

To: Dr. Kerwin Urhahn, Executive Director of MSHSAA
MSHSAA Executive Staff
MSHSAA Board of Directors

From: Interim Committee on MSHSAA Reform
Representative Gayle Kingery, Committee Chair

Re: Recommendations for consideration as a result of interim committee hearings.

This committee was formed and convened due to numerous complaints and concerns received over the past three calendar years. The previous Director retired (or resigned) at the beginning of 2006. Dr. Urhahn was hired as the new Executive Director on 7-1-2006. During the interim from 1-1-06 to 7-1-06, the complaints increased. The decision to look at or "investigate" MSHSAA was made at this time, to assist the new leadership and to acquire a thorough understanding of the organization.

Concerns over reporting a complaint, the appeals process, penalties, undue influence such as recruitment with gratuities for parents to move their student for athletic reasons, eligibility, dual participation, plus several other issues have been brought forth during these committee hearings. Support for MSHSAA by numerous member schools has also been heard.

Overseeing, orchestrating, and supervising ALL extracurricular activities of our public and several of our private schools is a tremendous undertaking. In the 81 years of MSHSAA's existence, they have done an admirable job and achieved a great deal of success. However, in our fast-paced, mobile, and ever-changing world, whether dealing with personnel, policy, or procedure, basics and flexibility may help achieve more success and less conflict.

From the concerns, complaints, and testimony heard by this committee, we offer recommendations in two (2) parts for your consideration.

Part 1 - Immediate considerations:

A step-by-step, clear cut violation reporting section would clearly be beneficial.

1. Self-reporting
2. School-to-School
3. Individual

- A. ALL violations or complaints MUST be in writing with name and signature of complainant.
- B. E-mails and phone calls will not be acted upon until "A" has been met.

- C. A copy of the violation or complaint will be sent to all schools concerned.
- D. Follow up with investigation if either school acknowledges violation or complaint is valid or fails to provide information to establish complaint is invalid
- E. Send investigative team in.

The above recommendation along with the appeal process listed on page 63 of the current MSHSAA handbook placed face to face in the handbook would also be beneficial.

Due Process should be a basic tool for MSHSAA.

Part 2 - Future considerations:

Again in our fast-paced, mobile world some items to be considered are oversight, dual participation, penalty phase of Part 1 above, and school or conference alignment for post-season play. These are only a few of the concerns that we have heard. More may be forthcoming in our next discussion.

While Part 1 is only a recommendation, this committee does request that MSHSAA address this part as soon as possible.

Part 2 will need a lot of dialogue and discussion. Members of this committee are willing to take part in those discussions and help when and where possible.

While our state, our student numbers and MSHSAA has grown considerably with the years, keeping our rules as simple as possible, being as consistent as possible, being as fair as possible, and being totally transparent will insure greater success and less conflict in dealing with students, their parents, and our schools.