

---

**DEPARTMENT OF INTERCOLLEGIATE ATHLETICS  
OFFICE OF COMPLIANCE**

---

**TO:** DR. SUSAN MARTIN, PRESIDENT  
**FROM:** DR. MELODY REIFEL WERNER, ASSOCIATE ATHLETICS DIRECTOR  
**SUBJECT:** INTERNAL INVESTIGATION  
**DATE:** SEPTEMBER 24, 2010  
**CC:** DR. DERRICK GRAGG, DIRECTOR OF ATHLETICS; MS. GLORIA HAGE, GENERAL COUNSEL; MR. MICHAEL GLAZIER, OUTSIDE COUNSEL; DR. ELIZABETH BROUGHTON, FACULTY ATHLETICS REPRESENTATIVE

*Melody*

---

The purpose of this memo is to provide an assessment of the internal investigation into alleged violations of NCAA rules in the Women's Basketball program. The investigation began during the week of August 23 and concluded on September 17.

This investigation into this matter was prompted on July 27, 2010 when a women's basketball student-athlete [REDACTED] entered the office of Dr. Michael Paciorek (Faculty Compliance Associate) and provided comments regarding the conduct of the Women's Basketball program. She provided factual information regarding practice hours, monitoring of open gyms, and statements made by an assistant coach which raised an implication of unethical conduct.

This investigation was strategically designed in the manner most likely to obtain honest and accurate information. On the first day of interviews (August 23, 2010), the team gathered for a back-to-school meeting with the sport administrator and, at the same time, the basketball coaching staff members were gathered in a different location on campus for another meeting. Each group was then told that the purpose of the meeting was to conduct an investigation into possible NCAA rule violations. All persons interviewed were told of their ethical obligation to provide truthful information, signed a statement affirming their understanding of the ethical conduct rule, and were also instructed that they were not to discuss their interview with anyone.

The student-athletes were gathered in a room, individually interviewed, and returned to the team room. While the team members waited for their interview, a member of the compliance staff (Brian Carey) monitored the room to ensure that no one spoke about the interviews. The students were not allowed to use their cell phones while the interviews

were conducted. Three individuals were present during the morning session of interviews with the student-athletes: 1) Dr. Michael Paciorek, Faculty Compliance Associate; 2) Ms. Gloria Hage, University General Counsel; and 3) Ms. Ann Pierson, Academic Specialist for the Women's Basketball team. Dr. Melody Reifel Werner, Associate Athletics Director, joined the interviews in the afternoon after spending the morning session interviewing the coaching staff.

Similarly, during the time in which the coaching staff members were being interviewed individually, the Faculty Athletics Representative (Dr. Elizabeth Broughton) monitored the waiting area to ensure that no conversations occurred among the coaching staff. Two individuals conducted the coaching staff interviews: 1) Mr. Michael Glazier, Outside Counsel, who participated by telephone; and 2) Dr. Melody Reifel Werner, Associate Athletics Director, who participated in person. Additionally, the Women's Basketball Sport Administrator, Ms. Stephannie Harvey-Vandenberg was present during the coaching staff interviews.

The Head Coach was interviewed a total of four times between the period of August 23 and September 17, 2010. The middle two interviews were at her initiative. She indicated in her third interview that she had had time to reflect on her earlier statements and provided clarification and supplemental responses. One Assistant Coach was interviewed four times and a second Assistant Coach was interviewed two times. All of these interviews occurred during the five week span of time in which the investigation was ongoing conducted.

During the investigation, a total of three coaching staff members, ten current student-athletes, two former student-athletes, the primary athletic trainer, and the Sport Administrator were interviewed.

On the basis of these interviews, and supporting documentation, I believe the following violations have occurred:

***17.1.6.1 A student-athlete's participation in countable athletically related activities shall be limited to a maximum of four hours per day and 20 hours per week.***

The evidence has substantiated that the student-athletes frequently practiced beyond the four-hour daily limit and the 20-hour weekly limit during the 2009-2010 academic year. The frequency was more pronounced during the fall term (over four hours a day approximately three times a week resulting in a minimum of 23-hours-a-week) and less frequently during the winter term (over four hours a day resulting in a minimum of 23-hours-a-week every other week).

Basis for the violation: the [REDACTED] student-athletes who were interviewed said that many in-season practices during the 2009-10 season were longer

than four hours. The students' conclusion was ultimately supported by the Head Coach, the two assistant coaches, the primary trainer, and the Senior Woman's Administrator. The Head Coach indicated that she believed that countable hours did not start until actual skill instruction began. She acknowledged that if countable hours began when the students were required to arrive on the floor for practice, then the team exceeded the allowable number. The statements of the student-athletes included:

- "Minimum is four hours; rarely ended in four hours, usually ended at 6:00 [countable hours began at 1:15]. Bad day – barely made it to study tables [which started at 7:30]. Would practice until 6:30 or 7:00." Student ●
- "Have to be on the floor at 1:15 to stretch, shoot free throws. Study tables, 7:30. There were plenty of days that we didn't make it to study tables on time. Then coach would just say 'be at the tables by 8:00.' Would get out about 7:00 or 7:15. They knew they were not going to make it to the tables at 7:30. If it wasn't that late, it was 6:00 or 6:30. Had to rush to get shower and food." Student ●
- "We would be there not a couple of hours, but a lot of hours. Got out of practice around 6:00 or 6:30. Could be longer, but not earlier. Were practicing 6 or 7 hours a day...Will sometimes watch film, then go back out. Sometimes when Compliance is watching, practice will be shorter. Practiced more than 4 hours a day, every day". Student ●
- "Typical day of practice – 1:30 to 7:30 or 8:00 if film, then study tables. If no film 1:00 to 6:00." Student ●
- "Start practice 1:30, get out maybe 5:30 or after. Most of the time we're late to study tables. Time finished 5:30-6:00 depending on the day. Six days a week, four hours is the minimum. Often they go 4.5, more likely." Student ●
- "Leave gym at 5ish. We usually practice 3.5 hours. Sometimes about 4 hours. Sometimes film afterwards for about 45 minutes. Leave gym at around 6:00. Sometimes could shower and eat. Often didn't have enough time to do both. Would get out [of Convocation Center] at 7:00 or 7:30. More than once and maybe several times they went way over. Couldn't get to study tables on time; get there by 8:00." Student ●
- "Go to 5:30 and sometimes longer than that. Study tables at 7:30 and sometimes we would have to go directly there, or sometimes even be late. A few times, I guess, maybe like....I really don't know. Not everyday that we were late. [REDACTED] Student ●
- "Supposed to get out at 5:30, never got out early. Lots of times go longer. Sometimes 2 hours over, or maybe 1.5 hours over. Get out at 7:00. Study tables at 7:30. Would go straight from practice to study tables. Never know what time practice is going to end. Practice 6 days/week. More than 4 hours, every day. It always goes over. Never ends on time." Student ●
- "All of our practices are over 4 hours. Never really got out to be at the 7:30 study tables on time. Would sometimes have to go at 8:00. Practiced 6 days a

- week. At least 4 hours a day. Probably more". Student ●.
- "Practice started at 1:30. Stretch, warm up, finish at the latest at 6:00 or 6:30. Have to be on the court at 1:15. And then would have to go straight from there to study tables. Sometimes people would be late to study tables. If film, that was never included in those hours. Six day a week practice. Not always the same amount of time, but every day was at least 4 hours." Student ●.
  - "Had to be in the gym between 1:00 and 1:15 to shoot free throws. We would finish around 5:45 to 6:00." Did this include film? "Oh, including film? Well, then it would be more like 7:00 when we got out." Did any assistant coaches ever attempt to end practice on time? "Yes, all three sometimes." "I was well aware of the fact that practice times were going on past the time. Student ●.

Statements from coaches, support staff and administrators included:

- "If you count all the time that they were supposed to be there so they would be there I would say they were here at 1:00 they would leave the building 5:00, 5:30. Three times a week I would guess they would get out later. . . .generally a 6-day-a-week schedule. I was going to say 23-24 hours a week during the fall." "Yeah we probably did go over in the winter but the frequency in which we went over was less in the winter because we had games. . . I would say once every other week we went over." Coach Darin Thrun.
- "The team's in-season practice exceeded four hours more often than not." Trainer Megan Snow.
- Head Coach – In each of her interviews and statements Coach Gilbert displayed a lack of understanding of the rules regarding countable hours. For example, with respect to when countable hours began, she would not acknowledge that they began when the students were required to be in the gym. Her response was "you may say [it starts] when every kid should be there. It's not that way Melody". In her interviews and also in a series of e-mail communications received on September 4, 2010, she explained that she did not believe that countable hours began at the time that the girls were required to be in the gym. Rather, it appeared that she believed that the counting began when a coach took the floor and instruction began. In a follow up interview that occurred on September 13, 2010, the Head Coach stated "I believe the overall length of time our players have been in the gym from the warm-up period, practice, and any voluntary shooting, when all that is combined, yes, that does exceed the permissible time limit but not the practice itself. When I have counted the time I have counted the time that includes actual skill instruction with coaches as a measure of the time that we report. I have not included the warm-up time or any voluntary shots or prep time at away from home sites."
- Coach Tate: "I know that for the most part we're supposed to be 15 minutes before practice getting stretched. Practice times varied though determining on class schedules. We didn't have a quote-unquote set practice schedule. . . .for

us, generally the actual practice would start when Coach Gilbert comes through and we circle up. . .and giving you actual times I couldn't do that." "I think when all the students were here and assembled, practice would start. Our practice block is from 1:00 – 5:00 but most times we didn't start until 2:00, 2:30 so it was a later start for us." "All of us are responsible for making sure practice ends on time but mainly Coach Thrun would make us aware and then we would let Coach know. He would tell us ahead of time so that we could end on time. And, yes, practice ended on time. And, we would tell the coach and it would end. I do not recall any time we went over." Not aware of compliance checking on practice, not aware of any coaching staff member talking to the student-athletes about compliance. [Do you believe that you were counting the practice time as starting at 1:00?] "Well I suppose that is correct. Yes, practice was supposed to start at 1:00 and that's when it started counting." (Coach Tate, first interview.)

***17.02.13 In order for any athletically related activity to be considered "voluntary," all of the following conditions must be met:***

*The student-athlete must not be required to report back to a coach or other athletics department staff member (e.g., strength coach, trainer, manager) any information related to the activity. In addition, no athletics department staff member who observes the activity (e.g., strength coach, trainer, manager) may report back to the student-athlete's coach any information related to the activity;*

*The activity must be initiated and requested solely by the student-athlete. Neither the institution nor any athletics department staff member may require the student-athlete to participate in the activity at any time. However, it is permissible for an athletics department staff member to provide information to student-athletes related to available opportunities for participating in voluntary activities (e.g., times when the strength and conditioning coach will be on duty in the weight room or on the track). In addition, for students who have initiated a request to engage in voluntary activities, the institution or an athletics department staff member may assign specific times for student-athletes to use institutional facilities for such purposes and inform the student-athletes of the time in advance;*

*The student-athlete's attendance and participation in the activity (or lack thereof) may not be recorded for the purposes of reporting such information to coaching staff members or other student-athletes; and*

*The student-athlete may not be subjected to penalty if he or she elects not to participate in the activity. In addition, neither the institution nor any athletics department staff member may provide recognition or incentives (e.g., awards) to a student-athlete based on his or her attendance or performance in the activity.*

It has been established in 2009 and 2010 that summer workouts were not voluntary. A student-athlete must notify the Head Coach if she will be absent from a summer workout or open gym activity. [REDACTED]

[REDACTED] When a student misses a workout, she knows she will have to make it up.

- "Open gyms, coaches present. Could see them watching through the window [REDACTED] All the coaches, not really Coach Drake. If someone went out to get water, for example, the coach would say 'tell [Student] to do this...' and begin giving instruction when they were out in the hallway... The strength and conditioning coach said that he was punishing a student because she missed a session – running. Said that Coach Gilbert made him do it. During a regular practice, we might hear something like 'if you didn't miss [summer] practice, you would have....' Student [REDACTED]
- [REDACTED] Told Blair Wagner, S&C coach. "you need to get that cleared coach Gilbert". One time she went to Thrun instead, to avoid Gilbert. He said "had to go to Coach Gilbert". She knows that if she misses a summer workout that she has to tell the coaches. [REDACTED] Had to get it straightened out w/the Coaches, had to "make up" the workouts. [REDACTED] Last summer remembers coaches watching from outside the gym. More than this summer. Gilbert – expects us to get a number of jump shots in every day. She might ask another player "has such and such done their shooting." Then she'll go to the girls. [REDACTED] She would ask the other players 'are they shooting'. Student would say to Gilbert, who told you that?" Student [REDACTED]
- "Conditioning coaches take attendance. Fridays, 2 miles in the a.m. She knows if you're not there. What if you have to miss, what do you need to do? "You just don't miss, you need to let her know." One teammate did miss because she had to [REDACTED] Can see the coaches standing outside the gyms, sometimes she'll shout things into the gym. When she shows up, everything just gets more intense. Hate seeing her come. Would see her in the office window watching. Inside the Convocation Center on the balcony watching. Had a code word "gopher". They were there a lot." Student [REDACTED]
- The 'miles' – we would not miss them, we could see Coach Thrun up in the office watching. She made us sign the contracts confirming that they were not mandatory, but that was after Compliance contacted them. Student [REDACTED]
- [REDACTED]

If you miss, will get in trouble, one of the coaches will tell her. What about an appointment? Notify them before. Example – [REDACTED] Have to ask Gilbert and she will give permission. [REDACTED]

[REDACTED] Open gyms – coaches would be present if there is a recruit there. Student [REDACTED]

- Voluntary? Not really. [REDACTED]

[REDACTED] That was this summer. Coaches watch open gym? If recruits or another school comes over, they'll look from the hallway, not the gym. If going to miss summer practice, let somebody know. Let the coaches know – S&C and Gilbert or Thrun know that they'll be gone, e.g. for the weekend. We just don't miss. We know there are repercussions. Miss a summer workout – information gets back to the coach. It always gets back, we don't know how. She'll call you in her office, or Thrun will, and say 'where were you'. Coach did ask her why she was sitting out of practice. [REDACTED]

[REDACTED] Student [REDACTED]

- Coach knows if we're not there. She finds out everything. People who miss workouts, there is some punishment. Freshman (the entire group of four of them) who missed the workout had to clean weight room. Student [REDACTED]
- What happens if you miss? "I don't know because I don't miss. [REDACTED]

[REDACTED] Recruit was there. [REDACTED]

[REDACTED] If you miss open gym, had to let Coach Blair know. [REDACTED]

[REDACTED] Coaches present at open gyms, especially when recruits present. They will stand outside the door. Don't come in the gym. Does she ever direct anyone from outside the gym? Just this past weekend, Coach G was coaching from the door. Calling out plays to run. Coaching the defense and that kind of stuff. Student [REDACTED]

- [REDACTED] Student [REDACTED]
- Open gyms, they are outside peeking in. If we go outside to get a drink, coach will tell us what to do on the floor. We always know when a recruit comes that the coach is watching from outside the door. Student [REDACTED]
- If you miss something, you need to clear it w/Coach G. [REDACTED]

[REDACTED] First told Blair, then she thinks Blair told Thrun, who then said that she needed to contact Coach Gilbert. No repercussions. Made up the workout. [REDACTED]

[REDACTED] Open gyms – kind of peek in here and there, [REDACTED]

but never come in and sit down. Maybe once or twice Coach G has maybe called someone in to the hallway and told them a few things. Student J.

- Were they voluntary? "No. I know they weren't voluntary because our mile times were given to Coach and if we didn't improve, we got talked to." Student [REDACTED]
- "Summer is voluntary." [Are you aware of students attending or nonattending?] "No, unless one of the players would be upset by that." "No one has ever been reprimanded for not making a summer workout because it is voluntary." Not aware of any students making up workouts. (Coach Tate, first interview.)
- (Summer recruits) "Yeah, they can go to open gyms. Well, they are made aware of the opportunity to spend time with our young ladies. . . .And our young ladies play pick up basketball with them." [Are coaches ever around?] "No, we are not able to do that so no." (Coach Tate, first interview.)
- "Like how do we monitor that? I mean I think the overall attitude is that it is voluntary but we want our kids to work out in the summer. I don't think we punish the kids for missing those things. . . .as far as talking to them, we talk to them and that is how we monitor it." [Do you recall a time when a student had to miss a workout due [REDACTED]?] "I know Coach Gilbert had talked to her [REDACTED] but Coach Gilbert allowed her to go there." (Coach Thrun)
- In her interview on August 27, 2010, Coach Gilbert denied that any of the activity was not voluntary and brought statements that the students signed indicating their acknowledgment of which activities were voluntary and which were mandatory. In her September 13, 2010 interview, Coach Gilbert stated that she takes full responsibility if the students felt monitored. There was not attendance taken, but she did "walk by" the gym sometimes. She acknowledged that there were times when she stood and watched. She admitted that this should not have happened and took ownership. She acknowledged that if a student left the gym, she would sometimes catch them in the hall and talk to them about what should take place on the court when they returned to the gym. In terms of reporting absences during the summer -- she admitted that kids have reported absences to her, but she indicated that she has never denied a request to be away. She has questioned their commitment if absences are too frequent.

***13.11.1 A member institution, on its campus or elsewhere, shall not conduct (or have conducted on its behalf) any physical activity (e.g., practice session or test/tryout) at which one or more prospective student-athletes (as defined in Bylaws 13.11.1.1 and 13.11.1.2) reveal, demonstrate or display their athletics abilities in any sport except as provided in Bylaws 13.11.2 and 13.11.3.***

During official and non-official visits, prospective student-athletes participate in open



gyms with current student-athletes. Members of the coaching staff escort the prospects to the practice gym at the directed time and sometimes watch the activity from the hallway.

- See above, [REDACTED]
- Open gyms – coaches would be present if there is a recruit there. Student [REDACTED]
- “Well we just kind of set it in the schedule of the itinerary of their visit. . .” “I mean sometimes the coaches would just pop their head in but yeah it does happen.” (Coach Thrun)

***13.11.2.2 A prospective student-athlete visiting a member institution may participate in physical workouts or other recreational activities during a visit to an institution's campus, provided such activities:***  
***Are not organized or observed by members of the athletics department coaching staff; and are not designed to test the athletics abilities of the prospective student-athlete.***

When a prospective Women's Basketball student-athlete visits campus, the coaching staff arranges for the prospect to participate in open gym with the current student-athletes. Additionally, coaching staff members have admitted that they sometimes watch the prospect from the open door.  
See above – Students [REDACTED]

**This concludes the findings section of this report.**

During the investigation, additional information was obtained that suggests other violations may have occurred. I am reporting the information learned below.

**Areas of concern:**

***10.1 Unethical conduct by a prospective or enrolled student-athlete or a current or former institutional staff member (e.g., coach, professor, tutor, teaching assistant, student manager, student trainer) may include, but is not limited to, the following***  
***(a) Refusal to furnish information relevant to an investigation of a possible violation of an NCAA regulation when requested to do so by the NCAA or the individual's institution;***

\* \* \*

***(d) Knowingly furnishing or knowingly influencing others to furnish the NCAA or the individual's institution false or misleading information concerning an individual's involvement in or knowledge of matters relevant to a possible violation of an NCAA regulation;***

The team meeting that occurred in the fall of 2009 was conducted by Coach Thrun in the women's locker room at the direction of Coach Gilbert, who was out of town at the time. The facts are not disputed to this point. In addition, both coaches agree that the meeting with the students was called because they had information that Compliance had been making inquiries of students. Evidence suggests, but does not confirm, that student-athletes were directed to give false information about the number of hours they were required to practice and the voluntary nature of practices. The coaches deny this allegation. The following statements are referring to the meeting that occurred in the locker room during the fall of 2009:

- 10

- [REDACTED] Thrun never said anything specific about practice time, just said "watch what you say or do" to the administration. We "knew" what he meant. Student [REDACTED]
- Had a meeting w/ Thrun. He was saying that 'we're a fist'. "What happens in the fist, stays in the fist." Did he say what you should tell Compliance? "We knew what it was about. He was just saying that we should keep what goes on inside the team. During school. It was when some people on the team were getting phone calls from Compliance; that's when he came to talk to us." What did you think it was about? Compliance. Someone asked what do you mean, practice hours? Yeah, [he said] we practice every day and we don't go over time. "I'm not telling you to lie, but think about our jobs as coaches". He did say that if Compliance ever calls, you should let the coaches know. Student [REDACTED]
  - Did the coach ever tell you what to say if Compliance shows up? "If you are asked about how long practice is, you are supposed to say two hours. Coach Thrun called this meeting. They were aware that Compliance was calling, specifically said that they were to say that they should say two hours." They were laughing "you telling us to lie. We don't want to lie, Our parents raised us..." Can't remember what his response was. Student [REDACTED]
  - Meeting w/Coach Thrun – locker room, oh yes, I do remember that. In the locker room. What did he say? Remembers him, hours came up. The girls were joking "oh we're going to tell on you." No one was really thinking they were going to tell. It was like a big thing where Compliance was "on us". So he had a meeting. No exact recollection, but doesn't remember exact words, basically just didn't want the girls to say anything that would get them in trouble. Student [REDACTED]
  - Coach Thrun meeting – if Compliance calls, you guys know what to say. What do you think he meant – say that you only practiced XX hrs a day. Say that you went to class the day before a game, when they actually missed class. Student [REDACTED]
  - Coach Thrun told the students to basically look out for them, meaning the coaches. If we tell the truth to Compliance, then the coaches get in trouble. Student – why do we have to lie for you guys? Thrun – just do it. Student [REDACTED]
  - Any coach suggest that you let them know when Compliance contacts you? "Yes. Earlier investigation, they wanted to know what was going on. Mainly Coach Gilbert, she was mainly the one who was really worried about it. [REDACTED] Coach ever tell you or the team to be dishonest w/Compliance? "Yes. Yeah, probably. [REDACTED] Coach Gilbert was worried, wanted me to prompt them (other players) about what to say. Gilbert wanted to prompt me to tell them what to say." Student [REDACTED]
  - Question to Coach Thrun: [REDACTED] "Has she ever directed you to do something

that you didn't feel was correct? "Well I guess that the meeting with the players about the rules is one thing, is something that I didn't think was right." Did she tell you to meet with them? "Yeah, she directed me. You know it wasn't a planned thing it was that you know [REDACTED] had called and can you go down there and talk to the kids' . . ." (Coach Thrun, August 24 interview). Coach Thrun was asked about the meeting again at his fourth interview on September 17, 2010. At that interview, he indicated that Coach Gilbert called him to ask him how the students were doing and asked him to meet with the team because she was out of town. He denied that he told the students to be untruthful. Rather, he said that he met with them because he knew Compliance had contacted them, to check in with them, and to make sure they were ok. He had difficulty explaining his earlier statement that he thought Coach Gilbert asked him to do something that "wasn't right".

- With respect to Student [REDACTED], Stephannie Harvey Vandenberg indicated that this student approached her during the season and asked about CARA forms, the significance of them and what they were intended for. Ms. Harvey Vandenberg responded that they were important compliance related records. Student [REDACTED] asked what would happen if they were not accurate, to which Ms. Vandenberg responded that she should not sign them if they were not accurate. Student [REDACTED] indicated that there was a disagreement between her and Coach Thrun regarding the accuracy of the CARA forms. Stephannie told Student [REDACTED] that she should speak to Coach Thrun about the issue.
- Head Coach Gilbert spoke about the meeting that Coach Thrun had w/the team in her first interview on August 23, 2010 and in her third interview on September 13, 2010. In her first interview, when asked whether she knew about the meeting, she responded: "No. I do know that he [Thrun] had a meeting to talk about Ron Austin and advise the team to be honest. We never directed him [Ron Austin] to coach. That is what people were accusing us of and that wasn't fair. So Darin told the players that 'if they don't see Ron coaching then you state that.' That's the only conversation we had with the girls about Ron and coaching." On September 13, 2010, she again was asked about the locker room meeting. She acknowledged asking Coach Thrun to meet with the students and explained that she did not meet with the team herself because she was out of town. She indicated that she made this request upon learning that the student athletes were approached by Compliance. She admitted being disturbed by the fact that Compliance approached the student-athletes. According to Coach, the students were approached at study tables and EMU is supposed to value studying, not disturb it. Coach said "I'm thinking they're trying to study and they're being harassed by you [Melody]". She therefore asked Coach Thrun to "get the players together, meet with them, find out where they are, what's going on. Make sure everybody is ok."
- Head Coach Gilbert acknowledged speaking with other coaches about the

content of her and their respective interviews. During her interview on August 27, 2010, she indicated that she had spoken with at least the two assistant coaches and the trainer about the content of their interviews. In her September 13, 2010 interview, Coach again acknowledged that she had spoken with the other coaches about her and their interviews. Coach's initial interview was on Monday, August 23, 2010. According to Coach, she asked AD Gragg how long the investigatory process would take and he said a few days. Based on that, she indicated that she thought that by the end of the week the process had ended, and it was therefore permissible to speak with the other coaches, which she did.

- Coach Gilbert signed CARA forms during the entire relevant period indicating that the team was practicing within the allowable hours.

***17.1.6.3.2.1 Countable Athletically Related Activities Prohibited after Competition. Countable athletically related activities may not be conducted at any time (including vacation periods) following competition, except between contests, rounds or events during a multiday or multievent competition (e.g., double-headers in softball or baseball, rounds of golf in a multiday tournament).***

Several student-athletes mentioned in interviews that the team was required to watch film after “the Temple” game on November 24, 2009. However, none of the coaches stated that this was true and some of the student-athletes did not recall watching film after the game.

- Ever practice after a game? We watched film. Only remembers one specific game -- bad loss to Temple. Watched film for “so long”, like three hours. Away, road trip. Film ‘til 11 or 12 at night. Had to take notes. Student ●.
- Watched film after the Temple game -- I wasn’t there, but I heard it from the other girls. Student ●.
- Temple -- after the loss. We watched film “for like 5 hrs”. Are you exaggerating? No. She gave us notebooks and pens. We were all falling asleep. Student ●.
- Temple -- may have watched film after that game. Bad game. She was upset. Doesn’t remember for how long. Took notes? Doesn’t remember. Student ●.
- Temple game. We were so tired, watched film, taking notes and everything. Doesn’t recall exact amount of time, at least an hour or hour and a half. Was mad. Taking notes about what they could have done. Student ●.
- Ever practice after a game? No, but we’ve watched film after a game. Not usually, but Temple game, we watched film for “I don’t even know how long. Like... forever”. Estimates 2 hours, but really can’t say. Film was the day of game. Late night -- started watching film after the game for at least 2 hours. Student ●.

- Head Coach does not recall requiring the students to watch film after the Temple game, but indicated in her September 13, 2010 interview that if the students indicate that it did happen, that she takes full responsibility for it.
- Coach Tate and Coach Thrun do not recall that the team watched film after the Temple game.