Killebrew’s directive for a thorough and complete investigation was evidenced by the University’s handling of its investigation relative to Allegation #3, which alleged that men’s basketball assistant coach Kevin Norris placed excessive recruiting telephone calls to prospective student-athletes. Because the University felt Norris’ recruiting records were confusing and possibly incomplete, it sought telephone billing records for an eight-month period after the NCAA’s Notice was issued. After an extensive review of these records, the University discovered impermissible recruiting calls in excess of what was recorded on Norris’ recruiting logs and relied upon by the NCAA in Allegation #3.

D. Overview of Corrective and Punitive Actions

1. Corrective Actions – Associate Athletic Director for Compliance Scott Lazenby was hired on August 4, 2008, after being identified by the Oversight Committee due to his eight years of experience in a Division I athletics program. Immediately upon his hiring, Lazenby, with assistance from the expanded athletic compliance and academic staff, undertook an exhaustive review of the eligibility certification of all international student-athletes with eligibility remaining. Several NCAA violations in this and other areas of legislation have been uncovered since Lazenby’s hiring and are detailed in Exhibit 15-1.

Regarding other corrective measures, Killebrew and the Oversight Committee enacted swift, thorough, and meaningful actions to limit the likelihood that the improper activity uncovered during the investigation does not reoccur in the future. (See Information Question #11 for all corrective actions imposed by the University). In May 2008, Killebrew approved the addition of three professional-level positions in the athletic compliance and academic areas, including a Senior Athletics Academic Coordinator position for which Jennifer Baker was hired. Killebrew also moved the athletic academics and compliance areas outside of the athletics department to the purview of Associate Vice President for Academic Affairs Dr. Robert Nelsen. Due in part to this restructuring, Nelsen now serves as an ex-officio member of the Oversight Committee.
Additionally, athletic compliance educational efforts were expanded with the hiring of the new Associate Athletics Director for Compliance and Compliance Coordinator. Both coaching and non-coaching athletics department staff members, boosters, student-athletes, and staff outside athletics involved with NCAA compliance now receive the following education: (1) monthly newsletters; (2) compliance “tips of the week”; (3) required monthly in-person meetings; (4) periodic e-mails; (5) required comprehensive annual training; and (6) access to a compliance website updated on a frequent basis.

Monitoring efforts relative to several areas of athletic operations also will be enhanced by the expansion of the compliance and academic staffs. In addition, significant changes in process for student-athlete certification for practice, competition, and receipt of athletic aid already have been implemented. Offices outside of athletics, including financial aid and admissions and records are now more engaged in athletic compliance operations. These roles will be expanded as the athletic compliance staff is able to educate these individuals and as their roles and responsibilities are better defined. Finally, the University has requested a spring 2009 Southland Conference compliance review to be conducted by TCG.

2. **Punitive Actions** – The University self-imposed a three-year probationary period during which the Oversight Committee will remain in place to oversee the implementation of all corrective and punitive measures. Sport-specific penalties include: (1) letters of admonishment for the two men’s basketball coaches named in Allegations #3 and #4; (2) scholarship reductions in men’s tennis; and (3) recruiting restrictions in men’s tennis, volleyball, and men’s basketball. Finally, the University will vacate all wins in which STUDENT-ATHLETE 2 and STUDENT-ATHLETE 1 participated (See Information Question #11 for all punitive measures imposed by the University).

Killebrew and members of the Oversight Committee are confident these penalties and comprehensive corrective measures will ensure that overall control of the athletics department and institutional athletic compliance operations are strengthened to reduce the likelihood of future major rules violations.