

Recommendations:

1. **Ensure that Rules Compliance Expectations are Clearly Detailed in All Contracts/Letters of Appointment, Job Descriptions and Performance Evaluations.**

The institution should review the personnel/human resource files of all individuals inside the department of athletics (coaches and staff) and individuals outside the department of athletics who are involved in athletics compliance activities to ensure that employment contracts/agreements contain a clear stipulation that the violation of NCAA (and Conference, if applicable) rules is prohibited and may result in disciplinary action up to and including termination of employment.

2. **Take Steps to Safeguard that Sport-Specific Strength and Conditioning Staff are Part of the Overall Student-Athlete Wellness Program.**

UL Lafayette has sport-specific strength and conditioning coaches within its baseball program. While those staff members may be identified as part of the overall strength and conditioning staff, in reality, they report directly to the head baseball coach. The University needs to ensure that such individuals – in baseball, and other sports, if applicable – have an organizational reporting structure through the strength and conditioning area, as well as reporting directly to the head coach. This is to ensure that all activities performed to benefit the overall health and wellness of football and basketball student-athletes (e.g., use of permissible supplements) is monitored collectively by the sports medicine and strength and conditioning staffs.

## VI. CONCLUSIONS

This assessment revealed that the athletics compliance systems at UL Lafayette are sound and complete. The overall organization and structure of the athletics compliance program has been established in a manner that sufficiently monitors each respective area evaluated within this Report and the institution displays a high level of commitment to NCAA rules compliance at all levels. The demonstration of UL Lafayette's commitment to enhancing its athletics compliance operation in recent years has been shown by increasing the number of athletics compliance staff, promoting the head athletic compliance official to Deputy Director of Athletics (and naming her as a member of the Director of Athletics' Executive Staff), and establishing institutional policies and procedures designed to share the responsibilities for institutional control and compliance.

Additionally, the University demonstrates a strong "culture of compliance" that is advocated by both the President and Director of Athletics. UL Lafayette has a demonstrated history of being proactive in identifying and responding to compliance issues, and there is exceptional communication regarding rules compliance matters between UL Lafayette athletics department and other units on campus.

The recommendations noted in this Report should be taken into consideration to improve the current systems and to help foster an even greater awareness and understanding regarding the importance of rules compliance at an NCAA FBS Division I institution. While the President and Director of Athletics are ultimately responsible for the operation of the athletics department and compliance with NCAA and Sun Belt rules, it is imperative that each individual continue to

accept and understand his or her role as a shared responsibility to the institution's commitment to rules compliance.

It is recommended that senior-level institutional administrators review this Report and coordinate, support and monitor the activities of institutional personnel who will implement an action plan to address the Report's recommendations. The action plan should specify the timetables and individuals responsible for implementing the strategies, corrective measures, and policies and procedures that relate to the recommendations in this Report.