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To: donnalopiano@aol.com

Subject: SMR Sports Management Newsletter



Sports Management Newsletter

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Dear Management Professional,



This issue focuses on risk management. SMR Associates address risk management in general, including a great checklist for athletics directors to see where they stand in 18 critical high risk areas. Title IX litigation risk is also addressed with a "how to" article on creating financial tiers for various sports that meet gender equity requirements. Each free monthly SMR newsletter covers similar timely management topics plus a selection of frequently asked questions (FAQs). Feel free to submit an FAQ for the next issue. Click on the button to the left to subscribe.

Is Risk Management on Your Mind?



The hot days of late August signal the beginning of another academic sports year with the start of fall sport practices. In most regions of the country the high temperatures are accompanied by high humidity which means the risk of heat related injuries and death in all of the outdoor fall sports, but especially in football with its heavy pads and equipment complicating matters. Athletics directors at all levels need to continually assess the risks of every phase of their programs and have a comprehensive risk management program in place. Heat related accidents are but one of a multitude of issues that need to be covered in the plan. **[What should be on the mind of every athletics director?](#)**

Athletic Program Risk Checklist: 18 Critical Areas



We live in a litigious society where the threat of a lawsuit is just around the corner in so many athletic program areas. Yet, most athletics directors are so busy that risk assessment is not high on their priority lists. Here's a checklist that enables a quick review of the most critical high risk areas. Does the athletics program have a policy, procedure and record keeping mechanism in place that protects student-athletes, employees and institutional interests for each of these [18 critical areas?](#)

Addressing the 60-40 Challenge: Tiering for Title IX Compliance



In Division III institutions and small colleges in particular, it is not uncommon to have a general student body consisting of 60% females and 40% males. While dropping men's football may accomplish gender equity by equalizing numbers of opportunities, philosophically, few athletics directors want to drop sports programs. And often, men's football is important to keep because it enables these schools to attract more male students and increase student body diversity. It's a challenge to fund athletics program expansion of female participation opportunities while keeping all men's sports intact. Two considerations are key to expanding the women's program and maintaining all men's sports: (1) choosing the right women's sport(s) to add and (2) creating different funding "tiers" in order to make the program more financially affordable. With regard to choosing sports, consider rowing, equestrian or sports with higher participation numbers to take advantage of the lower costs per athlete, only one head coach salary to pay and lower assistant coach salaries when the larger sport is placed in a lower funded tier. The more difficult challenge is creating clusters of sports that are funded differently while maintaining compliance with Title IX compliance within each tier. [Here is a complete "how to" guide.](#)

Dealing with risk management is an important responsibility. However, most athletics departments are understaffed with administrators carrying incredible workloads. Don't be afraid to ask your boss for help in this area. Most school districts and institutions of higher education either have a risk assessment expert in their business offices or someone provided by their insurance brokers. Better to seek assistance now than put the task far down on your priority list. If your institution does not have access to advice in this area, feel free to call 203-371-8577 to explore how SMR might help. Check out the [SMR Library](#) for other information and resources or the SMR Blog for opinions on current scholastic and collegiate sports issues as well as general management topics. Suggestions for future newsletter topics are always welcome.

Sincerely,

A handwritten signature in blue ink that reads "Donna".

Donna A. Lopiano, President
[Sports Management Resources](#)

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