



EASTERN MICHIGAN UNIVERSITY

September 27, 2010

Ms. Ann Marie Gilbert
Head Women's Basketball Coach

Re: Letter of Reprimand and Notice of Unpaid Suspension

Dear AnnMarie,

The University has conducted an internal investigation into allegations of violations of NCAA Bylaws in the Women's Basketball program. The investigation has been completed and violations were indeed found to have occurred. A self-report of the investigation and our findings has been submitted to the NCAA enforcement staff. A copy of that self-report is included for your reference.

This letter is to serve as a written reprimand and notice of unpaid suspension for your violation of NCAA Bylaws. Below is a list summarizing the violations found, for which you bear some responsibility as the head coach of the program, and in some instances, as the coach directly involved in the violation:

- 17.1.6.1. in which your program exceeded the rules regarding daily and weekly hours limitations during the 2009-2010 playing season.
- 17.02.13 Summer workouts were not voluntary, as required by NCAA Bylaws
- 13.11.1 in which prospective student-athletes participated in impermissible activity; and
- 13.11.2.2 in that the coaching staff arranged for prospective student-athletes visiting campus to participate in open gyms with current student-athletes and observed their participation.

Each of these violations is detailed in the self-report.

As you know, Eastern Michigan University Athletics is committed to compliance with NCAA, conference and institutional regulations.

As a result of these violations and your involvement therein, I must take appropriate disciplinary action. Accordingly:

1. You will be suspended from your position of Head Basketball Coach for a period of thirty days (September 27, 2010 through October 26, 2010) without pay. During this suspension you will have no contact with the Women's Basketball program. During your suspension, you may not contact the current women's basketball student-athletes or prospective student-athletes in-person, via telephone, email or text messages. You will also refrain from all on and off-campus recruitment activities during the suspension.

Upon your return, please understand that retaliation against any student-athlete or staff member for participating in this investigation is strictly prohibited.

2. You will not be eligible for a merit increase in the 2010-2011 year.
3. You will be required to undergo personal counseling related to work-life balance.
4. Upon your return, you will apologize to the members of the Women's Basketball team with a senior level athletic administrator present.
5. You are required to attend one of the two available NCAA Regional Rules seminars. These two options include: May 16-20, 2011 in Tucson, Arizona or June 6-10, 2011 - Tampa, Florida. All of the expenses related to your attendance will be your personal responsibility.
6. You are required to submit a written report on each educational session attended and submit it to the compliance staff no later than two weeks following your return from the seminar.
7. You are required to prepare and present a rules education session to the Eastern Michigan University coaching staff during the 2011-2012 academic year. You should work with Dr. Melody Reifel Werner to schedule this session.


The terms of your employment require your compliance with Eastern Michigan University, Mid-American Conference and National Collegiate Athletics Association rules, regulations, and policies. Any future failure to do so will result in additional disciplinary action, up to and including discharge from employment.

The NCAA will conduct a review of this matter. The issuance of these sanctions does not preclude further disciplinary action should additional information be developed or sanctions imposed regarding the Women's Basketball Program.

I am confident that you fully understand the importance of this incident.

If you have any questions or concerns regarding my determination, I encourage you to speak with me directly.

Sincerely,


Derrick L. Gragg, Ed.D.
Director of Athletics

cc: Dr. Sue Martin, President
Dr. Elizabeth Broughton, Faculty Athletics Representative
Jon Steinbrecher, Commissioner, Mid-American Conference (MAC)
Stephannine Harvey-Vandenberg, Sport Administrator, Women's Basketball
Dr. Melody Reifel Werner, Associate Athletics Director/Compliance