

Serving the Student-Athlete
Imagine the Possibilities - Make Them Happen

9th Annual Convention
Community College of California
Commission on Athletics

GOOD MORNING - WELCOME TO SACRAMENTO AND THE 9TH
ANNUAL COA CONVENTION

I WOULD LIKE TO EXTEND A SPECIAL WELCOME TO MEMBERS
OF THE BOARD AND MANAGEMENT COUNCIL.

I WOULD ALSO LIKE TO WELCOME THOSE IN ATTENDANCE FOR
MEETINGS OF OUR AFFILIATE ORGANIZATIONS. THE COA
CONVENTION PROVIDES AN OPPORTUNITY FOR THOSE
ASSOCIATED WITH THE FIELD OF INTERCOLLEGIATE
ATHLETICS TO GATHER. AT THIS YEAR'S CONVENTION WE
WILL HAVE MEETINGS OF THE FOLLOWING GROUPS:

- ACADEMIC ADVISORS FOR ATHLETICS
- ATHLETIC DIRECTORS
- CERTIFIED ATHLETIC TRAINERS
- CHIEF EXECUTIVE OFFICERS
- CONFERENCE COMMISSIONERS
- PHYSICAL EDUCATORS

- SPORT COACHES
- SPORTS INFORMATION DIRECTORS

WE ARE PLEASED TO BE ABLE TO OFFER THE OPPORTUNITY TO OUR AFFILIATE PROFESSIONAL ORGANIZATIONS TO MEET AND ADDRESS THE ISSUES OF THE DAY.

BEFORE I GO FURTHER, I MUST STOP AND PUBLICALLY THANK THE COA STAFF FOR THEIR EXTRA EFFORT IN ORGANIZING THIS YEAR'S CONVENTION. I ESPECIALLY WANT TO RECOGNIZE DAVE EADIE WHO WAS PRIMARILY RESPONSIBLE FOR COMMUNICATING WITH THE RADISSON AND ADDRESSING ALL OF THE REQUESTS FOR MEETING SPACE AS WELL AS A MYRIAD OF OTHER THINGS – THANKS DAVE. ALL OF THE STAFF DESERVE A LOT OF CREDIT FOR PULLING TOGETHER TO GET THE CONVENTION UNDERWAY.

I WOULD ALSO LIKE TO RECOGNIZE THOSE OF YOU WHO HAVE SERVED THE COA IN ONE FORM OR ANOTHER – I AM GOING TO ASK YOU TO STAND AND STAY STANDING UNTIL I HAVE COMPLETED THE LIST – FIRST, IF YOU HAVE SERVED ON A COA COMMITTEE IN THE LAST YEAR, PLEASE STAND – IF YOU HAVE SERVED AS A MEMBER OF THE BOARD OR MANAGEMENT

COUNCIL, PLEASE STAND. IF YOU HAVE HOSTED A COA EVENT OR WILL BE HOSTING AN EVENT, PLEASE STAND. IF YOU HAVE SERVED AS A PART OF EVENT OR GAME MANAGEMENT, PLEASE STAND. ALSO - IF YOU HAVE SERVED THE STUDENT – ATHLETE IN ANY WAY, PLEASE STAND.

LASTLY, AND MOST IMPORTANTLY, IF YOU SERVED ON THE SEARCH COMMITTEE TO HIRE THE NEW EXECUTIVE DIRECTOR – I REALLY WANT YOU TO STAND –

THANK YOU ALL FOR WHAT YOU DO ON BEHALF OF THE STUDENT ATHLETE!!

AS YOU CAN SEE, IT TAKES COOPERATION AND EFFORT FROM A LOT OF PEOPLE - FROM MANY DIFFERENT AREAS TO ACCOMPLISH WHAT YOU ARE ABLE TO ACCOMPLISH. ON BEHALF OF THE NEARLY 25,000 STUDENTS I THANK YOU.

WITH THIS ADDRESS KICKING OFF THE CONVENTION I WOULD LIKE TO ASK YOU TO KEEP IN MIND OUR VALUES (Art. 1.4) DURING YOUR MEETINGS WHICH ARE:

- *STUDENT HEALTH AND WELARE*
- *ACADEMIC SUCCESS*
- *ETHICAL CONDUCT*
- *AMATEURISM*
- *EQUITABLE COMPETITION*
- *RECOGNITION OF EXCELLENCE*
- *GENDER EQUITY and*
- NON-DISCRIMINATION

EVERYTHING WE DO SHOULD BE ABLE TO PASS THE TEST OF OUR STATED VALUES.

BEFORE I BEGIN TO PROVIDE SOME OF MY OBSERVATIONS AFTER NEARLY 8 MONTHS ON THE JOB I THOUGHT THAT I MIGHT PROVIDE YOU WITH A BRIEF SNAPSHOT OF WHO I AM BECAUSE I BELIEVE THAT EVERYTHING THAT HAS COME BEFORE - HAS SHAPED WHO I AM TODAY. IF YOU WILL PERMIT ME I WOULD LIKE TO SHARE MY THOUGHTS OF A PERSON WHO

IS A PART OF ME AND REALLY SERVED AS MY “ROCK” WHEN I NEEDED IT MOST.

JOSEPH HENRY HICKMAN – BIRTHDATE – UNKNOWN SOMETIME IN THE LATE 1800’S. PARENTS UNKNOWN – MOTHER, NATIVE AMERICAN – FATHER, GERMAN IMMIGRANT – TWO SISTERS.

LAW WOULD NOT RECOGNIZE MARRIAGE BETWEEN NATIVE AMERICANS AND WHITES. JOSEPH HENRY GREW UP BEING A “HALF-BREED” AND SUFFERED THROUGH THE BIGOTRY OF THE TIME. HIS MOTHER PASSED AWAY AND THE CHILDREN WERE GIVEN UP FOR ADOPTION – JOSEPH HENRY GOING TO ONE FAMILY AND HIS TWO SISTERS WENT TO ANOTHER FAMILY AND HE NEVER SAW THEM AGAIN. WORKED ON THE B&O RAILROAD FOR 50 YEARS – FROM THE YARDS TO THE TRAINS TO THE DEPOT WHERE HE RETIRED. STRONGEST MAN I HAVE EVER MET – MY GRANDFATHER – MY MOTHER’S FATHER PASSED AWAY SEVERAL YEARS AGO BUT HE WAS MY MALE ROLE MODEL AFTER MY FATHER PASSED AWAY WHEN I WAS NINE. I MENTION JOSEPH HENRY BECAUSE HE INSTILLED IN ME THAT IN SPITE OF THE CIRCUMSTANCES SURROUNDING YOU – YOU KEEP GRINDING AWAY AND DOING THE BEST THAT YOU

CAN WITH THE JOB THAT YOU HAVE. PERHAPS DOWN THE ROAD I CAN FILL YOU IN ON HOW JOSEPH HENRY AND ROSE ANNA GOT TOGETHER??

NOW TO BUSINESS~

THE THEME FOR THIS YEAR'S CONVENTION IS – "*SERVING THE STUDENT-ATHLETE; IMAGINE THE POSSIBILITIES – MAKE THEM HAPPEN!*"

I KNOW THAT'S A MOUTHFUL BUT ITS ESPECIALLY FITTING GIVEN THE STATE OF THE WORLD THESE DAYS. I WOULD LIKE TO CHALLENGE EACH GROUP MEETING OVER THE NEXT COUPLE OF DAYS TO FIND A FEW MINUTES TO THINK ABOUT HOW TO BETTER SERVE THE STUDENT ATHLETES – TO IMAGINE THE POSSIBILITIES AND TO FIGURE OUT A WAY TO MAKE THEM HAPPEN. AFTERALL MANY OF US WOULDN'T BE HERE IF IT WEREN'T FOR THE STUDENT ATHLETES!!

MY FIRST DAY ON THE JOB WAS AUGUST 15 OF THIS PAST YEAR. WITHIN THE FIRST TWO WEEKS ON THE JOB I RECEIVED A CALL FROM AN FBI AGENT, A DISTRICT ATTORNEY'S OFFICE AND FROM A STATE ASSEMBLYMAN'S OFFICE. ALL WERE

RELATED TO ONGOING LEGAL ACTION REGARDING IMPROPRIETIES INVOLVING COMMUNITY COLLEGE ATHLETICS. NEEDLESS TO SAY, I WAS SOMEWHAT SHOCKED AND HAVING BEEN FAMILIAR WITH THE "REPUTATION" OF CALIFORNIA COMMUNITY COLLEGE ATHLETIC PROGRAMS, I WAS DISAPPOINTED. AFTER TRAVELING THE STATE TO ATTEND SPORT COACH AND CONFERENCE MEETINGS AS WELL AS MAKE PRESENTATIONS TO THE ACADEMIC SENATE AND INSTRUCTIONAL AND STUDENT SERVICE OFFICERS, MY OVERALL OBSERVATION IS:

WE HAVE A LOT OF WORK TO DO.

THERE IS A GENERAL MISTRUST AMONGST THE MEMBERSHIP AS WELL AS BETWEEN THE MEMBERSHIP AND THE COA. I HAVE HEARD FROM MANY ABOUT THEIR PERCEPTIONS OF WHAT OR WHO THE PROBLEM WAS AND IN EACH CASE I HAVE INSISTED THAT WE LOOK TO THE FUTURE AND NOT BACK AT THE PAST. OUR PROBLEMS ARE IN FRONT OF US AND WE NEED TO ADDRESS THEM BY MOVING FORWARD.

I BELIEVE THAT EVERYONE IS FAIRLY FAMILIAR WITH ONGOING ISSUES THAT HAVE BEEN ON THE AGENDA FOR SOME

TIME. FIRST ON THE LIST IS THE OUT OF SEASON. LOGIC TELLS US THAT THE TEAMS THAT ARE PLAYING CONTESTS OUT OF SEASON ARE IN FACT EXTENSIONS OF THE ATHLETIC PROGRAM WITH THE SOLE PURPOSE OF ENHANCING THE ATHLETIC SKILLS OF THE STUDENT.

THE COACHES ARE THE SAME – THE PARTICIPANTS MAY VARY BUT THE CORE GROUP OF PLAYERS IS THE SAME. THE PUBLIC RECOGNIZES THESE TEAMS AS “INSTITUTIONAL” – THE COURTS RECOGNIZE THESE TEAMS AS INSTITUTIONAL AND THE PARTICIPANTS AND PARENTS RECOGNIZE THESE TEAMS AS INSTITUTIONAL. I HAVE BEEN TOLD THAT “YOU’LL NEVER GET CONTROL OVER THAT!” “IT’S BEEN GOING ON FOR SO LONG, IT CAN’T CHANGE.” WELL, JOSEPH HENRY KEEPS SAYING –“JUST KEEP GRINDING”. I AM NOT A PERSON THAT SEES A LOT OF GREY SO HERE ARE MY THOUGHTS REGARDING A SOLUTION TO THIS ISSUE - WE MUST EITHER “SANCTION” THESE ACTIVITIES AND IN DOING SO, ALSO CONSIDER THE IMPACT ON FACILITIES AND STAFF RESOURCES OR ELIMINATE THE PRACTICE. AS CURRENTLY OPERATING WE ARE ATHLETICALLY SKEWED. WE HAVE CONTINUED TO PUSH THE “ATHLETIC” ENVELOPE - TO

ADD MORE COMPETITIVE OPPORTUNITIES IN A YEAR ROUND PURSUIT OF ATHLETIC EXCELLENCE. WHAT WE HAVE PLACED AS SECONDARY IS THE PRIMARY MISSION OF THE INSTITUTIONS FOR WHOM WE WORK AND SHOULD ALSO REMAIN – OUR PRIMARY MISSION – EDUCATION.

WE ALL KNOW OF THE INCREASING TRANSFER REQUIREMENTS AND YET WHAT HAVE WE DONE TO PUSH THE “ACADEMIC ENVELOPE?” – TO REQUIRE OUR STUDENTS TO DO MORE IN THE CLASSROOM? – TO WORRY LESS ABOUT THEIR ELIGIBILITY TO COMPETE AT THIS LEVEL AND MORE ABOUT THEIR ACADEMIC PROGRESS? WE NEED TO RE-FOCUS OUR PROGRAMS TO TRULY SERVE THE BEST INTERESTS OF THE STUDENT ATHLETE.

I WOULD LIKE YOU TO TAKE A LOOK AT THE INFORMATION ON THE NEXT SLIDE TO SEE JUST WHAT EXACTLY WE ARE FACING. THE NUMBERS SHOULD CONVINCING US THAT WE SHOULD DO WHAT EVER IS NECESSARY TO ASSIST OUR STUDENTS ACADEMICALLY.

Estimated Probability of Competing in Athletics Beyond the High School Interscholastic Level

Student-Athletes	Men's Basketball	Women's Basketball	Football	Baseball	Men's Ice Hockey	Men's Soccer
High School Student-Athletes	549,500	456,900	983,600	455,300	29,900	321,400
High School Senior Student-Athletes	157,000	130,500	281,000	130,100	8,500	91,800
NCAA Student-Athletes	15,700	14,400	56,500	25,700	3,700	18,200
NCAA Freshman Roster Positions	4,500	4,100	16,200	7,300	1,100	5,200
NCAA Senior Student-Athletes	3,500	3,200	12,600	5,700	800	4,100
NCAA Student-Athletes Drafted	44	32	250	600	33	76
Percent High School to NCAA	2.9	3.1	5.8	5.6	12.9	5.7
Percent NCAA to Professional	1.3	1.0	2.0	10.5	4.1	1.9
Percent High School to Professional	0.03	0.02	0.09	0.5	0.4	0.08

Note: These percentages are based on estimated data and should be considered approximations of the actual percentages. [Click here to view the methodology used to arrive at these estimates.](#)

MANY OF THE STUDENTS ENTERING COMMUNITY COLLEGES ARE LACKING ONE TO SEVERAL BASIC SKILLS TO SUCCESSFULLY PERFORM ACADEMICALLY AT THE COLLEGE LEVEL. WHILE IN MANY CASES THE STUDENTS ARE GIFTED ATHLETICALLY, THEIR OPTIONS WILL BE LIMITED IF THEY ARE UNABLE TO SUCCESSFULLY TRANSFER TO “PURSUE THEIR DREAM”. THEIR DREAM OF GETTING A DI SCHOLARSHIP ON THEIR WAY TO THE PROS!! (WE WILL HEAR MORE DISCUSSION REGARDING TRANSFER ISSUES IN THE NEXT SESSION.) I KNOW THAT THIS ISSUE HAS BEEN DEBATED YEAR AFTER YEAR AFTER YEAR BUT I WILL PROMISE YOU THAT THE DEBATE WILL COME TO SOME RESOLUTION IN THE COMING YEAR.

ANOTHER AREA OF CONCERN IS RULES COMPLIANCE OR BETTER STATED, THE LACK OF RULES COMPLIANCE. AS I STATED EARLIER, I DON'T SEE MUCH “*GREY*”. A COACH WHO ENTERS THE GAME NOT KNOWING THE RULES OF THE GAME IS ILL-PREPARED TO COACH – FURTHER, A COACH THAT COACHES A TEAM OPERATING UNDER THE COA AND CONFERENCE POLICIES AND IS UNFAMILIAR WITH THESE POLICIES IS A

DANGER TO THE INSTITUTION – I WILL GO EVEN FURTHER TO SAY THAT A COACH THAT KNOWS THE POLICY AND WILLINGLY VIOLATES THE POLICY IS UNFIT TO WORK WITH STUDENTS AND SHOULD NOT BE EMPLOYED BY AN EDUCATIONAL INSTITUTION. THE PROBLEMS OF LACK OF COMPLIANCE VARY BUT THE LACK OF CHECKS AND BALANCES AND THE LACK OF OVERSIGHT LOOM LARGE IN “WHY” VIOLATIONS OCCUR . MANY INSTITUTIONS ARE SOMEWHAT FORCED TO HIRE PART-TIME OR “WALK-ON” COACHES THAT IN MANY CASES – NOT ALL- ARE HIRED FOR THE REASON OF COACHING AND NOT AS A FACULTY MEMBER. UNFORTUNATELY, SOME OF THE INFRACTIONS THAT OCCUR INVOLVE FACULTY AND IN SOME CASES ADMINISTRATION. I HAVE HEARD MANY STORIES ABOUT ALLEGATIONS OF WHAT IS GOING ON AT THIS INSTITUTION AND “WE ALL KNOW HE RUNS A DIRTY PROGRAM” BUT NO ONE COMES FORWARD WITH PROOF OF THE ALLEGATIONS. THESE CONVERSATIONS SHOULD CEASE – IF THERE IS EVIDENCE OF IMPROPRIETY, COME FORWARD OTHERWISE – LET IT BE. IT IS A NEGATIVE INFLUENCE ON YOUR SPORT.

PRESIDENTS NEED TO BE AWARE OF THE VALUE OF AN ATHLETIC PROGRAM IF ONLY FROM THE STANDPOINT OF CREDIT GENERATION. THE ATHLETIC PROGRAM IS THE MOST CONSISTENTLY VISIBLE ASPECT OF WHAT A CAMPUS DOES – IT IS THE WINDOW INTO THE INSTITUTION. WHEN TEAMS AND ATHLETES COMPETE, THEY DO SO ON BEHALF OF THE INSTITUTION AND THE NAME IS USUALLY PROMINENT ACROSS THEIR CHEST!! HOW THEY LOOK – HOW THEY PERFORM – AND MOST IMPORTANTLY, HOW THEY CARRY THEMSELVES ALL REFLECT BACK ON THE INSTITUTION. THE SAME GOES FOR THE COACH – A COACH’S CONDUCT ALSO REFLECTS ON THE INSTITUTION IN EITHER A POSITIVE OR A NEGATIVE WAY. IN SOME CASES, ATHLETIC DIRECTORS ARE PART-TIME. THE INABILITY TO PROVIDE PROPER OVERSIGHT OF AN ATHLETIC PROGRAM IS A RECIPE FOR DISASTER. RULES COMPLIANCE IS AN AREA THAT WILL NEED ALL OF OUR ATTENTION IF IT IS TO BE CORRECTED. TO RESTORE THE TRUST AMONG US IT MUST HAPPEN!

TO RESTORE THE TRUST BETWEEN THE MEMBERSHIP AND THE COA I PLEDGE TRANSPERANCY – A FULL ACCOUNTING OF THE

COA OFFICE INCLUDING SPONSORSHIP AND POST CONFERENCE OPERATIONS WILL BE MADE AVAILABLE TO THE MEMBERSHIP. I EXPECT MORE COMMUNICATION AND COLLABORATION BETWEEN THE COA AND THE AFFILIATE ORGANIZATIONS TO THE BETTERMENT OF ALL.

IN CLOSING, I DON'T WANT TO LEAVE THE IMPRESSION THAT ALL IS BAD IN THE WORLD OF ATHLETICS IN CALIFORNIA COMMUNITY COLLEGES – THE PLUS SIDE IS THAT WE HAVE SOME GREAT PEOPLE TO ADDRESS THE PROBLEMS – WE HAVE MORE PEOPLE THAT WANT TO DO THINGS THE RIGHT WAY THAN THOSE THAT DON'T – WE HAVE A GREAT OPPORTUNITY TO MAKE A REAL DIFFERENCE IN THESE YOUNG PEOPLE'S LIVES AND MOST OF YOU KNOW IT! – WITH THAT, I AM COMFORTABLE THAT WE WILL TACKLE AND SOLVE THE ISSUES THAT LIMIT OUR ABILITY TO TRULY SERVE THE STUDENT ATHLETES.

I WOULD LIKE TO LEAVE YOU WITH A STORY THAT YOU MAY HAVE HEARD BUT IT IS ONE WE ALL SHOULD REMEMBER. THE STORY IS ENTITLED “THE STARFISH STORY”

(adapted from *The Star Thrower* by Loren Eiseley)

Once upon a time, there was a wise man who used to go to the ocean to do his writing. He had a habit of walking on the beach before he began his work.

One day, as he was walking along the shore, he looked down the beach and saw a human figure moving like a dancer. He smiled to himself at the thought of someone who would dance to the day, and so, he walked faster to catch up.

As he got closer, he noticed that the figure was that of a young girl, and that what she was doing was not dancing at all. The young girl was reaching down to the shore, picking up small objects, and throwing them into the ocean.

He came closer still and called out “Good morning! May I ask what it is that you are doing?”

The young girl paused, looked up, and replied “Throwing starfish into the ocean.”

“I must ask, then, why are you throwing starfish in the ocean?” asked the somewhat startled wise man.

To this, the young girl replied, “The sun is up and the tide is going out. If I don’t throw them in, they’ll die.”

Upon hearing this, the wise man commented, “But, young girl, do you not realize that there are miles and miles of beach and there are starfish all along every mile? You can’t possibly make a difference!”

At this, the young girl bent down, picked up yet another starfish, and threw it into the ocean. As it met the water, she said, “It made a difference for that one.”

**YOU CAN MAKE A DIFFERENCE – ONE AT A TIME!!
THANK YOU**