable foundation funded by a professional sports organization to attend a camp or clinic. Article 12.2.4.2.1 gives an exception to the student athlete in the sport of baseball to enter the professional league's draft one time during his/her collegiate career without jeopardizing eligibility in baseball. "The student athlete must declare their intention to resume intercollegiate career" (1995-1996 NCAA Manual, 1995, p. 74). Article 12.2.4.3 allows for student athletes to request information about their professional market value without affecting their amateur status. Article 12.2.5.1 states that a student athlete will be

ineligible if he/she has entered into any kind of agreement to compete in professional athletics, regardless of the legal enforceability of the agreement. Article 12.5.1 permits institutional, charitable, educational, or nonprofit promotions if these activities are considered incidental to the student athlete's participation in intercollegiate athletics, provided the following conditions are met:

- (1) written approval from the athletic director;
- (2) activity does not involve co-sponsorship, advertisement, or promotions;
- (3) student athlete does not miss class;
- (4) moneys derived go directly to the nonprofit agency;
- (5) student athlete only receives legitimate expenses;
- (6) student athlete is not used to promote;
- (7) commercial items with names and pictures of student athletes can only be sold at an event or institution; and
- (8) student athlete signs a release statement ensuring the requirements of this section are met.

#### Financial Aid

##### 1971-1972 NCAA Manual

Article 3, Section 3-1-(f) states that the financial aid of a student athlete will not exceed commonly accepted educational expenses, such as tuition, fees, room, board, required course-related supplies, books, and incidental expenses not in excess of 15 dollars per month. The student athlete may receive these identified benefits: four complimentary tickets per student athlete per contest,

Section 3-1-(f)-(4); tutoring expenses, athletic medical insurance, and death and dismemberment insurance for travel connected with intercollegiate competition and practice, Section 3-1-(g)-(3); and travel uniforms may be provided to the institution's student athletes and will not exceed slacks and sport coat with the institution's name or insignia (this uniform must be treated as a game uniform and may be given to the student athlete upon completion of eligibility), Section 3-1-(g)-(6).

1976-1977 NCAA Manual

A revision states that a student athlete's financial aid not will not exceed the commonly accepted educational expenses for his/her undergraduate career. The student athlete's undergraduate career is limited to five years. As for awarding complimentary tickets, four per student athlete per contest are allowed. The NCAA now allows the student athlete only to receive complimentary tickets for the contests in which he/she is a participant. In 1976, the NCAA decided to take away the institution's ability to provide travel uniforms to its student athletes. Another addition to this Financial Aid Section of the Constitution gave the Bylaws of the NCAA the ability to prescribe limitations as to the number of financial aid awards a member institution may provide to student athletes.

Bylaw 5 was a completely new bylaw, effective the academic year of 1973-1974. Division III shall be exempt

from compliance with all provisions of this Bylaw. Football is limited to 30 maximum initial awards per year. Ninety-five maximum awards are in effect the same year. It also states in Article 5, Section O.I. 502, that no student athlete shall receive in excess of the "commonly accepted educational expenses" (1976-1977 NCAA Manual, 1976, p. 67). Bylaws 8 through 12 were added; most of these deal with the institution itself and its membership with the NCAA.

1979-1980 NCAA Manual

Bylaw 3-1-(g)-(1) states that the financial aid that exceeds the commonly accepted educational expenses, other than legitimate loans based upon the regular repayment schedule available to all students and administered on the same basis to all, is considered pay for participation and is prohibited. The complimentary tickets may be given to student athletes in sports other than those in which the student athlete is a participant.

Bylaw 5-4-(d)-(e)-(1) and (2) were added concerning countable players on financial aid.

There is a limit of student athletes that can be on financial aid. If an athlete becomes ill or injured and cannot participate in intercollegiate athletics again, this athlete does not need to be counted. If the athlete's circumstances change and allow him to participate again, his financial aid must be counted for the years he was not participating. The council has the right to waive these requirements if there is enough evidence to indicate that there was no reasonable expectation that this student athlete would ever play again. (1979-1980 NCAA Manual, 1979, p. 79)

Bylaw 5 deals with Maximum Awards of Financial Aid given by an institution. Bylaw 5-5-(d) is a new addition for Division I-AA football which limits an institution to 30 financial aid awards annually and a limit of 75 awards in effect the same year. These maximum awards may not be distributed to more than 95 student athletes. Bylaw 5-5-(g) drops Division II football from 75 annual financial aid awards to 45 by the 1982-1983 academic year.

1984-1985 NCAA Manual

Bylaw 6-5-(c) allows Division I football an annual limit of 30 initial financial aid awards and an annual limit of 95 on the total number of financial aid awards. The financial aid award for a student athlete who graduates at mid-year may be replaced by an initial financial aid award. This initial award shall count toward the limit of 30 such awards the following year. Bylaw 6-5-(d) states,

Division I-AA football has an annual limit of 30 on the initial financial aid awards and there shall be an annual limit of 70 on the value of financial aid awards in effect the same year. The maximum awards may not be distributed to more than 95 student athletes. (1984-1985 NCAA Manual, 1984, p. 107)

1989-1990 NCAA Manual

Article 15.02.4 defines a full grant-in-aid as financial aid that consists of tuition and fees, room and board, and required course-related books. Article 15.2.4 covers government grants--a Pell Grant can be received along with institutional financial aid, as long as the

grant total does not exceed the value of a full grant-in-aid plus \$1,400 in Division I or \$900 in Division II.

Article 15.2.5 may receive financial aid from outside sources, provided there is no relationship to the student athlete's athletic ability.

1995-1996 NCAA Manual

Article 15.2.4.1 allows student athletes to receive a Pell Grant in combination with institutional financial aid, provided the overall grant total does not exceed the student athlete's cost of attendance per 15.01.7. Article 15.2.6 states that an institution must include earnings from the student athlete's employment during semester or term time in determining whether his/her full grant-in-aid has been reached. Article 15.2.3 states that an institution may provide financial aid that covers the actual cost of required course-related books to a student athlete. Article 15.2.5 allows only natural or legal guardians to provide financial aid to a student athlete. Article 15.2.5.2 states that a student athlete may receive financial aid if there is not a relationship to the student athlete's athletic ability. Article 15.3.3.1 states, "Where a student's athletic ability is taken into consideration in any degree in awarding financial aid, such aid shall not be awarded in excess of one academic year" (1995-1996 NCAA Manual, 1995, p. 192). Article 15.3.4.1.2 states that a reduction or cancellation in a student athlete's financial aid can be

considered if the student athlete is found to have engaged in misconduct by the university's regular student disciplinary authority, even if this loss of aid does not apply to the general student body. Article 15.4.8.1 prohibits a Division III member from establishing an "athletics needs fund" for student athletes and advertising its availability to need-based student athletes.

#### Academic Standards

##### 1971-1972 NCAA Manual

Article 3, Section 3-3 refers to the Principles of Sound Academic Standards. Student athletes may not represent their institution in intercollegiate athletic competition unless (1) they have been admitted in accordance with regular entrance requirements, (2) are in good academic standing in accordance with the standards applied to all students, and (3) maintain satisfactory progress toward a degree. The terms of good standing and satisfactory progress are interpreted by each institution by academic authorities who determine these meanings concerning all students.

##### 1976-1977 NCAA Manual

Article 3, Section 3-1-(c) was revised to include the possibility of a student athlete completing his/her first baccalaureate degree and working toward his/her second baccalaureate degree or a graduate degree at the same

institution and remaining eligible, provided the student athlete has some remaining athletic eligibility.

1979-1980 NCAA Manual

Article 3, Section 3-3-(c) was revised to include that student athletes must enroll in at least a minimum full-time program of studies and maintain satisfactory progress toward a degree. The only time student athletes may not be required to carry a minimum full-time program is if the student athletes are enrolled in the final semester of their baccalaureate and the institution certifies they are carrying for credit the courses necessary to complete their degree requirements. This must be verified by the faculty and institution.

Principles of Sound Academic Standards

1984-1985 NCAA Manual

Article 3, Section 3 of the Constitution dealing with the Principle of Sound Academic Standards has an addition to Section 3-3-(a)-(1): the student athlete must meet the published entrance requirements of the institution as a regularly matriculated, degree-seeking student. Section 3-3-(b) states that any student athlete not enrolled in a minimum full-time program of studies is not eligible to participate in practice.

Principles Governing Financial Aid

1971-1972 NCAA Manual

Article 3, Section 3-4-(a) is concerned with the Principles Governing Financial Aid. Any student athlete who receives financial assistance other than that administered by his/her institution shall not be eligible for competition except where assistance is received from a natural or legal dependent or assistance is awarded solely on bases having no relationship to athletic ability. A student athlete may receive an academic scholarship and athletic scholarship, as long as it does not exceed the commonly accepted educational expenses as defined in Section 1-(f). If a student athlete gets a job within the academic year (except for vacation periods) of the institution, the money earned during the academic year must be deducted from the student athlete's financial aid. The student athlete may work during vacation periods without penalty.

1976-1977 NCAA Manual

Article 3-4-(3) was added to the manual on August 1, 1973. It states that assistance can be awarded to student athletes through an established and continuing program to aid students and the criteria does not include athletic performance or participation. This assistance is distributed through an institution for educational expenses; a student athlete may receive this assistance if chosen.

1979-1980 NCAA Manual

Article 3, Section 3-4-(b) makes a provision for student athletes to receive financial assistance other than from the institution and remain eligible. The financial aid, including a grant-in-aid which carries with it a work requirement, may be awarded any term in which the student athlete is in regular attendance. The student athlete may not be under contract or receiving compensation from a professional team. Section 3-4-(d)-(2)-(iv) states that the student athlete's Basic Educational Opportunity Grant may not be over the value of tuition, fees, and room and board plus miscellaneous expenses when combined with the aid given based on his/her athletic ability. The miscellaneous expenses are figured using the cost of education formula defined by the U.S. Office of Education.

1984-1985 NCAA Manual

Article 3, Section 3-4-(b)-(1) was revised to allow for financial aid to be awarded for the summer orientation program in which participation of both athletes and nonathletes is required, and such aid is administered on the same basis for all participants. Also, the NCAA Council may approve exceptions for member institutions that have curtailed their summer sessions for the Olympic Games' use of their facilities. Section 3-4-(b)-(2) was changed, giving student athletes living off-campus the amount of average room and board costs of those students living

on-campus, excluding those living in the athletic dorm and eating on the training table. Section 3-4-(d)-(2)-(iv) now allows the student athlete \$900 for miscellaneous expenses when the Pell Grant and athletic financial aid are combined.

### Recruiting

#### 1971-1972 NCAA Manual

Bylaw 1-1-(b), O.I. 102, states that during the recruiting of a student athlete a gift of any article of clothing or equipment to a prospective student athlete shall be an improper endorsement. Student athletes are not allowed to demonstrate their athletic abilities in a tryout or test in any phase of the sport. Bylaw 1-5 addresses transportation and entertainment on visitations. An institution or representatives at that institution may not pay for or arrange for the payment of the transportation cost incurred by friends or relatives of the prospective student athlete visiting the campus. Alumni can transport friends or relatives of prospective student athletes to the campus in their own vehicle, provided the alumni do so themselves at their own expense. The entertainment of a prospective student athlete must be in two general locations: (1) the institution's campus and (2) the prospect's home community and communities. The student athlete may not be transported to any other site for entertainment. The prospective student athlete, while visiting the institution's campus, shall live and take

his/her meals as a regular college student would.

Entertainment for the visit must take place on-campus or local commercial facilities. If campus facilities are not available, money or the use of an automobile may not be provided to the prospective student athlete. Bylaw 1-5-(g), O.I. 115, states that if the student athlete visits the campus and the institution's athletic events occur at an off-campus facility, the athlete must provide his/her own transportation. An institution may not use its own vehicles, automobiles, or airplanes to transport a student athlete to the campus for a visit. A coach may drive his/her own vehicle to transport a student athlete to the campus if the prospect's friends or relatives do not accompany him. The student athlete's high school coach may transport members of his/her team to a NCAA competition, as long as the coach is not reimbursed for transportation cost or given complimentary tickets.

1976-1977 NCAA Manual

Article 1, Section 1-(b), O.I. 102 was changed as of the 1976-1977 NCAA Manual to state that no representative of an institution's athletic interests shall make arrangements for or give any financial aid to a prospective student athlete or his/her relatives or friends, even if this aid is not available to the general student population.

Section 1-(e), O.I. 106-f was added to keep a member institution from arranging the publicity of the commitment

of a student athlete. The only source that can be used by the institution is its regular media outlet. The changes in Bylaw 1, Article 5 on transportation, visitations, and entertainment state that only one visit to a campus per student athlete may be financed. The visit may not exceed 48 hours, and only the actual round-trip transportation cost may be paid for by the institution. The NCAA has limited the total number of paid visits an institution may provide these prospective student athletes during an academic year. These numbers vary for the different sports and the different divisions also. Bylaw 1-5-b states that "any person, at his own expense, may transport or pay the transportation costs of a prospective student athlete to visit an institution's campus one time, provided such individual accompanies the student athlete at their own expense" (1976-1977 NCAA Manual, 1976, p. 37). This trip shall not exceed 48 hours. Section 1-(j), O.I. 122 states that student athletes may visit a member institution's campus at their own expense as often as they wish. The institution may provide only a meal in the institution's on-campus student dining facilities and a maximum of three complimentary admissions to a campus athletic event. If the institution provides any other payment of expenses, the trip shall constitute an expense-paid trip.

1984-1985 NCAA Manual

Bylaw 1-1-(b)-(3) allows Divisions II and III to employ a high school or junior college coach and allow that coach to remain associated with either the high school or junior college. Bylaw 1-2-(a)-(1) allows for the three contacts to occur at sites other than the prospect's educational institution. These off-campus contacts are three additional contacts that can be made by member institutions.

Bylaw 1-2-(a)-(1)-(ii) allows the national service academics to have no limit on contacts to which the prospect has applied for admission. Bylaw 1-2-(a)-(4) allows for football contacts between December 1 or the date of the student athlete's final contest and March 1.

Bylaw 1-2-(a)-(5) allows for basketball contacts during two time periods: (1) September 1 and October 10 early signing period and (2) March 1 or the date of the student athletes' final contest through May 15. Bylaw 1-2-(a)-(6) prohibits contacts by any institutional staff member during the following periods: (1) men's basketball, during the period beginning on Thursday prior to the NCAA Division I basketball championship game and ending at noon the Tuesday after the game; (2) women's basketball, during the period beginning on Wednesday prior to the NCAA Division I championship game and ending at noon on the Monday after the game; and (3) football, during the period beginning at 12:01 a.m. on the day of registration of the American Football

Coaches Association and ending at 12:01 a.m. on the day after the completion of that convention. Bylaw 1-2-(b) states that all off-campus contact shall be made by institutional staff members, not representatives of the institution. Bylaw 1-2-(e) states that no in-person contacts shall be made by a coach on- or off-campus with a prospect at the site of practice or competition of a high school all-star game outside the permissible contact periods in football and basketball. Section 3 was added and is labeled Evaluation Periods. This evaluation allows a staff member or a representative of athletic interests to scout for the purpose of evaluating the academic and athletic abilities of the prospective student athlete. These evaluation periods in football correlate with the contact periods, an additional period from August 1 through December 1. In basketball, the evaluation period lasts from June 15 through August 1 and from first to last contest dates. This evaluation period allows for no contact between the coaches or representatives and the prospects being evaluated. Bylaw 1-3-(c), Section 4 now is Publicity, and Bylaw 1-4-(b) does not allow a Division I head football coach to be present when an off-campus site is utilized for signing a student athlete. Section 8 covers transportation, visitations, and entertainment. Anyone can pay for the transportation costs of a prospective student athlete to visit a Division III institution one time only. Actual

round-trip costs may be paid for; if commercial air transportation is used, only tourist class is acceptable. The visit shall not exceed 48 hours. Bylaw 1-8-(e) states that a prospect may not accept more than one paid visit to no more than five institutions. The invitation and notification of this visit must occur five days in advance of the visit. Bylaw 1-8-(f) only allows Divisions II and III to provide a meal for the prospective student athlete in the institution's on-campus student dining facilities.

Bylaw 1-8-(j)-(2)-(i) allows

a student host at Division I twenty dollars and at Division II and III ten dollars a day for actual and necessary expenses. The host may also be granted a complimentary ticket to campus athletic event to accompany a prospective student university on his official visit. (1984-1985 NCAA Manual, 1984, p. 64)

#### 1989-1990 NCAA Manual

Article 13.1.3 through Article 13.1.3.6 are recruiting calendars for Divisions I and II men's and women's basketball and football. These calendars tell the athletic representatives when and how they can contact prospective student athletes. Article 13.3.1 is a list of Division I and Division II printed materials that are permissible to provide to prospects and coaches. Items included in the list are as follows: academic, admissions and student-services publications, one annual athletics press guide, one student athlete handbook, wallet-size schedule, drug-testing information, summer camps, greeting card, general

correspondence, and newspaper clippings. All of these items have specific guidelines that must be followed in the production of the printed material. Article 13.4.1 deals with the entertaining of the student athlete and parents and/or legal guardians. An institution may entertain a prospect and parents and/or legal guardians at a scale comparable to normal student life only on-campus unless it is an official visit; then it may be 30 miles off-campus. Article 13.5.2 refers to the transportation on official paid visits. An institution may pay for a prospect's actual round-trip transportation costs for an official visit only. Automobiles or airplanes may be used. Parents or friends may receive cost-free transportation when traveling with the prospect by automobile. Parents or friends may not travel in an institutional airplane with the prospect. Article 13.6.1 discusses the official visit. A student athlete is only allowed one official visit to a campus, and the total number of official visits a student athlete may take is five (only one per institution). This restriction applies, regardless of the number of sports in which the prospect is involved. Division I football and basketball are limited to 85 and 18 official visits per institution, respectively. Article 13.6.2 limits the length of an official visit to 48 hours, starting when the prospect arrives on-campus and ending when he/she leaves. Article 13.7.1 allows for a student athlete to make an unlimited number of unofficial

visits to an institution. The institution can only provide the visiting student athlete a maximum of three complimentary admissions to a campus athletics event in which the institution's intercollegiate team competes. Article 13.11.3 allows for developmental clinics to be tryout exceptions, provided they are designed to develop fundamental skills open to the general public that are controlled by the host institution and are conducted for educational purposes.

1995-1996 NCAA Manual

Article 13.01.6 in Divisions I and II states that telephone calls or off-campus recruiting contacts shall not be made with a prospect or parents and/or legal guardians prior to July 1 (August 15 in football) following the prospect's completion of the junior year. Article 13.02.3.1 states that evaluation activities in Divisions I-A and I-AA football during the contact period to a prospect's high school or junior college shall constitute a contact for all prospects in that sport at the educational institution, even if no contact with the prospect is made. Article 13.02.10.1 states,

Actions by staff members or athletics representatives that cause a prospective student athlete to become a recruited prospective student athlete at that institution are: providing an official visit, an arranged in person, off campus encounter with prospect or legal guardians, initiating or arranging a telephone contact.  
(1995-1996 NCAA Manual, 1995, p. 86)

Article 13.1.1.33 allows an institution to recruit a student athlete at an institution that has been placed on probation with sanctions that preclude it from post-season competition during the remaining seasons of the student athlete's eligibility. Article 13.1.3.5.1 lists representatives of athletic interests in Division I as nonpermissible callers. Article 13.1.3.5.2 does not allow all enrolled students or student athletes to make or participate in telephone calls to prospects at the direction of a coaching staff member or financed by the institution or a representative of athletic interest. Article 13.1.4 states,

Recruiting calendars limiting contact and evaluation periods apply in the sports of basketball and football in Divisions I and II and also include recruiting dead periods in all sports in those divisions. (1995-1996 NCAA Manual, 1995, p. 92)

Article 13.1.15.1 states that an institutional staff member may visit a prospect's educational institution on only one occasion a week during the contact period. This is regardless of the number of prospects enrolled at that institution or whether any prospect is contacted. Article 13.5.3 prohibits an institution to reserve tickets for purchase by a prospect or his/her friends to attend an athletic contest unless it is an official visit. Article 13.6.2.2 allows the institution to pay round-trip expenses to the prospect or individual incurring the expense, except for the prospect's coach. Article 13.7.1.2.3 gives the academic requirements for an official visit to a Division I

or II institution. An expense-paid visit can only be presented to a prospective student athlete with a score from PSAT, SAT, PLAN, or PACT Plus, or an ACT test that has been taken on a national testing date under national testing conditions. The score does not have to come straight from the testing agency; it may come through an official high school document. Foreign or learning disabled student athletes who require special administration of the PSAT, SAT, PLAN, or PACT Plus, or ACT, may present such a score on the approval of the NCAA Academic Requirements Committee or the Council Subcommittee on Initial-Eligibility Waivers. Article 13.7.1.2.3.2 does not allow a Division I institution to extend an official visit to a prospect who has not presented the institution with a high school academic transcript. The transcript may be official or unofficial. Article 13.11.1 prohibits an institution on commenting publicly on a prospect prior to the signing of the prospect to a National Letter of Intent. The institution may only confirm its recruitment of the prospect. No mention should be made of the prospect's ability or likelihood of signing said prospect.

### Eligibility

#### 1971-1972 NCAA Manual

Bylaw 4-1 concerns individual eligibility rules for NCAA events. If the student athlete's institution is in a conference, the athlete must go by the conference rules of

eligibility. If there is no conference affiliation, then the student athlete must comply with his/her own institution's eligibility rules. The student athlete must be enrolled in at least 12 semester or quarter hours or be a full-time student. The student athlete must have completed a full freshman year (either two full semesters or three full quarters). To qualify for college, a 1.600 or better grade point average or better is required on the NCAA National Experience Tables of the time of his/her graduation from high school. The student athlete shall be limited only by the official institutional regulations governing normal progress toward a degree for all students, along with any other applicable institutional eligibility rules. The ACT and SAT tests are not required unless the student's prediction has not been established by the time he/she reports to practice or competition. The student athlete may participate in practice, but not in competition until the ACT or SAT test scores have predicted a 1.600 grade point average or better. If it predicts a 1.600 or better, the student athlete is eligible. A 1.600 grade point average must be maintained to remain eligible after the student athlete's freshman year.

1976-1977 NCAA Manual

Article 4-1-(d)-(4) allows freshmen to compete in varsity competition in all sports. Participation by a freshman at a junior college shall count as one of the four

permissible seasons of intercollegiate competition. Article 4-1-(e) states that

if eligibility changes at the end of a quarter or semester the student athlete becomes ineligible the first day of classes the next quarter or semester. If a NCAA championship event is started and a student athlete becomes ineligible after the first day, he shall remain eligible until meet or tournament is completed. (1976-1977 NCAA Manual, 1976, p. 54)

Article 4-1-(j) lists the changes made regarding the academic standards for the student athlete. The student athlete must conform to the following provisions for eligibility for competition, practice, and financial aid. An entering freshman must be a 2.000 achiever at the time of his/her graduation from high school. These student athletes are also under the rules of the institution, conference, and the NCAA. Student athletes shall be ineligible to receive financial aid and participate in practice or competition during the first academic year if they have not achieved a 2.000 status. Article 4-1-(j)-(3) requires transfer students from a four-year institution to sit out of competition for one full year from the first registration date at the new institution.

1979-1980 NCAA Manual

Bylaw 4-1-(c) states that an athlete, at the time of competition, must be registered for at least a minimum full program of not less than 12 quarter or semester hours. If the student athlete is a graduate student, no fewer than eight hours are required. If the competition takes place

between terms, the student athlete must be registered in the term immediately preceding the date of competition. Bylaw 4-1-(d) states,

To participate in a NCAA championship event he must not have engaged previously in three seasons of intercollegiate competition after his freshman year in Division I or in more than four seasons of intercollegiate competition in Divisions II and III. (1979-1980 NCAA Manual, 1979, p. 63)

Bylaw 4-1-(d)-(2)-(ii) covers the granting of hardship if the individual has not participated in more than 20% of the institution's complete events of his/her sport. The student athlete's injury must have occurred the first half of the season and prevented the athlete from returning that season. For Division I schools, this includes scrimmages with outside competition. Bylaw 4-1-(e) states that if a student athlete's eligibility changes at the end of a term the athlete becomes eligible or ineligible at the time it is certified by his/her institution which shall not be later than the first day of classes the following term. If the student athlete has started participation in a NCAA championship event, he/she shall be allowed to complete it.

1984-1985 NCAA Manual

Article 4 of the Bylaws has been added to cover the student athlete's in-season eligibility, as well as Article 5 which covers NCAA championships. Bylaw 4-1-(a) states that a student athlete shall complete his/her seasons of participation within five calendar years of the athlete's first registration in college. Exceptions to this bylaw are

service in the armed services, official church missions, or missions with recognized foreign-aid services. The NCAA Council may vote to extend this provision and permit student athletes to participate in Pan American and Olympic training, tryouts, and competitions. Bylaw 4-1-(a)-(1)-(2) allows the NCAA Council to approve any additional exceptions.

Bylaw 5 covers eligibility for NCAA championships.

Bylaw 5-1-(d)-(ii) allows

for hardship to be granted if the student athlete has not participated in 20 percent or 2 complete events whichever is greater. If the number in applying the 20 percent results in a fraction, it shall be rounded up to the next whole number. (1984-1985 NCAA Manual, 1984, p. 84)

Bylaw 5-1-(d)-(3) states,

Any participation in an organized competition during each 12 month period after the student's 20th birthday and prior to matriculation of the institution shall count as one year varsity competition in that sport. No student athlete shall be charged more than one year in a 12 month period. (1984-1985 NCAA Manual, 1984, p. 84)

Bylaw 5-1-(d)-(6) states that a student athlete with four seasons of competition, including his/her freshman year, may be granted an additional year of competition. This additional year can only be granted if the student athlete competed in 20% or less of the institution's events or not more than 2, whichever is greater, his/her freshman year.

Bylaw 5-1-(j) requires that the student athlete shall confirm the following to be eligible for NCAA championships. A qualifier must be a high school graduate with a minimum

grade point average of at least 2.000 on a 4.000 scale and in a core curriculum of at least 11 academic courses, including the following: three years in English, two years in mathematics, two years in social science, and two years in natural or physical science, as well as a 700 combined score on the SAT verbal and math sections or a 15 composite score on the ACT. Bylaw 5-1-(j)-(2) allows a freshman nonqualifier to be eligible for financial aid if he/she presents an overall 2.000 minimum grade point average. If the prospect receives financial aid, he/she shall be charged with the loss of one of the four seasons of eligibility permitted. Bylaw 5-1-(j)-(6)-(ii) states that for the student athlete to remain eligible after completing one academic year in residence or utilizing one season of eligibility in a sport of the certifying institution, he/she shall be required to maintain the following academic requirements. The eligibility for the student athlete's remaining years shall be based upon the rules of the institution and the conference. The student athlete has completed an accumulative total of at least 12 semester or quarter hours during each academic term. These hours are acceptable toward a baccalaureate degree in a designated program of studies, along with the satisfactory completion of 24 semester or 36 quarter hours of degree credit. The student athlete must maintain a grade point average that places the student athlete in good academic standing for all

students at the institution. Summer school hours may be utilized to satisfy academic credit requirements.

1989-1990 NCAA Manual

Article 14.2 allows the student athlete to complete his/her maximum of four seasons of intercollegiate competition within five calendar years from the beginning of the first semester or quarter the student athlete is enrolled in a minimum full-time program of studies.

Article 14.2.1.3 gives a pregnancy exception, which allows the institution to give a one-year extension of a five-year period of eligibility for female student athletes.

Article 14.3 freshman academic requirements have not changed since the 1984-1985 NCAA Manual. Article 14.3.1.1.2.9 sets July 1 immediately preceding the student athlete's first enrollment in college or the end of the student athlete's final term of secondary education as the date when test score requirements are due. Article 14.3.2 defines eligibility for financial aid, practice, and competition as a partial qualifier and nonqualifier. A partial qualifier freshman may receive institutional financial aid, but may not practice or compete during his/her first academic year. A nonqualifier may not practice or compete his/her first academic year and may only receive financial aid through nonathletic means. Article 14.5 sets the requirements to remain eligible after the first academic year at the institution. To remain eligible, a student athlete must

complete at least 24 semester hours or 36 quarter hours and meet the satisfactory completion requirement by maintaining a grade point average that places the individual in good academic standing, making progress toward a degree.

#### 1995-1996 NCAA Manual

Article 14.02.9.2 gives the definition of a Division partial qualifier as a student who does not meet the requirements for a qualifier, but at graduation presents a cumulative grade point average of at least 2.000. Article 14.1.2.1 mandates that Division I and II institutions shall utilize an initial eligibility clearinghouse approved by the NCAA Council to determine the initial eligibility of the student athlete. Article 14.1.4.1 requires student athletes to sign a consent form to be tested for drugs that are prohibited by NCAA legislation. Failure to sign the consent form prior to practice or competition shall result in the student athlete's ineligibility for participation. Article 14.1.6.2.2.1.3 allows for the NCAA Academic Requirements Committee to waive the 12-hour requirement for a learning disabled or handicapped student athlete. Article 14.3.1.1 and Article 14.3.1.1.1 are in effect for Division I, effective August 1, 1996.

#### Recommended Policies and Practices

#### 1971-1972 NCAA Manual

Policy 8 addresses the issues of gambling and bribery of student athletes.

The institution itself should guard against any student athletes from being taken in by gamblers or a party to sports bribery. The athletes need to know the federal, state, and local laws dealing with gamblers. A student athlete shall be expelled from school for the failure to report a solicitation to be a party to sports bribery or if he or she becomes an agent of the gambling industry through handicap information or handling bets." (1971-1972 NCAA Manual, 1971, p. 77)

1976-1977 NCAA Manual

Policies 8 and 9 remain intact and unchanged through the 1976-1977 manual.

1979-1980 NCAA Manual

Policies 8 and 9 were not changed and are still listed.

1984-1985 NCAA Manual

Policy 14 deals with the use of alcoholic beverages.

"Member institutions should prohibit athletic department staff and student athletes from having in their possession or consuming alcoholic beverages at the site of athletic competition before, during, or after a contest or at other times while wearing institution's athletic uniform. (1984-1985 NCAA Manual, 1984, p. 196)

Principles for Conduct of

Intercollegiate Athletes

1989-1990 NCAA Manual

Article 2 is titled Principles for Conduct of Intercollegiate Athletics. Article 2.4, The Principle of Sound Academic Standards, states that athletics shall be maintained as a vital component of the educational program and that student athletes will be an integral part of the student body. "The admission, academic standing and academic progress of the student athletes shall be

consistent with the policies and standards adopted by the institution for the student body in general" (1989-1990 NCAA Manual, 1989, p. 3). Article 2.6, The Principle of Amateurism, added the statement that student athletes should be protected from exploitation by professional and commercial enterprises. Article 2.8, The Principle of Governing Recruiting, is new. Recruiting is a balance between prospective student athletes, their educational institutions, and NCAA member institutions. The regulations of recruiting shall be designed to promote equity among many institutions and shield the prospects from any undue pressure. Article 2.9, The Principle Governing Eligibility, states, "Eligibility requirements shall be designed to assure proper emphasis on educational objectives, to promote competitive equity among institutions, and to prevent exploitation of student athletes" (1989-1990 NCAA Manual, 1989, p. 4). Article 2.10, The Principle Governing Financial Aid, states that the financial aid given by an institution shall not violate the principle of amateurism and any other financial assistance other than from parents and/or legal guardians is prohibited.

#### Student Athletes' Housing

##### 1971-1972 NCAA Manual

Policy 9 states that student athletes should be provided the same housing as nonathletes. There should not

be athletic dormitories or specialized housing arrangements for athletes.

Awards, Benefits, and Expenses for

Enrolled Student Athletes

1989-1990 NCAA Manual

Article 16.1.4.2.3 only allows those student athletes eligible to compete in a post-season football bowl game to receive awards from the management of the event or the participating member institution. Article 16.1.7.4 allows student athletes to accept actual expense money for transportation to a location outside the community to receive an established award at that location. Article 16.3 lists the academic and other support services that are permissible. They include tutoring expenses, drug rehabilitation programs, counseling for eating disorders, on-campus student development, professional athletics career counseling, eligibility hearings, use of computer and typewriters, and cost of required school-related field trips. Nonpermissible items include typing cost, course supplies, and use of a copy machine for student athletes only. Article 16.4 identifies medical insurance, death insurance, drug rehabilitation, counseling for eating disorders, permanently disabled athletes, glasses or contacts, medical exams, medical treatment, and transportation and physical therapy. Article 16.4.2 lists nonpermissible medical expense benefits, including student

health insurance, surgical expenses not related to athletic participation, and medical or hospital expenses not related to athletic participation. Article 16.5, Housing and Meals, allows that walk-on athletes may receive the benefit of a training table meal during practice and playing season if the student athlete's schedule was affected by the involvement in athletic practices. Further, all athletes are permitted to receive a pre- and post-game meal or a snack as a benefit incidental to participation. Article 16.6.1.1 allows the institution to provide the actual cost of expenses for the spouse and children to accompany the eligible student athlete to a post-season football game. Article 16.6.1.2 allows the institution to pay for the housing expenses of parents and the spouse of a student athlete who suffers a life-threatening injury or illness and in case of death to provide these expenses in conjunction with funeral arrangements. Article 16.12.1.4 states that a student athlete may receive an occasional family meal from an institutional staff member or a representative of athletic interests.

1995-1996 NCAA Manual

Article 16.1.3 lists the following nonpermissible awards for student athletes: cash or equivalent, merchandise, country club or sports club membership, or the transfer of a nonpermissible award. Article 16.1.4 lists the types of awards, awarding agencies, and the maximum

value and the numbers of awards. Article 16.1.4.1 states that the annual participation award should not exceed \$100. Article 16.1.4.1.2 states that senior awards may be presented only if the total value of all participation awards does not exceed \$200. Article 16.1.4.1.3 states that additional awards for special attainments may not exceed \$100. Article 16.1.4.2 states that special events and bowl game awards may not exceed \$300, except awards presented by the NCAA. Article 16.1.4.2.2 states that championship participation awards are not limited for the NCAA, but additional awards from the institution may not exceed \$300. Article 16.1.4.2.3 states that most valuable player awards at special events may not exceed \$250. Article 16.1.4.2.4 states that bowl game or all-star game awards from the sponsoring agency may not exceed \$300 and additional awards presented by the institution may not exceed \$300. Article 16.1.4.3 states that conference awards may not exceed \$250 and national championship awards may not exceed \$300. Article 16.1.5 lists the purchase restrictions on awards as follows: (1) Article 16.1.5.1 states that the normal retail value shall be assigned as the value of an award, (2) Article 16.1.5.2 prohibits the institution from entering a supplementary purchase arrangement, (3) Article 16.1.5.3 prohibits the institution from combining the value limits of awards, and (4) Article 16.1.5.4 states that a student athlete may not contribute to the purchase. Article 16.3.2

makes one addition to permissible academic and other support services, on-campus student development, or career counseling. Article 16.4.1 makes pre-season dental examinations a permissible medical expense benefit for student athletes. Article 16.5.1 allows a Division I institution to provide only one training table meal per day to student athletes during the academic year when institutional dining facilities are open. Article 16.8.2.1 prohibits institutions from providing student athletes team travel outfits. Article 16.12.1.7 allows staff members to provide reasonable local transportation to student athletes.

## CHAPTER 3

## Procedure and Method

The study was conducted beginning on January 7, 1996, and was concluded on May 1, 1996. The purpose of this study was to compare the attitudes of NCAA Division I-A college presidents, athletic directors, head football coaches, men's head basketball coaches, women's head basketball coaches, and student scholarship athletes regarding the following areas:

1. The payment of scholarship athletes,
2. The equitable treatment of student athletes,
3. Work for scholarship athletes, and
4. NCAA regulations regarding scholarship athletes.

Subjects and Populations

The survey instrument and cover letter were sent to presidents, athletic directors, head football coaches, men's head basketball coaches, and women's head basketball coaches at 108 Division I-A NCAA member institutions. These institutions participated in both football and basketball at the Division I level. A total of 540 surveys were sent to these five groups. Of those 540 surveys sent out, the response rates are as follows: of 108 presidents surveyed, 16 responded; of the 108 athletic directors surveyed, 38 responded; of the 108 head football coaches surveyed, 49 responded; of the 108 men's head basketball coaches surveyed, 40 responded; of the 108 women's head basketball

coaches surveyed, 48 responded. Fifty-four of the 108 institutions were randomly chosen to receive an additional 30 surveys each. The random selection occurred by placing 108 names of institutions in a hat and drawing out 54 institution names. These 30 surveys were distributed by the academic athletic administrator to student athletes participating in football, men's basketball, and women's basketball. A total of 1,620 surveys were distributed to student athletes at the randomly selected 54 of the 108 institutions. Of the student athletes surveyed, 178 responded.

#### Instrument

For the purpose of this study, a survey instrument (see Appendix B) was used to sample attitudes regarding equitable treatment of student athletes. The survey instrument was constructed using a Likert 5-point scale and included demographic information about the subjects and their institutions.

The survey instrument was specifically constructed for this study and included a pilot study to ensure proper questions were asked. During the pilot study, 200 different individuals were asked to review the survey instrument and to make suggestions, corrections, additions, or deletions to the survey items. The panel of experts used in the pilot study consisted of members of the NCAA administration, athletic directors, compliance directors, head coaches, and

doctoral committee members. As a result of the pilot study, corrections, additions and modifications were made to the survey instrument. The survey instrument consisted of 34 questions divided into four groups. The survey questions dealt with the equitable treatment of student athletes in the following areas: (1) the payment of scholarship athletes, (2) the equitable treatment of student athletes, (3) work for scholarship athletes, and (4) NCAA regulations regarding scholarship athletes.

#### Administrative Procedure

A cover letter (see Appendix A) was included with the survey instrument prompting the recipient's participation and assuring both the individual's and institution's privacy. A cover letter, survey, and self-addressed, stamped envelope were sent to 108 NCAA Division I-A institutions. Each of the following received surveys: 108 presidents, 108 athletic directors, 108 head football coaches, 108 men's head basketball coaches, and 108 women's head basketball coaches. A total of 540 surveys were sent out. The student athletes were sent 1,620 surveys at a randomly selected 54 of the 108 institutions through their academic athletic administrator. Included with the surveys were instructions on how to distribute the surveys and a self-addressed envelope to return the surveys. Each academic athletic administrator was asked to distribute and collect 30 student athlete surveys: 10 from football

players, 10 from men's basketball players, and 10 from women's basketball players. A total of 2,160 surveys were sent out. A follow-up reminder was mailed out to institutions requesting the return of the surveys. Participants were thanked for their cooperation and were offered an opportunity to obtain a copy of the results of the survey.

#### Data Analysis

The data gathered from the returned surveys were statistically evaluated using the multiple analysis of variance (MANOVA) method to determine if there were significant differences among groups' attitudes concerning the equitable treatment of student athletes and other NCAA rules and regulations. Significant difference between groups was determined using the Tukey method. A .05 level of confidence was used to determine statistical significance. Results were forwarded to participants who expressed an interest in obtaining them, including NCAA officials.

## CHAPTER 4

## Data Analysis

The data analysis chapter includes discussion of how many and to whom surveys were sent. The response rates of all the groups surveyed are listed. Demographic data from returned surveys are listed next. The last section of this chapter covers the statistical analysis of questions on the equitable treatment of student athletes in the following areas:

1. The payment of scholarship athletes,
2. The equitable treatment of student athletes,
3. Work for scholarship athletes, and
4. NCAA regulations regarding scholarship athletes.

The survey instrument was sent to 108 Division I-A NCAA member institutions. Five hundred and forty surveys were sent to presidents, athletic directors, head football coaches, men's head basketball coaches, and women's head basketball coaches at the 108 institutions; 1,620 surveys were sent to student athletes at a randomly selected 54 of the 108 institutions through their academic athletic administrator. Each academic athletic administrator was asked to distribute and collect 30 student athlete surveys: 10 to football players, 10 to men's basketball players, and 10 to women's basketball players. A total of 2,160 surveys were sent out, and a total of 350 surveys were returned for a response rate of 16.2%. A breakdown of the respondents

follows: of the 108 presidents surveyed, 16 (14.8%) responded; of the 108 athletic directors surveyed, 38 (35.2%) responded; of the 324 head coaches surveyed, 137 (42.3%) responded; of the 108 head football coaches surveyed, 49 (45.4%) responded; of the 108 men's head basketball coaches surveyed, 40 (37.0%) responded; of the 108 women's head basketball coaches surveyed, 48 (44.4%) responded; and of the 1,620 student athletes surveyed, 178 (10.9%) responded.

Demographic data from the survey (see Appendix D) showed that of the 350 respondents, 247 (70.6%) were male, 95 (27.1%) were female, 245 (70.0%) were white, and 95 (27.1%) were minority. When combining the responding groups (consisting of presidents, athletic directors, head coaches, and student athletes) with their demographic data, some interesting results surfaced. Of the head coaches surveyed, 66% were male, and 33.0% were female (see Appendix C); 93.0% were white, while only 7.0% were minority (see Appendix C). Female head coaches were only found in women's basketball and made up 83.3% of the responding women's head basketball coaches (see Appendix C). The respondents to the survey also listed the total number of scholarships awarded to males and females at their institutions: 80% of the respondents' institutions provided 250 or less scholarships to male athletes, and 91.0% provided 250 or less scholarships to female athletes.

Educational experience and age of the respondents were also surveyed. Of the respondents, 93.0% of the head coaches were 31 years of age or older; 84.0% of the athletic directors were 41 years of age or older; 75.0% of the presidents were 51 years of age or older; and 91.5% of the student athletes surveyed were 20 to 30 years of age. Educational experience was greater in the older respondents. Of the respondents surveyed, 69.0% of the head coaches had earned a Master's degree or higher; 73.0% of the athletic directors had earned a Master's degree or higher; 93.0% of the presidents had earned a doctorate; and 13.0% of student athletes had earned a Bachelor's degree.

The greatest number of respondents were from Southeastern Conference institutions (5.1%), followed by PAC-10 institutions (2.6%), Big West institutions (2.6%), and Big 10 institutions (2.0%).

The survey instrument (see Appendix B) consisted of 34 questions which were broken down into four areas: payment of scholarship student athletes, equitable treatment for student athletes, work for scholarship athletes, and NCAA regulations. Space was provided for additional comments. Questions were stated in the positive relating to benefits for student athletes. Survey questions for the four groups were analyzed using MANOVA with a  $p < .05$  chosen to determine statistical significance. Three factors were considered when analyzing the results: four responding

groups (presidents, athletic directors, head coaches, and student athletes), race, and gender. Significant difference between pairs was determined using the Tukey method.

The first group of questions (1-11) addressed payment of scholarship student athletes. Table 1 shows the responding group percentages in agreement with the question. This group of questions shows that student athletes highly favor the payment of student athletes, while the other three responding groups do not. Of the 332 responding to Question 5, only 59 (17.7%) were in agreement that student athletes should receive payment based on their grade point average. Forty-eight (27.0%) of the 59 voting for it were student athletes. Of the 329 responding to Question 9, 194 (58.9%) were in agreement that an athletic scholarship should cover other items, such as clothing and travel home, based on need.

Table 2 presents the results of MANOVA concerning the payment of student athletes, revealing a probability of  $< .0001$ . Males differed significantly with females and were in less agreement that student athletes should be paid ( $p < .0001$ ). Minorities were more in favor of the payment of student athletes than whites ( $p < .0002$ ).

Tukey's between-group comparison was used to indicate significant differences in the responding groups (see Table 3). In Tukey's comparison, student athletes differed significantly from each of the other three groups concerning

Table 1

Responding Groups' Percentages in Agreement with Questions 1-11  
Addressing Payment of Student Scholarship Athletes

|  | FRs   | ADs   | HCs   | SAs   |
|--|-------|-------|-------|-------|
| 1. Athletes . . . paid for athletic participation                            | 6.3%  | 5.3%  | 16.0% | 84.3% |
| 2. The NCAA . . . fund payment of student athletes                           | 6.3%  | 13.5% | 28.0% | 82.0% |
| 3. The institutions . . . fund payment of student athletes                   | 18.8% | 13.9% | 26.0% | 82.0% |
| 4. Student athletes paid . . . based on revenues generated                   | 6.7%  | 7.9%  | 10.3% | 54.2% |
| 5. Payment of athletes . . . based on GPA                                    | 12.5% | 7.9%  | 6.0%  | 27.0% |
| 6. Players receive . . . bonus money for postseason and TV games             | 6.3%  | 2.6%  | 6.0%  | 63.3% |
| 7. Sport apparel companies . . . fund payment of student athletes            | 6.7%  | 7.9%  | 11.1% | 62.4% |
| 8. As an incentive . . . athletes receive lump sum of money for graduating   | 6.3%  | 7.9%  | 13.3% | 42.7% |
| 9. Other items . . . allowed in athletic scholarships                        | 81.3% | 46.0% | 49.0% | 65.2% |
| 10. Paying athletes . . . would decrease illegal payments                    | 0.0%  | 10.5% | 19.2% | 69.1% |
| 11. Student athlete considered employee . . . deserve workman's compensation | 0.0%  | 2.7%  | 4.0%  | 47.7% |

Note: FRs = Presidents; ADs = Athletic directors; HCs = Head coaches; SAs = Student athletes.

favoring the payment of student athletes. The probability was .0001 in each case.

Table 2

MANOVA of Group Responses Concerning the Payment of Student Scholarship Athletes (Questions 1-11)

| Source            | DF | Type   |             | F-Value | PR > F |
|-------------------|----|--------|-------------|---------|--------|
|                   |    | III-SS | Mean square |         |        |
| Responding groups | 3  | 168.64 | 56.21226400 | 146.68  | 0.0001 |
| Gender            | 1  | 6.87   | 6.86531455  | 17.91   | 0.0001 |
| Race              | 1  | 5.46   | 5.45585951  | 14.24   | 0.0002 |

**Note:** Responding groups = presidents, athletic directors, head coaches, and student athletes. Gender = male and female. Race = whites and minorities.

Table 3

Tukey's Between-Group Comparisons Concerning the Payment of Student Scholarship Athletes (Questions 1-11)

|                   | President | Athletic director | Head coach | Student athlete |
|-------------------|-----------|-------------------|------------|-----------------|
| President         |           | 0.0985            | 0.8400     | 0.0001          |
| Athletic director |           |                   | 0.2950     | 0.0001          |
| Head coach        |           |                   |            | 0.0001          |
| Student athlete   |           |                   |            |                 |

The second group of questions (12-18) addressed the equitable treatment of student athletes (see Table 4). The responding groups were in majority agreement on all questions except Question 16 and Question 18 that student athletes should be treated on the same terms as any college student. Question 13 addressed the entrance requirements of an institution. All groups strongly agreed (93.3%) that student athletes should not have higher entrance requirements than other students at an institution. Question 14 addressed the requirement that student athletes maintain a specific grade point average and complete a certain number of hours per term. All groups were in agreement that student athletes should not have such requirements placed on them. Of the 329 responding, 308 (93.6%) were in agreement.

MANOVA revealed a significant difference between groups concerning student athletes being treated as other college students ( $p < .0009$ ). There was also a significant difference between whites and minorities ( $p < .0019$ ), with minorities feeling more strongly about the equitable treatment of athletes than whites (see Table 5).

Tukey's comparison shows a significant difference ( $p < .0012$ ) between the head coaches' and presidents' attitudes on the equitable treatment of student athletes. A significant difference ( $p < .0004$ ) is also shown between student athletes and presidents. Both the head coaches and

**Table 4**  
**Responding Group Percentages in Agreement with Questions 12-18**  
**Addressing the Equitable Treatment of Athletes**

|   | FRs    | ADs   | HCs   | SAs   |
|---|--------|-------|-------|-------|
| 12. Student athletes . . . treated as other students                                  | 87.5%  | 79.0% | 72.7% | 60.5% |
| 13. Student athletes . . . have the same entrance requirements                        | 93.8%  | 94.4% | 98.0% | 90.5% |
| 14. Should athletes . . . maintain same academic standard as average student          | 93.8%  | 94.6% | 99.0% | 90.4% |
| 15. Non-student athletes . . . don't have academic restrictions that athletes do      | 66.7%  | 76.3% | 66.3% | 60.2% |
| 16. The NCAA has extended . . . restricting student athlete from being normal student | 43.8%  | 44.7% | 67.0% | 58.6% |
| 17. Student athletes . . . remain in school to remain eligible                        | 100.0% | 70.3% | 70.7% | 54.9% |
| 18. Athletic scholarships . . . 5 years   | 26.7%  | 51.4% | 68.8% | 72.7% |

Note: FRs = Presidents; ADs = Athletic directors; HCs = Head coaches; SAs = Student athletes.

student athletes were in agreement statistically that student athletes should be treated as other college students at that institution (see Table 6).

Table 5

MANOVA of Group Responses Concerning the Equitable Treatment of Student Athletes (Questions 12-18)

| Source            | Type |        | Mean square | F-Value | PR > F |
|-------------------|------|--------|-------------|---------|--------|
|                   | DF   | III-SS |             |         |        |
| Responding groups | 3    | 4.09   | 1.36433985  | 5.66    | 0.0009 |
| Gender            | 1    | 0.38   | 0.37934208  | 1.57    | 0.2106 |
| Race              | 1    | 2.36   | 2.35711797  | 9.78    | 0.0019 |

**Note:** Responding groups = presidents, athletic directors, head coaches, and student athletes. Gender = male and female. Race = whites and minorities.

Table 6

Tukey's Between-Group Comparisons Concerning the Equitable Treatment of Student Athletes (Questions 12-18)

|                   | President | Athletic director | Head coach | Student athlete |
|-------------------|-----------|-------------------|------------|-----------------|
| President         |           | 0.1100            | 0.0012     | 0.0004          |
| Athletic director |           |                   | 0.2873     | 0.1401          |
| Head coach        |           |                   |            | 0.9820          |
| Student athlete   |           |                   |            |                 |

The third group of questions (19-24) addressed work for scholarship athletes. Table 7 shows the percentages of each group in agreement with work for student athletes. Student athletes were in agreement that they should be allowed to work in some manner and to be compensated for that work. Question 19 addressed the issue of student athletes working and receiving compensation during the school year, except during the student athlete's sport's season. Of the 329 responding, 244 (74.0%) were in agreement that student athletes should be allowed to work and receive compensation during the school year, but not during the student athlete's sport's season. Question 20 addressed the possibility of universities allowing student athletes to participate in college work-study programs. Of the 327 respondents to Question 20, 257 (78.5%) favor college work-study programs for student athletes. Question 22 addressed the idea of allowing student athletes to work during the summer and to be compensated according to their value to the camp or place of employment. Somewhat surprisingly, of the 330 respondents, 243 (74.0%) favor allowing students to receive compensation according to their value during the summer months (see Table 8).

Even though the four groups' majority opinions favored work for scholarship athletes out of season, MANOVA still revealed a significant difference among the groups with a probability of  $< .0009$ . Tukey's comparison revealed that

Table 7

Responding Group Percentages in Agreement with Questions 19-24  
Addressing Work for Student Scholarship Athletes

|  | PRs   | ADs   | HCs   | SAs   |
|--|-------|-------|-------|-------|
| 19. Scholarship athletes . . . work during school year except sport's season     | 87.5% | 65.8% | 63.6% | 80.7% |
| 20. Scholarship athletes . . . eligible for work-study programs                  | 75.0% | 68.4% | 70.7% | 85.6% |
| 21. If allow to work . . . restrictions on how much compensation and time worked | 87.5% | 76.3% | 69.7% | 50.9% |
| 22. Athletes work during summer . . . compensated for their value                | 81.3% | 63.2% | 61.0% | 82.4% |
| 23. Student athletes should have access to commercial marketplace                | 0.0%  | 18.4% | 16.2% | 45.7% |
| 24. Student athletes negotiate . . . own sports apparel contracts                | 0.0%  | 0.0%  | 1.0%  | 29.7% |

Note: PRs = Presidents; ADs = Athletic directors; HCs = Head coaches; SAs = Student athletes.

the significance occurred between the student athlete and each of the other groups with a  $p < .0001$  in each instance (see Table 9).

Table 8

MANOVA of Group Responses Concerning Work for Student Scholarship Athletes (Questions 19-24)

| Source            | DF | Type   |             |         |        |
|-------------------|----|--------|-------------|---------|--------|
|                   |    | III-SS | Mean square | F-Value | PR > F |
| Responding groups | 3  | 38.04  | 12.68106724 | 37.45   | 0.0001 |
| Gender            | 1  | 0.01   | 0.01440105  | 0.04    | 0.8367 |
| Race              | 1  | 1.04   | 1.04326694  | 3.08    | 0.0802 |

**Note:** Responding groups = presidents, athletic directors, head coaches, and student athletes. Gender = male and female. Race = whites and minorities.

Table 9

Tukey's Between-Group Comparisons Concerning Work for Student Scholarship Athletes (Questions 19-24)

|                   | President | Athletic director | Head coach | Student athlete |
|-------------------|-----------|-------------------|------------|-----------------|
| President         |           | 0.9937            | 0.9987     | 0.0001          |
| Athletic director |           |                   | 0.9199     | 0.0001          |
| Head coach        |           |                   |            | 0.0001          |
| Student athlete   |           |                   |            |                 |

**Table 10**  
**Responding Group Percentages in Agreement with Questions 25-34**  
**Addressing Current NCAA Regulations**

|  | PRs   | ADs   | HCs   | SAs   |
|--|-------|-------|-------|-------|
| 25. Lose all eligible . . . for receiving illegal money                    | 87.5% | 60.5% | 57.0% | 27.3% |
| 26. Anyone illegally paying athletes . . . prosecuted                      | 93.8% | 86.8% | 82.0% | 55.1% |
| 27. Coaches held responsible . . . for players' actions                    | 33.3% | 13.2% | 0.0%  | 13.1% |
| 28. Institutions should be penalized . . . for former athletes' violations | 40.0% | 26.3% | 32.3% | 14.8% |
| 29. Athletes penalized . . . for violations they commit                    | 75.0% | 65.8% | 75.5% | 56.3% |
| 30. Coaches penalized . . . if not employed by institution                 | 87.5% | 73.7% | 67.7% | 32.4% |
| 31. Student athletes . . . one-time transfer eligible immediately          | 25.0% | 29.7% | 21.0% | 76.0% |
| 32. Men's sports reduce . . . comply with Title IX                         | 6.3%  | 10.5% | 7.0%  | 10.9% |
| 33. New revenue plan . . . benefit all members                             | 25.0% | 32.4% | 52.0% | 42.9% |
| 34. Student athletes . . . one day off per week                            | 62.5% | 86.9% | 95.0% | 83.4% |

**Note:** PRs = Presidents; ADs = Athletic directors; HCs = Head coaches; SAs = Student athletes.

The fourth group of questions (25-34) addressed current NCAA regulations affecting student athletes. Table 10 shows the percentages of those in agreement with current NCAA regulations. The student athletes were in disagreement with many of the current NCAA regulations. Question 27 addressed coaches being held responsible for all of their players' actions. Of the 328 respondents, only 41 (12.5%) were in agreement that coaches should be held responsible for all of their players' actions. Question 32 addressed cutting men's sports to comply with Title IX. Of the 329 respondents, only 39 (11.8%) were in agreement with cutting men's sports to comply with Title IX.

MANOVA revealed a significant difference ( $p < .0001$ ) between groups (see Table 11). There was also a significant difference ( $p < .0048$ ) in the views of minorities versus whites. Minorities were in disagreement with respect to the current NCAA regulations (see Table 11). Student athletes favored one-time transfer to other schools without penalty. They also favored the prosecution of ones who pay student athletes, as well as believing athletes should be penalized for violations they commit (see Table 11).

Tukey's between-group comparisons revealed a significant difference between the student athletes and presidents ( $p < .0068$ ), athletic directors ( $p < .0017$ ), and head coaches ( $p < .0001$ ) (see Table 12).

Table 11

MANOVA of Group Responses Concerning Current  
NCAA Regulations (Questions 25-34)

| Source            | Type |        |             |         |        |
|-------------------|------|--------|-------------|---------|--------|
|                   | DF   | III-SS | Mean square | F-Value | PR > F |
| Responding groups | 3    | 4.56   | 1.51907688  | 7.19    | 0.0001 |
| Gender            | 1    | 0.01   | 0.01135070  | 0.05    | 0.8169 |
| Race              | 1    | 1.70   | 1.70134766  | 8.05    | 0.0048 |

**Note:** Responding groups = presidents, athletic directors, head coaches, and student athletes. Gender = male and female. Race = whites and minorities.

Table 12

Tukey's Between-Group Comparisons Concerning  
Current NCAA Regulations (Questions 25-34)

|                   | President | Athletic director | Head coach | Student athlete |
|-------------------|-----------|-------------------|------------|-----------------|
| President         |           | 0.8954            | 0.8956     | 0.0068          |
| Athletic director |           |                   | 0.9996     | 0.0017          |
| Head coach        |           |                   |            | 0.0001          |
| Student athlete   |           |                   |            |                 |

## CHAPTER 5

## Summary and Discussion

Summary

The purpose of this study was to compare the attitudes of NCAA Division I-A college presidents, athletic directors, head football coaches, men's head basketball coaches, women's head basketball coaches, and student scholarship athletes on the equitable treatment of student athletes in the following areas:

1. The payment of scholarship athletes,
2. The equitable treatment of student athletes,
3. Work for scholarship athletes, and
4. NCAA regulations regarding scholarship athletes.

Results of the survey revealed that, in three of the four group themes of questions, student athletes were in disagreement with presidents, athletic directors, and head coaches. Student athletes agreed that scholarship student athletes should receive some form of compensation in addition to their scholarships, scholarship student athletes should be allowed to work in their sport's off-season, and the current NCAA regulations do not benefit the student athlete. In the group of questions dealing with the equitable treatment of student athletes, student athletes and head coaches agreed that student athletes should receive the same treatment as other students.

Review of the demographics of the study indicates that collegiate athletics is dominated by white males (see Appendix C). Of the respondents surveyed, 70.6% were male, while 27.1% were female; 70.0% were white, while 27.1% were minority. Of the head coaches responding to the survey, 66.0% were male, and 93.0% of the males surveyed were white. Females accounted for 33.0% of the head coaches, but were only found in women's basketball. However, females did dominate women's basketball, accounting for 83.3% of the women's head basketball coaches responding to the survey. Minorities made up only 7.0% of the head coaches who responded to the survey.

Institutions were surveyed for the total number of scholarships provided for male and female athletes per institution. Of the responding institutions, 80.0% provided 250 or fewer scholarships to male athletes, and 91.0% provided 250 or fewer scholarships to female athletes.

Both age and educational background were part of the demographic data collected. The data showed older respondents had achieved greater educational credentials: 93.0% of the head coaches were 31 years of age or older, and 69.0% had obtained a Master's degree or higher; 84.0% of the athletic directors were 41 years of age or older, and 73.0% had obtained a Master's degree or higher; and 75.0% of the presidents were over 50 years of age, and 93.0% had obtained a doctorate.

Southeastern Conference institutions provided the highest response rate, followed by PAC-10, Big West, and Big 10. Other conferences followed, with fewer responses.

The survey questions themselves were grouped in the following four theme categories: (1) payment of scholarship student athletes, (2) equitable treatment for student athletes, (3) work for scholarship athletes, and (4) NCAA regulations. At the end of the survey, there was additional space provided for comments.

The first group of questions, covering the payment of scholarship student athletes, revealed student athletes were in disagreement with head coaches, athletic directors, and presidents. Student athletes agreed that they should receive some type of compensation beyond their athletic scholarship. The provider of this compensation, whether the NCAA, academic institution, or sports apparel companies, was not important. Student athletes agreed that a scholarship alone was not sufficient.

The second group of survey questions addressed equitable treatment of student athletes, primarily focusing on academic requirements. Student athletes and head coaches agreed that student athletes should be treated the same as any college student enrolling at that particular institution. All groups were in agreement on two questions: the first dealt with entrance requirements and the second dealt with NCAA grade point average requirements and hours

required per term. All groups agreed that entrance requirements for student athletes should be the same as for any other college student. They also agreed that if the student athlete can remain in college, he/she should remain eligible to participate in college athletics.

The third group of questions focused on allowing scholarship athletes to work. Student athletes agreed that they should be allowed to work and should be compensated. All student athletes, whether male, female, white, or minority, agreed that just because an athlete is on scholarship, this should not prevent an athlete from earning an income. Presidents, athletic directors, head coaches, and student athletes agreed that student athletes should be allowed to work during the school year, but not during the student athlete's sport's season. They also agreed that student athletes should be allowed to participate in college work-study programs and to work during the summer months, receiving pay based on their value to their employer.

The last group of questions addressed current NCAA regulations. Student athletes agreed that there are too many regulations and a scholarship student athlete should not lose all opportunity of participation for making one mistake. Minorities were in more agreement than whites that the NCAA regulations are not beneficial to the student athlete.

Following are some additional comments provided that relate to the equitable treatment of student athletes. One president and one head coach commented that individual institutions should decide which students are admitted and allowed to participate in college athletics. They also commented that individual institutions should develop the rules and all student athletes should be treated the same as other college students. Several athletic directors and head coaches commented that student athletes should be given a stipend or allowance or even be paid in addition to their scholarship. Some athletic directors and head coaches stated that student athletes should be allowed to work for compensation both in school and during the summer months. Some also commented that the present system is fine and a scholarship and a college degree are enough for playing a game.

#### Discussion

College athletics provides a great opportunity for many student athletes. Student athletes are given the opportunity to play a game they love and receive a free education and a chance to earn a degree in return. So what is wrong with this system? The principle of academics is not being emphasized; games and practice are put first. For the sake of economic gain, games have been moved to late hours in the middle of the week. A win-at-all-costs attitude has been adopted. In certain instances, student

athletes earning a degree have become an afterthought, falling far behind the goal of winning. The NCAA should listen to the opinions of head coaches and student athletes. Treat student athletes like other college students. Let student athletes be admitted to institutions based on the institution's regulations and rules. If the student athlete remains in school, let him/her remain eligible to participate in athletics. Provide a student athlete with one 5-year contract for a full scholarship, as long as the athlete remains eligible and in school and does not commit a crime. Allow student athletes to work or be involved in college work-study programs during their sport's off-season. Allow payment at market value for the worth of their presence to their employer. During their sport's season, pay student athletes a stipend in addition to their scholarship for approximately one semester.

If only a few schools are making money from college athletics, there is no need for the inordinate number of NCAA rules and regulations. If money is no issue and academics is paramount, decrease the salaries of coaches and administrators in athletics departments. Everyone involved in college athletics is allowed to participate in a free commercial enterprise--everyone, that is, except student athletes. Student athletes wear athletic shoes, and coaches receive a paid endorsement. E. Smith stated:

I was more than a football player. I was also a college student--a student who couldn't work

during football season, because the NCAA wouldn't allow it. So most of the time, I was lucky if I had twenty bucks in my pocket. And sometimes I couldn't help thinking when I looked into our stands: there are thousands of fans wearing Florida jerseys today, with my number 22 across the front. There are thousands more wearing T-shirts reading: RUN, EMMITT, RUN, and CATCH 22, IF YOU CAN. I'm not Donald Trump, but I know serious profit when I see it. But if I were to take some initiative, create my own small corporation, print and sell my own T-shirts bearing my name and likeness, the NCAA would call it a "violation." (Smith, 1994, p. 93)

Institutions should be allowed to pay coaches reasonable salaries and to permit students to work, to receive a full athletic scholarship, and to receive a stipend for their contribution to the institution. Pay for play may not be the answer, but financial help is needed.

The small percentage of respondents to this study was disappointing. To get a more accurate view of the attitudes of all Division I-A presidents, athletic directors, head coaches, and student athletes, more cooperation is needed. The backing by the NCAA of such a study would help increase the percentage of responses. Presidents, athletic directors, head coaches, and student athletes should be seriously concerned with the current situation in collegiate athletics--at least enough to respond to a study aimed at improving collegiate athletics. Additional research concerning the equitable treatment of student athletes is needed.

### Recommendations

The study would have been more effective if the NCAA would have endorsed it. One wonders why student response was so low. An attempt was made to bypass the athletic directors and presidents when surveying students by going through the academic athletic administrator. Many of the survey packets sent out to student athletes were returned with notes attached saying that they regretted that their student athletes would be unable to participate in the study. One wonders if higher authorities kept the academic athletic administrator from handing out the surveys. Why would so few scholarship student athletes not respond to a survey directed at benefiting them? In the demographics there was a space provided for name, address, and institution. Individuals might have felt that their privacy would not have been honored; therefore, they did not return their surveys. Many university presidents commented that they received such a great number of surveys they only participated in their own institution's research.

Other information coming out of the study with some interest: Question 32 asked how many were in agreement that men's sports programs should be cut to comply with Title IX. Of 329 respondents, only 39 (11.8%) agreed to cut men's sports programs to comply with Title IX. Of the 39, only 16 (17.1%) of the respondents were female and agreed that men's sports programs should suffer to comply with Title IX.

If further research is done on this topic, the researcher feels that doing an in-depth study of one of the following areas is warranted: (1) payment of scholarship athletes, (2) equitable treatment of student athletes, (3) work for scholarship athletes, or (4) NCAA regulations. The NCAA should be asked to support or endorse future studies. To create greater response and ensure individual and institutional privacy, space for names, addresses, and institutions should be omitted. The topic needs more research conducted to get a larger percentage representation of the group.

**APPENDICES**

**APPENDIX A**  
**COVER LETTER**

APPENDIX A  
COVER LETTER



Health, Physical Education, Recreation, and Safety

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P.O. Box 96  
Middle Tennessee State University  
Murfreesboro, Tennessee 37132  
(615) 898-2811

To Whom It May Concern:

As a candidate for the Doctor of Arts Degree in Physical Education at Middle Tennessee State University, I am conducting a survey involving equitable treatment of student athletes as compared to students in the general college population.

The purpose of this study is to obtain the opinions of persons involved at selected levels of collegiate athletics concerning the treatment of student athletes. Included will be presidents, athletic directors, coaches, and student athletes. Confidentiality of all information received will be honored. Responses from the surveys will in no way identify specific individuals or institutions.

I want to thank you in advance for your cooperation at this very important time in my program. A stamped, self-addressed envelope is enclosed for your convenience in returning the completed questionnaire.

If you would like a copy of the survey results, please indicate by checking the appropriate box at the end of the survey instrument.

Sincerely,

A handwritten signature in cursive script that reads 'Bobby Wells'. The signature is written in black ink and is positioned above the printed name.

Bobby Wells

**APPENDIX B**  
**SURVEY INSTRUMENT**

**APPENDIX B  
SURVEY INSTRUMENT**

**EQUITABLE TREATMENT FOR STUDENT ATHLETES SURVEY**

Name: \_\_\_\_\_ Name of Institution: \_\_\_\_\_  
last first m.i.

school address \_\_\_\_\_ city \_\_\_\_\_ state \_\_\_\_\_ zip \_\_\_\_\_

**Gender:**  
 Male  
 Female

**Age:**  
 20-30  
 31-40  
 41-50  
 Over 50

**Race:**  
 White  
 African American  
 Other (please specify) \_\_\_\_\_

**Check One:**  
 Head Coach  
 Athletic Director  
 President  
 Student/Athlete

**Educational Background:**  
 Bachelors  
 Masters  
 Masters +  
 Specialist  
 Doctoral

**Sport Coaching:**  
 (coaches only)  
 Football  
 Men's Basketball  
 Women's Basketball

**Total Male Scholarship Athletes:**  
 (A.D. & coaches only)  
 0-250  
 251-500  
 501-750  
 Over 750

**Total Female Scholarship Athletes:**  
 (A.D. & coaches only)  
 0-250  
 251-500  
 501-750  
 Over 750

**Post Season Play (last 10 years):**  
 (A.D. & coaches only)  
 Football (yrs): \_\_\_\_\_  
 Men's Basketball (yrs): \_\_\_\_\_  
 Women's Basketball (yrs): \_\_\_\_\_  
 Conference: \_\_\_\_\_

**Average Home Attendance:**  
 (A.D. & coaches only)  
 Football: \_\_\_\_\_  
 Men's Basketball: \_\_\_\_\_  
 Women's Basketball: \_\_\_\_\_

The purpose of this study is to obtain the opinions of persons involved at selected levels of collegiate athletics concerning the treatment of student athletes. Included will be presidents, athletic directors, coaches, and student athletes. Confidentiality of all information received will be honored. Responses from the surveys will in no way identify specific individuals or institutions.

Instructions: Please check the box that most closely corresponds to your opinion. Please check only one box per question.

**PAYMENT OF SCHOLARSHIP STUDENT ATHLETES:**

|   | strongly disagree        | disagree                 | undecided                | agree                    | strongly agree           |
|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1. Athletes should be paid for athletic participation.  | <input type="checkbox"/> |
| 2. The NCAA should help fund the payment of student athletes.   | <input type="checkbox"/> |
| 3. Institutions should help fund the payment of student athletes.   | <input type="checkbox"/> |
| 4. If student athletes are allowed to be paid, should the amount be based on the revenues generated in their prospective sports?  | <input type="checkbox"/> |
| 5. The payment of athletes should be based on Grade Point Average (GPA).  | <input type="checkbox"/> |
| 6. Players should receive bonus money for participating in post season and televised games.   | <input type="checkbox"/> |
| 7. Sport apparel companies should help fund the payment of athletes.  | <input type="checkbox"/> |
| 8. As an incentive, athletes should receive a lump sum of money after they graduate for graduating within their five years of athletic eligibility.   | <input type="checkbox"/> |
| 9. Items such as clothing, entertainment, and travel home during school vacations should be allowed in athletic scholarships based upon need.   | <input type="checkbox"/> |
| 10. Paying athletes for participation would decrease illegal payment to athletes.   | <input type="checkbox"/> |
| 11. Considering the money generated by major sports programs, should the student athlete be considered an employee of the institution and deserve workmen's compensation benefits when injured? | <input type="checkbox"/> |

**EQUITABLE TREATMENT FOR STUDENT ATHLETES:**

|   |                          |                          |                          |                          |                          |
|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 12. Student athletes should receive the same treatment as other students (i.e. grades, academic probation, school entrance requirements). | <input type="checkbox"/> |
| 13. Should student athletes be asked to have higher entrance requirements than the average student?                                       | <input type="checkbox"/> |

|  | strongly disagree               | disagree                       | undecided                | agree                    | strongly agree           |
|--|---------------------------------|--------------------------------|--------------------------|--------------------------|--------------------------|
| 14. Should athletes be asked to maintain a higher academic standard than the average student (i.e. GPA, hours per term)?   | <input type="checkbox"/>        | <input type="checkbox"/>       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 15. Non student athletes on academic scholarships don't have the restrictions placed on them that scholarship student athletes have.   | <input type="checkbox"/>        | <input type="checkbox"/>       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 16. The NCAA has extended itself to the point that it has restricted the athlete from being a normal college student (i.e. entrance requirements, work restrictions).  | <input type="checkbox"/>        | <input type="checkbox"/>       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 17. Students on academic scholarships only have to maintain GPA's to keep their scholarships. Athletes not only have to maintain GPA's, but must perform athletically also. Shouldn't student athletes just have to remain in school to remain eligible? | <input type="checkbox"/>        | <input type="checkbox"/>       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 18. Athletic scholarships should be for 5 years instead of 4 years.  | <input type="checkbox"/>        | <input type="checkbox"/>       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <b>WORK FOR SCHOLARSHIP ATHLETES:</b>  |                                 |                                |                          |                          |                          |
| 19. Scholarship athletes should be allowed to work and receive compensation during the school year, except during their sport's season.  | <input type="checkbox"/>        | <input type="checkbox"/>       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 20. Scholarship athletes should be eligible to participate in college work-study programs.   | <input type="checkbox"/>        | <input type="checkbox"/>       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 21. If allowed to work, there should be restrictions on how much an athlete is allowed to work and on how much compensation he can receive during the school year.   | <input type="checkbox"/>        | <input type="checkbox"/>       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 22. Athletes should be allowed to work during the summer months in camps or by giving private lessons in their sport, and should receive compensation according to their value.  | <input type="checkbox"/>        | <input type="checkbox"/>       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 23. Student athletes should have access to the commercial marketplace. For example, advertisements, personal appearances, private lessons, etc.  | <input type="checkbox"/>        | <input type="checkbox"/>       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 24. Student athletes should be able to negotiate their own shoe or sports apparel contracts through their institution during their time of eligibility.  | <input type="checkbox"/>        | <input type="checkbox"/>       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <b>NCAA REGULATIONS:</b>   |                                 |                                |                          |                          |                          |
| 25. An athlete should lose all collegiate eligibility for receiving illegal money.   | <input type="checkbox"/>        | <input type="checkbox"/>       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 26. Anyone illegally paying athletes should be fined or prosecuted.  | <input type="checkbox"/>        | <input type="checkbox"/>       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 27. Coaches should be held responsible for all players' actions.   | <input type="checkbox"/>        | <input type="checkbox"/>       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 28. An institution should be penalized by the NCAA for former athletes' violations.  | <input type="checkbox"/>        | <input type="checkbox"/>       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 29. Athletes should be penalized by the NCAA for any violations they commit.   | <input type="checkbox"/>        | <input type="checkbox"/>       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 30. Coaches should be penalized by the NCAA for any rules violations even if they are no longer employed by the violating institution.   | <input type="checkbox"/>        | <input type="checkbox"/>       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 31. Student athletes should be allowed a one-time transfer and be eligible immediately. (Not allowed during athlete's sport season.)   | <input type="checkbox"/>        | <input type="checkbox"/>       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 32. Men's sports should be reduced in order to comply with title IX.   | <input type="checkbox"/>        | <input type="checkbox"/>       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 33. The NCAA should develop a new revenue sharing plan to benefit all NCAA member institutions.  | <input type="checkbox"/>        | <input type="checkbox"/>       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 34. Do you agree that the student athlete should have one full day off each week from their sport?   | <input type="checkbox"/>        | <input type="checkbox"/>       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 35. Please make any comments you would like concerning equitable treatment of scholarship athletes.  |                                 |                                |                          |                          |                          |
| 36. The survey results would be of value and interest to me. I would like to obtain a copy of the results.   | yes<br><input type="checkbox"/> | no<br><input type="checkbox"/> |                          |                          |                          |

**APPENDIX C**  
**DEMOGRAPHIC CHARTS**

APPENDIX C  
DEMOGRAPHIC CHARTS

Chart 1 - Head Coaches Gender

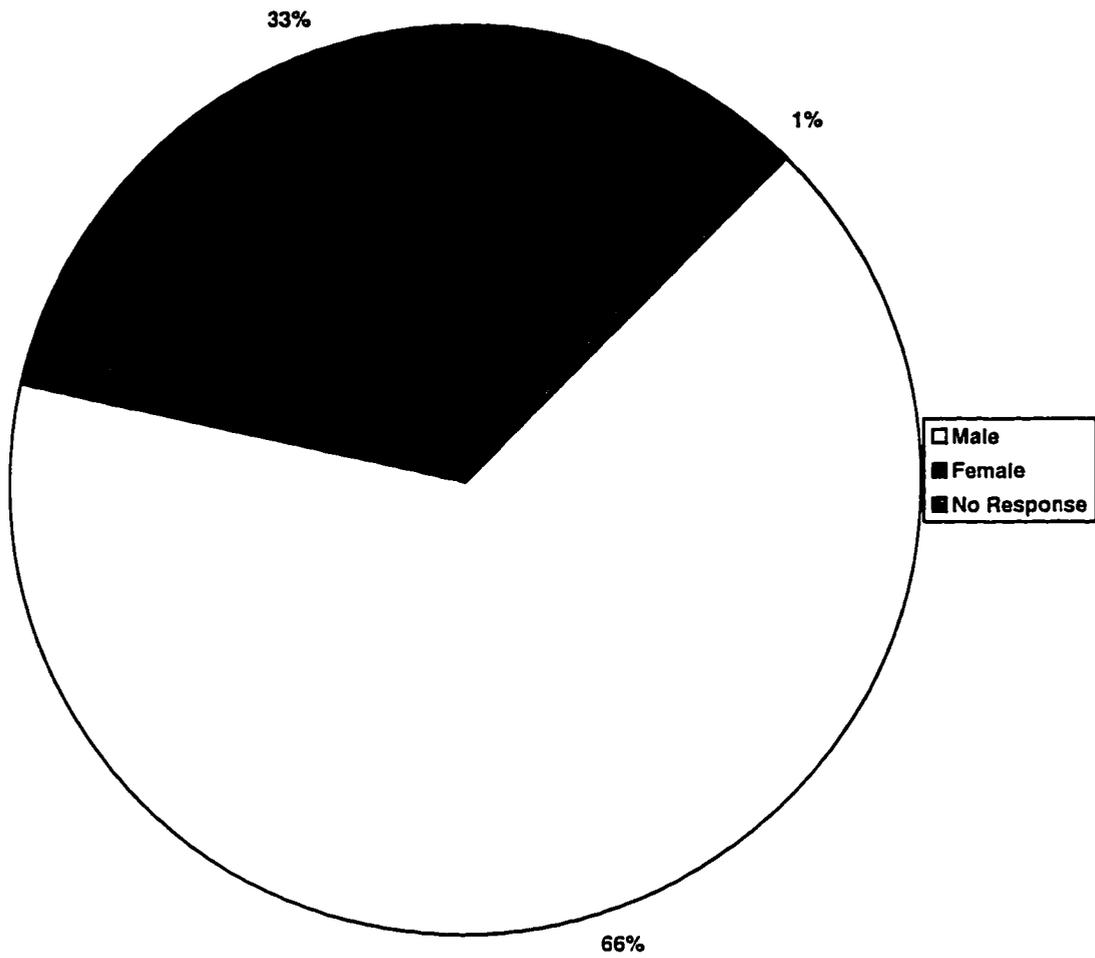
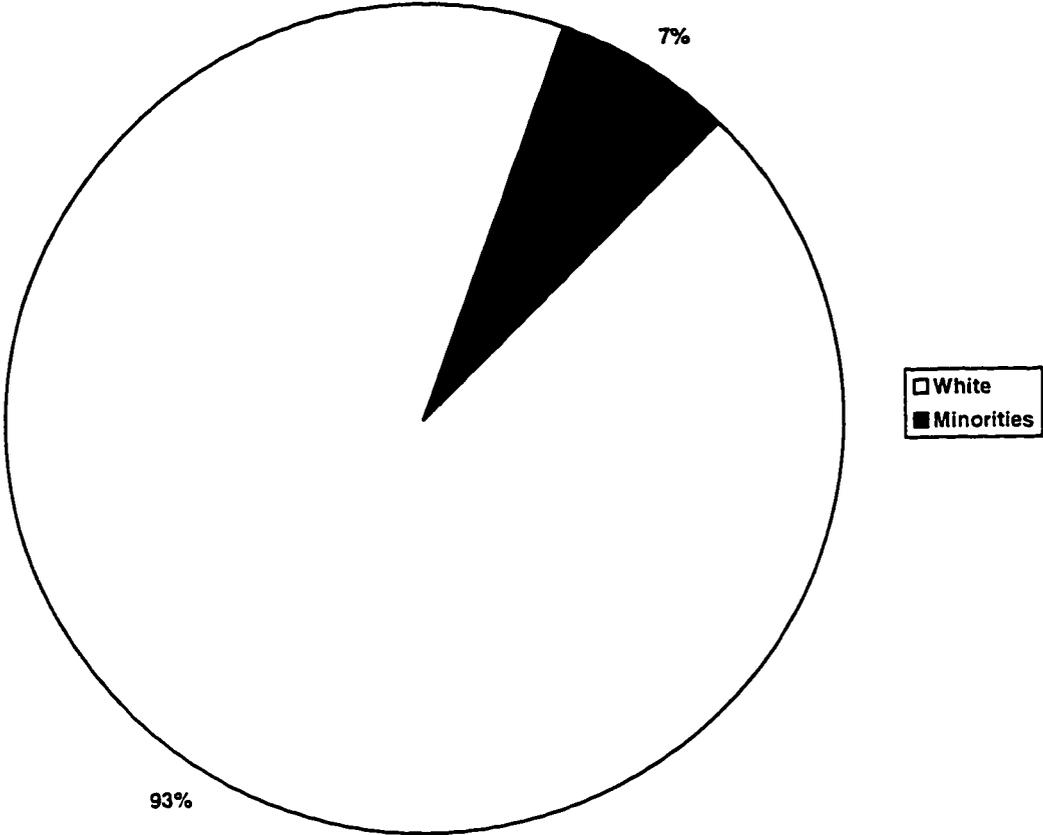
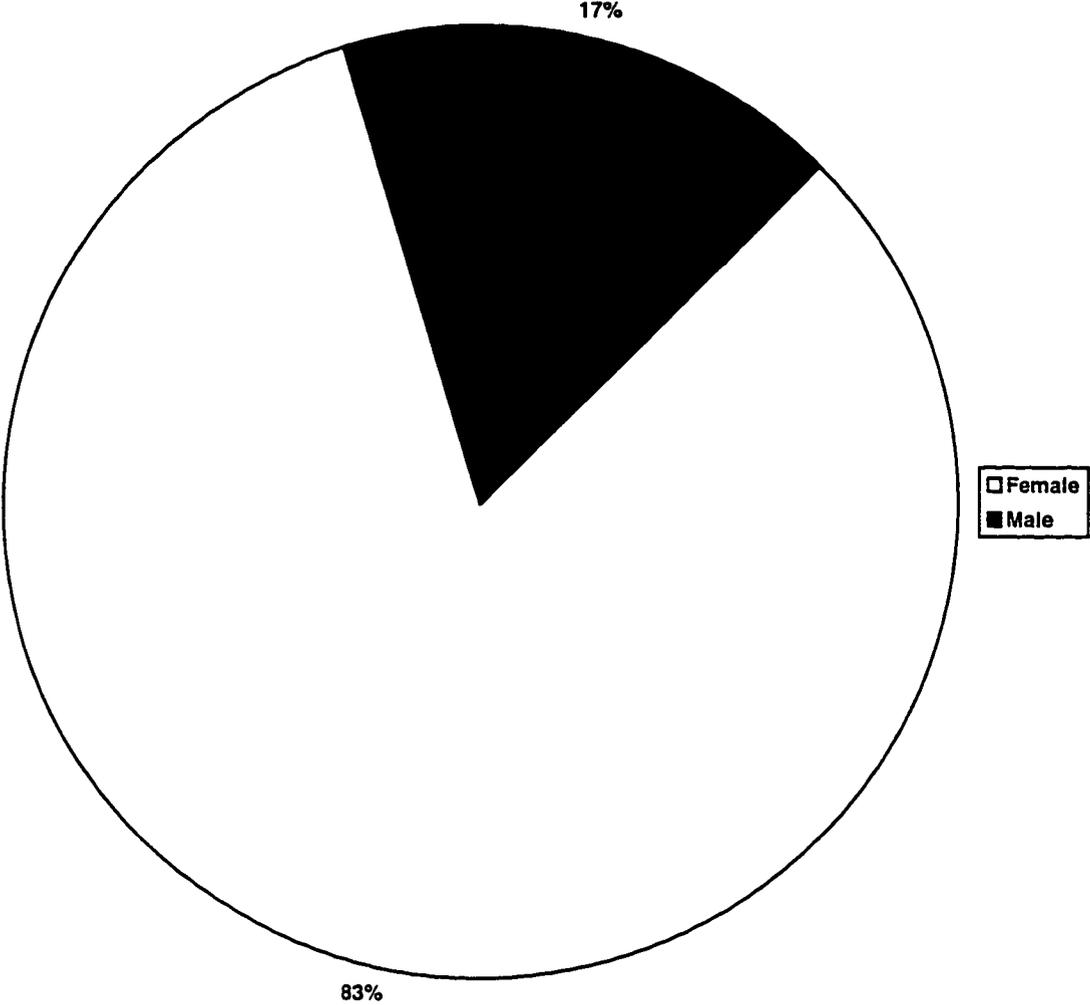


Chart 2 - Head Coaches Race



**Chart 3 - Head Women's Basketball Coaches Gender**



**APPENDIX D**  
**DEMOGRAPHIC DATA**

APPENDIX D  
DEMOGRAPHIC DATA

| Gender                          |         |         | Age                               |         |         |
|---------------------------------|---------|---------|-----------------------------------|---------|---------|
| Male                            | N = 247 | (70.6%) | 20-30                             | N = 177 | (50.6%) |
| Female                          | N = 95  | (27.1%) | 31-40                             | N = 41  | (11.7%) |
|                                 |         |         | 41-50                             | N = 50  | (14.3%) |
|                                 |         |         | Above 50                          | N = 63  | (18.0%) |
| Race                            |         |         | Responding groups                 |         |         |
| White                           | N = 245 | (70.0%) | Head coach                        | N = 100 | (28.6%) |
| Minorities                      | N = 95  | (27.1%) | Athletic director                 | N = 38  | (10.9%) |
|                                 |         |         | President                         | N = 16  | ( 4.6%) |
|                                 |         |         | Student athlete                   | N = 178 | (50.9%) |
| Educational background          |         |         | Sport coaching                    |         |         |
| Bachelor                        | N = 88  | (25.1%) | Football                          | N = 49  | (14.0%) |
| Master                          | N = 66  | (18.9%) | Men's basketball                  | N = 40  | (11.4%) |
| Master +                        | N = 33  | ( 9.4%) | Women's basketball                | N = 48  | (13.7%) |
| Specialist                      | N = 3   | ( 0.9%) |                                   |         |         |
| Doctoral                        | N = 26  | ( 7.4%) |                                   |         |         |
| Total male scholarship athletes |         |         | Total female scholarship athletes |         |         |
| 0-250                           | N = 105 | (30.0%) | 0-250                             | N = 113 | (32.3%) |
| 251-500                         | N = 23  | ( 6.6%) | 251-500                           | N = 10  | ( 2.9%) |
| 501-750                         | N = 3   | ( 0.9%) | 501-750                           | N = 1   | ( 0.3%) |
| Over 750                        | N = 0   | ( 0.0%) | Over 750                          | N = 0   | ( 0.0%) |

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