

*This form should be completed by all student managers on an annual basis to document the application of NCAA Bylaw 11.02.5 as it relates to the duties and responsibilities of student managers.*

### Student Manager Acknowledgement (to be completed by the Student Manager):

Student Manager Name: \_\_\_\_\_ Sport: \_\_\_\_\_

Date of Birth (MM/DD/YYYY): \_\_\_\_\_ UM Email: \_\_\_\_\_

Initial Full-Time Enrollment (at any institution, MM/YYYY): \_\_\_\_\_ Current Academic Year: \_\_\_\_\_

Credits Enrolled this Semester: \_\_\_\_\_ \*Must be enrolled in at least 12 hours (undergraduate) or 9 hours (graduate)

Please **INITIAL** below to acknowledge each of the following statements:

\_\_\_\_\_ I understand that in sports other than basketball, I shall be appointed as a manager within seven (7) years of my initial full-time collegiate enrollment.

\_\_\_\_\_ I understand that I must be enrolled in a full-time program of study at the University of Miami—defined as at least 12 credit hours for undergraduates or 9 credit hours for graduate students—unless I am in my final or penultimate semester and enrolled in the courses required to complete my degree.

\_\_\_\_\_ I understand that I may only participate in limited on-court or on-field activities during practice (e.g., assist with drills, throw batting practice) or competition (e.g., assist with warm-up activities).

\_\_\_\_\_ I understand that I shall not participate as a practice player or in any other countable athletically related activities than the ones listed above.

\_\_\_\_\_ I understand that I shall not provide skill instruction to student-athletes.

\_\_\_\_\_ I understand that I shall forfeit any remaining eligibility in the sport at the institution where I serve as a manager.

\_\_\_\_\_ I understand that as a student manager, I may be eligible to receive complimentary tickets for my sport but may not sell, transfer, or exchange them for any item of value.

***By signing below, I acknowledge that, as a Student Manager, I am required to comply with all NCAA, ACC, and University of Miami rules and regulations, and I agree to adhere to the statements outlined above.***

Student Manager: \_\_\_\_\_ Date: \_\_\_\_\_

### Head Coach Acknowledgement (to be completed by the Head Coach):

***By signing below, I acknowledge the above individual as a student manager for the sport program and understand that he/she must adhere to the NCAA rules and regulations governing student managers.***

Head Coach: \_\_\_\_\_ Date: \_\_\_\_\_

### Compliance Acknowledgement (to be completed by Compliance):

Student Manager Rules Ed Completed    FT Enrollment Verified    Coded in Canelink    Added to Teamworks/ARMS

Compliance: \_\_\_\_\_ Date: \_\_\_\_\_

### NCAA Attestation of Compliance

Print Name: \_\_\_\_\_ Title/Department: \_\_\_\_\_ Date: \_\_\_\_\_

#### As an employee of the University of Miami's Athletics Department, I understand that:

- 1) I am required to adhere to all the National Collegiate Athletic Association (NCAA); Atlantic Coast Conference (ACC); and University of Miami rules, policies and procedures, including NCAA Constitution Article 4 (Rules, Compliance and Accountability), NCAA Constitution Article 6 (Institutional Control), Article 10 (Ethical Conduct) and other applicable NCAA Bylaws.
- 2) I am required to report all perceived or potential violations of NCAA, ACC, University of Miami, and University of Miami Athletics Department rules, policies and procedures to the appropriate individuals (e.g., Dan Radakovich, Brian Baptiste, or Dan Raben), and may do so without fear of reprisal.
- 3) I am required to attend all compliance rules education meetings, unless my absence is approved by the Director of Athletics or his designee (*applicable to Coaches and Sport Specific Staff*).
- 4) I am required to adhere to all University of Miami Athletics Department Compliance Office procedural instructions including, but not limited to (*applicable to Coaches and Sport Specific Staff*):
  - a. Staff members must submit required compliance forms and information by the identified due date.
  - b. Staff members may only use institutionally issued phones (or phones approved in writing by Compliance) for recruiting correspondence (e.g., recruiting calls and text messages).
  - c. Staff members must appropriately log all contacts, evaluations, phone calls and recruiting visits (official and unofficial) in the designated recruiting software (ARMS).
- 5) I am required to cooperate fully in any NCAA infractions process, including the investigation and adjudication of a case. (*Note: Requests and interviews by members of the University of Miami Athletics Compliance Office and Outside Counsel require the same standard of cooperation as NCAA Enforcement Staff.*)
- 6) Withholding information relevant to a potential or actual violation of NCAA or ACC regulations from the NCAA, the University of Miami Athletics Compliance Office, or Executive/Senior staff members constitutes a violation of NCAA unethical conduct rules, as well as the rules of the ACC, the University of Miami, and the University of Miami Athletics Department.
- 7) Refusing to provide information relevant to an investigation of a possible NCAA rules violation, when requested by the NCAA, the University of Miami Athletics Compliance Office, or Executive/Senior staff members, constitutes a violation of NCAA unethical conduct rules, as well as the rules of the ACC, the University of Miami, and the University of Miami Athletics Department.
- 8) Knowingly arranging for fraudulent academic credit or falsified transcripts for a prospective or enrolled student-athlete is a violation of NCAA unethical conduct rules, as well as the rules of the ACC, the University of Miami, and the University of Miami Athletics Department.
- 9) Knowingly offering, providing, or arranging for a prospective or enrolled student-athlete to receive an improper inducement, extra benefit, or impermissible financial aid constitutes a violation of NCAA unethical conduct rules, as well as the rules of the ACC, the University of Miami, and the University of Miami Athletics Department.
- 10) Knowingly providing false or misleading information to the NCAA, the University of Miami Athletics Compliance Office, or Executive/Senior staff members regarding my involvement in, or knowledge of, matters related to a possible NCAA rules violation constitutes a violation of NCAA unethical conduct rules, as well as the rules of the ACC, the University of Miami, and the University of Miami Athletics Department.
- 11) The receipt of benefits by an institutional staff member for facilitating or arranging a meeting between a student-athlete and an agent, financial advisor, or representative of an agent or advisor (e.g., a "runner") constitutes a violation of NCAA unethical conduct rules, as well as the rules of the ACC, the University of Miami, and the University of Miami Athletics Department.
- 12) University of Miami faculty, staff, employees, and officers may not personally compensate a current or prospective student-athlete for NIL. However, any direct NIL payments must occur only through the University's approved, compliance-verified revenue-sharing model. Staff are prohibited from arranging or facilitating meetings with boosters or NIL entities, including providing recruiting lists, contact information, or access to the NCAA Transfer Portal.
- 13) Under the newly established *House v. NCAA* settlement, third-party NIL entities that promote or support an institution remain classified as "boosters." The University may be held accountable for any recruiting or pay-for-play violations they commit. Staff are prohibited from engaging with such entities to arrange or secure NIL opportunities outside approved compliance processes.

\_\_\_\_\_  
(Initial here) I have read, understand and confirm the above information.

\_\_\_\_\_  
(Initial here) I certify that I have reported (through the appropriate individuals on my campus including, but not limited to, AD Dan Radakovich, Executive Associate AD for Strategic Athlete Services & Compliance Dan Raben; or Senior Deputy AD Brian Baptiste) any knowledge of violations of NCAA or ACC legislation involving the University of Miami that occurred through the time I signed this form.

\_\_\_\_\_  
(Initial here) I agree to uphold all principles and applications of NCAA ethical conduct rules set forth in NCAA Bylaw 10.1.

\_\_\_\_\_  
(Initial here) I certify that all requirements outlined in the NCAA Constitution—specifically Article 4 (Rules, Compliance and Accountability), Article 6 (Institutional Control), and Article 10 (Ethical Conduct)—have been fully satisfied.

**Additionally, my signature below certifies that I understand and will adhere to all NCAA, ACC and University of Miami Athletics Department rules as they apply to institutional staff members.**

**UM Athletics Department Employee Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

### CONSTITUTION, ARTICLE 4 Rules, Compliance and Accountability

A Each member institution, consistent with the principle of institutional control, shall hold itself accountable to support and comply with the rules and principles approved by the membership. Further, each school shall ensure that its staff, student-athletes, and other individuals and groups representing the institution's athletics interests comply with applicable rules (institutional, conference, divisional and Association-wide) in the conduct of the institution's intercollegiate athletics programs. *(Adopted: 1/20/22 effective 8/1/22)*

### BYLAW, ARTICLE 8 Institutional Control

**8.01.1 Institutional Control.** The control and responsibility for the conduct of intercollegiate athletics shall be exercised by the institution itself and by the conference, if any, of which it is a member. Administrative control or faculty control, or a combination of the two, shall constitute institutional control. *(Revised: 1/20/22)*

**8.01.2 Responsibility for Control.** It is the responsibility of each member institution to control its intercollegiate athletics program in compliance with the rules and regulations of the Association. The institution's president or chancellor is responsible for the administration of all aspects of the athletics program. *(Adopted: 8/1/22)*

**8.01.3 Responsibility to Monitor and Report.** An institution shall comply with all applicable rules and regulations of the Association in the conduct of its intercollegiate athletics programs. It shall monitor its programs to ensure compliance and to identify and report instances in which compliance has not been achieved. An institution shall cooperate fully with any enforcement efforts and shall take appropriate corrective actions, as necessary. Members of an institution's staff, student-athletes, and other individuals and groups representing the institution's athletics interests shall comply with the applicable Association rules, including rules requiring cooperation with enforcement efforts, and the member institution shall be responsible for such compliance. *(Adopted: 8/1/22)*

### 10.1 Unethical Conduct.

Unethical conduct by a prospective student-athlete or student-athlete or a current or former institutional staff member, which includes any individual who performs work for the institution or the athletics department even if the individual does not receive compensation for such work, may include, but is not limited to, the following: *(Revised: 1/10/90, 1/9/96, 2/22/01, 8/4/05, 4/27/06, 1/8/07, 5/9/07, 10/23/07, 5/6/08, 1/16/10, 10/5/10, 4/28/16 effective 8/1/16, 8/31/22 effective 1/1/23, 6/6/25 effective 7/1/25)*

- (a) Knowing involvement in offering or providing a prospective or an enrolled student-athlete an improper inducement or extra benefit or improper financial aid;
- (b) Receipt of benefits by an institutional staff member for facilitating or arranging a meeting between a student-athlete and an agent, financial advisor or a representative of an agent or advisor (e.g., "runner");
- (c) Knowing involvement in providing a banned substance or impermissible supplement to student-athletes, or knowingly providing medications to student-athletes contrary to medical licensure, commonly accepted standards of care in sports medicine practice, or state and federal law. This provision shall not apply to banned substances for which the student-athlete has received a medical exception per Bylaw 18.4.1.4.8; however, the substance must be provided in accordance with medical licensure, commonly accepted standards of care and state or federal law;
- (d) Engaging in any athletics competition under an assumed name or with intent to otherwise deceive; or
- (e) Failure to provide complete and accurate information to the NCAA, the NCAA Eligibility Center or the institution's athletics department regarding an individual's athletics eligibility status.

### Individual Associated with a Prospective Student-Athlete Acknowledgement

**11.4.1 High School, Preparatory School or Two-Year College Coach.** An institution may not employ a high school, preparatory school or two-year college coach who remains a coach in the same sport at the high school, preparatory school or two-year college. This provision does not preclude employment of a high school, preparatory school or two-year college coach in a different sport. Men's and women's teams in the same sport are considered different sports for purposes of this legislation. Men's and women's teams in the same sport are considered different sports even if an athlete from the opposite gender is playing on a high school, preparatory school or two-year college men's or women's team, provided the team is classified as a separate team (as opposed to a "mixed" team) by the appropriate institution or the state high school, preparatory school or two-year college governing body. (See Bylaw 13.12.2.1 for regulations relating to the employment of high school, preparatory school or two-year college coaches in institutional camps or clinics.) *(Revised: 1/10/91, 3/16/07, 1/16/10)*

**11.4.2 Individual Associated with a Prospective Student-Athlete -- Men's Basketball.** In men's basketball, during a two-year period before a prospective student-athlete's anticipated enrollment and a two-year period after the prospective student-athlete's actual enrollment, an institution shall not employ (either on a salaried or a volunteer basis) or enter into a contract for future employment with an individual associated with the prospective student-athlete in any athletics department staff position other than a countable coach. *(Adopted: 1/16/10 a contract signed before 10/29/09 may be honored, Revised: 6/17/11, 1/18/23 effective 7/1/23, 6/26/24)*

**11.4.3 Individual Associated with a Recruited Prospective Student-Athlete -- Women's Basketball.** In women's basketball, during a two-year period before a recruited prospective student-athlete's anticipated enrollment and a two-year period after the recruited prospective student-athlete's actual enrollment, an institution shall not employ (either on a salaried or volunteer basis) or enter into a contract for future employment with an individual associated with the recruited prospective student-athlete in any athletics department staff position other than a countable coach. *(Adopted: 4/26/17 effective 8/1/17 a contract signed before 1/18/17 may be honored, Revised: 1/18/23 effective 7/1/23, 6/27/24 effective 6/26/24)*

**11.4.4 Individual Associated with a Prospective Student-Athlete -- Bowl Subdivision Football. [FBS]** In bowl subdivision football, during a two-year period before a prospective student-athlete's anticipated enrollment and a two-year period after the prospective student-athlete's actual enrollment, an institution shall not employ (either on a salaried or volunteer basis) or enter into a contract for future employment with an individual associated with the prospective student-athlete in any athletics department position except for a permissible off-campus recruiter or graduate student coach (see Bylaw 11.02.3). *(Adopted: 4/26/17 a contract signed before 1/18/17 may be honored., Revised: 6/26/24)*

### Individual Associated with a Prospective Student-Athlete Acknowledgement (to be completed by the Applicant):

**Applicant Name:** \_\_\_\_\_ **Sport:** \_\_\_\_\_

**Position Title:** \_\_\_\_\_ **UM Email:** \_\_\_\_\_

Pursuant to NCAA Bylaws 11.4.2, 11.4.3, and 11.4.4, the University of Miami (UM) is prohibited from employing (either on a salaried or volunteer basis), or entering into a contract for future employment with, an individual associated with a prospective student-athlete in Men's Basketball, Women's Basketball, or FBS Football during the two-year period before the PSA's anticipated enrollment and the two-year period after the prospective or current student-athlete's actual enrollment at UM.

- In Men's Basketball (Bylaw 11.4.2) and Women's Basketball (Bylaw 11.4.3), such individuals may not be employed in any athletics department staff position other than a countable coach.
- In FBS Football (Bylaw 11.4.4), such individuals may not be employed in any athletics department staff position, except as a permissible off-campus recruiter or graduate student coach, as defined in NCAA legislation.

An individual associated with a prospective student-athlete is any person who maintains, or directs others to maintain, contact with the prospective student-athlete, the prospective student-athlete's parents or legal guardians, or the prospective student-athlete's coach, where such contact is directly or indirectly related to the prospective student-athlete's:

- Athletic skills or abilities; and/or
- Recruitment or enrollment at an NCAA institution.

Examples of individuals who may be considered associated with a prospective student-athlete include, but are not limited to:

- Parents or legal guardians
- High school or college coaches
- Personal or skills trainers
- Relatives
- Strength and conditioning coaches
- Advisors

### Individual Associated with a Prospective Student-Athlete Acknowledgement Continued (to be completed by the Applicant):

Please answer each of the following questions:

Consistent with the definition of "association" above, are you associated with a:

Football or Basketball PSAs (grades 9th - 12th), including their parents/guardians, relatives, or coaches?  Yes  No

Current University of Miami Football or Basketball student-athletes?  Yes  No

If yes, who?: \_\_\_\_\_

Within the past two years, have you been employed and/or worked at a high school or college?  Yes  No

Within the past two years, have you worked with any individuals in grades 9th - 12th?  Yes  No

Did you work directly with Football and/or Basketball student-athletes?  Yes  No

Were you involved in the recruitment of Football and/or Basketball student-athletes?  Yes  No

Have you ever been, or are you currently, employed by a recruiting or scouting service?  Yes  No

Have you ever been, or are you currently, employed by a sports agent, NIL agent, marketing firm, or any other individual or organization that represents student-athletes in any capacity?  Yes  No

Are you currently employed within the UM Athletic Department (e.g., manager or part-time worker)?  Yes  No

If yes to any of the above, please explain: \_\_\_\_\_

*By signing below, I certify that the information I have provided is complete and accurate to the best of my knowledge. I understand that this information will be used to ensure my employment with the University of Miami complies with NCAA and Atlantic Coast Conference (ACC) rules. I also agree to provide complete and truthful information regarding any relationships with prospective or current student-athletes as requested by the University of Miami or the Athletics Compliance Office, to allow proper evaluation under applicable NCAA and ACC rules.*

Applicant Signature: \_\_\_\_\_

Date: \_\_\_\_\_

### Supervisor Acknowledgement (to be completed by Applicant's Immediate Supervisor):

*By signing below, I acknowledge that, pursuant to NCAA Bylaws 11.4.1, 11.4.2, 11.4.3, and 11.4.4, the University of Miami is prohibited from employing the individual identified above during the two-year period before a prospective student-athlete's anticipated enrollment and the two-year period after a prospective or current student-athlete's actual enrollment.*

Supervisor Signature: \_\_\_\_\_

Date: \_\_\_\_\_

### Compliance Acknowledgement (to be completed by Compliance):

Applicant triggers IAWP Bylaws for Football and/or Basketball (Men's or Women's)  Applicant does not trigger IAWP Bylaws

Compliance Signature: \_\_\_\_\_

Date: \_\_\_\_\_

### 1) How do NCAA Rules Apply to me?



NCAA rules apply to all institutional staff members. An institutional staff member is defined as any individual who performs work for the institution or its athletics department, regardless of compensation status. This includes students employed by the institution (e.g., student workers, interns) as well as individuals who provide services without compensation (e.g., volunteer workers, undergraduate assistants, graduate assistants).

#### Institutional Control & Shared Responsibility

- Compliance is a shared responsibility among all institutional staff members and student-athletes. Each of us must uphold personal accountability and integrity in our actions.
- Coaches and support staff are responsible for consistently communicating the institution’s commitment to rules compliance to student-athletes, colleagues, and boosters, as appropriate.
- Foster, maintain, and actively monitor an environment that prioritizes compliance within the program—among coaches, staff, and student-athletes.
- When in doubt, **ASK BEFORE YOU ACT.**

#### CONSTITUTION, ARTICLE 6

##### Institutional Control

- A) The control and responsibility for the conduct of intercollegiate athletics shall be exercised by the institution itself and the division and conference of which it is a member. A member institution's president or chancellor has ultimate responsibility and final authority for the conduct of the intercollegiate athletics program and the actions of any board in control of that program. *(Adopted: 1/20/22 effective 8/1/22)*
- B) **Definition of Institutional Staff Member (I)**  
**Date Issued:** December 13th, 2000  
**Type:** Official  
**Interpretation:** The unethical-conduct provisions set forth in Bylaw 10.1 applicable to institutional staff members include any individual who performs work for the institution or the athletics department, even if the individual is a student at the institution (e.g., student manager, student trainer) and/or does not receive compensation from the institution for performing such services (e.g., ~~volunteer coaches~~, undergraduate assistant coaches and graduate assistant coaches).

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### 2) Unethical Conduct

#### BYLAWS, ARTICLE 10

##### Ethical Conduct

###### 10.01 General Principle.

**10.01.1 Honesty and Sportsmanship.** Individuals employed by (or associated with) a member institution to administer, conduct or coach intercollegiate athletics and all participating student-athletes shall act with honesty and sportsmanship at all times so that intercollegiate athletics as a whole, their institutions and they, as individuals, shall represent the honor and dignity of fair play and the generally recognized high standards associated with wholesome competitive sports.

**10.1 Unethical Conduct.** Unethical conduct by a prospective student-athlete or student-athlete or a current or former institutional staff member, which includes any individual who performs work for the institution or the athletics department even if the individual does not receive compensation for such work, may include, but is not limited to, the following:  
*(Revised: 1/10/90, 1/9/96, 2/22/01, 8/4/05, 4/27/06, 1/8/07, 5/9/07, 10/23/07, 5/6/08, 1/16/10, 10/5/10, 4/28/16 effective 8/1/16, 8/31/22 effective 1/1/23, 6/6/25 effective 7/1/25)*

- (a) Knowing involvement in offering or providing a prospective or an enrolled student-athlete an improper inducement or extra benefit or improper financial aid;
- (b) Receipt of benefits by an institutional staff member for facilitating or arranging a meeting between a student-

athlete and an agent, financial advisor or a representative of an agent or advisor (e.g., "runner");  
(c) Knowing involvement in providing a banned substance or impermissible supplement to student-athletes, or knowingly providing medications to student-athletes contrary to medical licensure, commonly accepted standards of care in sports medicine practice, or state and federal law. This provision shall not apply to banned substances for which the student-athlete has received a medical exception per Bylaw 18.4.1.4.8; however, the substance must be provided in accordance with medical licensure, commonly accepted standards of care and state or federal law;  
(d) Engaging in any athletics competition under an assumed name or with intent to otherwise deceive; or  
(e) Failure to provide complete and accurate information to the NCAA, the NCAA Eligibility Center or the institution's athletics department regarding an individual's athletics eligibility status.

**10.2 Knowledge of Use of Banned Drugs.** A member institution's athletics department staff members or others employed by the intercollegiate athletics program who have knowledge of a student-athlete's use at any time of a substance within the banned-drug classes, as set forth in Bylaw 18.4.1.4.6, shall follow institutional procedures dealing with drug abuse or shall be subject to disciplinary or corrective action as set forth in Bylaw 19.12.

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### ***3) Requirements to be a Student Manager***

**11.02.5 Manager.** [A] A manager is an individual who performs traditional managerial duties (e.g., equipment, laundry, hydration) and meets the following additional criteria: (*Adopted: 1/16/10 effective 8/1/10, Revised: 4/29/10 effective 8/1/10, 8/7/14, 6/12/19, 1/18/23 effective 7/1/23*)

- (a) In sports other than basketball, the individual shall be appointed as a manager within seven years of the individual's initial full-time collegiate enrollment. [Circumstances that are excepted from the application of a student-athlete's five-year period of eligibility per Bylaw 12.6.1 (e.g., military service, religious mission) are excepted from the application of the seven-year period];
- (b) The individual shall be a full-time undergraduate or graduate student (see Bylaws 14.2.2 and 14.2.2.1.5) at the institution for which the individual serves as a manager, except that during the individual's final semester or quarter of a degree program, the individual may be enrolled in less than a full-time program of studies, provided the individual is carrying (for credit) the courses necessary to complete the degree requirements;
- (c) The individual may participate in limited on-court or on-field activities during practice (e.g., assist with drills, throw batting practice) or competition (e.g., assist with warm-up activities) involving student-athletes on a regular basis;
- (d) The individual shall not provide instruction to student-athletes;
- (e) The individual shall not participate in countable athletically related activities (e.g., practice player) except as permitted in Bylaw 11.02.5-(c); and
- (f) The individual shall forfeit any remaining eligibility in the sport at the institution where the individual serves as a manager.

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### ***4) List of Managerial Duties***

Athletics department staff members are classified as either **COACHING STAFF** or **NONCOACHING STAFF**.

**Coaching staff** members are designated by the institution to perform coaching duties, either on a paid or volunteer basis. These individuals are sport-specific and are permitted to conduct and lead countable athletically related activities (e.g., practice, competition, film review, team meetings, skill instruction, etc.) They are the only individuals authorized to engage in in-person, off-campus recruiting activities (e.g., contacts and evaluations). Noncoaching staff members and graduate assistants are more limited in scope, as they may only participate in in-person recruiting activities that occur on campus. Coaching staff members are not permitted to be present during voluntary activities—although some exceptions apply.

**Noncoaching staff** members include all other employees within the athletics department. Some serve in sport-specific positions (e.g., Director of Operations, Video Coordinator, Analyst, etc.) while others serve in broader roles that support the department. Regardless of their title or area of focus, non-coaching staff members are prohibited from providing coaching to student-athletes and face restrictions on their permissible activities with prospective student-athletes. A distinct category within this group is student managers, who are considered non-coaching, sport-specific staff. Student managers must receive approval from Compliance before participating in any role with a team. Once approved, they may engage in limited activities with student-athletes, but they may not

provide coaching. Like other non-coaching staff, they are not permitted to be present during voluntary activities, although a narrow exception may apply in limited circumstances.

**Strength and Conditioning Coaches** occupy a unique position that falls between the classifications of coaching staff and noncoaching staff. They are permitted to provide direct instruction in strength and conditioning activities but may not engage in other types of coaching responsibilities. These staff members must be formally listed on a team's official Staff Declaration. Additionally, they are granted limited exceptions that allow them to be present for, and in some instances conduct, voluntary activities.

DUTIES OF COACHING STAFF, NONCOACHING STAFF MEMBERS & STUDENT MANAGERS	Coaching Staff Member	Noncoaching Staff Member	Student Manager
<b>OPERATIONS &amp; ADMINISTRATIVE DUTIES</b>	-	-	-
Arrange travel, coordinate pre/post-game meals, coordinate complimentary admissions	Yes	Yes	Yes
Identify as a "Coach" in an official capacity (i.e., online staff directory, job title, media guide)	Yes	No	No
Contact institutional faculty/staff (e.g., professors, teaching assistants) about student-athlete academic matters	No #	No #	No #
Edit/splice game film; coordinate film exchange	Yes	Yes	Yes
Provide academic assistance or tutoring	No	No	No
Track academic progress of student-athlete	Yes	Yes	Yes
Provide any benefit not specifically authorized in Bylaw 16 (e.g., loan of car or money, gift, lodging, groceries, free or reduced services)	No	No	No
Coordinate public service activities	Yes	Yes	Yes
Gamble on sporting contests, events or activities	No	No	No
<b>RECRUITING</b>	-	-	-
Engage in off-campus recruiting activities (i.e., contacts & evaluations)	Yes	No	No
On-campus evaluations (i.e., live events)	No*	No	No
Analyze/evaluate videotapes of prospects; filter and sort date related to PSAs	Yes	Yes	Yes
Initiate calls to a PSA, PSA's parents, legal guardians or coaches of PSA	Yes^	Yes^	No
Initiate/receive calls to/from PSA and those accompanying during an Official Visit (and 5 days prior) & Unofficial Visit (and 1 day prior)	Yes	Yes	Yes
Initiate/receive calls to/from a PSA provided they signed NLI or offer of admission	Yes	Yes	Yes
Initiate/receive calls to/from a PSA or anyone associated with PSA in the individual's sport that relate solely to a camp/clinic logistical issue	Yes	Yes	Yes
Receive calls from PSA, PSA's parents, legal guardians or coaches (evaluative conversations)	Yes^	Yes^	Yes^
Prepare/send permissible recruiting materials (general correspondence, email, text)	Yes^	Yes^	Yes^
Be present at Official Visit recruiting events (e.g., meals with PSA within 30 mile radius of campus)	Yes^	Yes^	Yes^
Be present at Unofficial Visit recruiting events (e.g., meals with PSA within 1 mile radius of campus)	Yes^	Yes^	Yes^
Arrange/conduct campus tours (not during camps/clinics)	Yes^	Yes^	Yes^
Arrange Official Visit travel	Yes	Yes	Yes
Complete/submit recruiting documentation to Compliance	Yes	Yes	Yes
Coordinate, manage and/or work an institutional camp/clinic	Yes^	Yes^	Yes^
Prior to NLI signing, initiate/receive telephone calls to/from PSA's appropriate academic authority (e.g., registrar, guidance counselor, etc.) related to admissions/academic issues provided nothing further is discussed & no solicitation of the PSA occurs.	Yes^	Yes^	No
Attend on or off-campus sporting events in the individual's sport involving prospects (immediate family member exception exists for non-coach staff member)	Yes^	No*	No
<b>PRACTICE &amp; COMPETITION</b>	-	-	-
Provide technical and/or technical coaching instruction to student-athletes (on-field and off; video)	Yes	No*	No
Participate in LIMITED on-court/on-field activities during practice or competition (e.g., ball shagging, rebounding, pitch batting practice)	Yes	Yes	Yes
Participate in full practice on-court/on-field activities	Yes	No	No
Signal in plays at the direction of a coach (hold play cards)	Yes	Yes	No
Sit on bench/sideline & be in game huddles	Yes	Yes	Yes
Participate with or observe voluntary activities of student-athletes	No*	No	Yes*
Perform administrative duties during practice or competition (e.g., keep play chart/ statistics)	Yes	Yes	Yes
Observe practice for evaluation/analysis of performance with coaches only	Yes	Yes	Yes
Attend & participate in meetings involving coaching activities; set up and/or organize strategy with coaches prior to practice or competition (with no student-athletes present)	Yes	Yes	Yes
Analyze video of institution's or opponent's team	Yes	Yes	Yes
Handle/assign equipment	Yes	Yes	Yes
Run practice clock	Yes	Yes	Yes
Assist with warm-up activities	Yes	No	Yes
In-person scouting of opponents	No	No	No
Provide "instructive" word(s) of encouragement	Yes	No	No
# = Best practice      ^ = Recruiting calendar permitting      * = Exceptions apply, contact Compliance			

### 5) Extra Benefits

**16.02.4 Extra Benefit. [A]** An extra benefit is any special arrangement by an institutional employee or representative of the institution's athletics interests (i.e., booster) to provide a student-athlete or the student-athlete family member or friend a benefit not expressly authorized by NCAA legislation. Receipt of a benefit by student-athletes or their family members or friends is not a violation of NCAA legislation if it is demonstrated that the same benefit is generally available to the institution's students or their family members or friends or to a particular segment of the student body (e.g., international students) determined on a basis unrelated to athletics ability. *(Revised: 1/10/91, 1/19/13 effective 8/1/13)*

**16.02.5 Family Member. [A]** For purposes of Bylaw 16, a family member is an individual with any of the following relationships to a student-athlete: spouse, parent or legal guardian, child, sibling, grandparent, domestic partner or any individual whose close association with the student-athlete is the practical equivalent of a family relationship. *(Adopted: 1/19/13 effective 8/1/13)*

- **Examples of Extra Benefits include, but are not limited to:**
  - Free or discounted goods or services (e.g., clothing, electronics, cell phones, haircuts, tattoos)
  - Free or discounted entertainment (e.g., concert tickets, movie tickets, sporting event tickets)
  - Free or discounted meals
  - Free or discounted housing, regardless of duration
  - Cash, loans, or the co-signing of a loan
  - Transportation assistance (e.g., purchase of plane, train, or bus tickets, or the use of an automobile)
  
- **Specific Restrictions for All Staff Members**
  - Do **NOT** provide any ticket discount or benefit to a student-athlete (or prospective student-athlete), their family, or friends that are not available to the general public.
  - Do **NOT** provide transportation, use of an automobile, payment for food or drink, lodging, or any other benefit to a student-athlete.
  - Do **NOT** provide any form of academic assistance to a student-athlete.
  - Do **NOT** purchase, or arrange for the purchase of, a student-athlete's complimentary tickets.

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### 6) Name, Image, and Likeness (NIL)

As of July 1, 2021, student-athletes have the legal right to receive compensation for the use of their name, image, and likeness (NIL). While NIL opportunities are now legally permissible, these activities must comply with Florida law, the University of Miami's NIL Policy, and the NCAA's Interim NIL Policy and related guidance. It is imperative that all institutional staff members understand the rules, prohibitions, and boundaries surrounding NIL.

#### Educational Information Regarding NIL Activities

- **Do NOT recruit through NIL:** Institutional coaches and staff may not organize, arrange, or facilitate meetings between a prospective student-athlete (PSA) and a booster or NIL entity (e.g., by sharing a recruiting list, NCAA Transfer Portal information, or watch list).
- **Do NOT act as an intermediary:** Coaches and staff may not communicate directly or indirectly with a PSA on behalf of a booster/NIL entity, nor may they connect a PSA to a booster/NIL entity.
- **Booster recruiting restrictions remain:** Boosters (or NIL entities deemed to have "booster status") may not engage in recruiting conversations or activities on behalf of the institution. They may not contact PSAs, their families, or affiliates for the purpose of encouraging enrollment or transfer.
- **No contingent NIL agreements:** An NIL arrangement may not be offered, promised, or guaranteed as a recruiting inducement or made contingent upon initial or continued enrollment at a specific institution.
- **Representation limitations:** Athletics department staff members may not represent or market a PSA or student-athlete in connection with NIL opportunities. Student-athletes may obtain representation, but agents must either
  - be members in good standing with The Florida Bar, or
  - be properly registered with the Florida Department of Business and Professional Regulation.
- **Compliance awareness:** If you are invited to an NIL-related event, you must notify the Compliance Office in advance so staff can review the event details and provide guidance.

### Promotional and Charitable Activities

Student-athletes may continue to participate in promotional activities on behalf of the University, the ACC, or the NCAA, as permitted under NCAA rules. Student-athletes may also use their NIL to support charitable causes and non-profit (501(c)(3)) organizations. However, these activities must still be disclosed as NIL activities under Florida law.

Non-profit or outside organizations wishing to use a student-athlete's NIL for charitable purposes (e.g., fundraising events, public appearances) must obtain permission directly from the student-athlete and complete the University's Student-Athlete Appearance Request Form, which must be returned to the Compliance Office or Student-Athlete Development Office. For non-profit events where no compensation is received, student-athletes may accept actual and necessary expenses (e.g., meals, transportation, lodging) from the event organizer.

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## 7) Boosters

**Definition:** A Representative of Athletics Interest (i.e., "Booster") includes any individual, independent agency, corporate entity (e.g., apparel or equipment manufacturer), or other organization that is known—or reasonably should be known—by the institution to have engaged in one or more of the following:

- Member of a booster organization supporting UM athletics
- Donated financially to the athletics department and/or main campus
- Assisted in recruiting a prospective student-athlete
- Provided benefits to a student-athlete, their family, or friends
- Promoted UM athletics in any capacity (e.g., alumni, friends)
- Arranged or provided employment for student-athletes
- Parent or legal guardian of a student-athlete
- Current or former season ticket holder

### Booster Interactions with Current Student-Athletes

Boosters may have contact and communication with current student-athletes, as well as their friends and family members, provided those individuals are not prospective student-athletes.

### Booster Interactions with Prospective Student-Athletes

Boosters are **NOT** permitted to have any on- or off-campus contact with prospective student-athletes, nor any interaction with them, except as outlined below:

- **Former Student-Athlete(s):** Boosters who are former student-athletes of the University may have on-campus contact with a prospective student-athlete. While they may share personal experiences and insight about the University, they may not provide any form of recruiting inducement.

### Booster Contact with Prospective Student-Athletes

Boosters may **NOT** have on- or off-campus contact with prospects, except under the following limited circumstances:

- **NCAA-allowed interactions:** For example, incidental contact not exceeding a greeting, or phone calls initiated by the prospect (athletics may not be discussed).
- **Family members:** When the booster is an immediate family member of the prospect.
- **Former student-athletes:** When the booster is a former student-athlete of the University of Miami and the contact occurs on campus.
- **Pre-existing relationships:** When a genuine, pre-existing relationship exists between the booster and the prospect; however, athletics may not be discussed.

### Once a Booster, Always a Booster

Per NCAA rules, once an individual is identified as a booster by meeting any of the defined criteria, that designation is permanent. Importantly, *any donation—at any time, in any amount, and in any capacity* (e.g., contributions to athletics or the main campus) automatically confers booster status.

### Inducements (Current Student-Athletes)

Boosters are prohibited from providing prospects with benefits, including but not limited to:

- Employment arrangements for a prospect or their relatives;
- Gifts of clothing, equipment, merchandise, or other tangible items;
- Co-signing, arranging, or providing loans;
- Cash or gift certificates;
- Free or discounted services, rentals, housing, or purchases of any kind

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## 8) Gambling and Sports Wagering Activities

**Definition:** The NCAA defines gambling as risking or staking anything of value—monetary or otherwise—with the expectation of receiving something of greater value in return.

**10.3 Sports Wagering Activities. [#]** The following individuals shall not knowingly participate in sports wagering activities or provide information to individuals involved in or associated with any type of sports wagering activities concerning intercollegiate, amateur or professional athletics competition: *(Adopted: 4/26/07 effective 8/1/07)*

- (a) Staff members of an institution's athletics department;
- (b) Nonathletics department staff members who have responsibilities within or over the athletics department (e.g., chancellor or president, faculty athletics representative, individual to whom athletics reports);
- (c) Staff members of a conference office; and
- (d) Student-athletes.

### Examples of Gambling Activities

- Wagering on college or professional sports sponsored by the NCAA;
- Participation in NCAA Tournament pools or Super Bowl squares;
- Use of off-shore/illegal betting websites;
- Fantasy sports leagues, including paid online platforms (e.g., DraftKings, FanDuel, Hard Rock Bet);
- Casino sportsbooks;
- Other betting activities, including but not limited to: betting pools, online wagering, money line bets, serving as a bookie or soliciting bets, providing inside information on intercollegiate competition, accepting bribes, live in-game betting, prop bets, betting apps, parlays, or single-game bets.

*If a sport is sponsored by the NCAA, institutional staff members are prohibited from wagering—risking anything of value for the chance of a potential reward—on that sport at any level (amateur, professional, youth, Olympic, etc.).*



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## 9) Academics

### 14.9 Academic Integrity.

**14.9.1 General Principle.** All institutional staff members and student-athletes are expected to act with honesty and integrity in all academic matters. *(Adopted: 10/27/21)*

**14.9.3 Preenrollment Academic Integrity.** A prospective student-athlete, student-athlete, representative of an institution's athletics interests or a current or former institutional staff member shall not: *(Adopted: 10/27/21)*

- (a) Arrange for a false or inaccurate academic record (e.g., courses, grades, credits, transcripts, test scores) for a prospective student-athlete; or
- (b) Provide false, inaccurate or incomplete information to the NCAA or an institution regarding a prospective student-athlete's academic record.

### 14.9.4 Post-Enrollment Academic Integrity.

**14.9.4.1 Policies and Procedures, Investigation and Adjudication.** An institution must: *(Adopted: 4/28/16 effective 8/1/16, Revised: 10/27/21)*

- (a) Have written institutional policies and procedures regarding violations or breaches of an institutional policy regarding academic honesty or integrity applicable to the general student body, including student-athletes. The policies and procedures must be approved through the institution's normal process for approving such policies and must be kept on file or be accessible on the institution's website; and
- (b) Investigate and adjudicate an alleged violation or breach of an institutional policy regarding academic honesty or integrity in accordance with established policies .

**14.9.4.2 Prohibited Conduct -- Student-Athlete.** A student-athlete shall not be involved in a violation or breach of an institutional policy regarding academic honesty or integrity: *(Adopted: 4/28/16 effective 8/1/16, Revised: 10/27/21)*

- (a) Involving the alteration or falsification of a student-athlete's transcript or academic record;
- (b) Involving a current or former institutional staff member or representative of an institution's athletics interests; or
- (c) Without the involvement of a current or former institutional staff member or representative of an institution's athletics interests, that results in:
  - (1) An erroneous declaration of eligibility to participate in intercollegiate athletics and the student-athlete subsequently competes for the institution while ineligible;
  - (2) An erroneous declaration of eligibility to receive financial aid and the student-athlete subsequently receives financial aid while ineligible; or
  - (3) The erroneous awarding of an Academic Progress Rate point.

**14.9.4.3 Prohibited Conduct -- Institutional Staff Member or Representative of Athletics Interests.** A current or former institutional staff member or a representative of an institution's athletics interests shall not be involved (with or without the knowledge of the student-athlete) in: *(Adopted: 4/28/16 effective 8/1/16, Revised: 10/27/21)*

- (a) A violation or breach of an institutional policy regarding academic honesty or integrity related to a student-athlete;
- (b) The alteration or falsification of a student-athlete's transcript or academic record; or
- (c) The provision of academic assistance or an exception that is not otherwise permissible pursuant to Bylaw 16.3, is not generally available to the institution's students and results in the certification of a student-athlete's eligibility to participate in intercollegiate athletics, receive financial aid, or earn an Academic Progress Rate point.

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## 10) Recruiting Education & Definitions

### Prospective Student-Athlete

A prospective student-athlete (PSA) is defined as any individual who has started classes in the ninth grade, is enrolled at a two-year college, or has entered the NCAA Transfer Portal. In addition, an individual who has not yet started ninth grade becomes a PSA if the institution provides that individual—or the individual's relatives or friends—any financial assistance or benefits not generally available to prospective students.

An individual remains a prospective student-athlete until both of the following conditions are met:

- (1) the student has completed all academic requirements for high school graduation (or, in the case of transfer students, all academic requirements at the previous institution); and
- (2) the student has signed a valid athletics aid agreement (GIA), or has paid a deposit in response to the institution's offer of admission if they are a walk-on.

### Offers and Inducements

Institutional staff members and boosters are prohibited from directly or indirectly arranging, providing, or offering any form of financial aid, NIL opportunity, or other benefits to a prospective student-athlete, or to their relatives or friends, except as expressly permitted under NCAA regulations.

### Communication with Prospective Student-Athlete(s)

Countable coaches and full-time noncoaching staff members may initiate and receive telephone calls, as well as general or private electronic correspondence (e.g., text messages, direct messages through social media), with prospective student-athletes, provided the individuals are of the permissible age to engage in such communication and the sport-specific recruiting calendar permits it.

#### 13.02.4 Contact.

A contact is any face-to-face encounter between a prospective student-athlete or the prospective student-athlete's family members and an institutional staff member or athletics representative during which any dialogue occurs in excess of an exchange of a greeting. Any such face-to-face encounter that is prearranged (e.g., staff member takes a position in a location where contact is possible) or that takes place on the grounds of the prospective student-athlete's educational institution or at the site of organized competition or practice involving the prospective student-athlete or the prospective student-athlete's high school, preparatory school, two-year college or all-star team shall be considered a contact, regardless of whether any conversation occurs. However, an institutional staff member or athletics representative who is approached by a prospective student-athlete or the prospective student-athlete's family members at any location shall not use a contact, provided the encounter was not prearranged and the staff member or athletics representative does not engage in any dialogue in excess of a greeting and takes appropriate steps to immediately terminate the encounter. *(Revised: 1/11/94 effective 8/1/94, 4/25/18)*

#### 13.02.5 Periods of Recruiting Activities.

**13.02.5.1 Contact Period.** A contact period is a period of time when it is permissible for authorized athletics department staff members to make in-person, off-campus recruiting contacts and evaluations. **[D]**

**13.02.5.2 Evaluation Period.** An evaluation period is a period of time when it is permissible for authorized athletics department staff members to be involved in off-campus activities designed to assess the academic qualifications and playing ability of prospective student-athletes. No in-person, off-campus recruiting contacts shall be made with the prospective student-athlete during an evaluation period. **[D]** *(Revised: 10/30/14)*

**13.02.5.4 Quiet Period.** A quiet period is a period of time when it is permissible to make in-person recruiting contacts only on the institution's campus. No in-person, off-campus recruiting contacts or evaluations may be made during the quiet period. **[D]** *(Revised: 10/30/14)*

**13.02.5.5 Dead Period.** A dead period is a period of time when it is not permissible to make in-person recruiting contacts or evaluations on or off the institution's campus or to permit official or unofficial visits by prospective student-athletes to the institution's campus. It remains permissible, however, for an institutional staff member to communicate with (other than in person) a prospective student-athlete during a dead period. **[D]** *(Revised: 1/11/94, 12/6/13, 10/30/14)*

**13.02.5.5.1 Exception -- After Commitment.** Except for the application of Bylaw 13.02.5.5.1.1, a prospective student-athlete is no longer subject to the application of a dead period after one of the following events occurs: *(Adopted: 1/16/10 effective 8/1/10, Revised: 1/15/11 effective 8/1/11, 1/19/13 effective 8/1/13, 11/25/13, 4/6/16, 4/28/16 effective 8/1/16, 7/9/18, 10/9/24)*

- (a) The prospective student-athlete signs the institution's written offer of admission and/or financial aid;
- or
- (b) The institution receives a financial deposit in response to the institution's offer of admission.

**13.02.5.6 Recruiting Shutdown.** A recruiting shutdown is a period of time when no form of recruiting (e.g., contacts, evaluations, official or unofficial visits, correspondence or making or receiving telephone calls) is permissible. **[D]** *(Adopted: 4/25/18)*

### Communication with Prospective Student-Athlete(s)

#### 13.10.1 Publicity Before Commitment.

**13.10.1.1 Comments Before Commitment.** Before the signing of a prospective student-athlete to an institution's written offer of admission and/or financial aid or before the institution receives the prospective student-athlete's financial deposit in response to its offer of admission, an institution may comment publicly only to the extent of confirming its recruitment of the prospective student-athlete. The institution may not comment generally about the prospective student-athlete's ability

or the contribution that the prospective student-athlete might make to the institution's team; further, the institution is precluded from commenting in any manner as to the likelihood of the prospective student-athlete committing to or signing with that institution. [D] (Revised: 1/19/13 effective 8/1/13, 10/9/24)

**13.10.1.4 Prospective Student-Athlete's Visit.** An institution shall not publicize (or arrange for publicity of) a prospective student-athlete's visit to the institution's campus. Further, a prospective student-athlete may not participate in team activities that would make the public or media aware of the prospective student-athlete's visit to the institution (e.g., running out of the tunnel with team, celebratory walks to or around the stadium/arena, on-field pregame celebrations). [D] (Revised: 1/14/97, 9/12/03)

**13.10.1.5 Introduction of Prospective Student-Athlete.** An institution may not introduce a visiting prospective student-athlete at a function (e.g., the institution's sports award banquet or an intercollegiate athletics contest) that is attended by media representatives or open to the general public. [D] (Revised: 1/14/97)

**13.10.2 Publicity After Commitment.** There are no restrictions on publicity related to a prospective student-athlete after the prospective student-athlete has signed the institution's written offer of admission and/or financial aid or after the institution has received the prospective student-athlete's financial deposit in response to its offer of admission. [D] (Revised: 1/14/97, 4/29/04 effective 8/1/04, 8/25/04, 1/19/13 effective 8/1/13, 4/28/16 effective 8/1/16, 7/9/18, 11/17/21, 10/9/24)

### Social Media Guidelines & Reminders



#### Institutional athletics departments staff members may:

- Friend/request to follow a prospective (PSA) at any time, **except during a Recruiting Shutdown**.
- Like, favorite, or repost /share a post originated by a PSA's social media profile, as long as the post does not reference a recruiting or scouting service.
- Like, favorite, or repost/share athletically related content posted by a PSA's team, coach, or high school program.
- Like, favorite, or repost/share content from a media outlet, the PSA's social media account, or the PSA's coach that relates to the PSA's official or unofficial visit.

**13.10.1.9 Actions That Indicate Approval of Content on Social Media Platforms.** An athletics department staff member may take actions (e.g., "like," "favorite," republish, etc.) on social media platforms that indicate approval of content on social media platforms that was generated by users of the platforms other than institutional staff members or representatives of an institution's athletics interests. (See Bylaw 11.3.2.4.) (Adopted: 4/28/16 effective 8/1/16)

CLICK	DON'T TYPE
Coaches and staff may like, favorite, share, retweet, or repost content on social media, as these actions reflect approval of a PSA's (or coach's) activity. Each of these actions requires an intentional click of a mouse or fingertip.	Coaches and staff may NOT comment, tag, mention, or repost with added comments, as these actions go beyond simply signaling approval. Such activities involve typing rather than a passive click.

#### An athletics department staff member may **NOT**:

- Publicly reference the name, nickname, or other identifying information of a PSA, except when confirming recruitment.
- Post public comments on a PSA's social media profile or on any of the PSA's posts.
- Tag or mention a PSA's social media profile in a post from the staff member's account.

PUBLICITY		
Activity	Prior to Commitment	After Commitment (Signed GIA/Paid Admissions or Housing Deposit)
Request to Follow/Friend a PSA	✔	✔
Like/Favorite a PSA's Post	✔	✔
Repost/reshare a PSA post WITH NO COMMENT	✔	✔
Repost/reshare a PSA post WITH A COMMENT (i.e., quote reposting on X)	✘	✔
Tagging/Mentioning a PSA in a Post	✘	✔

**Commitment** = Scholarship student-athletes signing a valid Grant-in-Aid (GIA); for walk-ons, paying the admissions or housing deposit. *In all cases, the commitment must be verified by the Compliance Office.*

### 13) Reporting Violations

You are required to report any known or suspected NCAA violations to one of the following individuals:

**Dan Radakovich**  
 Vice President and Director of Athletics  
[drad@miami.edu](mailto:drad@miami.edu)  
 (305) 284-1768

**Brian Baptiste**  
 Senior Deputy Director of Athletics  
[bbaptiste@miami.edu](mailto:bbaptiste@miami.edu)  
 (302) 284-4808

**Dan Raben**  
 Exec. Assoc. AD, Strategic Athlete Services & Compliance  
[d.raben1@miami.edu](mailto:d.raben1@miami.edu)  
 (305) 284-8457

### 14) Compliance Contact Information

**Dan Raben**  
 Exec. Assoc. AD, Strategic Athlete Services & Compliance  
[d.raben1@miami.edu](mailto:d.raben1@miami.edu)  
 (305) 284-8457

**Sarah McFall**  
 Associate Athletic Director, Compliance  
[sarah.mcfall@miami.edu](mailto:sarah.mcfall@miami.edu)  
 (305) 284-4428

**Nicholas Muniz**  
 Director of Compliance  
[njmuniz@miami.edu](mailto:njmuniz@miami.edu)  
 (305) 284-8232

**Sean Kosecki**  
 Director of Compliance  
[sxk2388@miami.edu](mailto:sxk2388@miami.edu)  
 (305) 284-4479

**Samuel Raycraft**  
 Associate Director of Compliance  
[samuel.raycraft@miami.edu](mailto:samuel.raycraft@miami.edu)  
 (305) 284-4479