



June 30, 2011

Dr. Devin Stephenson  
President  
Three Rivers College  
2080 Three Rivers Blvd., Suite 215  
Poplar Bluff, MO 63901

RE: NJCAA Athletic Program Sanctions

Dear Dr. Stephenson:

As per our continued efforts to establish a climate of compliance within the Three Rivers Community College athletic department, program violations have been acknowledged and the following sanctions agreed upon:

Men's Basketball

1. Three years of scholarship reductions, U.S citizen and international
  - a. Maximum of 11 total scholarships allowed for the 2011-2012 academic year with no more than 2 awarded to non-United States citizens.
  - b. Maximum of 9 total scholarships allowed for the 2012-2013 academic year with no more than 2 awarded to non-United State citizens.
  - c. Maximum of 9 total scholarships allowed for the 2012-2013 academic year with no more than 2 awarded to non-United States citizens.
2. The designation of a member of the president's cabinet to serve as the Senior Athletic Administrator for Three Rivers with total oversight for all activities of the athletic teams, support organizations, and any and all other matters related to intercollegiate athletic programs at the college.
3. The designation of an independent compliance officer who does not serve as a coach and/or receive compensation through the athletic budget of the college.
4. Presentation of the College Audit and athletic support organization(s) audit for each year of the sanction period, and a written report prepared by the Senior Athletic Administrator citing the work of the athletic support organization(s) in providing support to the athletic programs of Three Rivers College.
5. By July 1, 2013, the current Booster Club and the new Raider Victory Club will merge and operate as a single administrative unit under the purview of the college.
6. For the three year sanction period, the college will submit to NJCAA an annual report prepared by the college's senior athletic administrator, in coordination with head coaches of all programs, citing the college's continuing compliance with all aspects of the findings of the Rust Report, in addition to all NJCAA required reporting.
7. All full and part time coaching staff will be required to pass the NJCAA compliance certification exam annually.

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8. The College and all its personnel will respect the NJCAA, its role in promoting athletics, and will work cooperatively to support the mission, vision and compliance requirements of the organization.
9. For all NJCAA related business relative to athletic compliance, contact (phone or email) by the college will be limited to the institution's senior athletic administrator or president. All compliance inquiries, reports, etc. should be made directly with Mary Ellen Leicht (NJCAA Executive Director) or Brian Beck (NJCAA Assistant Executive Director).

Baseball

1. Due to LOI infractions reported June 14, 2011, the baseball program will be subject to the following scholarship reductions:
  - a. Maximum of 23 total scholarships allowed for the 2012-2013 academic year with no more than 6 awarded to non-United States citizens.
  - b. Maximum of 22 total scholarships allowed for the 2013-2014 academic year with no more than 5 awarded to non-United States citizens.

Women's Basketball and Softball

The NJCAA will issue an official reprimand to the Three Rivers College women's basketball and softball programs as per the self-reported violations of Article VIII, Section 4.A. No further sanctions will be levied at this time.

On a positive note, the NJCAA does appreciate the effort extended by the college in general, and your office in particular, to identify and address problem areas within the Three Rivers College athletic department. I have been encouraged by your leadership and support for all teams and hope the TRC program continues to move in a positive direction. That said, because of the history of non-compliance shown over the past two years should any further infractions within the sport of men's basketball in particular be identified, the NJCAA will immediately impose a penalty of probation effective the day of the ruling.

If you have any questions relative to the violations or accompanying sanctions, please let me know.

Sincerely,

Mary Ellen Leicht  
Executive Director

Cc: Doug Stotler, Region 16 Men's Director  
Darren Pannier, Region 16 Women's Director