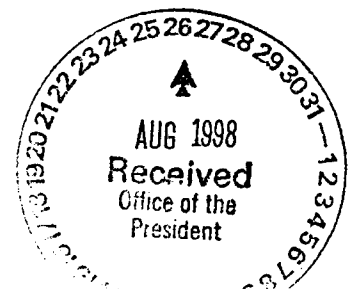


TEXAS A&M INTERNATIONAL UNIVERSITY
COLLEGE OF ARTS AND HUMANITIES
MEMORANDUM



TO: Dr. J. Charles Jennett
FROM: Dr. Jerry Thompson, Chairman, Athletic Advisory Committee
DATE: August 26, 1998
SUBJECT: Recommendations

Please find attached the recommendations of the Athletic Advisory Committee. Also attached are the recommendations of Mr. Fred Jacoby, Commissioner of the Lone Star Conference, the American Southwest Conference, and consultant to the Committee. The Committee was most impressed with Mr. Jacoby and respectful of his extensive expertise in administering intercollegiate athletics. Most of Mr. Jacoby's recommendations are incorporated into the recommendations. Besides relying on Mr. Jacoby, the Committee studied similar recommendations from similar committees and task forces at The University of Texas of the Permian Basin and Texas A&M University Corpus Christi, as well as information supplied by the NCAA and NAIA.



Athletic Advisory Committee
Report to Dr. J. Charles Jennett, President, TAMIU
August 12, 1998

The Committee is in agreement that the implementation of an intercollegiate athletic program at Texas A&M International University would provide a positive dimension to a student's education at TAMIU. Moreover, we believe that the presence of student-athletes at the university would be a force for good on campus. Having organized athletics at the University will improve our position within the community. The long lasting effect from this relationship should prove beneficial to the University, to current students and future students. As Fred Jacoby, Commissioner of the Lone Star Conference, the American Southwest Conference, and consultant to the Advisory Committee, stated: "Sport is an arena where man or woman find the best that is in him or her, a theater that reveals courage and endurance and dedication to a purpose, our love for our fellows and levels of energies we never knew we possessed." Besides enhancing student enrollment, the committee concurs with President Dwight Eisenhower when he wrote that sports "foster among the student body a feeling of loyalty toward the institution and a spirit of healthy and sportsmanlike competition. They develop the latent qualities of leadership, promote practice of the essentials of teamwork . . . and are an important part of the maturing process of our young people."

Largely in concurrence with Mr. Jacoby, the Committee recommends the following:

1. Texas A&M International University implement an intercollegiate athletic program.
2. Texas A&M International University employ a Director of Athletics by January 1, 1999. This should be an individual, as Mr. Jacoby writes, "who is experienced and knowledgeable about NCAA Division II and III athletic programs" and a person with "good people skills and who could built relationships with the community of Laredo, with the University administration and faculty."
3. Texas A&M International University seek membership in NCAA Division III with no athletic scholarships.
4. To comply with Title IX and gender equity guidelines, the number of participants, based on proportionality of male and female student body number at TAMIU, be the same for athletes participating. Although the Office of Civil Rights usually allows for a 7% variance, the ratio at TAMIU, within three years of the implementation of an athletic program, should be 60% female and 40% male. As a result it may be necessary for the University to undertake an additional sport for women.
5. Texas A&M International University seek membership in the

American Southwest Conference (NCAA Division III), West Division. This conference is comprised of schools similar in size to TAMIU. At the present, the West Division consists of: Hardin-Simmons University, Howard Payne University, McMurry University, Schreiner College, University of Mary Hardin-Baylor, Sul Ross State University, and Concordia University at Austin. Membership in the West Division of the American Southwest Conference as opposed to the East Division, which consists of schools in North Texas, East Texas Louisiana, and Mississippi, would minimize travel expenses.

6. Although recommending membership in NCAA, Division III, the Advisory Committee believes a viable alternative, especially if TAMIU continues to dramatically increase in enrollment, would be membership in NCAA, Division II (scholarships). If this alternative is sought, the Committee recommends membership in the Heart of Texas Conference whose member institutions include the University of the Incarnate Word, Saint Edwards University, Saint Mary's University, Texas Lutheran University, and Texas Wesleyan University. A third alternative would be to have club sports for one year prior to NCAA Division II or III competition. The Committee does not recommend membership in the NAIA.

7. The Advisory Committee recommends implementation of intercollegiate athletics as follows:

Spring 1999:

Hire Coaches in Soccer (men and women), Tennis (men and women), Golf (men and women), and Volleyball (women)

Fall 1999:

Begin competition in Soccer (men and women), Tennis (men and women), Golf (men and women), and Volleyball (women)

Spring 2000:

Hire coach(es) for Softball (women) and baseball (men)

Fall 2000:

Begin competition in Softball (women) and baseball (men)

Spring 2001:

Hire coach(es) for basketball (men and women)

Fall 2001

Begin competition in basketball (men and women)

8. The Committee does not recommend under any circumstances implementing a football program. Football and the number of athletes that would be required would necessitate several sports for women to be in compliance with Title IX. Moreover, the Committee believes the cost of a football program would be financially prohibitive and detrimental to a small university such as TAMIU.

9. To assist with funding an athletic program the Committee recommends a student referendum on increasing the Student Service Fee. Although some of the funding for athletics can be raised by Advancement and External Affairs, a substantial portion could come from Student Service Fees.

North Division

Cameron University
University of Central Oklahoma
East Central University
Harding University
Ouachita Baptist University
Northeastern State University
Southeastern Oklahoma State University
Southwestern Oklahoma State University



South Division

Abilene Christian University
Angelo State University
Eastern New Mexico University
Midwestern State University
Tarleton State University
Texas A&M University-Commerce
Texas A&M University-Kingsville
Texas Woman's University
West Texas A&M University

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Dr. Jerry Thompson
Dean, College of Arts and Humanities
Texas A&M International University
5201 University Boulevard
Laredo, TX 78041

June 29, 1998

Dear Dr. Thompson,

Thank you for the excellent hospitality extended to me on my visit to the campus to serve as a Consultant to the Athletic Advisory Committee and Administration on June 24-25, 1998. Based on my visit with the Committee and meetings with the administration, enclosed are recommendations for the initiation of an intercollegiate athletics program at Texas A&M International University.

1. Employ a Director of Athletics who is experienced and knowledgeable about NCAA Division II and III athletics programs by January 1, 1999. This should be a person with good people skills and who could build relationships with the community of Laredo, with the university's administration and faculty. Marketing and development experience would be an added extra dimension.
2. The university administration must make an early decision whether to compete at NCAA Division II with athletic scholarships or at NCAA Division III with no athletic scholarships.
3. Title IX and Gender Equity Guidelines:
 - a. Number of participants based on proportionality of male and female student body numbers (i.e. 60% female and 40% male in student body should be the same for athletes participating. Office of Civil Rights usually allows for a 7% variance. Court decisions have been based on proportionality.
 - b. Student interest in sports. Can usually be measured by number in intramural and club sports.
 - c. Progress in developing women's program.
4. Gaining admission to an athletics conference is vital to securing playing schedules and competing for team championships and individual awards. The available conferences in the southwest area are:
Division II: Lone Star Conference, Heart of Texas Conference **Division III:** American Southwest Conference
5. Key questions that will be asked when seeking Conference affiliation are:
 - a. Average SAT/ACT scores for entering freshmen compared to Conference members
 - b. Full Grant-In-Aid Costs (room, board, books, tuition and fees) compared to Conference members.
 - c. Travel mileage distances to Laredo for Conference members.
 - d. If TAMIU elects Division III -- are you joining Division III to be used as a stepping stone to Division II?

Please feel free to call on any questions.

Cordially,

Fred Jacoby

cc: Dr. J. Charles Jennett

RECOMMENDED BASIC PROGRAM

Men

Fall -- Soccer

Winter -- Basketball

Spring -- Baseball
Golf
Tennis

Women

Fall -- Soccer
Volleyball

Winter -- Basketball

Spring -- Softball
Golf
Tennis

EXPANED BASIC PROGRAM FOR FUTURE

Fall -- Cross Country
Football

Fall -- Cross Country

NOTE: Swimming and Diving is a sport sponsored only by Austin College and possibly McMurry University in 1998-99. Thus, there are few teams to compete against in the southwest are.

3.2.1.4 Four-Sport/Three-Season Requirement -- Division III. The institution shall sponsor and conduct a representative schedule in a minimum of five varsity intercollegiate sports that involve all-male teams or mixed teams of males and females and five varsity intercollegiate sports that involve all-female teams, subject to the requirements of the institution's conference(s), if any. At least one sport involving an all-male team or a mixed team of males and females and at least one sport involving an all-female team shall be conducted in every sport season. An institution may utilize a sport to meet the three-season requirement only if the institution has met the minimum contest and participants requirements for sports sponsorship in that sport as set forth in 20.8.3.3 (Division I), 20.9.3.5 (Division II) or 20.10.3.2 (Division III). See 3.2.4.11 for details of the member's obligations in meeting this requirement. (Revised: 1/14/97 effective 8/1/01)

3.2.1.5 Compliance Requirement. The institution shall be in compliance with 3.2.1.2, 3.2.1.3 and 3.2.1.4 at the time it makes application for active membership.

Coaching Positions

Director of Athletics plus golf coach

Volleyball and Softball combination coach

Tennis Coach - Leon Dulin

Soccer Coach (men & women): Could be one person with assistant or two people

Basketball Coach (Men plus cross country coach)

Basketball Coach (women)

Baseball Coach

Softball Coach

TIME TABLE

Academic Year

1998-99

1. Employ Director of Athletics by January 1 at the latest.
2. Prepare and submit budget for 1999-2000.
3. Initiate student focus groups to determine interest in athletics

1999-2000

1. Hire coaches and recruit.
2. Start Men and Women's golf and Tennis programs in the spring of 2000.
3. Apply for NCAA Division II or III membership by May 1, 2000.
4. Apply for Conference membership effective September 1, 2001

2000-01

1. Start programs for Men & Women's Soccer, Baseball and Softball

2001-02

1. Start Men and Women's basketball and volleyball

NCAA Provisional Membership Period

2000-01	Year 1 -- Orientation
2001-02	Year 2 -- Orientation
2002-03	Year 3 -- Full Compliance
2003-04	Year 4 -- Full Compliance
2004-05	Year 5 -- Full active NCAA member

CONFERENCE AFFILIATION

LONE STAR CONFERENCE - DIVISION II

North Division

Cameron University
University of Central Oklahoma
East Central University
Harding University
Northeastern State University
Ouachita Baptist University
Southeastern Oklahoma State University
Southwestern Oklahoma State University

South Division

Abilene Christian University
Angelo State University
Eastern New Mexico University
Midwestern State University
Tarleton State University
Texas A&M University-Commerce
Texas A&M University-Kingsville
Texas Woman's University
West Texas A&M University

HEART OF TEXAS CONFERENCE - DIVISION II

University of the Incarnate Word
Saint Edwards University
Saint Mary's University
Texas Lutheran University
Texas Wesleyan University

AMERICAN SOUTHWEST CONFERENCE - DIVISION III

East Division

Austin College
East Texas Baptist University
Le Tourneau University
Mississippi College
University of the Ozarks
University of Dallas
University of Texas at Dallas

West Division

Hardin-Simmons University
Howard Payne University
McMurry University
Schreiner College
University of Mary Hardin-Baylor
Su] Ross State University
Concordia University at Austin

SOUTHLAND CONFERENCE - DIVISION I-A

McNeese State University
Nicholls State University
Northeast Louisiana University
Northwestern State University
Sam Houston State University
Southwest Texas State University
Stephen F. Austin State University
University of Texas at Arlington
University of Texas at San Antonio
Lamar University
Southeastern Louisiana University

INDEPENDENTS - NCAA

Texas A&M University-Corpus Christi
University of Texas-Pan American
Texas A&M International University-Laredo
Oklahoma Panhandle State University