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Message

From: Dunham, Amy [/O=NCAA/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=AKUDWA]
Sent: 7/21/2012 10:10:55 PM
To: Williams, Bob [bwilliams@ncaa.org]
CC: Osburn, Stacey [sosburn@ncaa.org]; Potter, Emily [epotter@ncaa.org]; Schuh, Cameron [cschuh@ncaa.org]; Preston, Stacey [spreston@ncaa.org]; Hosick, Michelle [mhosick@ncaa.org]; Thomas, Dana [dthomas@ncaa.org]
Subject: ACTION: Documents for circulation/review

Bob:

For your circulation to leadership later this evening, attached please find:

1. Press release (already circulated once, and reflects an update to address Julie's edit)
2. Press conference talking points for Ed and Mark (Stacey sent to you earlier, just packaging everything for you here)
3. Public Q&A (for NCAA.org)
4. Glossary of terms (a resource document for NCAA.org informed by the consent decree)
5. Transfers explainer (a resource document for NCAA.org based on Kevin's email yesterday)

Please share any edits/feedback you may have or receive, and we'll update the source documents on SharePoint.

Thanks!

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ED RAY:

- This is a solemn day today in intercollegiate athletics. Understandably there is incredible interest in what will happen to the Penn State football program. Although that is our purpose for being here today, we need to remember that the lives of the victims of the Penn State tragedy and those of their families have been indelibly impacted. Football isn't really what matters.
- There has also been much speculation on whether or not the NCAA has the authority to impose any type of penalty related to Penn State.
- Not only does the NCAA have the authority to act in this case, we also have the responsibility to say that such egregious behavior is not only against our bylaws and Constitution, but also against our values system and basic human decency.

- The Executive Committee, which acts on behalf of the entire Association and implements policies to resolve core issues -- along with the Division I Board, a body of presidents representing all of Division I -- directed President Emmert to examine the circumstances surrounding the Penn State tragedy and if appropriate, make recommendations regarding punitive and corrective measures.
- As a result of information produced from the Sandusky criminal investigation and the Freeh report, which Penn State commissioned and also agreed to its findings, it became obvious that the leadership failures at Penn State over an extended period of time directly violated Association bylaws and the NCAA Constitution relating to control over the athletic department, integrity and ethical conduct.
- The corrective and punitive measures the Executive Committee and the Division I Board of Directors have authorized should serve as a stark wake up call to

everyone involved in college sports that our first responsibility, as outlined in our Constitution, is to adhere to the fundamental values of respect, fairness, civility, honesty and responsibility.

- I'll now turn to President Emmert to discuss today's actions and what is expected of Penn State in the future...President Emmert.

MARK EMMERT:

- While there has been a great deal of speculation on how the NCAA might respond, we must all first keep in mind the victims of this tragedy. No matter what we do here, it doesn't take away their pain or that of their families.
- We cannot look to NCAA history to determine how to handle circumstances so disturbing, so shocking, so disappointing.

- A complete systemic failure occurred at Penn State. The goal of the actions we are announcing today is to hold them accountable.
- But the goal is also to help restore a mindset in which educating, supporting and protecting young people drives decision-making.
- We took this matter very seriously and after a thorough discussion, the NCAA Executive Committee and Division I Board of Directors endorsed the following penalties.
- Penn State must pay \$60 million into an endowment for programs preventing child sexual abuse or assisting victims. This amount is equivalent to the average gross annual revenue of the football program. The money may not be used for programs at the university.

- The sanctions also include a four-year football postseason ban. Additionally, football wins from 1998 through 2011 will be vacated. Joe Paterno's record will reflect these vacated wins.
- In 2011, I awarded Mr. Paterno the NCAA's Ford Award, which is given to an individual who has provided significant leadership as an advocate for intercollegiate athletics. Effective today, we are rescinding that award to Mr. Paterno.
- Penn State will lose 10 scholarships for incoming student-athletes and 20 total scholarships each year for four years.
- We carefully considered the impact of these sanctions on current and incoming student-athletes and will make appropriate accommodations. Specifically, any entering or returning student-athlete will be allowed to immediately transfer and compete at another school. Further, any football student-athletes who remain at

the university may retain their scholarships, regardless of whether they compete on the team.

- To further integrate the athletics department into the university, Penn State will be required to enter into an “Athletics Integrity Agreement” with the NCAA.
- It also must adopt all Freeh Report recommendations and appoint an independent, NCAA-selected Athletics Integrity Monitor, who will oversee compliance of the agreement.
- We also reserve the right to impose additional sanctions on involved individuals at the conclusion of any criminal proceedings.
- Effective immediately, the university faces five years of probation. Specifically, the university is subject to more severe penalties if it does not adhere to these requirements or violates NCAA rules in any sport during this time period.

- These sanctions are obviously severe, but they should be. We also know this won't satisfy our harshest critics, but that isn't what we are here to do. Our goal is to do the right thing.
- Many have asked for the so-called "death penalty." While I understand this emotional response and we certainly discussed the possibility at length, ultimately, we need to focus on the victims in this tragedy. The death penalty does nothing to help those young men. It is a blunt instrument that impacts far more student-athletes than those at the Penn State program.
- It also does not address the cultural, systemic issues at Penn State. Instead, our approach demands that they become an exemplary NCAA member by eradicating the mindset that led to this tragedy.
- Penn State has done a remarkable job of being open and cooperative with us since the charges were made

public. The leaders have been cooperative with us. They commissioned the Freeh Report and accepted its findings for NCAA purposes. They removed the leadership that failed to take action when made aware of the first incident.

- What we outlined today, taken in sum, far outweighs the severity of shutting down a program for a year. Our sanctions address the cultural change necessary at Penn State. What some refer to as the death penalty was not severe enough.
- These events should serve as a call to every single school and athletics department to take an honest look at its campus environment and eradicate the “sports are king” mindset that can so dramatically cloud the judgment of educators.