

Justin Sell, Chair
NCAA Division I Student-Athlete Experience Committee
Director of Athletics
South Dakota State University
2820 HPER Center
Brookings, SD 57007



March 21, 2018

Dear Mr. Sell,

On behalf of the Division I Cross Country coaches of the U.S. Track & Field and Cross Country Coaches Association (USTFCCCA), we respectfully request that the Student-Athlete Experience Committee review the enclosed legislative proposal to establish financial aid limitations in Men's Cross Country and Women's Cross Country, for recommendation as proposed legislation to the Division I Council.

At the December 2017 USTFCCCA Convention, Division I Cross Country coaches voted in an institutional vote of 69 percent in favor to seek to establish maximum equivalency limits for the sports of Men's Cross Country and Women's Cross Country, separate from and without negatively impacting the existing limits of 12.6 equivalencies for Men's Track & Field and 18 equivalencies for Women's Track & Field.

Lack of Independent Maximum Equivalency Limits is Unique to Cross Country

The present lack of independent maximum equivalency limits is an issue unique to the sports of Men's and Women's Cross Country. While institutional variability in resources exists across all sports, NCAA Division I Men's and Women's Cross Country are the only NCAA Championship sports in which the existing inequity in financial aid from one institution to another is actually *created and enforced by the existing legislation* that establishes financial aid limits dependent on the sponsorship of another Championship sport.

For schools that *do not* sponsor Indoor and/or Outdoor Track & Field, maximum equivalency limits are set at five for Men's Cross Country and six for Women's Cross Country. For institutions that *do* sponsor Indoor and/or Outdoor Track & Field, Cross Country shares the existing equivalency limits for the sports of Indoor and/or Outdoor Track & Field (12.6 for men and 18 for women), the same limits that exist for schools that only sponsor Indoor and/or Outdoor Track & Field (Division I Bylaw 15.5.3.1).

This is not an issue of a small or newly-emerging sport. Men's and Women's Cross Country are widely-sponsored sports with a significant number of participants. NCAA Division I Men's and Women's Cross Country are the second-most-sponsored sports in NCAA Division I for both men and women. As of 2016-17, 344 NCAA Division I institutions sponsor Women's Cross Country, and 312 NCAA Division I institutions sponsor Men's Cross Country. Over 5,900 women and over 4,700 men participate in NCAA Division I Cross Country. For women, this is nearly 1,000 more student-athletes than currently participate in Women's Basketball, the most-sponsored sport for NCAA Division I women.

This is also not an issue of multisport participants. Other Division I Championship sports with common multisport participants, such as Beach Volleyball and Volleyball or Water Polo and Swimming & Diving, have separate financial aid limits for these distinct Championship sports. Institutions competing in both Volleyball and Beach Volleyball, for example, do not operate under a single financial aid limit for both sports; instead, each sport has its own financial aid limits, and a separate carve-out exists to address institutions that sponsor both sports. We do not have a recommendation from Division I Cross Country coaches regarding a model of how to count multisport participants in Cross Country and Track & Field, but we believe there are several different models that could be employed to account for multisport participants, depending on the goals of the NCAA Division I institutional membership.

Lack of Independent Maximum Equivalency Limits Harms Cross Country

The current lack of independent maximum equivalency limits harms the sports of NCAA Division I Men's and Women's Cross Country, student-athletes, and participating institutions and is inconsistent with the NCAA's Principle of Competitive Equity (2.10), which states that the "structure and programs of the Association and the activities of its members shall promote opportunity for equity in competition to assure that individual student-athletes and institutions will not be prevented unfairly from achieving the benefits inherent in participation in intercollegiate athletics."

Instead of promoting equity in competition, the NCAA-legislated structure forces institutions to operate under two very different maximum equivalency limits for the same sport. Schools that only sponsor Cross Country may utilize up to five men's equivalencies and/or six women's equivalencies, while schools that sponsor Track & Field may use up to 12.6 men's equivalencies or 18 women's equivalencies in Cross Country. This imbalanced legislated structure harms competitive equity both for NCAA Division I student-athletes and for institutions.

Lack of Independent Maximum Equivalency Limits Harms Track & Field

The present lack of independent maximum equivalency limits for Men's and Women's Cross Country also harms the sports of NCAA Division I Men's and Women's Indoor and Outdoor Track & Field and has a negative impact on the racial and ethnic diversity of Track & Field programs at schools that also sponsor Cross Country.

Institutions that sponsor Track & Field but not Cross Country have a maximum of 12.6 equivalencies for men and 18 equivalencies for women. Institutions that sponsor both Cross Country and Track & Field have the same limit of 12.6 equivalencies for men and 18 equivalency limits for women. However, these institutions are forced to make a choice as to what portion of their Track & Field financial aid awards to use, if any, toward student-athletes who also compete in the Championship sport of Cross Country.

Each financial aid award used toward a student-athlete who also competes in the sport of Cross Country reduces the number of equivalencies and opportunities available to student-athletes who only compete in Track & Field. As an unintended consequence, this choice potentially reduces the overall racial and ethnic diversity of participants in a school's Track & Field program and the aid available to student-

athletes from diverse racial and ethnic backgrounds, as there is a much higher percentage of racial and ethnic diversity in Track & Field participants than in Cross Country participants. As of the NCAA's 2016-17 participation data, 42.1% of men and 41.8% of women in NCAA Outdoor Track & Field programs identify as Black, American Indian/Alaskan Native, Asian, Hispanic/Latino, Native Hawaiian/Pacific Islander, or Two or More Races, whereas those numbers are only 24.4% for participants in Men's Cross Country and 24.1% for participants in Women's Cross Country.

Whereas rules around financial aid are intended to create the parameters of a level playing field for NCAA Division I institutions participating in each sport, existing legislation actually *imposes and enforces* an imbalance in the sports of Men's and Women's Cross Country. To redress the inequity created by existing NCAA legislation, NCAA Division I Cross Country coaches respectfully request the introduction of proposed legislation to establish financial aid limits for the sports of Men's and Women's Cross Country, separate from those of any other sport and without negatively impacting the existing financial aid limits for the sport of Track & Field.

I look forward to speaking with you soon regarding our request. Please feel free to contact me with your questions or comments.

Sincerely,



Sam Seemes, CEO
U.S. Track & Field and Cross Country Coaches Association
1100 Poydras St. Suite 1750
New Orleans, LA 70163
504-599-8902
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encl: USTFCCCA Proposal: Financial Aid - - Maximum Institutional Grant-In-Aid Limitations By Sport - -
Equivalency Sports - - Maximum Equivalency Limits

cc: Brandy Hataway, NCAA Director of Academic and Membership Affairs
Jobrina Marques, NCAA Associate Director of Academic and Membership Affairs
Vicki Mitchell, University at Buffalo, USTFCCCA Division I Cross Country President
Quintin Wright, NCAA Assistant Director of Academic and Membership Affairs

FINANCIAL AID - - MAXIMUM INSTITUTIONAL GRANT-IN-AID LIMITATIONS BY SPORT - - EQUIVALENCY SPORTS - - MAXIMUM EQUIVALENCY LIMITS

Intent: To establish financial aid limitations in Men's Cross Country and Women's Cross Country.

Bylaws:

15.5.3.1 Maximum Equivalency Limits.

15.5.3.1.1 Men's Sports. There shall be a limit on the value (equivalency) of financial aid awards (per Bylaw 15.02.4.2) that an institution may provide in any academic year to counters in the following men's sports:

Cross Country.....5

Cross Country /Track & Field.....12.6	Skiing.....6.3
Fencing.....4.5	Soccer.....9.9
Golf.....4.5	Swimming and Diving.....9.9
Gymnastics.....6.3	Tennis.....4.5
Lacrosse.....12.6	Volleyball.....4.5
Rifle.....3.6	Water Polo.....4.5
	Wrestling.....9.9

15.5.3.1.2 Women's Sports. There shall be a limit on the value (equivalency) of financial aid awards (per Bylaw 15.02.4.2) that an institution may provide in any academic year to counters in the following women's sports:

Bowling.....5	Rugby.....12
<u>Cross Country.....6</u>	Skiing.....7
Cross Country /Track & Field.....18	Soccer.....14
Equestrian.....15	Softball.....12
Fencing.....5	Swimming and Diving.....14
Field Hockey.....12	Triathlon.....6.5
Golf.....6	Water Polo.....8
Lacrosse.....12	
Rowing.....20	

~~**15.5.3.1.3 Maximum Equivalency Limits—Institutions That Sponsor Cross Country but Do Not Sponsor Track and Field.** There shall be a limit of five on the value (equivalency) of financial aid awards (per Bylaw 15.02.4.2) that an institution may provide in any academic year to counters in men's cross country, if the institution does not sponsor indoor or outdoor track and field for men. There shall be a limit of six on the value (equivalency) of financial aid awards (per Bylaw 15.02.4.2) that an institution may provide in any academic year to counters in women's cross country, if the institution does not sponsor indoor or outdoor track and field for women. (Adopted: 1/10/91 effective 9/1/94, Revised: 1/9/96 effective 8/1/96)~~

Justin Sell, Chair
NCAA Division I Student-Athlete Experience Committee
Director of Athletics
South Dakota State University
2820 HPER Center
Brookings, SD 57007



March 23, 2018

Dear Mr. Sell,

On behalf of the Division I Cross Country coaches of the U.S. Track & Field and Cross Country Coaches Association (USTFCCCA), we respectfully request that the Student-Athlete Experience Committee review the enclosed legislative proposal to increase the number of countable coaches to four in Men's and Women's Track and Field and Men's and Women's Cross Country/Track and Field, for consideration to be forwarded to the Division I Council.

At the December 2017 USTFCCCA Convention, Division I Track & Field coaches voted in an institutional vote of 89 percent in favor to request an increase in the number of countable coaches for Men's and Women's Track & Field Programs and Men's and Women's Cross Country/Track & Field programs from the current limit of three countable coaches to a proposed new limit of four countable coaches.

Currently, the NCAA permits an institution to have up to three countable coaches for the sports of Men's Track & Field, Women's Track & Field, Men's Cross Country/Track & Field, and Women's Cross Country/Track & Field. These present limits do not meet the needs of NCAA Division I student-athletes in fulfilling NCAA Principle 2.2.4, "Student-Athlete Coach Relationship," to foster "a positive relationship between the student-athlete and coach."

Collegiate coaches have an important influence on a student-athlete's academic and athletic success. NCAA Division I men's student-athletes and NCAA Division I women's student-athletes in the sport of Track & Field each have the second-highest ratio of student-athletes to coaches among non-emerging, Championship sports with limits on countable coaches established in NCAA Division I Operating Bylaw 11.7. With a 2016-17 average squad size of 40.4 student-athletes for Women's Outdoor Track & Field, NCAA Division I women's programs average 13.5 student-athletes per allowed countable coach. For Men's Outdoor Track & Field, with a 2016-17 average squad size of 39.3 student-athletes, NCAA Division I men's programs average 13.1 student-athletes per allowed countable coach.

Looking at the overall picture of 2016-17 average squad sizes for championship sports listed in Operating Bylaw 11.7.6, NCAA Division I and national collegiate women's sports average 8.1 student-athletes per allowed countable coach, while NCAA Division I and national collegiate men's sports average 8.8 student-athletes per allowed countable coach. Both Women's Track & Field (13.5:1) and Men's Track & Field (13.1:1) are **more than one standard deviation** outside of the mean ratio of

student-athletes to allowed countable coaches for NCAA Division I and national collegiate championship sports. This means that student-athletes in NCAA Division I Men's and Women's Track & Field do not have the same access to develop a positive relationship with their coach(es) as do their peers in other sports at their institutions.

Increasing the limits to four countable coaches for Division I Women's Track & Field and four countable coaches for Division Men's Track & Field would bring each sport more in line with the average ratio of student-athletes per allowed countable coach (i.e., within one standard deviation of the mean ratio for Division I and national collegiate championship sports). Women's Track & Field would average 10.1 student-athletes per allowed countable coach, and Men's Track & Field would average 9.8 student-athletes per allowed countable coach.

Further, the sport of Track & Field presents at least four distinct event areas for student-athletes and coaches (mid-distance/distance events, sprint/hurdle events, throwing events, jumping events). In addition, at nearly all of these institutions, which also sponsor Cross Country, one or more of these coaches also coaches the sport of Cross Country in the fall. The current limit of three countable coaches does not fulfill NCAA Principle 2.2.3, "Health and Safety," to "protect the health of, and provide a safe environment for... participating student-athletes." Presently, coaches must coach more than one event area and/or more than one gender at a combined program, in order to cover the event disciplines in the sport. This reduces the level of supervision and skill instruction available to all student-athletes, which are critical to protecting student-athlete health and providing a safe competitive environment.

NCAA Division I Operating Bylaw 11.7.1.2 would permit an institution the flexibility to use any type of coach (full-time, part-time, graduate assistant, or volunteer) as its fourth countable coach for Men's or Women's Track & Field or Men's or Women's Cross Country/Track & Field, as best fits the needs and financial constraints of the institution.

I look forward to speaking with you soon regarding our request. Please feel free to contact me with your questions or comments.

Sincerely,



Sam Seemes, CEO
U.S. Track & Field and Cross Country Coaches Association
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New Orleans, LA 70163
504-599-8902
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encl: USTFCCCA Proposal: Conduct And Employments Of Athletics Personnel - - Limitations On The Number And Duties Of Coaches And Noncoaching Staff Members - - Limitations On Number Of Coaches And Off-Campus Recruiters

cc: Brandy Hataway, NCAA Director of Academic and Membership Affairs
Jobrina Marques, NCAA Associate Director of Academic and Membership Affairs
Connie Price-Smith, University of Mississippi, USTFCCCA Division I Track & Field President
Quintin Wright, NCAA Associate Director of Academic and Membership Affairs

CONDUCT AND EMPLOYMENTS OF ATHLETICS PERSONNEL - - LIMITATIONS ON THE NUMBER AND DUTIES OF COACHES AND NONCOACHING STAFF MEMBERS - - LIMITATIONS ON NUMBER OF COACHES AND OFF-CAMPUS RECRUITERS

Intent: In Men's and Women's Track and Field and Men's and Women's Cross Country/Track and Field, to increase the number of countable coaches to four.

Bylaws:

11.7.6 Limitations on Number of Coaches and Off-Campus Recruiters. There shall be a limit on the number of coaches (other than graduate assistant coaches per Bylaws 11.01.3 and 11.01.4, student assistant assistant coaches per Bylaw 11.01.5 and volunteer coaches per Bylaw 11.01.6) who may be employed by an institution and who may contact or evaluate prospective student-athletes off campus in each sport as follows: *(Revised: 1/10/91 effective 8/1/92, 1/10/92 effective 8/1/92, 1/9/96 effective 8/1/96, 1/14/97, 4/25/02 effective 8/1/02, 1/12/04 effective 8/1/04, 4/29/04 effective 8/1/04, 4/28/05, 2/3/06, 12/15/06, 4/26/07 effective 8/1/07, 1/17/09 effective 8/1/09, 1/15/11 effective 8/1/11, 4/28/11 effective 8/1/12, 8/11/11, 1/19/13 effective 8/1/13, 1/18/14 effective 8/1/14, 7/31/15, 1/15/16 effective 8/1/16, 4/26/17 effective 8/1/17)*

Sport Limit

Baseball.....	3
Basketball, Men's.....	4
Basketball, Women's.....	4
Beach Volleyball, Women's.....	2
Bowling, Women's.....	2
Equestrian.....	3
Fencing, Men's.....	2
Fencing, Women's.....	2
Football, Bowl Subdivision (See Bylaw 11.7.4).....	10
Football, Championship Subdivision (See Bylaw 11.7.5).....	11
Field Hockey.....	3
Golf, Men's.....	2
Golf, Women's.....	2
Gymnastics, Men's.....	3
Gymnastics, Women's.....	3
Ice Hockey, Men's.....	3
Ice Hockey, Women's.....	3
Lacrosse, Men's.....	3
Lacrosse, Women's.....	3
Rifle, Men's.....	2
Rifle, Women's.....	2
Rowing, Women's.....	4
Rugby, Women's.....	3
Skiing, Men's.....	2

Sport Limit

Skiing, Women's.....	2
Soccer, Men's.....	3
Soccer, Women's.....	3
Softball.....	3
Swimming, Men's.....	2
Swimming and Diving, Men's.....	3
Swimming, Women's.....	2
Swimming and Diving, Women's.....	3
Tennis, Men's.....	2
Tennis, Women's.....	2
Cross Country, Men's (Without Track and Field).....	2
Track and Field, Men's.....	3 4
Cross Country/ Track and Field, Men's.....	3 4
Cross Country, Women's (Without Track and Field).....	2
Track and Field, Women's.....	3 4
Cross Country/Track and Field, Women's.....	3 4
Triathlon, Women's.....	2
Volleyball, Men's.....	3
Volleyball, Women's.....	3
Water Polo, Men's.....	3
Water Polo, Women's.....	3
Wrestling.....	3

Rationale: Currently, the NCAA permits an institution to have up to three countable coaches for the sports of Men's Track & Field, Women's Track & Field, Men's Cross Country/Track & Field, and Women's Cross Country/Track & Field. These present limits do not meet the needs of NCAA Division I student-athletes in fulfilling NCAA Principle 2.2.4, "Student-Athlete Coach Relationship," to foster "a positive relationship between the student-athlete and coach."

Collegiate coaches have an important influence on a student-athlete's academic and athletic success. NCAA Division I men's student-athletes and NCAA Division I women's student-athletes in the sport of Track & Field each have the second-highest ratio of student-athletes to coaches among non-emerging, Championship sports with limits on countable coaches established in NCAA Division I Operating Bylaw 11.7. With a 2016-17 average squad size of 40.4 student-athletes for Women's Outdoor Track & Field, NCAA Division I women's programs average 13.5 student-athletes per allowed countable coach. For Men's Outdoor Track & Field, with a 2016-17 average squad size of 39.3 student-athletes, NCAA Division I men's programs average 13.1 student-athletes per allowed countable coach.

Looking at the overall picture of 2016-17 average squad sizes for championship sports listed in Operating Bylaw 11.7.6, NCAA Division I and national collegiate women's sports average 8.1 student-athletes per allowed countable coach, while NCAA Division I and national collegiate men's sports average 8.8 student-athletes per allowed countable coach. Both Women's Track & Field (13.5:1) and Men's Track & Field (13.1:1) are **more than one standard deviation** outside of the mean ratio of student-athletes to allowed countable coaches for NCAA Division I and national collegiate championship sports. This means that student-athletes in NCAA Division I Men's and Women's Track & Field do not have the same access to develop a positive relationship with their coach(es) as do their peers in other sports at their institutions.

Increasing the limits to four countable coaches for Division I Women's Track & Field and four countable coaches for Division Men's Track & Field would bring each sport more in line with the average ratio of student-athletes per allowed countable coach (i.e., within one standard deviation of the mean ratio for Division I and national collegiate championship sports). Women's Track & Field would average 10.1 student-athletes per allowed countable coach, and Men's Track & Field would average 9.8 student-athletes per allowed countable coach.

Further, the sport of Track & Field presents at least four distinct event areas for student-athletes and coaches (mid-distance/distance events, sprint/hurdle events, throwing events, jumping events). In addition, at nearly all of these institutions, which also sponsor Cross Country, one or more of these coaches also coaches the sport of Cross Country in the fall. The current limit of three countable coaches does not fulfill NCAA Principle 2.2.3, "Health and Safety," to "protect the health of, and provide a safe environment for... participating student-athletes." Presently, coaches must coach more than one event area and/or more than one gender at a combined program, in order to cover the event disciplines in the sport. This reduces the level of supervision and skill instruction available to all student-athletes, which are critical to protecting student-athlete health and providing a safe competitive environment.

NCAA Division I Operating Bylaw 11.7.1.2 would permit an institution the flexibility to use any type of coach (full-time, part-time, graduate assistant, or volunteer) as its fourth countable coach for Men's or Women's Track & Field or Men's or Women's Cross Country/Track & Field, as best fits the needs and financial constraints of the institution.