

PROCEEDINGS
of the
NATIONAL ATHLETIC TRAINERS ASSOCIATION

Board of Directors
Post-Convention Session

June 15, 1976
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ERNEST W. BUSCH & ASSOCIATES

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TUESDAY MORNING SESSION
June 15, 1976

The Meeting was reconvened at 8:10 o'clock A.M., Mr. Frank George, President, presiding.

PRESIDENT GEORGE: I would like to call our meeting to order.

First of all, let me say that I think that our meeting yesterday in connection with our licensure program went well. They were very receptive and we did find out how the individual states were presently working with it and I think the direction from the Directors had a lot to do with it, especially in relation to how well you coordinated the state leadership.

Would any of you like to comment about it before we proceed?

MR. MALACREA: In our case, we are going to reintroduce our motion in District No. 2 and so we will bring that up again.

PRESIDENT GEORGE: Reintroduce what motion?

MR. MALACREA: To amend the by-laws.

PRESIDENT GEORGE: Are there further comments?

MR. LEE: Out in District No. 7, where there are a number of real sparsely populated states insofar as trainers are concerned, the consensus of opinion seems to be that in those states where there are only a few trainers they could not see the purpose of going ahead for a license and they really did not have a lot of material to back it up.

MR. DAVIS: However, those are the states that really ought to go after it.

PRESIDENT GEORGE: You know, it doesn't matter if you have 5,000 trainers or 1 trainer in the state because, after all, there is a need for trainers in every state to have a license in order to protect themselves.

MR. LEE: They understood that but, in connection with some of the trainers in the smaller states, it seemed like they could not see the point of going ahead. Of course, I agree with you, if you have one or 20,000, the effort should be made and you do need it.

PRESIDENT GEORGE: The trainer who is working in that particular state really needs that protection.

For example, we have only 8 in our state. Do you have any with less than 8?

MR. LEE: Yes.

MR. DAVIS: Wyoming and Oklahoma.

MR. LEE: We are talking about certified.

PRESIDENT GEORGE: Well, we have eight certified in our state. They really have to work hard in order to do it.

MR. MALACREA: Delaware has four.

MR. LEE: It was only that they could not see the point of doing it and I think it will come up later.

Now, Delaware has how many trainers?

MR. MALACREA: There are four certified trainers in the state.

MR. WHITE: Let me say, in our case, we had 175 people at our meeting and several things were passed.

One that passed unanimously was a motion that the Board of Directors of the Association go on record to encourage all State Legislatures to pass licensure laws.

PRESIDENT GEORGE: Would you repeat that?

MR. WHITE: A motion was made that the NATA and Board of Directors of the National Association go on record to encourage all State Legislatures to pass licensure laws governing athletic training.

I thought it was a pretty good thought. Maybe we at the National Board should. I don't know if you can write to a Legislature or not.

PRESIDENT GEORGE: You can write to a Governor.

MR. WHITE: First of all, in the resolution or motion we took to the Board regarding the State Associations, they voted 59 - 10 to encourage or to establish State Associations, State Trainer Associations but they also asked the Board, in relation to another motion, to remain neutral regarding a State Trainer's Association. In other words, this was a funny thing. They wanted the right to do it but if they did it in spite of the Board saying that we should not, they did not want to be going against the recommendation of the Board.

MR. FLENTJE: We are not saying that they cannot. We said we are not encouraging or discouraging, etc.

MR. WHITE: You are discouraging State Associations.

PRESIDENT GEORGE: At least I did because the Board told me to do that, Bill.

MR. WHITE: We voted to discourage State Trainer Associations.

MR. BIRDWELL: Why did they feel like they needed a State Association?

MR. WHITE: They just did not want to be told they could not have them.

MR. BIRDWELL: But they had no reason?

You know, for example, you cannot park in a "no parking" zone but they do it anyway.

Several of our members came to me yesterday and stated the same thing.

For example, Billy Hill from Ohio came to me yesterday, as did several of our members, and they wanted to know if I was telling the truth when I got up and said we did not have a State Association.

MR. WHITE: He asked you if you were telling the truth?

MR. BIRDWELL: Yes. Well, I repeated and told him we did not have a State Association. However, everybody thinks we do. For example, everybody thinks we have snuck around in cloak and dagger fashion and formed a State Association but, as I say and I said to them, we do not have a State Association. We meet at the District level and that includes the State of Arkansas.

Of course, like we said yesterday, we really don't need the State of Arkansas within our association, but we don't ignore them.

Of course, if you formed these associations, you have to be careful because if you form a State Association, for example, and you get a President and Vice President and perhaps one of these are on the Licensing Committee, then they are going to start forming committees and the next thing is that you will have the District and National and then, in turn, people will say that involves too much money and so we would do away

with the District and have only a State Association and then, following that, the next thing you know, you may have 50 State Associations instead of Districts and also 50 National Directors. I think that will be the situation some 20 years or so from now, especially if we formed different State Associations.

MR. WHITE: Here is what my response to your District was.

For example, it was my feeling that the Board said that we should not form State Trainer Associations but we should form State organizations for licensure.

MR. BIRDWELL: Form a Committee.

MR. WHITE: There is a distinct difference there.

Those who are in favor of the State Trainer Association said "Our primary function will be licensure". I then said "Okay, and then what?"

I told them that I thought it was the feeling of the Board that this would cause a subdivision of NATA.

MR. BIRDWELL: You are going to hurt yourselves at the District level. I don't believe you are going to hurt the National level. I believe everybody wants a National level association.

MR. DAVIS: You will not hurt the District level either because there has to be a change in National by-laws.

MR. BIRDWELL: What will happen when they have the State meetings is that the guys are going to say "I want to go to the National". The reply will be, "Wait a minute, you have a State meeting and a District meeting." The guy will then say, "I don't want to go to the District meeting".

MR. DAVIS: Of course, that is his prerogative.

MR. BIRDWELL: Then you are going to wind up with all the trainers at the State level and nobody going to the District level.

MR. DAVIS: All you have to do there is have your State meeting at the same time as that of your District.

MR. MELIN: I wonder if I might say something with regard to the Constitution.

If you have the State Associations then, under the Constitution, the State Associations have to be subservient to the District Association, whichever way you do it, because in the Constitution it says that for the purpose of facilitating the work of NATA, the United States and Canada will be divided into ten geographic areas and each district organization shall have district jurisdiction throughout one of the areas, which to me, means that the State Association will still have to be subservient or part of the districts.

MR. MALACREA: In Districts No. 1 and No. 2 that would be very difficult because we do not have a District Association.

MR. DAVIS: You can form another group.

MR. MELIN: You can form another group, yes.

MR. DAVIS: And they are not members of your National Association. You have no control. For example, if a bunch of Go Go girls want to go out and form a California Athletic Trainers Association, there is nothing this Association can do.

MR. MELIN: Except, of course, they would not be able to be a part of it.

MR. DAVIS: That is right.

MR. WINTER: We have a State Association but it is a loose thing. The area guys meet, the Southern California guys meet. We have a Summer clinic every year but insofar as drawing up a Constitution and having a Committee on Ethics, Injury and Research, that is something else.

It is like our guy said at the meeting yesterday -- "Why do we want to have that, you are spreading yourselves too thin."

PRESIDENT GEORGE: Well, as you can see, there was reaction on the part of the individual districts, which is all to the good. I am sure we will be hearing further on this as events progress.

Now, let us continue with our agenda and we now go to the matter of the presentation of the special cases.

First of all, before we have these people come in, does anybody have any definite ideas as to procedure? After all, we have never, insofar as at least I can remember, had any of our members come before the Board to present a case of any kind, at least in my seven years on the Board, other than perhaps Committee Chairmen and Liaison Representatives and people who we are rather close with, if you understand what I mean, people who actually feel a part of us.

Now, the people we are going to listen to today, I really do not feel they are a part of us at all -- they are really kind of outsiders.

Now, does anyone have any suggestions as to how we should interview and what kind of questions we should ask?

MR. MALACREA: I talked to my man last night and told him to expect questions. I told him what to anticipate, what it was going to be like and that he was going to be sitting in the middle. This is in relation to GUYAS. Of course, in connection with the

other man, I feel the same way. He is younger but he is still just as uptight about all of this. Therefore, on that basis, I think we can ask all the questions that are on our minds.

For example, I thought one of the questions you were going to ask is why he did not join the association before this or that date and I told him to be prepared to answer that.

MR. DAVIS: I think, as a Director, you should introduce him.

MR. MALACREA: Yes, introduce him while he is here and also present his case.

MR. DAVIS: The first question I believe you should ask is for him to explain why he thinks he should be given the privilege of taking the examination of certification and then continue from there.

MR. WINTER: Do you think we ought to have the guy sit down or stand up?

MR. FLENTJE: Sit down.

MR. WINTER: I think he would be a little more at ease under those circumstances.

MR. MALACREA: I have one other thing that came to my attention yesterday.

Joe Abraham handed me this.

In my District, an individual who is an associate member, we feel should be a certified member. We feel strongly he should be a certified member. However, Joe does not have the material here and so he gave me this.

Frank Hunter has been a member since 1969, has paid his dues regularly since then and we don't know what has happened. At least, as District Director, I

don't know and I have to depend on my membership secretary to find out why this man was never given his certification or grandfathered.

PRESIDENT GEORGE: You had to be a member prior to 1965 or 1966 to be certified in 1970 -- maybe 1967 -- am I right in saying that?

MR. DAVIS: At that time, for example, he had to make application.

MR. MELIN: He was an active member, a dues-paying member in 1969. That was December, 1969. He was an active member on December 31, 1969 and he should have been grandfathered.

MR. DAVIS: However, it was not automatic -- he had to make application.

For example, I almost did not get grandfathered in because I did not return that sheet of paper.

MR. MALACREA: If you were a dues-paying member, you did not need anything at that time.

PRESIDENT GEORGE: Well, let's stay on the special cases.

Now, as to procedure, when the individual comes in, perhaps you should have him sitting up here by me.

MR. MALACREA: I would agree.

Now, I would suggest that when he comes in, he be introduced to the Board members, his case be explained by the Director and then he be given an opportunity to state his reasons why he is doing this and then the Board members, in turn, can question him and then, following that, perhaps he can be excused and we can then later, after we have heard all of these cases, discuss them individually and reach a decision on them.

PRESIDENT GEORGE: Is there any objection to that procedure I have just announced?

Well, if not, then we will, in general, follow that procedure.

MR. DAVIS: We can discuss these cases after the presentations are all over with.

MR. WINTER: I believe we have Poindexter coming in at 10:00 o'clock.

MR. DAVIS: Let us leave ourselves five minutes. For example, keep him in here, say, twenty minutes, give him ten minutes for discussion, and then ask him questions for the balance of the time and then call in the next one.

MR. WHITE: I personally am not in favor of acting on any of them until we have heard from all three individuals.

MR. DAVIS: I feel the same way, Bob.

MR. MALACREA: Mainly for comparison's sake.

PRESIDENT GEORGE: I think so also.

MR. DAVIS: Let's discuss all three cases at the end, even if it means Poindexter waiting. Under those circumstances, he would just have to wait.

On that basis, we will proceed. May we have the first case now?

... At this point, Mr. Lew Capuano entered the room, was introduced to the various Board members and seated next to President George ...

MR. MALACREA: Let me say, gentlemen, by the way of opening, that Lew has been an active athletic trainer for over 10 years at the high school level in Clifton, New Jersey.

You have in your folder the letters of recommendation, letters of support from various members of the athletic community, coaches, the Director of Athletics, etc.

He came to me approximately a year ago, I guess it was, and asked about the methods for certification. At that time, I, at that time, dug into the records for certification and made myself aware of these as well as making Lew aware of them and told him that those were the things he would have to do in order to be considered to be allowed to take the certification examination.

Now, I feel that Lew has worked hard over the past year in order to meet all of the requirements set forth in the criteria for special consideration. He has, for example, successfully completed his National Red Cross First Aid and a letter in your files indicates his taking the CPR course and is going to take the test.

MR. CAPUANO: Let me add that I took the test last Wednesday and passed it. However, I do not have the card as yet because there was too short an interval of time involved here.

MR. MALACREA: I will certainly accept that.

You have his records; my correspondence between him and me. You also have a piece of correspondence between the District Secretary and me.

Now, the only hang-up here is that Lew was not a member of the Association by January 1, 1973. I understand there is a requirement set forth in relation to special consideration but it is my feeling that because of the effort put forth by Lew at this stage of his life that there should be special consideration offered and I think he has every right to come before this Board and be heard.

PRESIDENT GEORGE: I guess the first thing we want to ask you, Mr. Capuano, is to explain why you

feel you should be allowed to take the examination in this special case. We would like to talk with you about it.

MR. CAPUANO: I have been in my present position since 1964 and, when I did go there, I just had a job -- nobody took notice of me and it really wasn't important. I don't know why, but at that time there just was no interest.

However, as the years have gone by, and it has been some 12 years now, each year it seemed as though my job was getting more important than ever and, in turn, people starting noticing me -- "You are the trainer", and, of course, I was not surrounded by professional trainers or certified trainers.

As a matter of fact, the first trainer I met was some three years ago, an individual who told me he was a certified trainer and, in turn, I got interested. Then I also met Mr. Racine at one of the training clinics at Rutgers and he was a certified trainer. However, nobody asked me if I would like to join the NATA -- at least nobody said that to me until recently, when I went down to visit with Mr. Racine, and he told me about certification requirements and directed me to Mr. McCall.

Now, it just seems to me that at my age it would be a tremendous boost to become a certified trainer.

I never went to college -- never went to high school -- did not graduate from high school -- went there but I quit.

However, all of my life I have been in athletics since, as a matter of fact, I joined the Navy, when I was a boxer instructor at California, and also played football. Then, following that, I started as an amateur fighter and eventually became a professional fighter.

I didn't amount to much because in those

days they didn't pay too much. I had 31 professional fights. I won all with the exception of one. Now, as you know, if I did that today, I would have really been something but, at that time, there just was no money in it.

For example, I used to get \$20.00 for fighting six rounds and so I went to work.

I did, after my Navy training, continue to train fighters for the Golden Gloves. As a matter of fact, I had a stable of 10 fighters at one time and then, well, in 1964, Coach Vanderclausen needed somebody. He knew of me as a fighter and so he asked me if I could tape. Well, I knew how to tape hands and things like that and so that is the way I became involved.

Today, I am respected in Clifton as a trainer and I think it is a tremendous honor to be one.

MR. MALACREA: Would you elaborate to the Board what you talked to me about, your relationship, for example, between your team physician and you?

MR. CAPUANO: I am very close.

For example, we have five doctors in Clifton that are associated with sports. There are two particular doctors in connection with whom I can pick up the phone and get information and even if they are at the hospital, I can contact them and clarify what is going on.

As a matter of fact, we have a doctor attending all of our games. Even our sophomore games, which are on a Monday, at which times the other team is supposed to have a doctor.

However, that is one of our stipulations in New Jersey in relation to our scholastic league and I do have a close contact with our doctor. As a matter of fact, we are personal friends and he has helped me

tremendously.

For example, if a boy is hurt or injured, if we need an x-ray or anything else, he tells me what to do -- also in connection with a whirlpool, sauna or whatever -- maybe even therapeutic treatment for a certain boy.

PRESIDENT GEORGE: As I understood you, the first you heard of the National Association was three years ago and, further, did I understand you correctly when you said that?

MR. CAPUANO: Yes. That was the first time I heard of the organization, correct.

However, I have heard of certified trainers before but not prior to that.

PRESIDENT GEORGE: I hope you understand that what we are discussing here is the chance to let you take an examination. I presume you understand that. It is not just a chance to give you a certification number.

MR. MALACREA: That is something we discussed in definite detail.

MR. CAPUANO: Yes, I know that. I may not even pass but I am going to give it a try.

PRESIDENT GEORGE: Is there anyone on the Board who would like to ask Lew any questions, any of the other Directors?

MR. WINTER: What were you doing before you went to Clifton?

MR. CAPUANO: I was handling amateur fighters. I played baseball, football, things like that in my younger days, but prior to that I was handling fighters and the Golden Gloves.

MR. WINTER: That was your sole source of

employment?

MR. CAPUANO: Yes. However, I did not derive a living from it. I am a baker by trade. My father was a baker and I was in the Navy as a baker.

MR. WHITE: Your income is derived from the bakery?

MR. CAPUANO: No, I am a full-time trainer at Clifton and have been since 1964. I do it on a full-time basis.

MR. LEE: My question is, Lew, in trying to reconstruct this, so that I have in mind exactly what you did, let me ask you this -- prior to 1964, for example, what did you do? I believe that was what Bill was trying to find out?

MR. CAPUANO: You mean as a living?

MR. LEE: Yes.

MR. CAPUANO: I was a baker in Dover, New Jersey.

MR. LEE: Then, for example, you were not in athletics at all insofar as training was concerned, prior to 1964?

MR. CAPUANO: Not as a full time trainer, no.

MR. LEE: Did you do any training at all?

MR. CAPUANO: Just boxers.

MR. LEE: Just boxers in 1964?

MR. CAPUANO: Yes.

MR. LEE: How did the job come about in 1964, the training job?

MR. CAPUANO: Well, in 1964, Bill Vandercost became Head Football Coach at Clifton. For some reason or other, he had no one helping him, he did have someone, but they did not qualify and, my son happened to be playing for Clifton at the time -- he was a sophomore at the time -- and he said "My dad could help you out." Well, he interviewed me and later gave me the job. That is essentially the way I got the job.

MR. BIRDWELL: The trainer at Clifton does not have to be a college graduate or anything. There is, for example, no teaching involved?

MR. CAPUANO: No.

MR. LEE: You never went to college?

MR. CAPUANO: No, sir.

MR. BIRDWELL: And you still do not teach anything at that school?

MR. CAPUANO: I am not qualified, do not have a certificate.

MR. BIRDWELL: They do not bring you to health classes?

MR. CAPUANO: I take care of the equipment.

MR. BIRDWELL: Equipment and training?

MR. CAPUANO: That is right. That is just my job -- equipment and training.

MR. WINTER: You do not have any other duties or anything like that?

MR. CAPUANO: No.

Now, I am never free to do anything else because my equipment keeps me pretty busy, plus the kids that come in. I used to take football or soccer

and now the girls come in, they are getting hurt and that is why I say I am being noticed now whereas I never was before -- there was no such thing as a trainer.

MR. BIRDWELL: You know, everybody worries about their daughter but the heck with their son.

MR. CHAMBERS: Let me ask you a question.

As I understand it from your description of things, most of your time in the job is spent with your equipment or in the training room, more than half and half? What would you say the percentage is which you spend with equipment and what do you spend with training, say in a normal work day?

MR. CAPUANO: Well, I have to be honest with you. Most of my time is equipment but, on the other hand, injuries take priority. If I have an injury, for example, that comes first.

I am right down there in the stadium where we have a large stockroom and where all of the equipment is kept. Therefore, if I am not doing anything, I am in the equipment room. If I do not have a boy injured or in the whirlpool or anything like that, nobody is injured or needs treatment, then I handle the equipment. However, essentially, most of my time is spent on equipment.

After all, how many injuries do you have, you know?

MR. BIRDWELL: For example, you work on equipment all day while they are in school?

MR. CAPUANO: Yes.

MR. BIRDWELL: And then you work with them when they start coming down for practice?

MR. CAPUANO: Well, I start at 11:00 o'clock and by 1:30 or 2:00 o'clock I keep getting boys.

MR. CHAMBERS: Do you travel with the football and basketball teams?

MR. CAPUANO: Yes, and with the hockey team also.

MR. CHAMBERS: In other words, if a team goes on the road, your equipment responsibilities take secondary preference to that?

In other words, if a team goes on the road, you go with them and you do not have to stay there to take care of the equipment?

MR. CAPUANO: I am with the team when we are playing -- no, no, I am there just for injury purposes alone. The equipment is secondary when there is an event.

MR. WHITE: I want to point out that in the District, there will be some professional certified athletic trainers in his capacity -- who, essentially, will be handling equipment and training and not teaching, even though they are qualified teachers.

MR. CAPUANO: It just so happens, for example, that I cannot go to the stadium or sit down. I have to keep busy and so it is my nature to work all the time.

I am not the type of person to sit down. I give them a good eight hours of work per day. I clean up, keep the medical room clean, the whirlpools and, also, we have benches and I keep them clean myself because, as I say, I have to keep busy.

Of course, if we had more injuries, then, yes, I would spend more time with them.

MR. FLENTJE: Have you ever received Cramer's Newsletter at all?

MR. CAPUANO: Yes, I get that. However,

before that, I never saw anything. For some four years or so, the first four years, I was merely there and now the Athletic Director, when he gets mail on training, he gives me all that mail concerning athletics, injuries or even letters coming in on other things.

This is why in the last four years I have had the opportunity of attending many clinics. I have, for example, attended the clinic over at Ridgewood. As a matter of fact, this is the third year that I attended the one at Ridgewood.

MR. FLENTJE: Do you recall when you first started receiving Cramer's mail?

MR. CAPUANO: Not until recently did I get it. As a matter of fact, I was wondering where this came from. This came, for example, from Benson. His predecessor, when he got them, he would merely leave them lie on his desk and I never got them. However, now I get them. As a matter of fact, they have a little basket for me, it has my name on it and all of this type of thing is put in there for me.

The first thing I do in the morning is to look at what mail I have and from there I go out to work.

MR. FLENTJE: Where is Clifton?

MR. CAPUANO: Twelve miles from New York City, near Paterson.

MR. LEE: How large a high school is it?

MR. CAPUANO: We have some 3,000 pupils. It is a large school.

MR. BIRDWELL: So you are probably in the largest classification?

MR. CAPUANO: Correct.

MR. BIRDWELL: And your school, sports-wise, is broken down into classifications, such as big schools don't play small schools?

MR. CAPUANO: To answer your question, we are in Group No. 4. We all play the schools in that particular grouping.

MR. BIRDWELL: And those are the largest schools?

MR. CAPUANO: Yes.

For example, we played Westfield three years ago and before that we were playing in Groups 2 and 3. Now, however, we play Group 4 and this is how I really got to talk to a certified trainer. As a matter of fact, this was the first time in 12 years I ever met a certified trainer at high school level.

MR. CHAMBERS: How many sports do you have?

MR. CAPUANO: Well, we have quite a bit.

We have everything -- tennis, soccer, field hockey, ice hockey, basketball, baseball -- and, as a matter of fact, we have four baseball teams and right now baseball just ended.

MR. WHITE: Do you have any students helping you?

MR. CAPUANO: Yes, I do.

I have about four student trainers helping me, and two of them went to the Paterson State College and, further, I teach them the basics of taping.

MR. LEWELLYN: You said they went to Paterson State?

MR. CAPUANO: Yes.

MR. LEWELLYN: And they are now working as student trainers there at the college level?

MR. CAPUANO: Yes.

MR. ANDERSON: I would like to clarify what Bill asked.

For example, you started in 1964 and you first became aware of Cramer through a First Aid Publication approximately in what year?

MR. CAPUANO: Well, I used to see the pamphlets.

MR. ANDERSON: When did you really become aware as to what that material was?

MR. CAPUANO: About three or four years ago.

MR. ANDERSON: Then, how long after that was your active participation in an organized workshop?

MR. CAPUANO: What do you mean by "organized"?

MR. ANDERSON: A trainer workshop or clinic?

MR. CAPUANO: I did attend a training clinic in 1968. I think that was the first one, which Mr. Racine ran. He put on a demonstration at Rutgers and that is the first one I went to.

Then, after that, every now and then I would attend one.

Now, then, I know where all of the clinics are now. As a matter of fact, I am getting all of the information.

PRESIDENT GEORGE: We are about done asking you questions.

Now, do you have anything special you would

like to say before we begin discussion of your case?

MR. CAPUANO: No.

PRESIDENT GEORGE: In other words, you have said it all?

MR. CAPUANO: Yes.

MR. WALL: When did you become a member of the Eastern Association, or are you aware of it?

MR. CAPUANO: Not until I received my card. When I had joined the NATA, then I got my Eastern. I did not realize about it until then. I did not know.

MR. WALL: In other words, until you made application for NATA, you were not even aware there was an Eastern Athletic Trainers Association?

MR. CAPUANO: No, I was not, and I will be honest with you.

PRESIDENT GEORGE: Well, we thank you for coming in and we hope we did not question you too much. We did not mean to be like that.

MR. CAPUANO: Thank you very much.

... At this point Mr. Capuano left the room ...

MR. LEE: Let me ask -- how did he ever become an associate member because, according to the by-laws, he does not even qualify to be an associate member. That is the first question I have in relation to this case.

For example, I have people in my District for whom I have a great respect. They are trainers. Now, when I look at the membership requirements, I just cannot go on and say "I would like for you to join the NATA", because, essentially, this individual, in my mind,

just does not qualify. He does not qualify, for example, because he has not had two years of college experience.

I want to know how in the dickens he ever got to be a member.

PRESIDENT GEORGE: I would agree with that.

MR. LEE: If this guy is approved, then some of the people in my District also ought to go or come in on this basis. I want my people in also.

MR. MALACREA: On the other hand, is this not for people who have not graduated from college?

MR. LEE: No, no.

MR. LEWELLYN: That is not what it says to me.

MR. MELIN: A Code 2, or whatever it might have been called at various times, has been two years of college education for a long time.

MR. LEE: Yes, and that is specifically spelled out there. You know that.

PRESIDENT GEORGE: Or its equivalent.

MR. WHITE: What is the equivalent?

PRESIDENT GEORGE: I don't think he has had any equivalent.

MR. LEE: The first thing, before you decide on this, is, as I say, the guy should not even be a member, at least according to our by-laws. I do not have anything against him, but, according to our by-laws, I don't think he should even be a member.

I personally would feel much better about it if he at least qualified to be a member.

PRESIDENT GEORGE: Really, you are right.

MR. WALL: That is certainly a very good point.

MR. DAVIS: Let me say that in our discussion this morning with the District Secretary, we briefly, while we did not go into specific cases, if I recall correctly, brought this to the attention of District 1 and District 2 secretaries -- noting, for example, that neither the Director nor the Secretary had signed his application form for membership.

PRESIDENT GEORGE: How did he then get sent a card?

MR. DAVIS: Through Joe Abraham.

Joe felt, for example, that when he signed the bottom of the membership report, that his signature on the membership report was sufficient for all of the people who were to be included in the report.

MR. MALACREA: Let me, for example, clarify this.

For example, the District Director must sign every application form?

PRESIDENT GEORGE: Right.

MR. WALL: The District Membership Committee.

MR. MALACREA: It does not provide a place for the District Director to sign.

MR. WALL: It is your District Membership Committee.

MR. MALACREA: I don't know what the new form provides.

MR. ANDERSON: We have received a directive

to now have those two signatures, the Secretary and the Director and when the new things are printed or the applications are printed, it will be printed on there just like a change.

PRESIDENT GEORGE: We are not talking about when this guy came in.

MR. MALACREA: The applications that I have in my possession look like this (indicating).

MR. DAVIS: That is the only application we have. It does not say, however, it has to be by the Membership Committee.

PRESIDENT GEORGE: Did the Membership Committee in District No. 2 approve his application?

MR. DAVIS: No. There is a provision, however, in relation to which the check goes to the National office. Joe apparently collected this man's money and this is where he signed. In other words, there was also a book that he signed and this refers back to this book. That was his signature.

PRESIDENT GEORGE: Did the Membership Committee sign his application?

MR. MALACREA: The only thing we have here is his signature and the signature of the sponsor and I cannot read the name.

MR. LEE: Who is that individual?

MR. MALACREA: I don't know.

MR. WALL: It is "John" somebody.

MR. LEE: The sponsor of this man, do you know him, Otho?

MR. DAVIS: I don't know.

MR. LEE: Is he certified? People can sign anything, of course.

MR. WHITE: I think it would be unfair for us to use as a measurement of criteria for him to take the examination something that we had no control over. For example, if somebody made an error in the past and allowed him in, then I don't think that we should allow that decision to interfere with our thoughts regarding him.

He is in, to my way of thinking, whether he is in legally or not and, on this basis, he is appealing for an opportunity to take the certification examination.

Now, we may vote him down, you know, but I don't think that we should vote him down because he was allowed in on an illegal basis. I don't think it would be proper on our part.

MR. CHAMBERS: It is our fault that he got into the Association. It is our fault, for example, that he came in like this and it is our fault that we are in a situation such as we are in right now because he was in illegally. Nevertheless, he is in right now and there is nothing we can do about it.

MR. MALACREA: I have signed for Associate Membership some individuals in the past year that I have been director, who, in retrospect, I really don't think belong in that category but yet it said nothing under "Associate Membership", in other words, that an individual, one under this classification, has to be actively engaged in athletic training.

MR. LEE: I don't think we are arguing that point.

MR. MALACREA: I don't believe they belong there. They are not actively engaged in athletic training but they applied for Associate Membership.

PRESIDENT GEORGE: Let's get to that later because that is another item.

Let us talk about this individual here.

How do you feel about it, John?

MR. ANDERSON: Well, I thought we were going to wait until later.

MR. FLENTJE: Are we not going to discuss it?

PRESIDENT GEORGE: Yes, just discuss it. I just want you to keep discussing this particular case. I don't want you to get off into other membership propositions.

MR. FLENTJE: I personally do not believe he would be able to pass the test, even if we do have him take the examination.

MR. DAVIS: You know, gentlemen, there is a hot issue going around this convention with regard to State licensure. We had a meeting yesterday and there were more meetings today and you are going to be asked to go back and push this in your particular states.

Now, if you are an athletic trainer in your state, for example, you are not protected by the physical therapy laws. You are not a physical therapist and so you are in violation on that score. All the physical therapists have to do now is to come in and wipe your job right out.

Put yourself in this man's shoes. It may be not exactly the same situation, but, nevertheless, it is parallel.

PRESIDENT GEORGE: I think I lost you, Otho, or, on the other hand, I think you lost us all. I don't think we understand what you are saying.

MR. MALACREA: I think I am with him.

MR. BIRDWELL: In other words, we are wiping him out like the therapists can wipe us out.

MR. DAVIS: You are absolutely right.

For example, how do you think you are so high and mighty that you can wipe this little guy right off?

MR. FLENTJE: So what are you saying?

PRESIDENT GEORGE: For example, are you telling us to let him take the examination?

MR. DAVIS: Well, I am just speaking for myself.

I would give the man permission to apply to take the certification examination. He is 59 years old and I don't think he would ever pass it.

PRESIDENT GEORGE: It is now 9:00 o'clock and perhaps we should get to the next individual.

MR. FLENTJE: On the other hand, if we were to let him take it and he passed it, then we would all be in trouble.

MR. MALACREA: If he passes it, I don't think we are in trouble.

MR. DAVIS: In other words, the examination would be in trouble.

MR. MALACREA: Taking a man at this age, if he can beef himself up to pass that examination, then you must realize what effort he must be going through in order to do it.

MR. ANDERSON: I don't think that is a fair statement at all.

MR. FLENTJE: Well, let me say this, that if

a man hasn't graduated from high school and passes that test, then that test is not very good, at least in my estimation.

MR. LEE: I would like to take the PT test in my state.

MR. DAVIS: Wait a minute before you bring in the next individual.

I received a letter yesterday from Fred Kelly, the head trainer at Dartmouth College. This is addressed by him to the Executive Committee of the NATA and reads as follows:

"Gentlemen, I am writing this on behalf of Mr. Paul Edson, who is applying to the Board for a waiver in order to take the certification examination.

"Mr. Edson has been my assistant trainer for the past several years and, prior to that, functioned as a student trainer in a local high school. Although the program in the high school was not under the supervision of a certified trainer, Paul felt strongly enough about it to complete the Cramer Student Trainer Course.

"By way of background, Paul serves as a trainer for junior hockey and basketball and a LaCrosse Trainer. In relation to this capacity, he has the qualifications necessary to be a conscientious trainer.

"In his attempt to qualify for the waiver of policy, he successfully completed the CPR course at our local hospital. Realizing that the requirement for the first aid course has not been made, I would like to interject a point which I feel is an extenuating circumstance.

"This past December I had an operation which necessitated my absence from the training room for a period of 12 weeks. During this time, my duties had to be taken up by my assistants and, as a result, their work load was significantly increased.

"Paul has entered the first aid course given by the hospital and I can recommend him very highly."

MR. MALACREA: There are two things we were missing in this case, the letter and the first aid.

MR. LEE: The first aid?

MR. MALACREA: The first aid is not complete but the CPR is there.

... Whereupon, at this point, Mr. Paul Edson entered the room, was presented to the Board members and seated himself next to President George ...

PRESIDENT GEORGE: Please sit down and relax.

I would first like to call on Dick to present your case. We are sorry, of course, that Wes is not here to do it but Dick is going to present your case and, if he leaves out anything that you may want to add, please feel free to do so.

MR. MALACREA: You have the correspondence between Wes Jordan and Paul Edson.

You have his application for membership.

He was granted membership at the appropriate time to qualify for special consideration.

You have his certification of graduation from secondary school.

You have the letter of recommendation required from Fred Kelly, his head trainer.

The only thing lacking, if you can call it that, in his application for special consideration is the first aid requirement and, as you heard, Fred explained about that in his letter.

Those are the facts.

PRESIDENT GEORGE: Now, Paul, will you tell us why you feel you should be allowed to take the certification examination?

MR. EDSON: Well, okay. I am going to try to be as realistic about this as I can.

First of all, I want to thank all of those responsible for allowing me to appear here this morning.

You might also say that without a college degree and without the proper first aid course, such as Dick mentioned, that I do not really have the proper credentials under the set up you have now for certification or to take the examination.

When I first appeared at Dartmouth College in 1969, I came pretty much right out of high school. I had worked for a local newspaper for awhile doing some sports writing but my main reason at the time for now going on to four years of college was that my father had passed away and I just did not feel the family situation dictated my going on at that time.

One of my co-workers was fortunate in putting me up when a job opening came along. I applied for the job, along with four other gentlemen and because I had taken the student training course in high school and in view of my interest in sports and all, I was granted a second interview and, based upon that, evidently, Mr. Fred Kelly, our head trainer, and Doctor Jackson, who is the head of our health services, decided to hire me.

In the spring of 1969, I was given the varsity track team which, being a non-contact sport, enabled them to be able to spend quite a bit of time with me, starting with simple things and gradually working into the more complicated things.

Now, our structure at that time was not conducive for me to take an opportunity to get a couple

of courses under my belt up there, such as basic anatomy and physiology or anything of that nature.

My responsibilities now include a freshman football program in the fall, junior hockey and freshman basketball in the winter and varsity LaCross in the spring.

With two sports in the winter, it means I am gone a lot and in connection with the LaCross, we travel quite extensively.

Also, during the football season, as I am sure you all know, it is a seven to seven and nine to nine job in relation to whatever your set up is. Therefore, I really have not had much of an opportunity to take the courses that I really should have taken in order to give myself more experience and more of the basic knowledge required for the profession of athletic trainer itself.

I feel, after seven years, and I am in the middle of my eighth year right now, that I do have some experience.

I am well aware of the fact that there is a never-ending quest for knowledge in this field -- there is an opportunity next year wherein I can take some courses -- there are some courses offered at the college that I do plan to take.

I think that Fred Kelly's letter to Otho spoke for itself insofar as my not being able to take the basic first aid course was concerned but I am sure that if I would have pushed for certification before this, I would have taken the proper steps to take that course and there would not be that problem at this time.

However, I do plan on taking that this summer.

There is a 15 week advance course offered

by the Red Cross up there that I have looked into. I do plan on taking that, and, in fact, I am supposed to make final arrangements next week and, further, after the football season next fall, I plan to take a couple of courses at college which have been offered to me at a reduced rate and I do plan to further myself in the field of athletic training, insofar as taking these courses is concerned and trying to do what is necessary in order to become certified.

Now, I really respect the fact that the upgrading of the profession is taking place because I personally believe it is necessary.

I really enjoy athletic training -- working with kids. I really don't feel that anybody can have a better job than we have. For example, you are around young people, you are around sports and, further, it is an educational process in and of itself.

Also, I have learned a lot more on the job than I feel I could have at any other time in my life. I have learned more since I have been working in the field of athletic training in relation to all aspects of life and I really want to stay in it. I really enjoy my work and I feel that I am limited in what I have to fall back on insofar as education is concerned because my situation during the past few years has not permitted me to move on so to speak.

However, through the proper channels and proper opportunities, I think I can upgrade my experience and my knowledge to the point where I will be able to reach a level of consistency in my work and gain whatever is required to be a really good certified athletic trainer.

Again, admittedly, I realize I do not have all of the qualifications and I certainly want to, you know, definitely do the things I have to do in order to become on a level with the rest of the athletic trainers, with the rest of you.

Again, I am very limited in what I have but

I do want to thank you for giving me a chance to speak my piece and, further, I am sure that in relation to whatever you decide, I will respect you to the utmost.

Thank you very much. That is about all I have to say at this point. Of course, I will be happy to answer your questions.

PRESIDENT GEORGE: Thank you, Paul.

Now, I am sure some of the Board members would like to ask you some questions and get some more information in relation to your background.

Who has the first question?

MR. CHAMBERS: How long have you been working at Dartmouth?

MR. EDSON: Since 1968.

MR. CHAMBERS: Also, according to the information we have, your date of application is February 10, 1975.

PRESIDENT GEORGE: That application was something that was sent out by the National office to get an update on membership. Paul joined in 1969.

MR. EDSON: In the spring of 1969 -- in the month of March.

MR. LEE: You joined the Association in the spring of 1969?

MR. EDSON: I joined the Association, I believe, in 1970 -- came to work in 1969 and my first convention was in 1970.

MR. MALACREA: In January of 1970, when he applied under the Grandfather Clause.

MR. LEE: What now?

PRESIDENT GEORGE: As I understand it, we certified Paul at the direction of the Executive Director of this Association.

MR. DAVIS: The National office has him listed as a new member, April 14, 1971.

MR. WALL: In other words, his effective date of becoming a member of NATA was April 14, 1971?

MR. DAVIS: Officially.

Now, this brings us into the problem that we had at one time insofar as accepting members who were not members of National. That is when I think it was, in other words, in 1972, when we made a change. The wording is now to the effect that you have to belong to both.

MR. BIRDWELL: In other words, as I understand it, somebody made a mistake in classification here, is that correct?

PRESIDENT GEORGE: Yes.

Well, when you say "mistake", it wasn't really a mistake -- it was a decision. In other words, it was decided he would be certified.

MR. BIRDWELL: He applied under the Grandfather Clause?

PRESIDENT GEORGE: He had applied for membership.

When we went and asked as to what classification he should be in, the answer was "certified". That is not a story or a lie, because that is what was told me. I was a Director at the time. I am sure that Bob will agree to that -- namely, that there were three particular men in that instance to whom we did that.

Now, when Jack left and Otho took over and

was going through the membership to see that everybody did qualify, we weeded out the people who were not qualified and who did not meet the certification qualifications and Paul was one of them. That is the history in relation to that.

Really, it wasn't a mistake. It was a mistake on a constitutional basis but not a mistake, it was a decision.

MR. ANDERSON: I would like to follow the course of the lack of formal course work.

You said you were spending a lot of time with people to learn. Now, it would seem to me that if that time was spent on that one to one type of contact outside of the work situation, that there would be the availability for some type of formal course work.

MR. EDSON: Well, that is true in some respects. I don't know if I can really give to you the answer you want on that.

The type of courses that are offered and when they are offered at the school does not necessarily relate to my time availability.

For example, after the football season, we have the mornings free, we don't come in until afternoon and the courses that I wanted to take, such as anatomy and physiology at the school, besides the basic first aid course, were not offered during the time that I had available.

MR. ANDERSON: What about the other type of educational programs outside of the University -- such as clinics, workshops, some type of educational exchange?

MR. EDSON: Well, here again I don't think I can give you the answer you want.

I would have had to do this at my own expense and at a time I did not feel I could do so. In

other words, the college would not help me out in that respect at that time.

Now, the set up that I have up there is a lot different now, I am sure, so that I could get some financial help. However, at that particular time, I would have had to do it on my own and it just was not feasible at the time. That is the only thing I can say.

MR. ANDERSON: In other words, it involves the matter of finances and time?

MR. EDSON: Yes.

MR. ANDERSON: Are there any other colleges in the area of Dartmouth?

MR. EDSON: Just the University of New Hampshire.

PRESIDENT GEORGE: How far away is that?

MR. EDSON: Two hours.

MR. WHITE: Let me ask you this -- suppose you were certified, do you think you could get a job someplace else as an athletic trainer?

MR. EDSON: Right now, no and I would never knock anybody for refusing me.

MR. WHITE: Another question. Is it your desire to stay at Dartmouth forever?

MR. EDSON: Not forever and that is why I want to become certified and upgrade myself, so that I can move on. Right now, however, I cannot.

MR. WHITE: Suppose you were certified, do you think you could move on to another trainer's position?

MR. EDSON: Right now, is that what you are asking?

MR. WHITE: Yes, or in the future?

MR. EDSON: Yes, I think so.

MR. WHITE: Without a degree?

MR. EDSON: Well, that is a hard question to answer. I think it would be up to the institution.

I don't feel it would be right, no, because I don't have a degree. It is rather obvious to me, for example, that an institution would desire a degree.

Now, if this is the case, then this becomes, you know, pretty much mandatory, the degree angle of it, and I would definitely have to go back to school and get it which, Tom, if I wanted to stay in the profession, I would do.

PRESIDENT GEORGE: Let me say that historically the Ivy League schools in our area have not hired degree persons as assistants. For example, in relation to five of us, only one of the assistants has a degree. This has been the practice at least historically.

MR. WHITE: Historically, the Ivy League assistants have remained at their schools as trainers for 20 or 30 years.

MR. MALACREA: I am a rookie at my school and I have been there for 8 years. My youngest assistant has been there for five years and the oldest has been there for 33 years.

MR. WHITE: And presumably all of them are non-degree people?

MR. MALACREA: All are non-degree people.

MR. LEWELLYN: When I was assistant at West Point, all the other assistants were non-degree people.

MR. WHITE: However, that is a different

situation. You have service personnel there.

MR. EDSON: One fellow that I work with has been there for 19 years and is considered one of the better trainers around and he is a non-degree individual-came in right off the street.

The other fellow who has charge of basketball, he has been there 18 years and he is also right off-the-street, non-degree.

PRESIDENT GEORGE: As I say, that is the history in relation to the Ivy League.

MR. WHITE: Well, on that basis, you could certainly make a living without this degree, is that not correct?

MR. EDSON: Well, going to work in a situation like that was bad for me.

MR. WHITE: However, it eliminated the pressure for a degree right off the bat.

MR. EDSON: This self-admittedly was bad for me.

MR. BIRDWELL: Does Dartmouth have any kind of a night school program?

MR. EDSON: No, because they are too small.

MR. BIRDWELL: Do they have summer school?

MR. EDSON: A year-around operation.

MR. BIRDWELL: What is the reason for not taking courses in the summer?

MR. EDSON: Well, I don't know if the reason is good enough but it has been necessary for me to have a summer job in order to supplement my income and also because of my personal life outside of college.

MR. BIRDWELL: A summer job?

MR. EDSON: Yes.

We are employed on a twelve-month contract but we only work nine months. We have the summer off. It is a pro-rated salary.

MR. FLENTJE: Did I understand you to say that you had no course work?

MR. EDSON: No college course work whatsoever.

MR. CHAMBERS: What is your summer job?

MR. EDSON: I work for the New York Times.

MR. ANDERSON: As I understand it, you started at Dartmouth in 1968, became a member in 1971 and, especially at the time you joined the Association, the big emphasis was on professional education and establishment of programs. What was your feeling at that time? Why did you, at that time, not feel that you had to make yourself a better trainer?

MR. EDSON: Well, at the time I came to work up there, I was completely in the dark about everything-- the job itself, the profession itself. I was not quite sure what I was getting into.

I took the job initially because of my interest in sports.

I took the student trainer course in 1965 and in the years 1965 and 1966, and then when I got out of school, as I said before, my father passed away. As a matter of fact, he passed away when I was a senior in high school and so I just went out to work so to speak -- I went to work at the college.

I am really not making excuses but, at that time, I was not really pushed to take any further courses

and, at the time, you know, I was just doing what I had to, so to speak.

MR. ANDERSON: In other words, you did not really feel you were really lacking something that you had to go out and get at all costs in order to make you a better person?

MR. EDSON: I do feel that I was lacking something. Well, I just really don't know how to answer that. However, you might say that at the time I did not have the initiative.

To be honest, it is not the same situation as if, for example, you have a staff of five or six people all with degrees.

I will be honest with you, I am just beginning to realize some of these things. You have asked some good questions and I have just begun to realize some of these things within the past couple of years, as to what I do lack and, also, that I have wasted a lot of time -- not a long time, because I have not always had the time, but the opportunity to take the courses I needed.

I suppose I should have more or less tried to make myself available for these courses at that time and it is just that I did not. I am trying to be as honest with you as I can about all of this.

MR. LEWELLYN: Are you married?

MR. EDSON: Not yet. I am planning to be within a year.

MR. DAVIS: Do you feel you are too late in life to go back and take these courses?

MR. EDSON: I don't feel so at all. As a matter of fact, I am only 27 years old. I think there is plenty of time.

MR. FLENTJE: I have-kind of a two-part

question here.

If you are allowed to apply for the certification examination, if you do pass it, do you intend to pursue a degree?

MR. EDSON: I do. I would have to. I would not be legitimate if I did not.

MR. FLENTJE: On the other hand, what if you are not allowed to take the test, then what would you do?

MR. EDSON: I will still take the courses, still try to further myself if I can.

MR. FLENTJE: And then qualify for certification?

MR. EDSON: If that is a possibility, yes.

MR. FLENTJE: With our guidelines, that is pretty well assured.

MR. EDSON: I would definitely pursue that.

All of this has really made me look bad and, of course, I realize now the importance of the whole thing and, of course, unfortunately it is too bad that I was blind to that earlier.

MR. WALL: I believe you made the statement that during the summer you worked for the New York Times. Do you work for them at any other time during the year?

MR. EDSON: I work for them in the mornings. I am a bookkeeper.

MR. WALL: You work from 8 to 11?

MR. EDSON: 7:30 to Noon. It depends on my travel situation at the college because that is my obligation. They have been flexible with me insofar as

that angle of it is concerned.

MR. LEWELLYN: Since your father has passed away, are you supporting anyone else besides yourself?

MR. EDSON: No one, but my mother is at home and she is not well and it is just one of those situations you hear about every day. Now, I am not asking anybody to feel sorry for me. It is just that I feel an obligation to help her out.

We just built a new home and there was a lot of pressure at the time and she is still not very well and so I am still living at home with her. However, I will be leaving home within a couple of months.

PRESIDENT GEORGE: Are there further questions?

If not, Paul, we thank you for coming in.

MR. EDSON: I have tried to be as honest with you as I could be. I know I do not have a lot of impressive credentials but I just hope you will take under consideration the fact that I do have a desire to move on and advance myself in whatever capacity, whether it is taking courses or teaching.

... At this point, Mr. Edson left the room ...

MR. FLENTJE: You know, if we grant him this special consideration and if he does not pass it and he goes ahead and gets a degree, will he be allowed to take this thing again?

MR. LEE: Because we made a provision.

MR. DAVIS: Wait a moment. That provision was under the present situation.

If this man were to be granted permission to take the examination and he failed it, then it is my understanding he would not be allowed to take it again.

Now, he does not have a degree under the present circumstances but he works and gets this degree, then he is treated, if he meets all the requirements, like any other case, any other individual applying to take the examination.

If he goes in and fails part of the examination, he would be granted permission to retake it just like anybody else.

MR. WHITE: With regard to the last statement you just made -- if he takes the examination and fails a part of it -- now then, on that basis, if we give him permission here and he fails part of it, that is all?

MR. DAVIS: Right. However, now then, he works, gets his degree, makes all of his requirements, then that is something else.

MR. LEE: For example, if he were to go back to school, if he takes the proper courses, then he, like anybody else, can again make application to take the examination?

MR. DAVIS: Yes.

MR. LEE: And now, just like you said, if he does take this particular examination and flunks it, then he is dead.

MR. WALL: What this boils down to is this -- that if this Board grants him approval to take this under these conditions and he flunks it, he then goes back, gets his degree, meets the qualifications as outlined, he would be allowed to take it just like anybody else because he has met the other qualifications -- he would not have to come to the Board to receive permission, is that correct?

PRESIDENT GEORGE: The Board is granting him a waiver to take the examination without those other requirements.

If he meets the other requirements, he would

automatically be allowed to take the examination and would be treated just like the others.

MR. WHITE: Let me ask this question -- how did he become a member?

MR. LEE: I presume you have reference to back in those earlier days.

PRESIDENT GEORGE: Also, not only how did he become a member but how did he become certified? I think the answer there is because the Executive Director allowed him to be.

MR. LEE: A member?

PRESIDENT GEORGE: Yes.

MR. DAVIS: Let me say that I don't have the facts and that I don't know for sure.

PRESIDENT GEORGE: In other words, Otho was not the Executive Director then. This man probably was a member of Eastern, the EATA, and we started checking.

MR. BIRDWELL: However, there are no signatures on the application or anything.

PRESIDENT GEORGE: However, as you can see, that is not really a membership application.

MR. LEE: As I understand it, they could not find a membership application.

MR. DAVIS: In this case, there was no membership application and this was sent to him in order to upgrade our files.

PRESIDENT GEORGE: Let me say that the first time I met him was in 1970, January of 1970. He came to the District meeting, which is the Eastern meeting. Jack Rockwell was there.

MR. LEE: He was a member when he came?

PRESIDENT GEORGE: I was a brand new Director at that time. He came to me and was introduced as a member of the Association.

At that time, in order to be a member of the Association, the Eastern Association, all you had to do was pay your dues.

We called Jack Rockwell, the District Secretary, Fred Kelly, Paul and myself and what I asked him was this -- "Jack, what should we do with this individual, where should he be?" We did this because this was all new to us then insofar as the different classifications and certification went. We were all new to it. Jack said, "He should be certified -- he is a full-time, actively engaged athletic trainer."

Now, I am not lying, nor am I down on Jack and I am sure that Otho will say that is the way that we did it. As a result, he was certified.

Not only was he a member possibly, because that was the least of the problems, but he was certified.

MR. WALL: I would like to ask a question going back a few years.

PRESIDENT GEORGE: Perhaps we should let the other individual come in and, after he leaves, we can discuss all of these individuals more fully.

MR. WALL: However, let me ask this question-- when did the college degree go into effect? Was it prior to 1969?

MR. MELIN: It was two years for a long, long time.

MR. WALL: However, in relation to the old Code No. 1, when did the college degree go in as a requirement?

MR. MELIN: It was prior to 1969.

PRESIDENT GEORGE: I was going to say 1969 or '70.

MR. WALL: January, 1970, is when the certification took effect?

MR. MELIN: I cannot remember when it was.

PRESIDENT GEORGE: I think it was when we grandfathered them for certification.

At any rate, let us now call in the third individual.

... Whereupon, Mr. Roger Guyas entered the room, was presented to the Board members, and assumed his seat next to Mr. George ...

MR. MALACREA: Let me say, for the benefit of Mr. Guyas, that I am the Director for District No. 1 and I will do the best I can with this.

Now, you have Roger's file in front of you. We have all gone through this and found that he has met all of the qualifications set forth in the criteria for special cases.

Roger has been the head athletic trainer in the United States Coast Guard Academy, New London, since 1964, a period of some 17 years. For six of those years, he was on active duty as head trainer and then for the last 11 of those years on retired military duty.

I think we will let Frank take over.

PRESIDENT GEORGE: Now, Roger, the first thing we would like to ask you as a Board is why do you feel you should have special consideration to take the examination?

MR. GUYAS: Well, I believe that I am qualified and believe I could be an asset to the organization.

I have always supported the organization. I have been an Associate Member for the past four years, I believe it has been.

Whenever I speak in front of high school groups, which I have done, I have urged them into the profession.

I believe the profession is a good profession and, as I say, I think I could be an asset to it, and I believe I could continue perhaps on a little stronger ground if I was certified. Therefore, I would like to take the examination.

PRESIDENT GEORGE: Now, if you have some questions of Roger, please ask them at this time.

MR. FLENTJE: You indicated in one letter that you are a member of the American College of Sports Medicine?

MR. GUYAS: Yes.

MR. FLENTJE: Are you active in that organization?

MR. GUYAS: Not active, no. The school pays my dues. I receive their Journal, which I try to absorb and that is about as active as I am with them.

MR. FLENTJE: What are the requirements for membership there?

MR. GUYAS: The requirements for membership? Well, it is a college degree, be working in the sports medicine field. I believe that is the main thing.

MR. FLENTJE: Do you have a college degree?

MR. GUYAS: No, I do not.

MR. FLENTJE: How much college work have you completed?

MR. GUYAS: The courses I have taken have been at Springfield College, Springfield, Massachusetts. I have taken courses in physiology and other courses, all at the summer session. This is all of the degree work I have done.

MR. CHAMBERS: According to our records, you joined the NATA in April of 1972, April 7th, and you were a trainer at the Naval Academy in 1954 and 1955. On that basis, why did you wait until 1972, for example, to come into the NATA?

MR. GUYAS: Perhaps I can answer by way of an analogy. You know, there are many Christians but they all do not attend church. Maybe that sounds naive but it really is not.

For example, being in the service and being on active duty, you do get transferred around quite a bit. You are involved with service pay and you have to watch your income and where the money goes. Perhaps I believe it was monetary and bad judgment at the time.

MR. WHITE: Let me ask you this. If you had your druthers, would you choose to stay at the academy for the rest of your professional career or do you have aspirations of movement?

MR. GUYAS: Well, I have considered that question.

I keep coming back to the thought -- yes, I like the academy and I like the environment. There are a very good class of individuals there. I know there is a little scandal involved there but there is a very good class of men there.

MR. WHITE: Well, in order to stay there, do you need certification?

MR. GUYAS: No. I am a civil service employee and I might add that I am the only athletic director within the civil service. The other academies hire

their athletic trainers through the Athletic Association and this has been something that I had established myself.

MR. LEE: Let me ask you, Roger, a little bit more about your background.

As I understand it, you graduated from high school in 1960?

MR. GUYAS: No, that was 1951.

MR. LEE: It was 1951 that you graduated from high school?

MR. GUYAS: Yes.

MR. LEE: Well, then, will you tell us a little about what you did after that?

MR. GUYAS: Well, as I say, I graduated in 1951. I entered the Navy shortly thereafter.

I became a hospital corpsman while in the Navy. I was in the Navy for a period of six years.

I got out of the Navy for a very short period of time and entered the Coast Guard.

MR. LEE: You left the Navy and went back into service in relation to the Coast Guard?

MR. GUYAS: Yes. It was kind of a lateral change of rate. In other words, I went in on the basis of equal rank into the Coast Guard.

MR. LEE: Did you have medical training, were you a medic?

MR. GUYAS: Yes, I am sorry. I was a medic--attended the basic hospital course school.

MR. DAVIS: And you were in the Coast Guard

for how long then?

MR. GUYAS: For 10 years and in the Navy for six.

MR. MALACREA: As a Corpsman?

MR. GUYAS: Yes.

I obtained the rank of Chief Hospital Corpsman and while being a Corpsman, I served on independent duty, which means that I would be on a ship handling medical care. This, of course, would depend on the size of the unit. Sometimes, for example, it would vary from 40 people unto to a crew, roughly, of 110. I was the medical person for their needs.

For example, my last service was on an ice-breaker, at which time I went to the Antarctic. This included myself and two other Corpsmen and I was the Public Health Officer along with my other duties.

We were, the three of us, the complete medical team for this unit for a period of some six months.

MR. WALL: Can you tell us, for example, what pay grade you were in?

MR. GUYAS: I was an E-7.

MR. WALL: And for how long were you at E-7?

MR. GUYAS: I believe, for about three years.

MR. WALL: So you had been in the service about 13 years before you reached the grade of E-7?

MR. GUYAS: Yes.

MR. LEE: What is that?

MR. WALL: That is comparable to a Sergeant

First-Class in the Army. I am not sure about the Air Force.

PRESIDENT GEORGE: Are there further questions for Roger?

MR. LEE: Well, let me sort of get this together.

As I understand it, you graduated from high school in 1951, went to the Navy for 6 years approximately and then, in 1957, you got out of the Navy and joined the Coast Guard for 10 years. That comes up to 1957 if my figures are correct.

MR. GUYAS: Actually, it took up to 1966.

I am sorry, it was 1967.

MR. LEE: Then, after 1967, what then happened to you? Did you become a civilian in the Coast Guard?

MR. GUYAS: In 1967, that is when I started to work for the Coast Guard Academy as a civilian in the civil service.

MR. LEE: As a trainer?

MR. GUYAS: Yes, as a trainer.

MR. LEE: And you have been head trainer since 1967 at the United States Coast Guard Academy?

MR. GUYAS: Right.

MR. LEE: And, Frank, am I correct, that he was a civil service employee and head athletic trainer there?

PRESIDENT GEORGE: As I understand it, he had the same position for six years prior to that as a Coast Guard serviceman.

MR. LEE: However, I am talking about his civilian status.

For example, six years prior to getting out, in 1967, you were at the Coast Guard Academy, if I read this right?

MR. GUYAS: Yes, and I did get one year off for good behavior. I went on an ice-breaker and it was after I got off the ice-breaker that I was immediately retired. That was after 16 years of service.

MR. WALL: So you do have medical retirement?

MR. GUYAS: Yes, I do.

MR. LEE: And this is the reason why you did not finish your 20 years?

MR. GUYAS: Yes.

MR. BIRDWELL: Do you have a GS rating?

MR. GUYAS: A GS-9, yes. However, I did not start off in that capacity. It was at a much lower rating because I set a precedent by coming into the civil service as an athletic trainer. As a matter of fact, nobody there had any concept as to what an athletic trainer was and, fortunately, through some of the literature that had been passed out and which I set down there, they still could not exactly put a finger on it -- as to whether I was, for example, a nurse, therapist or exactly what I was.

MR. WALL: You probably started around the No. 3 or 4 pay scale, somewhere in that area?

MR. GUYAS: Probably a No. 5 pay scale. It was maybe a little less than it was in civil service when I first got into it but, fortunately, they had somebody down there who had played football and knew what an athletic trainer was and so my grade did come up a little bit.

MR. WALL: Let me say, in relation to the questions I have asked him about military pay grade, you have to understand just how these things work before you understand what we are talking about.

What I asked him was a means of reinforcement, really and, as a matter of fact, his answers reinforced me in some areas with him -- just his comments in relation to this.

MR. BIRDWELL: Do you feel, for example, that you will ever go higher in relation to the GS rating or do you feel like you have to go to another school to get any further?

MR. GUYAS: Well, at the Academy they knew what an athletic trainer was. They knew my capabilities and that is why I got hired back there and I believe I will, maybe not this year or next year, but in the future, go perhaps even higher in GS ratings.

MR. DAVIS: Have you ever contacted anyone in Washington about your employment?

MR. GUYAS: Only through the normal channels. You have to follow channels in relation to civil service. I have to go through my athletic director, through our civilian personnel officers, but I feel there is really no need to contact them in Washington.

MR. LEE: This year I have a student trainer who was in the Air Force for four years and he got to be like a physical therapy assistant and he is taking classes. Now, when you were in the service, did you take classes that would be equivalent to your going to college or, if you could have used them for college credit, would you have gotten credit for them? Have you ever investigated that?

MR. GUYAS: Well, I certainly understand what you are saying. It is kind of like your college without walls type of thing where you can get credits for in-service training.

I have pursued that very lately -- been reading a lot of books during the past year, kind of getting my head together for this one way or the other. Therefore, I have been pursuing it and I certainly hope, you know, to pick up credits for it.

MR. LEE: Well, I know, for example, in relation to my own thinking, that this makes a lot of difference insofar as your educational background is concerned because, for example, being in the service that long and taking some of these courses, you could be 3 years along in relation to comparable college work -- certainly if you had taken a lot of courses as a hospital corpsman and all of that background. I merely wondered about all of that.

MR. BIRDWELL: Let me ask you this. Have you ever gotten a college to look at your military education and give you an evaluation of it?

MR. GUYAS: No, I have not.

MR. BIRDWELL: Well, I know, at least from personal experience, they will accept certain military education and relieve you of college obligations.

MR. GUYAS: Well, it is an avenue that I do see.

MR. LEE: In our thinking, you know, I wasn't aware of that until I had a student that had to go through it, you know.

MR. GUYAS: It is probably all in my files.

MR. ANDERSON: I have one thing.

I think it has been pretty well established between Cash and Tom that you are set really super in your present job and that maybe certification would maybe make you a little more open if you were, say, to move to another job. However, putting that aside, not whether you are allowed to take the examination or anything else,

but what does that, certification, do for you or what would it accomplish?

MR. GUYAS: In relation to my job -- probably nothing. It might involve a little bit more financially.

However, on the other hand, I think if one joins an organization or whatever, he should try to achieve the top status within it. I personally believe that is very important.

MR. FLENTJE: Do you have plans to pursue a college degree regardless of the outcome of this?

MR. GUYAS: Yes, I do.

MR. FLENTJE: When?

MR. GUYAS: Hopefully, when I get some things kind of straightened out here and can get a clearer path to go along. It is going to be a late start for me.

However, yes, I plan to do that.

MR. WHITE: Where are you from?

MR. GUYAS: From Michigan, originally.

MR. BIRDWELL: Do you have grandchildren?

MR. GUYAS: Yes.

PRESIDENT GEORGE: Does anyone have any more questions for Roger?

If not, is there anything else you would like to say before we dismiss you and begin the discussion of your case?

MR. GUYAS: Well, briefly, as I said when I started out, I think that I have been an asset in definitely promoting the NATA. This has been my profession, vocation, and I hopefully believe I will do well in taking the examination.

PRESIDENT GEORGE: Thank you very much.

... Whereupon, at this point, Mr. Guyas left the room ...

PRESIDENT GEORGE: Okay, where do we start, at the bottom or top?

MR. LEE: I just want to make one comment on this and that is I am aware of the military college consideration. Certainly, in my mind, this individual stands much higher than the other two candidates insofar as educational background is concerned.

PRESIDENT GEORGE: You know, the reason that I believe that he stands out is that he has met all of the requirements that we set down as a Board. He meets them all.

MR. MALACREA: There is no question about that.

PRESIDENT GEORGE: You can go through items 1 through 10 and I think he meets them all. If you put them all down, he meets every one we said we would consider.

MR. CHAMBERS: He has also taken some college courses.

MR. BIRDWELL: He certainly meets everything in relation to his military education and, from my experience, many of these colleges will accept many of these military courses for full credit. Many of them consider these courses as very good courses.

MR. WALL: In relation to some of these medical courses, if you have ever seen the lesson plans in relation to them, or the items involved in these courses, you can see that they are very thorough in relation to them.

Right now, for example, I have some 200 slides which belong to the military and which I am fixing to duplicate, because they are certainly tremendously great for use in athletic training.

Also, when I talk about military education, I can say to you that I am personally involved in it. I see a lot of it. I deal with it on almost a daily basis. It is my hobby. I am in the Reserve but, nevertheless, they are very thorough with them and if you are taking any military type of education course at a military installation, base or whatever you want to call it, they have a very detailed instruction program. It is structured moreso than your college courses.

PRESIDENT GEORGE: That is another question

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I have.

For example, what do you think are the chances of an individual like that passing the certification examination? Have you ever seen many of these certification examinations?

MR. WALL: I have not seen much of the certification examination but from what I have seen, he has a ninety percent chance of passing this.

PRESIDENT GEORGE: Much better than a college graduate?

MR. DAVIS: That is right, yes.

MR. BIRDWELL: He has some 17 years of experience that the college graduate doesn't have.

MR. MALACREA: I have been in the training room and worked with him in relation to one of my trips up to New England and he certainly has a first-class operation.

MR. ANDERSON: The thing that I am impressed with, for example is that here is a guy that does not need the Association but is nevertheless interested in the Association.

He answered my last question, for example, in just exactly the way that I wished more people would view this involvement with the Association.

MR. FLENTJE: Perhaps we should start with a discussion of the first case and then go on right through and make some decisions.

MR. MELIN: With regard to this last individual, I would say he has an excellent chance of passing the examination.

I have investigated the Navy Hospital Corpsmen and I have a little knowledge of people that I know about.

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These guys are well trained.

MR. FLENTJE: I would certainly agree with you.

PRESIDENT GEORGE: You are all telling me something I do not know then.

MR. CHAMBERS: For example, on that icebreaker in the Antarctic, he certainly had a lot of responsibility.

MR. MALACREA: He certainly has medical team knowledge.

MR. DAVIS: I would take a military trained person over an approved course.

PRESIDENT GEORGE: You know, again, you are all telling me something.

MR. BIRDWELL: I have been through the Army PT courses of study and, in connection with West Point, for example, most of the guys went there in order to keep from going to Vietnam and, further, it is a heck of a course. I still have all of the literature. I took it with me.

PRESIDENT GEORGE: It is very structured. In other words, you are telling me it is a structured course?

...Cries of "yes"...

MR. DAVIS: I still refer back occasionally to some of my own manuals from the Army.

MR. WALL: When you come along to a military course given to an individual, it is certainly structured. They have a lesson planned for every hour of instruction.

PRESIDENT GEORGE: Also, maybe the instructor is probably a doctor, or a nurse or somebody on that order?

MR. WALL: It can be a chief Corpsman or an

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individual of a higher enlisted grade. It involves whoever the instruction is based for in relation to that course.

These lesson plans are standardized. For example, if that course is given this week, next week or later on, that same lesson plan is used -- the same visual aids are given.

The course outlines the structure step by step -- indicates everything that must be done in that course on a time basis. It may say, for example, that five minutes will be spent on one aspect and maybe three and a half minutes on something else. It tells you when to change subjects -- tells you when to change a slide and that type of thing. It tells you how much time will be spent on each individual thing.

Also, if you will look in the back, in the appendix, it also details all of the training aids that are required. It will list all the reference materials needed.

MR. MALACREA: Let me ask you, Tom, are you going to be our research person here and are you going to supply the catalogs? Are you going to supply the Board of Directors and not the Association in relation to all of these things and, further, how can we go about getting them?

PRESIDENT GEORGE: You know, that sounds terrific. That is certainly structured education and what we are really talking about -- a standardized program and knowing what goes into it on a daily basis.

MR. WALL: For example, in my case, out of the Brook Army Medical Center, what they call the Academy of Health Sciences, each month I get a listing of the current lesson plans available for issue. I can get a copy and make a copy for each of you. They will only allow me one copy.

MR. MALACREA: I certainly follow your train of thought there.

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MR. WALL: As I understand it, what you desire is one copy reproduced and, insofar as a lot of these individual aids involved are concerned, in connection with a lot of these people at the college level, you might want to throw them at your professional people for a source of visual aids. Perhaps they may want to establish contact with the Training Aids Service Office and get hold of the catalog of Audio-Visual Aids that a school can borrow from the military, as long as they are not classified. Also, when you make your application, give them plenty of lead time in sending your request to them and they will mail it back to you.

I have done this, have borrowed visual aids before. Some of them of course, involve films. In other words, there is a catalog that contains nothing but just films and slides and this sort of thing. There are some, for example, in great detail in relation to anatomy.

That is involved with a basic medical Corpsman in the Army. They are getting more and more into programming these types of things.

PRESIDENT GEORGE: That is certainly excellent information for all of us to have and, Tom, we will leave it in your hands to get what you can, duplicate it and send it to the rest of us.

Now, let us talk about the case of Mr. Roger Guyas.

Would anyone like to make a motion he be approved to take this certification examination?

MR. MALACREA: I would so move.

MR. BIRDWELL: Second the motion.

MR. MALACREA: I would make that motion for District No. 1.

PRESIDENT GEORGE: It has been moved by District No. 1, seconded by District No. 4, that he be permitted to

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take the certification examination. Is there any discussion?

Would anybody like to speak in favor or against?

MR. CHAMBERS: I certainly think he was the best one.

PRESIDENT GEORGE: Yes, and he met what we asked for.

MR. LEE: I feel, in relation to this individual, that if he meets the criteria that we set down, we should definitely go ahead with him. He does meet the criteria.

However, I have just one question. At the time that he became an Associate Member, in April of 1972, in my own mind, did he qualify as an Associate Member?

PRESIDENT GEORGE: I think he had the equivalent.

MR. LEE: I am just trying to think this through, you know.

PRESIDENT GEORGE: Of course, we could be criticized for taking somebody that wasn't.

MR. LEE: You know, when you start looking at other people who really do not qualify, then you begin to wonder.

PRESIDENT GEORGE: As the requirements read, it states "two years of college work or equivalent".

MR. WALL: His military education, I am sure, is going to make him equivalent.

MR. LEE: However, did he qualify as an Associate Member when we took him in?

PRESIDENT GEORGE: I think he had the equivalent education at that time -- at least that is what you are telling me.

MR. MELIN: I think you could make a good case for equivalency in this case. Equivalency was for that particular reason.

MR. LEE: I would certainly agree with that.

PRESIDENT GEORGE: Is there further discussion?

If not, I will put the question.

...Whereupon, the motion was voted upon and declared to be carried, with District No. 3 being in opposition...

MR. DAVIS: As a point of clarification with regard to this motion. The motion is to grant permission to apply to take the examination, not to take the examination.

PRESIDENT GEORGE: Anybody in the Association can apply to take the examination. They can apply to take it.

MR. DAVIS: I wonder, Bruce, if you can give us a clarification on that?

MR. MELIN: I think the discussion was to let him take the certification examination.

MR. DAVIS: All right, my error.

MR. WALL: That is my understanding also.

MR. MALACREA: I am also sure that is their understanding.

MR. MELIN: In other words, certification was turned down on the basis of their normal requirements and then he appeals to the Board for permission to take the examination.

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PRESIDENT GEORGE: All right, I think that is clear.

Now, we go to the second case, that of Paul Edson.

He met all but one of the requirements.

MR. ANDERSON: In that regard, I would like to make a statement here.

I don't know, for example, if we are the same age but we graduated from high school in the same year. Now, I am really concerned about the efforts that maybe he could have made.

I was made aware of the fact, for example, that assistants were hired in Ivy League schools, which was new to me and I really cannot relate to them with my past experience. However, this is something I just don't know about.

I think that emotionally, on the other hand, I feel he should have pursued formal avenues of education and if he does that, then he will be eligible for certification at a later date.

Now, I also feel, from the evidence offered, that he does not have any work beyond the high school level in any shape or fashion except the CPR course. I think, to my way of thinking, he is young enough to go the established route.

He has not, for example, completed the First Aid Course, which he probably should have done several years ago before this even came up. This should have probably been one of his stipulations of employment -- that he have that.

Well, those are my feelings. As I say, I think he is young enough. Also, these mornings, after football is over, although he says course work is not available, he has other gainful employment -- he is working

9 part-time on Saturday, although, of course, a lot of us do part-time jobs on the side.

MR. BIRDWELL: You know, I have to suspect that Dartmouth offers something before noon.

MR. CHAMBERS: I do also.

MR. BIRDWELL: In other words, he says he is employed until twelve o'clock.

PRESIDENT GEORGE: I would say "yes", but I can tell you that the Ivy League situation is not like that all over. For example, I went to the University of Massachusetts and Boston University and it is not like those schools at all. You have to understand that.

MR. BIRDWELL: Is New Hampshire in the same situation?

PRESIDENT GEORGE: That is a state school. He would feel very much at home at New Hampshire.

MR. BIRDWELL: The University of New Hampshire, that is in the same state?

PRESIDENT GEORGE: It is two hours each way.

MR. WALL: Well, although it might be a pre-med student course, perhaps he could get an audit course and get something out of it.

MR. CHAMBERS: Also, he indicated to us that he would go to school and, also, like Tom said, he is 27 years old, not married, going to get married, but he has not been married up to this time.

MR. BIRDWELL: Also, he is bound to have a residency in the State of New Hampshire so that he would not have to pay the out-of-state tuition. Because of his residency he could attend a state university, perhaps

take a one semester course. However, in the past, he has made no effort along these lines at all.

MR. FLENTJE: Are there any other community colleges or anything in the area?

MR. BIRDWELL: As I understand it, that one is out in the middle of nowhere.

MR. FLENTJE: I don't have any idea.

PRESIDENT GEORGE: The latter one we have been talking about is way back in the mountains. For example, when you say it is a two-hour trip, you just forget, during the winter months about taking a course there.

Now, I don't know your choice in relation to a community college but I don't think we can knock him for not taking a course in Dartmouth because I have not taken any courses at Brown. It is not the same situation as with a state school and as Boston University was for me.

MR. BIRDWELL: However, even during the summer months, he could have gone to the University of New Hampshire or something. He has been there now for seven years and that has included seven summers.

MR. ANDERSON: Also, he did not talk about individual work or individual research and resources and this is a void insofar as I am concerned.

MR. BIRDWELL: I think he knows what he lacks now moreso than ever.

MR. CHAMBERS: Also, we have to consider what we are doing to people who will be taking the examination in the future.

For example, if we let him take it now and he flunks it, he can then go to school and qualify and take it again. Would that be fair to those taking the

11 examination in the future? After all, you can take it again.

PRESIDENT GEORGE: If he gets a degree, I would think he would qualify.

MR. CHAMBERS: What I am trying to say, however, is would it not be fair for them to have a second chance around?

MR. DAVIS: It is a different situation.

MR. CHAMBERS: Well, for example, on a second chance around, the individual might know how to better study than the one who has not yet taken the examination.

MR. WHITE: I think, again, it depends on the situation.

MR. MALACREA: I think that if he went back to school, took several courses and got his degree, I would not see that as a consideration, quite frankly.

PRESIDENT GEORGE: I am pretty sure, for example, that he would pass if he went to school.

MR. CHAMBERS: I think he should be encouraged to go back to school.

MR. WALL: I agree, I feel as though he ought to go the established route.

MR. ANDERSON: I would agree.

MR. WALL: In other words, like everybody else.

PRESIDENT GEORGE: Is there anybody who would like to speak for him?

MR. MALACREA: I think I would speak for Wes and I think he would support him as a member of his District. I think he would argue to allow him to take

12 the examination.

MR. FLENTJE: On what basis?

MR. MALACREA: Well, it is tough to defend the arguments that have been put forth. The fact, for example, that he has made no effort, that he is a young man and was a younger man some seven or eight years ago. At that time he was some twenty years of age.

I don't really know what kind of situation existed at home. None of us are aware of this. He did talk about financial problems, so that we really also cannot address those.

I think that Wes would just support it as a member of his District who has worked hard and who, you know, does have in his credentials a great deal of support from the people who know him and work closely with him such as the head trainer, his physician, etc.

PRESIDENT GEORGE: I think one thing we have to consider, for example, is what we have to do right now.

To me, he meets all of those ten requirements but one and that is the ten-year experience factor.

MR. MALACREA: Also, the first aid.

PRESIDENT GEORGE: And the first aid, yes.

MR. WALL: Also, we just got Fred's letter this morning.

MR. WHITE: Also, up there he may not have the opportunity to take that first aid course.

MR. BIRDWELL: Well, he took the CPR course at the local hospital and Fred, in relation to this letter, stated that they can take the first aid course in the same hospital. Therefore, I got the impression that everything was right there in the same town. He gave the impression it was in the same place.

13 MR. CHAMBERS: He said he had a lot of leeway insofar as the other job is concerned.

MR. WALL: We must remember, for example, we are talking about an individual taking our examination and if he should pass that examination, we are going to say that he is on the same level insofar as we ourselves are concerned concerning qualifications and yet, on the other hand, do all of you think he would meet the same qualifications at the level the certified members are on.

MR. CHAMBERS: By his own admission, for example, he said he did not feel he could go out and take a job.

Therefore, if we certify him here as a certified trainer, admitting he cannot do the job yet, then that is another consideration.

MR. WHITE: I think he was talking just about how he did not have a degree. He handled, as he indicated in answer to a question, football. Therefore, he seems to be competent on a practical basis.

Now, the reason I asked him about what he was doing was to see if he recognized the problem with regard to not having a degree.

MR. MALACREA: Also, he was a member of the association at the time that grandfathering was allowed but he did not have time as a trainer to qualify for the grandfather clause -- is that the way you understand it?

PRESIDENT GEORGE: That is what I want to get back to.

MR. MALACREA: He was a dues-paying member of the Association at the time we grandfathered but he did not have the five year's experience.

PRESIDENT GEORGE: That is what I want to ask Bruce.

Bruce, I believe you made a statement which was wrong. You said, for example, everybody in 1970 who was active was grandfathered.

MR. MELIN: There were some variables there. There were many cases at that time.

PRESIDENT GEORGE: Well, we will all agree there was a variable involved. Do you remember, however, what the rule was?

Do you remember, Otho?

MR. DAVIS: You mean to be grandfathered?

PRESIDENT GEORGE: Yes, what were the qualifications?

MR. DAVIS: If I am not mistaken, and I may be again, a letter was sent out indicating you had to send in either that same sheet of paper or an attached sheet of paper that you were requesting to be certified.

Now, I know the reason that I remember this is because when I received it, to me, at that time, it was just another piece of paper and I asked as to what it was and merely, when I got it, threw it on my desk.

However, a few days later I happened to find it lying there and read it. That was just before the deadline. I said to myself that I would send it in and so I did and it involved certification.

MR. MELIN: Everybody that was on that Code No. 1 rule at that time, was sent this information.

MR. WHITE: I did not think there was any particular time.

MR. MALACREA: I think everybody who was a dues-paying member and applied was sent that.

MR. WALL: However, I believe there were some

15 stipulations in it.

MR. MALACREA: Do we have that in writing anywhere?

PRESIDENT GEORGE: I am sure we do.

MR. LEE: In my district at that time I remember that all of the people that were active at that time were automatically grandfathered.

PRESIDENT GEORGE: That is Code No. 1?

MR. LEE: Yes.

I did nothing and I remember I was an Associate, Code No. 2, and we filled out all of the papers, at least a sheet of paper that was like a change of membership but, on the other side, I remember it provided that you had to put down where you had been previously and it had on there five years of experience.

MR. WHITE: If you are a Code No. 2?

MR. LEE: A Code No. 2. However, if you were Code No. 1 at the time, it was automatic. I remember doing this through the District records.

PRESIDENT GEORGE: In other words, all No. 1 Code people got it automatically.

MR. LEE: And the Code No. 2 had to apply and I remember it said on there "five years".

MR. MALACREA: What was the year now, what time are we talking about?

MR. LEE: 1970 -- December of 1969. I remember, at that time, all of this was going on in our District.

MR. MALACREA: He was a member in what Code at that time?

MR. MALACREA: The active was the top code.

PRESIDENT GEORGE: He was Code 2.

MR. LEE: However, as I understand it, he did not become a member until 1971.

I am merely trying to indicate to you, for example, that this is another one of our mistakes.

MR. MALACREA: When was his check signed?

You know, we always keep coming back to that?

PRESIDENT GEORGE: In 1969, he was Code No. 2.

MR. MALACREA: His check was signed then?

PRESIDENT GEORGE: Also, at that time, the District Secretary allowed people to be members of the Eastern Association and not the National.

MR. DAVIS: You are right. Anybody that sent Joe \$10 could be a member.

PRESIDENT GEORGE: And, of course, that was our fault.

MR. LEWELLYN: I know that I am not voting now or anything but I would like to mention something.

I don't know how I would really vote, for example, if I had a choice, but we grandfathered people who did not have college degrees on the same level as us also.

I understand what you are saying. However, we granted these special cases for these special people and sort of got into this and, in turn, really got ourselves into a mess.

I am just sure, for example, there are people

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walking out there today who do not have college degrees and are certified trainers and yet they are on the same level as us. I don't think, in my own mind, they really are but then that is something that just happened.

MR. ANDERSON: What time did you close it off?

MR. LEWELLYN: We granted these people special cases to apply for this.

MR. WALL: We granted them a hearing on these cases.

MR. LEWELLYN: Right, and it was up to the Board to decide whether you would let them or not. However, we got into this whole mess and I just don't know.

MR. LEE: Well, in my mind there is but one question -- you as a District Director are positive that this man was an EATA member since 1969?

PRESIDENT GEORGE: Well, I remember him coming to the January meeting in 1970 as a member and I remember asking about it and it was indicated the only reason for it was that Dartmouth College paid their dues.

MR. LEE: He came to the EATA Meeting in January?

PRESIDENT GEORGE: In January of 1970.

MR. LEE: And you are positive he was a member.

PRESIDENT GEORGE: Well, I remember asking Jack how to classify him because I was new at the time then.

MR. LEE: I know that, but I think this has a big bearing on the situation and, further, I can understand the complications between Eastern and the National.

When you say "member", member of what? Was

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it Eastern?

PRESIDENT GEORGE: Yes.

MR. LEE: Are you positive?

PRESIDENT GEORGE: Well, I would not be positive whether it was in December or January. However I believe it was on January 20th that he was a member.

MR. LEE: Of what?

PRESIDENT GEORGE: The Eastern Athletic Trainers Association.

MR. LEE: Of 1970?

PRESIDENT GEORGE: That was about when our meeting was, January 20th.

MR. LEE: He could have joined right then.

PRESIDENT GEORGE: Well, you were allowed to join at the meeting.

MR. WHITE: What are you leading up to?

MR. DAVIS: At one time, for example, all you had to do was to go to the Eastern and membership was handed to a lot of them. For example, they went to the Eastern and they paid \$10 to register and then they paid another \$10 for their dues, all at the same time.

Eastern collected their District dues that way, until last year, when the request was made that they be paid through the National Office and then reimbursed like all of you.

A lot of people, for example, thought that when they registered for the convention that January meeting at Grossinger's, or wherever else it might have been, when they went to that meeting, that they were

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members of the NATA but they were not.

MR. MALACREA: Also, at that same institution, you have a man whose dues were paid by the institution who is a college graduate. There was a college graduate on that staff who was an assistant and they were paying his dues. The college was doing that every single year and he thought he was a member of National and, like Otho says, he got the card thinking he was "active" but he wasn't. He was a member of Eastern and, rightfully so, he should have been a member and certified but then the school was paying his dues and everything.

PRESIDENT GEORGE: That really involved a clerical error. At that time, we had many problems in connection with a lot of things. When I get back on this matter of membership, there are a lot of questions to be asked. We have to have it better policed now and, therefore, for example, when we require college degrees, who is going to police that?

I do want to know some things about that.

You know, I am amazed at some of these -- for example, that this guy got in as an Associate Member, Code No. 2 and that is the last man I am talking about now.

MR. LEE: That also applies to this individual.

PRESIDENT GEORGE: However, certification was not the problem there. That is why I asked Jack Rockwell as to how he proposed to do this. I was new. I did not understand the Code Memberships, did not understand the qualifications.

MR. LEE: When you go back to 1971, for example, and you look at the Code 2 qualifications there, this guy should never have become a member.

PRESIDENT GEORGE: Okay.

Therefore, what should we do to Jack Rockwell

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because this is what he did?

MR. LEE: For example, I am sure some of my kids are going to be asking the question as to how this guy got in.

PRESIDENT GEORGE: Well, what are the answers? It was a mistake.

MR. ANDERSON: Also, you have to start somewhere.

PRESIDENT GEORGE: However, all of this was due to various mistakes being made. It was a certification mistake essentially.

MR. FLENTJE: I would move we approve his application to take the certification examination, with the stipulation he not be allowed to take the test until after he completes the first aid course.

MR. MALACREA: Second the motion.

MR. BIRDWELL: Is that the only course in relation to this motion that you will require of him? In other words, there will be nothing about anatomy, physiology or anything like that?

MR. MALACREA: The wording is "successfully complete"?

MR. FLENTJE: Yes.

PRESIDENT GEORGE: How do you all feel about this -- do you want any more discussion?

MR. MALACREA: Basic or advanced for this man?

PRESIDENT GEORGE: Basic.

MR. DAVIS: This man has stated he would go to college but, you know, people can come in and tell you

21 things and you give him permission when he leaves here and yet you know in your own mind he is never going to go to college.

Who do you think they are kidding?

PRESIDENT GEORGE: I have to agree with Otho.

MR. WALL: This is just my personal opinion, but, in view of the situation, I think this individual has given us a con job.

MR. DAVIS: My personal opinion, for example, is that you require that he complete the first aid, give him a stipulation it has to be completed within a time limit and I think if I were in a position to make a motion, I would require that he be granted permission to take the examination after he has completed a minimum of two years of college. If he shows us the initiative such as he has here this morning wherein he stated he was going to school, say he goes to school for two years and makes progress toward a degree, well then, it is a different story.

MR. WHITE: That is a good thought.

As has been indicated, we made an error in letting him come in but, at the time, it was a two-year limitation and he is young enough and capable enough that he is in a position where he should and could.

I could vote for that motion if it did include that two-year stipulation.

MR. MALACREA: Upon completion of two years or two years of college?

MR. DAVIS: Successful completion of two years of college -- two years of college credit within a four-year period.

MR. WALL: And do you want to say fifty percent of the requirement to a degree?

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MR. DAVIS: Yes.

MR. MALACREA: Four semesters or six quarters, as we did in the other one.

MR. LEE: I believe Tom has a better idea.

MR. WALL: Fifty percent of the requirements toward a degree.

He could go to school right now for two years and take one course a quarter within that two-year period.

MR. ANDERSON: I think I can live with the suggestion made by Otho.

PRESIDENT GEORGE: Well, we also want to be honest about this individual in anything we do.

I would like to say -- let him take the examination. I would doubt, however, if he would pass it, at least without anatomy and a physiology course.

I think, therefore, we would be doing him a favor if we told him to take the anatomy and physiology.

MR. DAVIS: That is the idea.

PRESIDENT GEORGE: If he takes the course, then he has a shot at the examination. I don't think under the present circumstances he has a shot at the examination.

MR. DAVIS: According to his age, I think he is young enough to do this.

PRESIDENT GEORGE: I think it is a good compromise for the two years.

MR. ANDERSON: More than anybody else, I feel he is my equal. I am three months older than he is.

MR. WHITE: However, you did not have the disadvantage of getting a trainer's job right out of high school.

MR. ANDERSON: Yes, and I worked with some good people.

MR. FLENTJE: Getting down to something else. What, for example, if Jack were still the Director -- this man would have been a certified trainer?

PRESIDENT GEORGE: Yes, right now, too.

MR. ANDERSON: However, two wrongs do not make a right.

MR. FLENTJE: If what happened originally had not happened, this would not be before us today. He would have been a certified trainer just like the rest of us.

MR. DAVIS: Would you rather just go back and recertify him?

...Cries of "no"...

MR. FLENTJE: I feel this would be a compromise from the fact that this man, for example, thought he was a certified trainer.

MR. BIRDWELL: If he is honest, there should not be any difficulty.

If, in sitting there this morning, he told us the truth, such as, for example, that if this is not granted, he is not granted the opportunity to take the test, he is going to go to college anyway, then what is the difference if he takes the test now or after completing two years of college? I am sure he will pass the test after he takes the anatomy and physiology and some of these other things. I agree with Otho, I am not sure that he would pass it today but then that is not the point.

I personally do not think he should be allowed to take the test until he shows us that he was telling us the truth in relation to his initiative to get the college degree.

One way or the other he says he is going to take it. Well, let us actually see if he is going to take it.

PRESIDENT GEORGE: Okay, then, there is a motion to accept Paul Edson, made by District 5 and seconded by No.2, to allow him to take the examination.

Is there anyone who would like to amend the motion?

MR. FLENTJE: With the permission of the seconder, I would like to withdraw that motion.

...The motion was declared to be withdrawn...

PRESIDENT GEORGE: Is there anyone who would like to make a new motion -- for example, that he be allowed to take the examination if he completes the first aid course and fifty percent of the catalog requirements of the college he is enrolled in?

MR. MALACREA: How about if he gets some credits at one college and is transferred to another.

MR. BIRDWELL: Then if the college accepts them, that is fine.

MR. WALL: The catalog in effect when he enrolled in that school is the one that is effective for him in taking the course. Now, if he transfers any credits, he will follow under the new catalog of that institution.

MR. BIRDWELL: Perhaps we should stipulate that he complete fifty percent of the catalog requirements by the end of the 1981 school year.

MR. WHITE: Why are you putting it off a year?

25 MR. DAVIS: As a cut-off point in order to obtain his fifty percent of requirements. We are giving him five years to get fifty-one percent of four years of college.

PRESIDENT GEORGE: Our third case is Mr. Capuano.

Is there anybody who desires to speak in favor of this individual?

MR. MALACREA: I do want to speak in favor of it.

I speak in favor of it based upon the fact he has been at this thing now for some ten years. He was also engaged in sports before that.

I think he has demonstrated he made a real effort to meet the qualifications set forth by the special consideration.

Of course, I also fully realize the fact that he was not a member before 1975, whether in fact we believe his statement that he was unaware of certification before that time.

Therefore, I would move that we allow him to take the test on special certification.

MR. WHITE: I will second the motion.

PRESIDENT GEORGE: You have before you the motion and the second, is there further discussion?

MR. CHAMBERS: Are you making that motion in relation to District No. 1 or District No. 2?

MR. MALACREA: District No. 2.

PRESIDENT GEORGE: That is two and four. Is there anyone who would like to speak against it?

MR. CHAMBERS: Well, I don't think he is

going to pass.

MR. WALL: However, I do not think that is the question.

MR. BIRDWELL: We are in a discussion now.

I would say, because there was a lot of attention brought to the fact he had equivalent dates in training, it would not help his equipment responsibilities but, on that basis, let me add that there are three schools now in the Southwest Conference where the head trainer is also the head equipment man and the Assistant Trainer at one is also the Assistant Equipment Man. I merely give you that for your information.

MR. MALACREA: At Princeton University, the trainers have the responsibility.

MR. BIRDWELL: I would personally wipe that equipment factor out of your minds because that is not that mandatory.

MR. DAVIS: Also, all of us have been involved with equipment.

MR. WALL: On the other hand, if you do not get involved with it, you tend to get involved in problems.

MR. BIRDWELL: However, what I am trying to convey is that I would just wipe that completely out of our minds at this point.

MR. LEE: You know, Frank, it is my feeling on this that this man does not even qualify for membership.

MR. WHITE: However, he is a member.

MR. LEE: Well, this particular situation then becomes more ridiculous than the last one.

MR. WHITE: On the other hand, it is not his

error, it is our error.

MR. LEE: Then he had better go back.

You know, it is like me trying to take the Physical Therapy Test in my state and being buddy-buddy with the Executive Secretary and she lets me in. On that basis, this individual really doesn't qualify. I would think, on that basis, they would take my license away.

MR. WHITE: However, the job we are talking about here is not involved with licensure.

MR. LEE: Well, that is the beginning of the point of contention. I don't even think the guy ought to be allowed to take the test.

Personally, that is my feeling on it. He doesn't, as a matter of fact, even qualify for membership. Abraham must be letting everybody in.

PRESIDENT GEORGE: On the other hand, would you consider taking his membership away?

MR. LEE: Certainly.

PRESIDENT GEORGE: You would go that far?

MR. LEE: Certainly. You know, I think we would be in difficulty with others if we are going to let that individual in on that type of a basis.

I look back on my people when I think about this. We have people in my area, for example, who have not gone to college or anything and yet they are baseball trainers, trainers in other fields, such as soccer and you name it. We have them. However, I don't think you should take him.

MR. CHAMBERS: I don't think you should take him either. I agreed with what you said but, on the other hand, I don't think you should take a man's

membership away, even if he made a mistake.

MR. LEE: Insofar as I am concerned here, they are being made just left and right.

PRESIDENT GEORGE: I think I sympathize with what you are saying, Warren, because I know there are a number of people who have told me they cannot join the Association.

MR. LEE: Me also. There are, for example, some ten individuals that I have turned down.

PRESIDENT GEORGE: Because they do not meet the qualifications and some of them are not even qualified for Code No. 2.

MR. LEE: As a matter of fact, there are some ten people in my District whom I have turned down simply because they did not qualify for Association membership, absolutely no college experience at all -- zero and, therefore, this is likewise a ridiculous situation.

MR. CHAMBERS: On the other hand, I don't think we can take away this individual's membership. After all, it is we who were in fault at the beginning in accepting him and I say "we", that we, somehow or other, screwed up.

PRESIDENT GEORGE: Of course, in regard to that last statement, I would agree with you. We certainly did in the past and, further, we are the governing body at this point.

MR. CHAMBERS: On the other hand, I don't think this individual has very much chance of passing this -- at least I personally do not think so. Further, I don't think we ought to jerk his membership but, as I say, I just have my doubts as to whether or not we should let him take the examination.

MR. WALL: I agree a lot with what has been said here. In other words, we are trying to decide whether

29 or not we are going to allow him an opportunity to take the examination.

MR. CHAMBERS: On the other hand, I wonder what would be more traumatic for him -- his taking the examination and probably flunking it or not letting him take the examination? Should we, for example, prevent him embarrassment in relation to taking it and flunking it?

MR. ANDERSON: Well, in relation to that, I really don't think that is the question.

Personally, I had a good feeling toward the individual because I think he is sincere and I know, likewise, he is old enough to be my father but I think when he became aware of the Profession or the Association, perhaps he should have started something at that time.

I think another factor to consider here is that after, let us say, state licensure laws are passed, we may have to let a man like this in. In other words, what happens if he comes to the Association and says -- "Look, I am recognized as a licensed professional in the state." Then what happens under those circumstances?

MR. BIRDWELL: Well, I don't think you have to worry about the license because we have some sixty-nine guys in the State of Texas that are licensed but not one of them has even approached us, not even the NATA, mainly because they are not qualified as Associate members.

MR. LEE: However, they do qualify now under the way your law is?

MR. BIRDWELL: Correct.

PRESIDENT GEORGE: I want to tell you something -- that I talked with a fellow yesterday. He has been a member since 1969, Code No. 2. However I told him he had no way of taking the examination.

Again, this individual has been a member since

1969. He is a trainer at a school in Concord, New Hampshire and before that was a trainer elsewhere. He qualifies under everyone of our points with the exception that he did not know about the special certification.

MR. MALACREA: He did or did not know about it?

PRESIDENT GEORGE: He did not know about it.

Well, I was embarrassed but I told him we were considering three cases today. However, I also told him that there was no way that he could take the examination and, of course, that is correct -- there is no way that he can take it.

Also, there are two other people in this situation that I know of in my area and, further, I am sure there are also people all over the country involved in the same type of situation.

MR. WALL: Well, I think we have to think of this individual.

Here, for example, is this individual. He is in that situation with regard to his particular high school. Also, in relation to the documents we have here, they indicate, for example, that he is well thought of.

Now, on the other hand, if we afford him the opportunity to take the examination and he subsequently flunks it, then what is this going to do to his image in the eyes of the people he is working with? Now, right now they feel as though he is doing an adequate job, a good job for them. However, he comes along, takes the examination and flunks it, then what is going to happen?

MR. WHITE: Well, I don't think we should be making that decision. He has merely asked us to give him consideration.

MR. CHAMBERS: I think we should consider him and say "no".

31 MR. MALACREA: I would like to take the opposite viewpoint here.

I think, from the way that I understand him as a person, being, you know, an old fighter and being involved in sports, I think he would rather take his shot at this rather than being denied his shot. That is my feeling on it.

PRESIDENT GEORGE: On the other hand, what if he flunks?

MR. WHITE: Well, as I said, that is a decision that he has to make. I don't think we should make that decision for him.

MR. MALACREA: We have talked for a long time about that.

MR. CHAMBERS: For example, in his mind right now he knows there is a possibility of flunking it and yet he is willing to accept the chance that he may flunk it. In other words, he has come here knowing there is a chance that he could flunk the examination and yet he is willing to run that risk.

Now, it was explained to him he did not have to take that test today, tomorrow, that he actually has time to beef himself up and study some course work before he actually has to take it.

MR. DAVIS: On the other hand, if you approve this, then you also have to set a date as soon as you can.

PRESIDENT GEORGE: As I remember it, I think we said that they then must take the examination within one year.

MR. BUNCH: I don't think we should let him take it. That is my personal view, my personal opinion.

MR. WHITE: Why do you say that?

MR. BUNCH: Well, we are all here trying to

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upgrade our position and if we are going to let an individual take an examination who isn't even a high school graduate, then we are talking about going backwards because, in this case, we would then be letting an individual who is not even a high school graduate take the examination.

Now, while he is a member and I think he should be a member, I don't think he should be able to take the test.

MR. CHAMBERS: In the final analysis, we have to live with our mistakes.

MR. DAVIS: Also, correctly, the man should not even have been considered as a special case because he does not have the number of course requirements in for membership. His name should not have been submitted.

MR. CHAMBERS: What you are really coming down to here is that this is something that should have been stopped at the local level, reviewed there, etc. In other words, had his requirements been considered there, I am sure they would have, even at that point, been out of line and the case would then have been marked "closed".

MR. WHITE: Insofar as I am concerned, I am in total sympathy with the man taking it.

MR. FLENTJE: I have the image emotion at this point. Of course, I can understand both sides of the situation.

PRESIDENT GEORGE: I believe, Bob, you asked Herman as to why he felt like he did and now I want to ask you the same question.

MR. WHITE: Me?

PRESIDENT GEORGE: Yes, you.

MR. WHITE: Well, I feel that he has demonstrated

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that he has the ability and that we should let him in. Now, on the other hand, I also feel that he probably will not pass it but once he gains the knowledge and gained the support of the Association and there is a demonstration to him as to what can happen, perhaps he will eventually progress in that area.

He has taken the CPR, has taken the first aid. He has done everything within his own realm of doing it and that is my reason.

PRESIDENT GEORGE: I get back to Warren.

What does Warren tell people who are asking about this?

I believe he indicated he has said "no" to them. However, what do you tell an individual who has been a member since 1969, with more than ten years of experience, who did not join before 1969 because he worked for a trainer who was down on the Association?

Do you understand what I am saying -- holding him down from joining -- indicating, for example, he does not need to join -- it is not there for him.

MR. FLENTJE: Well, I don't know the answer to that. I have mixed emotions, I really do.

Also, I don't think he can pass the test and, further, I think he would also be embarrassed if he were allowed to take it and did not pass. Likewise, if he took it and passed, in turn, we would be embarrassed. There would be all sorts of people raising questions insofar as I am concerned.

MR. WALL: On the other hand, if he does pass, maybe we had better take a long hard look at it.

MR. FLENTJE: I agree, he does not meet any of the qualifications, does not have a high school education and has evidently made no attempt to even get a high school equivalency. All of a sudden, however,

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he sees this opportunity and maybe he is putting a "con" on us also. Maybe if he takes this examination and by some stretch of the imagination passes it, maybe this is going to mean, in turn, a couple of thousand dollar pay raises for him. I don't know.

MR. BIRDWELL: How many people have we turned down in the past that were as qualified or maybe even more qualified than him?

PRESIDENT GEORGE: I would think somewhere in the neighborhood of 25 in the past, at least since 1970. However, I don't think the Board has turned anyone down but on an individual basis, who knows. As Secretary, for example, I turned a bunch of them down.

MR. BIRDWELL: This is going to make it very difficult.

Thank God, however, this is the last day for special cases. (Laughter)

I don't know how many, for example, would ask me within the next three or four years if they can take it, especially if this were not the last day for application being made.

MR. LEE: On the other hand, you don't know if it is the last day. We might be doing this every year.

MR. DAVIS: Of course, you can make a motion that you are going to open it up again.

MR. LEE: Let me make a little analogy here.

MR. FLENTJE: You know, we keep going back and saying, well, we made a mistake and therefore, we ought to let the individual take the examination.

MR. CHAMBERS: I am not saying we ought to let him take it.

MR. LEE: You know, everybody keeps going

— 35 back saying we made a mistake.

I would like to have my dad, for example, become an Associate Member. He has been my Assistant.

Next year, you know, we will be saying, "well, we have made other mistakes and so we ought to leave them in."

However, you see, I think we ought to throw them out. Do you see what I mean? In other words, if we allow this, this is something that will go on and on and on.

After all, you have to remember that, in spite of the mistakes being made, the District Secretary has to answer to somebody.

PRESIDENT GEORGE: Then you go to Lindsay and ask him to review the examination.

MR. LEE: I am sure that I could beef one of my own men up to pass the examination.

PRESIDENT GEORGE: Well, I think we have talked about it enough unless of course, somebody really has something new to say.

MR. ANDERSON: In relation to what we enacted pertaining to Section 3, on Procedures for Certification, with that deadline of January 1, 1977, I believe it was, that would not really eliminate then the possibility of special cases still coming up, would it?

PRESIDENT GEORGE: Well, this is the last day for special cases unless, of course, the Board opens it up.

MR. LEWELLYN: You know, this is really complex and, of course, there are many people that are self-educated and I know that we also want people to have degrees. All of this is pretty well stated in relation to the way our Association is presently set up.

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This examination, for example, ought to be a measure of liability. They take the certification examination, for example, to test their knowledge in athletic training and if they pass it, they should have the knowledge for the job.

PRESIDENT GEORGE: Well, getting back to the subject, there is a motion to allow this gentleman to take the certification examination. That is the way it is right now -- made by District No. 2 and seconded by District No. 4.

MR. DAVIS: That is essentially all that it is.

PRESIDENT GEORGE: That is what the motion is right now.

Now then, Bob, do you want to put a time limit on it?

MR. MALACREA: Not to extend that privilege beyond the June meeting of 1977.

MR. WHITE: That would allow him to take it in June of 1977.

MR. MALACREA: Yes, that would allow him to do it in June of 1977.

MR. LEE: On the other hand, we did not put any time limit on the first one.

PRESIDENT GEORGE: That is right, we did not, and we may have to go back afterwards and do this.

MR. MALACREA: Are you saying it is too late, that we perhaps should not have a time limit on it?

MR. WHITE: I personally think we should have a time limit on it.

MR. WALL: You will have to have a time limit

or this will tend to drag on.

MR. DAVIS: I would suggest June of 1977.

MR. ANDERSON: This, in turn, gives him two opportunities.

MR. LEE: You are in August already.

MR. MALACREA: We have an examination in January, at our meeting.

MR. LEE: However, August is already gone.

PRESIDENT GEORGE: Would that be an amendment to the motion?

MR. BIRDWELL: I believe he indicated the month of January, is that correct?

MR. FLENTJE: I would like to know, in relation to the first individual, allowing for a special case, whether there was a stipulation at that time?

PRESIDENT GEORGE: There was not. It just went through. When the Board passed that, we set a time for the last petition of cases.

MR. FLENTJE: Do you want to read that to us, please?

PRESIDENT GEORGE: Well, the motion was to allow members who do not qualify to take the certification exam, to take the examination as a special case under the following qualifications -- if they have ten years of experience as an athletic trainer; have been an Associate Code No. 2 member of NATA since January 1, 1973; present the certification requirement of a CPR and first aid and any other requirements of the Actively Engaged Section other than a degree; submit a written presentation of their case to the NATA Board of Directors ninety days prior to the Board meeting at which they intend to present their case.

It further provided "these special cases will be eligible for hearing at the next three meetings of the Board of Directors -- Anaheim, California, June, 1975; Chicago, Winter, 1976; Boston, June, 1976."

It also provided that the member must appear in person to present his case to the Board of Directors.

Also, a member allowed to take the examination as a special case may not retake the examination if it is not passed.

The Board of Trustees will decide on each case presented and make recommendations through the Board of Certification for their approval.

MR. FLENTJE: Now, will you read the first part of that again?

PRESIDENT GEORGE: "Motion to allow members who do not qualify to take the Certification Examination, to take the examination as a special case if they have:"

MR. DAVIS: As I understand it, we are recommending to the Board of Certification what?

PRESIDENT GEORGE: That this person be allowed to take the examination.

MR. DAVIS: However, it does not say that.

PRESIDENT GEORGE: "Motion to allow members who do not qualify to take the Certification Examination to take the examination as a special case if they have:".

MR. WALL: As I see it here, we have a conflict with regard to the things contained in the original motion.

PRESIDENT GEORGE: On the other hand, these are the items that were taken from the Board Meeting minutes.

MR. WALL: In other words, the first part says

we are going to consider letting them take the examination and the last part says we are going to let them take the examination or that we are going to submit this to the Board of Certification for their approval.

PRESIDENT GEORGE: Well, okay.

Now, I think if you go back to it, you will find, for example, that Lindsay, I think, turned this over to the Board because he did not feel his Committee could make a recommendation.

He turned it over to us and asked, "what do you want us to do? Do you want to allow these guys to take the examination or not?"

MR. MELIN: I am sure that is correct, at least insofar as I remember it.

His decision was, originally, not to let them take it because it was not authorized under his policies and he did not want to make exceptions, in that he wanted the Board to decide whether exception should be made or not.

PRESIDENT GEORGE: So we know where we are, we have a motion that this individual may take the examination until June, 1977, must take it by then. Is that the motion?

MR. WHITE: Through June.

MR. MALACREA: By the June meeting -- through the June meeting.

MR. MELIN: No later than the Certification Examination is given.

PRESIDENT GEORGE: Make it July 1, 1977.

There is a motion by District No. 2 and seconded by District No. 4, and I think we have said it all. All in favor of allowing him to take the

examination please raise your hands?

...The hands of the Representatives of Districts 1, 2, 4 and 10 were raised in the affirmative...

Now, those who are against?

...The hands of Districts 3,5,6,7,8 and 9 were raised in opposition...

MR. WALL: Let me indicate that I abstained from voting.

PRESIDENT GEORGE: The motion fails.

MR. CHAMBERS: Let's have a recount.

PRESIDENT GEORGE: There is one abstention and so it is four in favor and five against.

MR. FLENTJE: I have not voted.

PRESIDENT GEORGE: Four against, four in favor and two abstentions.

I will try it once more.

Districts 1,2,4 and 10 are in favor; Districts 3,6,7,and 8 against; Districts 9 and 5 abstained.

You know, I hate to make a decision on this.

MR. DAVIS: Do you want a two-minute recess?
(Laughter)

PRESIDENT GEORGE: I decided a long time ago, and Warren Lee convinced me, that I have had to tell too many people who are more qualified "no", and so I have to vote against the motion and that is the reason. In other words, for some six years now, I have been telling more qualified people than this that they have no chance at all. That is, of course, as a District Director and even moreso as President and that is the reason.

MR. CHAMBERS: Case closed, let's forget it.

PRESIDENT GEORGE: I hope there are no hard feelings.

MR. DAVIS: One more little thing in relation to this part.

Can we keep it in our records and not publish it in the Journal?

PRESIDENT GEORGE: Yes.

MR. DAVIS: So that we do not bring it to the attention of others that there was such a thing as special consideration.

MR. WALL: I would so move.

MR. CHAMBERS: Can we make this the same sort of thing that we often see in many places? In other words, it would not be open to public record.

MR. WALL: Unless, of course, you have a "Sunshine Law".

MR. CHAMBERS: So we are in Executive Session.

Do you need a motion to that effect?

MR. MELIN: Yes.

MR. WALL: I would so move.

MR. CHAMBERS: Second the motion.

PRESIDENT GEORGE: In other words, the motion is that all of these cases were heard in Executive Session.

Does everybody understand that?

All in favor indicate by saying aye; opposed no. The motion is carried.

...At this time, Mr. Rodney Poindexter entered the room...

PRESIDENT GEORGE: What do you have to tell us at this time, Rod?

MR. POINDEXTER: Well, I met with Mr. Don O'Brien of O'Brien and O'Brien for about four to five hours yesterday morning with regard to getting into their system and program.

I think the main thing that our Committee decided was that at this time the costs would be much more than our present costs for sending out the same type of mailing.

We figured it out roughly, according to their system, with the entry fee and the charge for processing, that it would vary according to the number of prices and searches each year.

We came up with a figure of about \$8,400 for what is the same type of service we provided in the past year.

The only thing that we would be doing physically would be the printing of the jobs and mailing them out and they would be able to do computer research insofar as lining up jobs is concerned and, in turn, sending the employer a list of candidates that have qualifications which he may be looking for, as well as sending the Association a monthly report or breakdown as to how many jobs they send out and how many people had registered.

They also indicated that other organizations in athletics and physical education were talking to them and I think what we should take into consideration in relation to the program is not to take action at this time.

It is going to start in September and, further, it has never been done before but it seemed like they have a fairly good program.

PRESIDENT GEORGE: Do you have a motion for the Board with regard to the exhibits?

MR. POINDEXTER: The Committee tabled this matter insofar as a proposal at this time is concerned, mainly based on costs. We do not have a direct proposal.

PRESIDENT GEORGE: Are there more questions for Rod on this particular subject?

Do you all understand what they are trying to do and what he has told you about it?

MR. BIRDWELL: As I understand it, the Company you have reference to is a new company and they have never done it before?

MR. POINDEXTER: Their goal is to tie in all athletic associations.

MR. BIRDWELL: We could be a test case but it could be a failure.

MR. CHAMBERS: And also cost us \$8,000 to have and be the recipient of an \$8,000 mistake.

MR. LEE: You are exactly right.

PRESIDENT GEORGE: Therefore, really, there is nothing else for us to consider from this group at this time.

MR. FLENTJE: The District 5 membership requested me to place this before the Board -- namely, that the placement list be mailed to all certified and associate members in the organization.

MR. POINDEXTER: How many members do we have?

PRESIDENT GEORGE: We are talking about 2,000 members.

MR. WHITE: Is that a motion?

MR. FLENTJE: Yes, that a placement list be sent to all Code 1 and Code 2 members.

PRESIDENT GEORGE: Do you now send it to students?

MR. WHITE: As I understand it, you send it only to people who apply, is that correct, students who apply?

MR. DAVIS: We send it to those who request to be on that service.

PRESIDENT GEORGE: Did you want to add anyone onto the list?

MR. FLENTJE: No.

PRESIDENT GEORGE: You don't want to send it to the students?

MR. FLENTJE: The request from my District was to mail the placement list to all certified and associate members.

PRESIDENT GEORGE: Does that mean we cannot send it to students?

MR. MELIN: If that motion passes, yes.

I don't know -- it doesn't restrict it.

MR. CHAMBERS: On a monthly basis?

MR. FLENTJE: That is the motion.

MR. WALL: How much does the mailing of the list involve?

MR. DAVIS: Well, you can figure thirteen cents times 2,000. It was sent out nine times last year.

PRESIDENT GEORGE: There is a motion made by

District 5. Is there a second? The motion is that the placement list be sent to all Code 1 and 2 members.

Is there a second?

There is no second. The motion fails for want of a second.

Rod, you might tell your members it is just open for them to write in.

MR. WALL: All you have to do is write a letter and say "send it to me."

MR. POINDEXTER: We do revise it periodically, to keep the addresses up to date.

MR. MALACREA: Does this go automatically to the District Secretaries?

MR. POINDEXTER: Last year we did pass it to the District Directors and the District Secretaries. It had been requested we put the District Directors back on the mailing list.

MR. CHAMBERS: I would like to move we include the District Directors and the District Secretaries on the list for mailing of the placement lists as it comes up, nine times a year or what not.

MR. BIRDWELL: I believe you already did that the other day.

MR. POINDEXTER: We were planning to do that anyway.

MR. BIRDWELL: I have another question. This is in relation to the budget.

Now, last year, I believe, you had some 139 positions and you felt this was like a lot of jobs to fill. However, did you discuss any way to write or just

drop a postcard to trainers who took the 139 jobs and ask the various trainers how they got those jobs, whether through placement or otherwise so that you can, in turn, find out how effective your Committee is?

Did you discuss anything like this in any way, just pertaining to the sending of a reply postcard?

MR. POINDEXTER: Well, the other day we were talking about a survey.

MR. BIRDWELL: Of course, that would apply only to the ones you list because, in order to send it out to everybody, that would certainly involve a lot of money. In other words, this could be a postcard addressed back to you, with two boxes, one indicating "I received it through the placement service" or the other saying "I did not get it through the placement service".

MR. POINDEXTER: I think that is a good idea.

MR. BIRDWELL: I asked this because we are soon going to start spending \$5,000 a year and I just wonder how effective that is. Further, this is not saying that the budget is going to stop at \$5,000.

However, I would like to find out the effectiveness of the 139 you mailed out -- how effective they actually were. Of course, I know you mailed them out and that you are trying to be effective.

MR. POINDEXTER: Of course, it is difficult to get information back from employers after they fill these vacancies because we do send them a form right at the moment.

MR. BIRDWELL: I am not talking about the employers. I am talking about the trainers hired for those particular jobs.

MR. POINDEXTER: Well, I guess I could address that card to the trainer at the school and find out who got the job.

MR. DAVIS: On the other hand, if you have 100 jobs, then you would have to know who they are.

MR. POINDEXTER: Basically we know about all of this. Of course, sometimes we don't get back a notice to the effect that the job has been filled.

PRESIDENT GEORGE: As I understand it, the Board would like more of an indication as to how effective that \$5,000 is.

Are there any more suggestions to Rod?

MR. FLENTJE: Just a little bit of comment on the background of why I made the motion.

The discussion was that they felt that, as dues-paying members, this is one thing they should be entitled to without having to request it and it was also pointed out that, because of keeping things current, this was a reason. Also, in turn, they indicated that inasmuch as we are not allowing any more high school trainers, that student trainers now will be working under the certified or the associate categories and, therefore, there really, at least theoretically, should not be any need to send it to student trainers because the certified trainer is going to have it anyway.

MR. DAVIS: Let the certified trainers out of the schools request it. This is especially true if he wants to help his people get a job.

MR. POINDEXTER: We have many that will do this. However, they are not all actually looking for jobs.

MR. BIRDWELL: I think this is something you can go back to the District with and say "we are also trying to watch our cost factors and our budget" and, further, if a trainer is charged thirteen cents toward requesting it, then he will get it after that.

MR. WALL: However, I am sure that in some of our schools we have more than one individual that is certified or is an associate member. Now, let me say that I am a certified trainer and I have an assistant who is likewise certified. My office is over here, then a concrete block wall, then his office. In other words, this involves duplications, two things coming into the same proximity.

PRESIDENT GEORGE: On the other hand, we have seven trainers at Yale and six at Dartmouth. In other words, there is no sense in me requesting one and also my assistant.

MR. BIRDWELL: We are going to mail the request through our athletic department anyway. It probably won't cost most trainers thirteen cents.

MR. DAVIS: Some schools do not have students.

MR. POINDEXTER: We have a high percentage of requests, say twenty percent or so, that have requested to be on the mailing list.

O'Brien said that the national average of most associations is three percent and so we are fairly in line, at least insofar as national percentages are concerned.

MR. CHAMBERS: Are the District Secretaries going to get the list?

PRESIDENT GEORGE: Yes.

Now, is there anything further with regard to this report?

If not, thank you very much.

Now, I see that Fred Hoover is here and so we will now have the report of the Convention Committee.

MR. HOOVER: First of all, we will talk about

Convention Sites for 1980.

Let me point out a couple of things in relation to the Convention first, if I can, before our people bidding for the convention sites come in.

You are going to have to give me some help.

For example, we had some 30 people that did not show up for the Convention -- people that were pre-registered. Now, of course, when they pre-registered, they sent in their money and when I go back now, if they start writing me for refunds, what is the policy we are going to establish on this?

MR. LEE: What have you done in the past?

MR. WALL: I presume there is some rule that indicates that refunds must be requested ten days prior to the Convention.

MR. HOOVER: Well, I am asking your advice on this.

Now, my prior procedure has been that if anyone wrote me prior to the start of the Convention, I would send them their money back.

MR. WHITE: I think that kind of stipulation should be on the pre-registration form so they are all informed.

MR. HOOVER: Well, these things have come up in the past, from time to time, and, in turn, we have endeavored to use our judgment as the situation warranted.

For example, in connection with some of these trainers, last minute things have come up in connection with their activities and so we have, due to the inability to attend, refunded them their registration fees.

MR. FLENTJE: Perhaps, in order to get the thing squared away, you can indicate on the forms that

you send out next year something to the effect that if they do not request a refund prior to a stipulated date, they will not be able to obtain same.

MR. BIRDWELL: Perhaps we can bring situations like this up at our District Meetings and iron them out there.

PRESIDENT GEORGE: Perhaps we should get these other people in here first and then talk about this later.

MR. LEE: I think we should take one thing at a time.

PRESIDENT GEORGE: Perhaps then we should talk about the convention sites first because these people are waiting here. This, as I understand it, will be for 1980.

MR. WHITE: Do you have the people from Columbus out there?

PRESIDENT GEORGE: I believe that all of the Districts are represented here but, correct me if I am wrong, is District No. 4 eligible for the 1980 convention?

I understand it is Districts 2,3 and 9.

MR. WHITE: Also, District No. 4.

PRESIDENT GEORGE: Somebody asked about District No. 1. Well, that is not on my notes. It is Districts 2,3 and 9. Those are the three eligible Districts for the convention.

Now, does District No. 2 have a site they would like to present for the 1980 convention?

MR. MALACREA: Yes, I have a file on it.

MR. DAVIS: We had a gentleman's agreement that the Columbus, Ohio site would be submitted.

PRESIDENT GEORGE: Yes. How does the Board feel about this?

MR. CHAMBERS: Well, if we have had some agreement here, then we should proceed on that basis.

PRESIDENT GEORGE: Then, as I understand it, for consideration, we have Districts 2,3,9 and Columbus, Ohio.

Now, District No. 2, do you have the recommendation to submit?

MR. MALACREA: Yes.

PRESIDENT GEORGE: How about District No. 3, are you going to submit anything?

MR. BUNCH: No.

PRESIDENT GEORGE: District No. 3 is not going to present a City.

How about District No. 9, are you going to present a City?

MR. WALL: Negative.

PRESIDENT GEORGE: And District 4 is Columbus, Ohio.

Now, as I understand it, we are down to two insofar as numbers are concerned, Columbus, Ohio and Philadelphia.

MR. MALACREA: Is District No. 3 going to submit a bid?

PRESIDENT GEORGE: No. Also, District No. 9 is not going to submit any and so we are, as I say, down to two cities -- Columbus, Ohio and Philadelphia.

MR. HOOVER: Do you handle Pittsburgh yourself

in your District?

MR. MALACREA: Yes.

PRESIDENT GEORGE: That is a District decision.

MR. MALACREA: Let me explain what we have in relation to Philadelphia.

Within our District, it was a unanimous decision, an overwhelming decision that the District No. 2 would submit a bid for the 1980 Convention. We then solicited some names of cities and, of course, we had Cherry Hill, New Jersey, also Atlantic City, Pittsburgh, Philadelphia and some others. This was, in turn, narrowed down toward two strong contenders, one being Pittsburgh and the other one being Philadelphia.

We then appointed an individual in Pittsburgh and an individual in Philadelphia to investigate these two cities insofar as facilities for a convention site were concerned, convention possibilities, special things, entertainment and those kinds of things. Over the telephone, I received what information was available in relation to both of those places.

Now, the bids were so strong and so comparable from both cities that I felt I had to get membership input in order to make the decision because it was their overwhelming decision to bring the convention to District No. 2 in 1980.

Now, in order that we could have a united front when we came to this meeting, we sent to our District No. 2 membership, through the mails, a letter outlining the need for votes and the advantages of each of these two cities.

Now, I say that this was the reason that we needed a vote, in other words, so that we could put our eggs in one basket and that it should be based, in the final analysis, on the feelings of a majority of the members of the District.

Now, based on our vote, the majority of our membership voted to come to Philadelphia.

Now, we have had packets prepared for you, furnished by the Visitors Bureau and also information from the Greater Philadelphia Hotel Association, from the Chamber of Commerce and from the Mayor of the City of Philadelphia, all enlisting your aid to come to Philadelphia in 1980.

We have also nailed down a convention site and it was the Sheraton Hotel at Philadelphia. We have representatives from the Sheraton Hotel with us today to make the presentation, also from the Visitor's Bureau and in your packet it indicates to you, for example, that the Visitor's Bureau in Philadelphia will take care of registration, tour planning, publicity and also provide informative literature. It will do all of these things for us.

Now, you don't have in your packets something that they provided to me -- for example, a very thick listing of all of the media right in and around the Philadelphia area which the Convention Bureau will work with in order to publicize our convention.

Also in your packet is a listing of all of the permanent structures that will be left after the bicentennial year is over, so that they will still be there.

It also indicates to you a little bit about transportation.

For example, it indicates that it is a city that is easy to get in and out of. Further, we have been guaranteed 700 rooms at the Sheraton and if we have an overflow, we can get into the Holiday Inn, which is right across the street -- some 300 rooms there.

Now, if we need additional rooms, we can go a block and a half away to the Plaza. Parking is right across the street. Also, you can come in and out as many times as you want.

PRESIDENT GEORGE: Do you want to bring these people in at this point?

MR. FLENTJE: Wait a minute now. Let me ask you, were these people invited to come here?

PRESIDENT GEORGE: Yes.

MR. FLENTJE: By whom?

MR. DAVIS: I invited them.

MR. FLENTJE: Were the Columbus people also invited here?

MR. DAVIS: No.

MR. FLENTJE: Why not?

PRESIDENT GEORGE: Because there was no consideration by the Board of Directors that they be considered until one moment ago.

MR. CHAMBERS: I believe we did talk about Columbus the other day.

MR. MALACREA: Why don't you invite them in?

Let me add that one of the girls with them is Valerie Noonan, the daughter of Ed Noonan, one of our trainers.

...At this point, the Representatives from the Sheraton Hotel at Philadelphia entered the room and were introduced to the Board members...

MR. MALACREA: I understand that Margaret Roberts has a presentation that sort of encompasses the total arrangement here. Perhaps, therefore, we should let her proceed with her presentation.

MS. MARGARET ROBERTS: I think you have all received the proposal that we have submitted to you

and to just give you a better idea of what the Hotel really has to offer, I would like to present this short viewgraph presentation.

...Viewgraph presentation indicating hotel facilities and other convention information ensued...

PRESIDENT GEORGE: Thank you. That was concise and to the point.

Now, do any of the Board members have any questions they would like to ask any of the hotel people here?

MR. BIRDWELL: The people in our District brought up one or two things that we would like to ask some questions about.

For example, if a group such as the Dallas Cowboys Football organization came in and rented a suite and had the trainers as their guest, would there be an additional service fee for them having this particular hospitality room?

Would they have to pay for the drinks, etc., and the running of the suite -- for example, like a \$1,000 extra charge just to be there?

MS. ROBERTS: No. As a matter of fact, \$1,000 would be a tremendously large amount of money.

Of course, it would depend upon the size of the suite and upon the money spent for other functions.

MR. BIRDWELL: You would, of course, charge for the suite, the food and the liquor?

MS. ROBERTS: Correct, and generally the suite rental would be based upon which rooms were selected. I would say it might be from \$50 to \$150 a day.

MR. BIRDWELL: Would this involve an additional charge?

MS. ROBERTS: No.

MR. BIRDWELL: In other words, there would not be a service charge?

MS. ROBERTS: No, there would not be.

MR. BIRDWELL: Another question is this. You stated that as of June 1979 you can guarantee the price of rooms. Now, say that you guarantee a fellow a room for \$40 and he gets there and you are out of \$40 rooms and you tell him he has to go into, let us say, a \$50 room. Is he going to have to pay the \$50 or will he only pay the \$40, especially when you guarantee him, as it states in your letter, that any time after June of 1979 he can get a certain priced room?

MS. ROBERTS: Well, what that statement says is that we will guarantee your convention rates -- we will give you whatever the specific rate is at the time and at the time each individual makes their reservation, it will be on a first come, first serve availability basis.

MR. BIRDWELL: However, he gets a guarantee slip back from you guaranteeing his room at a certain rate, shows up with that slip and you, in turn, say "we are out of this priced room", that he will now have to go to the next price category, will have to pay the next step.

MS. ROBERTS: No, he would not have to pay the next step.

MR. BIRDWELL: Well, that has happened.

PRESIDENT GEORGE: Do you have any questions you want to ask, Fred?

MR. HOOVER: I am concerned about the exhibit space being on one floor and the meeting rooms on another floor.

PRESIDENT GEORGE: We have no control over that.

MR. QUENDENFELD: That is the way it is. There is easy accessibility to the exhibit area and registration could be put in that area.

MR. HOOVER: With, let us say, some 120 exhibits, would there be room in that area to hold a Clinical Session?

MS. ROBERTS: Yes.

MR. CHAMBERS: For how many people?

MS. ROBERTS: Probably 200.

MR. QUENDENFELD: We would have more room than they have here and that back room we are not even using, that one there (indicating) and so I would estimate that it would be available.

MR. CHAMBERS: Would you have to go through the meeting to get to the exhibit area or could you by-pass the exhibits and go right to the meeting?

MS. ROBERTS: You could bypass the exhibits or your registration could be held in the exhibit area.

MR. CHAMBERS: Is there any way you can route people so they have to go through the exhibit area to get up to the meeting?

MS. ROBERTS: Not really.

MR. QUENDENFELD: Because that involves elevators or something like that.

MR. WHITE: What would be the room rates if held this year?

MS. ROBERTS: This year?

It is in the packets.

MR. MALACREA: Let me point something out here.

I did ask them this question and I believe they indicated, for example, that this year's rate is a little higher than normal because of the bicentennial year, is that correct?

MS. ROBERTS: That is correct.

MR. MALACREA: And that in all probability, this will be coming down in relation to subsequent years.

MR. CHAMBERS: What percentage of increase do you anticipate between now and 1980? Do you have any way of projecting that?

MS. ROBERTS: I would say that, on a general basis, room rates rise between five and ten percent per year but, of course, it also depends on the economic circumstances.

MR. CHAMBERS: Well, in past years, with inflation being what it is, it gradually increasing, what has been your percentage increase?

Do you have that figure offhand?

MS. ROBERTS: I would say between five and ten percent.

MR. QUENDENFELD: I guess it would involve the degree of inflation.

PRESIDENT GEORGE: Did I understand you correctly when you said, for example, that in relation to that floor containing the exhibit space, there is a room we could have for seating of between 200 and 400 individuals? That is quite a difference? In other words, with 120 exhibit spaces, how much room is there left for a theatre type of setting?

MS. ROBERTS: I would say between 150 and 200 in the exhibit hall itself. There are also two

additional meeting rooms directly across the hall from the exhibit area, which would hold about 200, I think; individuals -- 100 each -- and these can be divided in half so that, in turn, you can get a hundred on each side or 200 in toto.

PRESIDENT GEORGE: For example, are you telling me that 400 people can meet on that floor with the exhibits?

MR. WHITE: Not at the same time.

MS. ROBERTS: Yes, at the same time.

PRESIDENT GEORGE: 200 in the exhibit area and 200 across from the exhibits.

MR. MALACREA: Of course, if you are thinking on the basis of concurrent sessions, then that is one thing.

MR. CHAMBERS: Now, as I understand it, you will confirm us some 700 sleeping rooms.

Now, say, in 1978, we anticipate we will need 800 rooms, can we get 800 rooms in your hotel or will we have to go elsewhere for the additional hundred?

MS. ROBERTS: Well, what we would probably do right now is this -- that if we thought there was a large chance that you would use a hundred rooms, we would block space out at another hotel. We have two hotels within two blocks of the hotel and, therefore, on that basis, it would be wise to block out the additional rooms.

MR. CHAMBERS: Now, as I understand it, you have some 2,000 rooms and yet the maximum you would give us at this time is 700?

MS. ROBERTS: Yes.

MR. CHAMBERS: Even if we project we are going to go over that in 1979 -- we would still only be

able to be guaranteed a block of 700 rooms unless there are reservations?

MS. ROBERTS: Yes. Of course, you must realize that we have to keep a certain amount of rooms available for our regular transients.

MR. MALACREA: I believe there are 900 rooms at the Sheraton, is that right?

MR. QUENDENFELD: There are 900 rooms and they will give us 700 and if the reservations come in, if we book 700 and we are over that, over the 700 as reservations come in, then the Sheraton will give us those reservations as we get over that figure.

MR. MALACREA: As I understand it, with regard to the room figure, there are the 2,000 rooms really within the one and a half block area and not within the one hotel.

MS. ROBERTS: That is right. I am sure that arrangements for additional rooms could be made as the situation warranted.

MR. HOOVER: Let me ask you another question.

How many so-called "economy" rooms would you give us out of the 700 -- "economy rate", or what is your policy on that?

MS. ROBERTS: Well, that is kind of a difficult question to answer.

Now, everyone will not be guaranteed an economy room.

MR. HOOVER: I realize that but, on the other hand, out of 700 rooms, how many would you say, roughly, would be "economy" rooms?

MS. ROBERTS: Roughly in the hotel, economy rooms, the figure would be about 30.

MR. CHAMBERS: And is that 30 single or 30 twins or doubles or, on the other hand, is it a total of 30 economy rooms and that is all we will get out of the 700?

MS. ROBERTS: Yes.

MR. CHAMBERS: Therefore, as I see it, we have a medium price range here of \$32.35. How much do you have within that range.

MS. ROBERTS: Well, we have three categories within that range and I would say that the three categories would be split evenly within the hotel.

MR. HOOVER: Could you work one flat, single rate or double rate for the hotel?

MS. ROBERTS: Well, if you think that would be appropriate for your group, that could certainly be done. We can flat-rate the group.

MR. HOOVER: In other words, as I understand it, if you have only X number of economy rooms, such as the 30 that you mentioned, then there will be only 30 people who will actually get that rate and this, in turn, means a lot of irritated people because they do not get the rate.

That is essentially what I do not understand about your rate sheet. You say "guaranteed rooms" and yet you have a guaranteed rate involving two different things.

PRESIDENT GEORGE: Are there further questions?

If not, thank you very much ladies and gentlemen, for appearing before us and answering our questions.

We will be making our decision today on the site or City of meeting but, as you know, we will not make a selection of a Hotel until there has been an on-site

visit by our Convention Group.

MS. ROBERTS: Let me also add that the Convention Bureau will be able to assist you with a lot of your outside activities in and around Philadelphia.

MR. QUENDENFELD: There is one additional thing that Marge has brought up.

Evidently that month is a hot month and it would be advantageous to both them and you to try to firm this up as soon as possible. If you have the dates picked, then perhaps you should get on with an on-site visitation as soon as possible.

MR. CHAMBERS: I have one more question and then I will keep quiet.

For example, more and more, as the years go on, we find our members driving these large mobile homes, pulling trailers and this sort of thing. Now, I realize, from the standpoint of the hotel, you do not like to see this done but there are going to be people who will want to come there in a motor home or pull a trailer.

On that basis, how far away will they have to park from the hotel in order to have, let us say, a camping spot?

MS. ROBERTS: I would guess there would be a minimum of some 15 or 20 miles from the City.

MR. QUENDENFELD: I think it would be closer than that in Jersey. It is right across from the bridge. You are about a mile and a half from the bridge and there are trailer parks in Jersey and, therefore, it is really not fifteen or twenty miles. As a matter of fact, in an area of fifteen to twenty miles, you will find a dozen of them.

MR. CHAMBERS: What would this involve on a time basis -- say, if they go to one of these camps and then have to come to a meeting held at the Sheraton?

MR. QUENDENFELD: That would involve a half hour to forty-five minutes. However, I think you would find that problem in any major city.

MR. ANDERSON: Could there be some assistance toward making reservations given?

MS. ROBERTS: We can send you all that information from the Convention Bureau.

MR. ANDERSON: You can reserve those spots?

MR. MALACREA: That has already been requested and will be taken care of.

MR. QUENDENFELD: Prior to leaving, I would like to make a brief statement.

Of course, I know you are all pressed for time but we feel, in Philadelphia, that we not only do have approximately 25 major institutions in the area, in the Delaware area, not only in Pennsylvania but in New Jersey, as mentioned, we have medical schools and the like and we feel very strongly we can put on an excellent program for you. We are also anxious to do it.

Thank you very much. (Applause)

...At this point, the Philadelphia Representatives left the room...

PRESIDENT GEORGE: Now, let's get Bob started in relation to his presentation.

Is there a serious proposal coming up in relation to Columbus?

MR. WHITE: I would like to speak to it for my District.

Ohio State University at Columbus really wanted the Convention at Columbus and the District, at the last District meeting, asked that I forward a recommendation

at that time.

Now, we were under the impression that 1980 was up for grabs because nobody wanted it or nobody had asked for it. Therefore, I was asked to present Columbus as a potential site for 1980, if it was in that area.

That is the extent of the presentation.

PRESIDENT GEORGE: You have heard the proposal in relation to the two areas.

MR. WHITE: We are not really under consideration. It was a sort of "iffy" type of thing. That is the announcement that I made at our District Meeting yesterday. I told them I would present the motion that they had recommended, make this presentation, but that District 4 was not really in the running for the 1980 convention.

MR. DAVIS: This, of course, goes back to the District Meeting held in March.

MR. WHITE: For some reason or other, they were led to believe that maybe 1980 was open.

PRESIDENT GEORGE: It was open, but for District No. 3.

MR. CHAMBERS: Do we need a motion, for example, not to go to Columbus?

MR. FLENTJE: I would make a motion we approve Philadelphia.

MR. BUNCH: Second the motion.

PRESIDENT GEORGE: There has been a motion and a second that we go to Philadelphia. This does not involve the selection of a hotel -- merely a city -- the motion being, again, that we go to Philadelphia for 1980.

Is there any further discussion on that

particular motion?

...There being no further discussion on this motion, the motion was voted upon and declared to be carried, with Mr. Bob White of District No. 4 abstaining from voting...

PRESIDENT GEORGE: Do you have anything further to present, Fred, in relation to the Convention Committee?

MR. HOOVER: I have just a couple of other things and one of them is that we are getting complaints this year from our exhibitors about the arrangements here and if we put it into the Sheraton Hotel at Philadelphia we will have a similar complaint.

Now, in relation to the Sheraton at Philadelphia and their 30 economy rate rooms, that is certainly not very good.

We are likewise having a problem here with our registration area, which has become congested with, for example, various committees wanting to put up bulletin boards and the like. For example, the Placement Committee wanted a bulletin board, NAIRS also wanted a bulletin board. I don't know as we have come up with anything here that requires a convention function but, on the other hand, we do not believe that everything has to go into the registration area because we are constantly losing our space.

Therefore, next year I am going to arrange for a room nearby, make it an "educational" room and, further, put all of the exhibits in one area. What I want to do, however, is to get all of these functions away from the registration area.

PRESIDENT GEORGE: Of course, this also involves the educational exhibits, which they generally also have.

MR. DAVIS: I think that is a good point,

removing all of the exhibits away from the registration area.

Now, also, I would like to quickly explain something in relation to this room reservation thing.

As you may know, there is a difference between a guaranteed rate and a guaranteed room. For example, at Kansas City, people that came in with a guaranteed rate, adjustments were made but if it says "guaranteed room", that does not mean you are getting the rate you requested -- that only means you will have a room when you arrive. However, if it has the word "rate" on there, you can go in and get that rate changed.

MR. WHITE: Let me say that at Dearborn next year, all of the doubles will be \$38.

MR. HOOVER: We are endeavoring to get one single rate for everyone. The guy that is going to get the "economy" is going to complain but, on the other hand, it would be the same rate throughout the hotel.

MR. MALACREA: I thought they were going to change that.

MR. HOOVER: I think they could do that but that involves an attempt to try to make these things come out in a balanced fashion.

MR. WHITE: At Dearborn, that is the way it is going to be.

MR. BIRDWELL: You know, in our District it has gotten to the point where some people are saying "I will pay the airplane fare if you will pay for my room." However, it used to be the other way around.

MR. HOOVER: That is correct. As a matter of fact, it now runs between \$32 and \$40 a room.

Here, I think it was we had some 160 "economy" rooms. They were gone out of the computers on the first

or second day after we mailed out reservations because we had the highest registration coming in early that we have ever had and so, as a result, those people got the rooms and others did not. That is why, therefore, we are thinking along one rate.

MR. CHAMBERS: It, of course, makes it easier on you.

MR. HOOVER: Also, with regard to the banquet tickets, I believe at the prior Session we discussed one lump sum but I don't believe that is going to be adequate.

MR. MALACREA: I thought that had already been discussed and and voted in.

PRESIDENT GEORGE: My notes indicate, for example, that this is a recommendation that Fred was going to present to us today.

MR. BIRDWELL: However, we discussed it yesterday.

PRESIDENT GEORGE: On the other hand, we did not vote anything. I don't have a motion on this.

MR. BUNCH: For example, our District discussed it and was very much against it. We had some of them saying, as a matter of fact, that they would not come on that basis. Further, a lot of them are afraid of the banquet.

A recommendation was made to come back to the Board to do away with the banquet and have an awards luncheon, mainly in the hopes that we would get the costs down, try it for a year.

MR. HOOVER: This is also what I was thinking of throughout the meeting.

PRESIDENT GEORGE: Well, we have not made any kind of a motion. All it is is a recommendation insofar

as my notes are concerned.

Perhaps someone can correct me if I am wrong.

MR. CHAMBERS: I personally would hate to get away from the awards banquet because this is the highlight of the Convention. We have people there, for example, who are nominated to the Hall of Fame and I think, if this were to be done in connection with a luncheon, it would downgrade the whole awards system.

Therefore, I personally favor sticking with the banquet.

MR. BIRDWELL: In connection with the people from my District, they said that the banquet was fine, good. As a matter of fact, most of them come for the banquet and are all for it. However, there are those people who come and who do not want to attend the banquet and, therefore, this including the banquet ticket at one price does present a problem there. This was the whole thing in relation to this particular item.

For example, if a guy only sends in \$25, that would mean he would only desire the registration and not a banquet ticket.

MR. HOOVER: However, the whole idea in connection with this matter being discussed the other day was to provide a manner of slipping in the banquet ticket in connection with the registration so that we could get our money back.

PRESIDENT GEORGE: Let me say, for example, that when they go to register at the Eastern, they put it in the dues and this and that but when you go back to school, it shows one thing -- registration. In other words, if you want a ticket for this, that or the other thing, it all comes under the title of "Registration". Of course, if you don't want it, you don't have to buy it.

They can, of course, still buy a banquet

ticket but we give them a receipt that is called "Registration". Can that be done here?

MR. HOOVER: Yes, it can be done but it is going to involve quite a lot more paperwork to try to keep track of it.

MR. BIRDWELL: Well, if a guy sent you \$40, what would that mean?

MR. HOOVER: Well, from the way we were talking yesterday, that would mean a banquet ticket.

In other words, you can get two types of registration -- one for \$40 and one for \$25.

Now, I think some decision has to be made here. I have to know what the \$40 is going to involve.

MR. BIRDWELL: Of course, the main thing is a receipt coming back.

Of course, some of these checks come in through the purchasing departments of the various universities and they do not have a blue card. I know that we have been using these blue cards. For example, I receive a check for \$65 or \$80 covering two people and, as a result, I have a heck of a time figuring out what that is tied in with.

On the other hand, we could go ahead and offer a package -- a full package as to the total amount of the money or, on the other hand, the second package would be without the banquet ticket.

MR. MALACREA: The recommendation would allow that flexibility and choice.

MR. HOOVER: Yes, and, also, leave the education courses alone because they have to be checked separately because we have to get an account to close them out.

PRESIDENT GEORGE: Well, how does all of that sound to you -- in other words, offer it as an option but show it as registration.

MR. HOOVER: For example, one full package deal could be \$60; the next would be \$40 and then the other one would be the same thing we are doing here now.

MR. WALL: I would like to make a recommendation.

I think Fred knows our feelings with respect to this and, therefore, I would suggest and recommend that he take the ball and handle it in the way that he feels best because, after all, he is more familiar with the registration problems and everything else involved along this line than any others of us.

MR. BUNCH: I would feel we should not make the banquet ticket mandatory.

MR. WALL: In other words, let's leave all of this in as options in order to help Fred.

MR. FLENTJE: What are the District feelings towards no more entertainment?

MR. WHITE: I don't think we should handle that as yet.

MR. FLENTJE: In other words, what does that do to the banquet?

MR. BIRDWELL: Nothing.

PRESIDENT GEORGE: We can do the same thing we did this year.

MR. WHITE: You know, every year we fight the numbers regarding the banquet.

MR. HOOVER: Let me say that this year we are going down because of the \$15 charge. People don't want to pay that much.

Also, another thing is that many of the exhibitors are checking out of here this afternoon -- breaking down this afternoon. They will not be here tomorrow as they are going home tonight.

MR. CHAMBERS: Is that, for example, because we opened up on Sunday?

PRESIDENT GEORGE: Would someone, for example, make a recommendation we move the banquet back to Monday?

MR. HOOVER: That is what I was going to do. This is especially true if we are going to continue it because now, all of a sudden, we are having people checking out of the hotel. They decided to get going and so they are leaving now, today.

MR. CHAMBERS: I just wonder, but I think we need to, for example, open up the exhibits on Sunday.

I think the problems we are currently having are because the exhibits were opened on Sunday and it is a two-and-a-half-day show.

MR. HOOVER: We may have to go back to the old system.

PRESIDENT GEORGE: Sunday was a good play for the exhibitors.

MR. HOOVER: It was before this year.

MR. CHAMBERS: Do we have any indication from the exhibitors as to their feelings concerning the arrangements here this time?

MR. HOOVER: Well, they thought it opened up too early -- that Sunday was too early, mainly because they did not have time to get it properly set up.

MR. WHITE: On that basis, would it be better to have it on Monday?

MR. HOOVER: Well, we could hold the Schering Symposium from six to eight on Sunday night and still keep open on Wednesday morning because they are set up anyway.

Now, we could, for example, go back to our format of having the banquet on Monday night and, perhaps, if we do that, then we will find people taking off on Tuesday.

MR. CHAMBERS: Personally, I feel we have to leave the banquet on Tuesday night.

MR. HOOVER: I also think we should endeavor to keep the people at the clinics and make adjustments in connection with the exhibits.

Now, the last thing I have is this question -- are we going to continue the banquet?

MR. BUNCH: Along that line, my District made a recommendation you try it one year in relation to an Awards Luncheon instead of a banquet and see if you get more in attendance than you do at the banquet.

PRESIDENT GEORGE: Do you desire to make a motion?

MR. BUNCH: I would so move.

PRESIDENT GEORGE: Is there a second?

The motion fails for lack of a second.

MR. CHAMBERS: I would like to ask a question. If we had a luncheon, for example, scheduled for today, and I am not disagreeing with you, if we had scheduled an awards luncheon in place of the banquet and, as you see, we are now in a Board meeting and it is 12:15, what are you going to do, if the Board or any other committees run over?

MR. BIRDWELL: Plus the fact that you have wives and families on tours and all of that.

MR. BUNCH: Well, I merely threw that out in the form of a suggestion.

MR. CHAMBERS: Of course, we are not trying to argue with you.

PRESIDENT GEORGE: Is there anything else, Fred?

MR. HOOVER: Well, I am presently engaged in trying to form the various committees that we talked about the other day. I am in the process of talking to, for example, the former program people and the ones that are here, and, of course, to those not here, we will write them letters asking for their suggestions. We will try to get suggestions back from them in relation to entertainment programs, banquets and the like, then endeavor to put the thing together so that, in turn, we will be able to make recommendations to you prior to the January Board meeting.

MR. CHAMBERS: I have maybe a minor point here.

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If possible, and I really think there is a factor of time and everything else involved here, could they get some information off to us this summer because once the football season starts it is going to be very difficult to compile some of these things? You know, you are busy like everybody else. Therefore, if we could get some guidelines on that during the summer months, it would be helpful.

On the other hand, I also realize that many people are off during the summer months. I know, for example, that in my own instance, I am going to be involved in writing this.

PRESIDENT GEORGE: An August 1st date, for example, would that be reasonable?

MR. CHAMBERS: I would like to have it back to Fred by the middle of August.

MR. HOOVER: Let's put a guideline on as to when you would like to have it back.

PRESIDENT GEORGE: How about August 1st?

If there is no objection, we can make it that you have it back to us by an August 1st deadline.

MR. WHITE: In our case, at Dearborn, we have no problem with the banquet. There will be a banquet on Tuesday night and we don't have any idea as to the number.

MR. HOOVER: In our case, they gave us up to yesterday, until 10:00, to close our figures. We gave them a minimum of 450. Further, they have already told these people that they are going to mail them their money back and so I guess we have to go along. Of course, what we used to do is to tell them to try to sell their tickets to someone else. However, they did give us until 10:00 yesterday to give them a minimum and we are right now in the process of telling them to figure on 500.

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PRESIDENT GEORGE: With regard to the return of those tickets, would it make for any problems if we were not to mail these tickets back and merely tell them to write in? I'll bet they are going to collect the \$15.00 from the school one way or another.

MR. HOOVER: I will tell you what I am going to do -- I am going to write a letter indicating the policy as to the deadline and, with regard to the hotel confirmation as to meals, we have to pay that money by a certain time anyway, and, therefore, that means we are going to have to pay for their ticket whether they use it or not.

MR. WALL: You know, to my way of thinking, in relation to this matter, if they have purchased a banquet ticket, they have bought a ticket. Also, in our case if you purchase a football ticket to the game, that is it, the ticket belongs to you whether you come or not.

MR. BIRDWELL: They expecting to get a refund on that basis is really silly, at least to my way of thinking.

MR. HOOVER: Of course, I am for you.

PRESIDENT GEORGE: Well, okay, I don't think you need any motion on that.

MR. HOOVER: I am merely going to make a policy on that.

MR. WHITE: You know, we moved the banquet from Monday to Tuesday to encourage people to stay and now the people are complaining that the banquet is too expensive, and that is no longer a way of encouraging people to stay. However, I think we do have the factor of making the banquet the focal point. After all, it is an honors banquet.

Now, if this is being put on on a Tuesday night in order to make sure they are going to stay over and go to the Wednesday meetings, and it obviously is not

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working here with some 450 people at the banquet and with over 800 people registered, then maybe we had better give some consideration to this matter because it is not, after all, going to be any cheaper next year.

MR. CHAMBERS: You know, I have had a lot of people tell me, in regard to the convention, "I don't want to go and listen to problems on international medicine from Doctor Hanley". This is, as a matter of fact, what several people have told me. They don't like him for a banquet speaker.

MR. HOOVER: I don't necessarily agree with that but, on the other hand, with regards to the convention speakers, I don't think we can plan on getting them for nothing into the future.

I think that somewhere along the line we will have to set up a budget fund in relation to getting banquet speakers.

PRESIDENT GEORGE: However, this year, in connection with this meeting, we told them they had to get a free speaker.

MR. WHITE: Let me ask you this -- is there any feeling regarding the moving of the banquet back to Monday?

PRESIDENT GEORGE: One thing at a time.

What about Monday? Would you rather have the banquet on Monday? How about you, Fred?

MR. HOOVER: On Tuesday, especially if the exhibits are going to be open on Wednesday. However, I think he has a good point. On the other hand, some of the people are not going to come either way and, further, we have no way of measuring that.

MR. WHITE: On the other hand, we used to be able to entice these people to stay when, for example, the banquet was cheaper or relatively cheaper. I know it was expensive then, also, but not as expensive as it is now.

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PRESIDENT GEORGE: We are trying to make a decision as to what night to have the banquet.

... Cries of "Tuesday" ...

MR. WHITE: Possibly Tuesday is the best day to have but, on the other hand, I would hate to see us go down to 200 people.

MR. HOOVER: We also lost some exhibitors but we cannot depend on them to help us because the banquet is solely for the purpose of honoring our own people.

MR. WHITE: It is our own members we are honoring, yes.

MR. HOOVER: Then, next year, as I understand it, it is your feeling it should be held on Tuesday night?

PRESIDENT GEORGE: That seems to be the consensus. Also, that banquet tickets will not be compulsory.

MR. HOOVER: Nevertheless, we will offer a package.

MR. MALACREA: And it will all be listed as "Registration" in some way.

MR. HOOVER: To make sure we understand, let me say that the first thing on the registration card will be \$40.00 or whatever the cost of the banquet -- but, nevertheless, we suggested \$40.00. This, I say, includes the banquet tickets.

MR. MALACREA: Will your information so indicate that?

MR. HOOVER: Yes.

Next, will be registration minus the price of the banquet tickets, maybe \$27.50. That will be next.

Then next will be the courses and that is all they have to do.

A package registration of \$50.00, for example, will include the banquet ticket, registration, the CPR and it will come under this one registration.

MR. MALACREA: I don't think any of us have a problem with the educational courses.

MR. HOOVER: It would be better for me to leave it out.

MR. MALACREA: I would have a problem with the mandatory banquet tickets.

MR. HOOVER: However, it is not that. We are, as we indicated, going to provide some options here.

MR. MALACREA: As I understand it, only one.

MR. WALL: Either one option or two.

MR. HOOVER: The real thing we are doing here is offering a service to the various athletic departments.

MR. ANDERSON: I would like to see you structure that so that as a word of explanation it might say "includes banquet ticket".

MR. HOOVER: We will get a cover sheet that will give them these various options.

PRESIDENT GEORGE: Is there anything else on the banquet or the convention?

MR. WHITE: In relation to entertainment, it is my assumption that the Board has said that nobody will be solicited for entertainment, no exhibitors?

MR. CHAMBERS: No exhibitors, no.

PRESIDENT GEORGE: Perhaps we should make a

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decision here. We said "friends or exhibitors".

MR. CHAMBERS: I think we said that it would be permissible to go to some of the local organizations but that we decided not to, for example, ask more of our exhibitors.

... Cries of "yes" ...

MR. ANDERSON: The thing we want to do is not to go begging. In other words, we can ask them once and then, if they do not accept, that is fine. However, we are not going to go back again and again.

PRESIDENT GEORGE: Now, we as an Association, are we going to guarantee the Entertainment Committee a budget?

MR. HOOVER: That is the whole thing.

PRESIDENT GEORGE: Yes, because the Entertainment Committee cannot make any plans until they know how much money they have. They did not know how much money they had here, for example, until the middle of May.

MR. WHITE: Our District is, at this point, assuming there will be no money provided for entertainment except for the Continental breakfast we talked about in relation to Monday morning. At least that is what I told them.

I said that essentially we were not going to have any money -- that our responsibility would be to provide information regarding what the wives and children could do and how much it would cost to do it.

PRESIDENT GEORGE: Does everybody agree with that?

MR. LEE: Are we going to vote on it?

PRESIDENT GEORGE: First of all, do you agree with that concept of entertainment?

8 MR. MALACREA: For example, who supported our boat ride and buffet dinner this year?

PRESIDENT GEORGE: A number of the exhibitors.

MR. HOOVER: We have to make a decision here in relation to that matter because I did not want to tell them, for example, to go ahead with this because, really, I had no authority to commit the organization to an expenditure of \$8,000.00. However, this matter did come up and they said, for example, they would need \$6,000.00 to put it on, mainly as a minimum, and then asked us what we wanted to do. At that time, they had some \$3,800.00 or something and so we said "go ahead and if the money comes in, you are covered; if not, the association will pay the difference". As a result, they guaranteed us up to \$5,000.00 and they went \$1,000.00 over.

PRESIDENT GEORGE: They guaranteed us they could, for example, collect \$5,000.00. We said we would pick up the other \$1,000.00. They did, however, raise the \$6,000.00.

MR. BIRDWELL: What did that \$6,000.00 purchase?

PRESIDENT GEORGE: A free boat ride, a bus ride back and forth and it also paid for breakfast this morning for the wives and children and the bus trip this afternoon and tour; also the dance last night after the banquet.

Now, the question is this -- are we going to still provide these free things for the families and our membership?

MR. ANDERSON: Would it not be too loosely structured to do that?

Say, for example, that the Entertainment Committee is guaranteed x thousands of dollars to organize something -- that they can go out and solicit but, you know, "if they say no, then don't go begging and we

will absorb the overage". That could be either a small or large amount.

PRESIDENT GEORGE: I think that would make the Committee rather lazy, you know.

MR. ANDERSON: You know, the question came up in our District to the effect that, for example, we had been talking about a 70% increase in financial assets during the last four years -- that we have all of this extra money and, therefore, what are we doing with it? In other words, why cannot NATA pick up more of the tab for something in relation to entertainment?

PRESIDENT GEORGE: Because I would like to think that most of that money has come from dues and some has come from convention.

First of all, on the other hand, the convention has to pay for itself. We are not going to take any money from the dues or something like that and give it to members who come to a convention and not give anything to the members who do not attend. Therefore, please do not even think about that.

Now, on the other hand, if you ask me as to what should be our first goal with respect to the expenditure of our funds, then I can say to you that it is my belief that they should be applied toward reemployment of a full time Director in the office. I think that is much more important than any kind of entertainment.

MR. HOOVER: We are not sure we are going to break even on the convention, especially if things keep on going the way they are, if we keep proceeding on a dues structure like we are.

MR. WHITE: Let me give you my thoughts regarding entertainment.

I heard from the Associate Members to the effect that they say they pay just as much to register here as the active members did. Also, "how come I could not go on the boat ride"? Well, I did not know how to

answer that.

MR. WALL: I wish someone else could have gone instead of me.

PRESIDENT GEORGE: Perhaps that was a decision the Board should have previously made and I should apologize for that.

MR. WHITE: That is because it was half way.

Now, I am not sure that I am representing my District in saying this, but I do want to nevertheless say it for myself -- that I think that we are now at the point where, I believe, we have to stop all of this family entertainment business. On the other hand, as soon as you break it off, then you will have a lot of the wives mad at you because, after all, we do not seem to have much going here for the kids. Further, they just do not know about some of these things in advance and assume that merely because it has been done in the past, it is going to continue into the future and yet nobody said it would.

Now, I think we should say so ahead of time even though it might get a few people mad, that, for example, the convention will not provide any family entertainment.

MR. ANDERSON: Will that be something to be provided in connection with the guidelines?

PRESIDENT GEORGE: Of course, it is best to be positive. In other words "these are the tours and things that will be provided, this is the cost".

MR. HOOVER: We already talked about that with Kent this morning.

Next year, for example, every manner of tour will be \$3.00 per person, \$1.50 per child.

Now, the things that happened here this year

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happened because, in the main, right up to the last minute, there were thoughts that, for example, Johnson & Johnson was going to come through as they had in the past. It was also indicated that some other people were going to come through. Now, I am not excusing Johnson & Johnson but some of these people did not find out about this until later on.

Also, Otho gave me something the other day, something which I did not bring with me, but which involves a package of tickets that could perhaps be provided in connection with the pre-registration. That can be looked into.

Now, with regard to the boat trip, we did get a lot of static from a lot of people when they came to sign up and found out they could not do so.

MR. CHAMBERS: Yes, and there also was a lot of confusion. I was informed, for example, that there was going to be a boat cruise and food involved here, specifically going out at the time they did, at 6:15 in the evening. However, when we further looked into this, we were informed there was going to be no food on board-- that there was going to be a cash bar. As a matter of fact, there were several conflicting things about it.

Also, a lot of people started complaining because the cruise was scheduled for 6:15 and it did not actually leave until 8:00.

PRESIDENT GEORGE: Well, it is nice to talk about these things but we do have to make a decision as to whether or not we are going to have all free entertainment or are we going to have merely that one breakfast for the wives and children, which the local committee in turn will endeavor to raise money for? If not, we will have to guarantee it.

MR. WHITE: In relation to that, I don't think we should be expected to raise any funds at the local level.

If we are going to have the breakfast for the

wives and families, that would be fine, but only that.

PRESIDENT GEORGE: We all seem to be in favor of doing away with the free entertainment, am I right?

MR. ANDERSON: Unless somebody comes to you and says "I would like to do this for you". In other words, we inform them that we will not have any free entertainment but, on the other hand, if somebody desires to donate entertainment, we can inform them that the policy of the Board is no free entertainment, that if they want to furnish anything and take care of the expense, that is fine, but, on the other hand, that the NATA will charge a nominal fee for this, for some of these other functions.

PRESIDENT GEORGE: And any funds donated will be put toward the breakfast for the wives and children. If we have more money than that, then we will give them one whale of a breakfast.

Does everyone agree with that?

... Cries of "yes ..."

MR. ANDERSON: You mean anybody that comes? What if some organization comes to you with a proposal saying "We want to do this, we want to provide Foster Brooks", are we going to let them do it?

MR. BIRDWELL: Are we going to turn people down such as the Patriots?

MR. WHITE: For example, if the Patriots wanted to do something for us, then I assume we would let them do it. As a matter of fact, you can invite anybody you want but it would not be a NATA sponsored sort of thing.

MR. ANDERSON: As I understand it, we are talking about a basic entertainment package that is at least covered and guaranteed by certain funding and those

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who offer to do things, that will involve their own financial responsibility.

MR. HOOVER: I think you have to break this down in some fashion because, as you know, the other night, people getting on the buses by invitation, that created hard feelings on the part of others who had not received an invitation.

MR. BIRDWELL: In that case, they handled their own personal invitations.

MR. LEE: However, this did engender a lot of hard feelings.

PRESIDENT GEORGE: In other words, people were hurt because they did not get invited.

MR. CHAMBERS: On the other hand, that is not our problem.

MR. WHITE: You just cannot go half way.

MR. BIRDWELL: Let's just provide a booth and our people in there available with information on places for them to go and how to get there and what it will cost them. I think that would take care of the whole matter. This will also give them a place to check into so that, in turn, they will not wander into the hotel wondering exactly where to go.

PRESIDENT GEORGE: Well, it appears that we are agreeing on some things here but, Fred, let me ask you this, do you know what we are agreeing upon?

MR. HOOVER: Yes, I think so.

PRESIDENT GEORGE: Do you need any motion from the Board?

MR. HOOVER: I will try to summarize it and you tell me if this is not what we have agreed upon. Or, on the other hand, perhaps you should give me your

summarization of it.

PRESIDENT GEORGE: Well, okay.

We have generally agreed, for example, that the NATA will provide to the people who come to the convention a free breakfast for the wives and children of the members.

MR. WHITE: On the other hand, if we do this, then you will have to communicate that this is a change in policy, perhaps making that communication to the Journal.

MR. HOOVER: I think that would be a good idea.

MR. WHITE: Also, you are going to have to do some of this in connection with your early mailings because, after all, we don't want people coming to our convention next year and complaining about what a poor job District 4 did.

PRESIDENT GEORGE: May I have a motion that the NATA will provide a free breakfast at the convention to the wives and children of the members?

MR. BIRDWELL: I would so move.

MR. WHITE: I would rather see in that motion the fact that the Board has recognized the development of the organization to the point where free entertainment can no longer be provided and that the only carry-over would be the breakfast for the wives and children, a free breakfast for the wives and children on Monday morning.

Also, with regard to the host district, I don't think they should be obliged to raise the money to cover that breakfast. Also, don't solicit any money.

PRESIDENT GEORGE: Well, there are some people who do not agree with you. Some still want to solicit funds.

15 If we have an outside person willing to do something, they can cooperate with the program committee.

Now, is this a motion?

MR. BIRDWELL: I will so move.

MR. FLENTJE: Second the motion.

PRESIDENT GEORGE: Here is what the motion is now.

The first part is a motion and the second part is informative -- namely, that NATA will provide at the annual convention a free breakfast for wives and children of members, with the explanation to be put into the Journal that the price of the entertainment has passed us by, that we cannot continue to provide free entertainment, we are not soliciting funds for this free entertainment. That will be the explanation in the Journal.

Also, this will involve the wives and children of members. We don't want the kids of the exhibitors in there.

MR. MALACREA: We must insure that we provide a free breakfast.

MR. WALL: That is right -- a free breakfast.

PRESIDENT GEORGE: I have that.

MR. WHITE: You can say, for example, a complimentary breakfast on Monday morning.

MR. WALL: Perhaps you can say that the NATA will provide a complimentary breakfast for wives and children of members because, if not, somebody is going to call up room service and order breakfast and charge it to us.

MR. LEE: That is certainly a good point. You had certainly better cover every angle.

16 MR. CHAMBERS: I would certainly not leave anything open for speculation.

MR. BIRDWELL: We appear to be in a battle of wits here.

MR. WHITE: Do we even have to have a motion to this effect?

PRESIDENT GEORGE: I don't think so.

MR. WHITE: But I do want you, Mr. President, to initiate it.

PRESIDENT GEORGE: We will instruct Fred to do that, to handle the complimentary breakfast for wives and children.

MR. WHITE: And to be paid for by the NATA?

PRESIDENT GEORGE: Yes.

MR. WHITE: And you are going to, in your letter, Mr. President, announce to the membership that a major change in 1977 will occur?

MR. MALACREA: This is a directive now and not a motion?

PRESIDENT GEORGE: Yes. Of course, this is done on the basis that Fred will be taking care of it.

MR. ANDERSON: I wonder if I could make one statement because this is what I get at our meeting.

For example, the NATA is providing one thing, the breakfast. Okay, I don't bring my wife and I am a member -- what entertainment am I getting from the association?

PRESIDENT GEORGE: Nothing.

What do I get, for example, when I go to the

APTA; nothing.

17 What do I get when I go to the American College of Sports Medicine; nothing.

 I don't get anything at any other place I go.

 Now, is there anything else that anybody would like to bring up in connection with Fred here?

 MR. CHAMBERS: Do you have any breakdown as to the attendance that we have had here?

 MR. HOOVER: We will have it a little later on.

 PRESIDENT GEORGE: Let me ask you this -- does Fred need a motion to increase the registration fees?

 MR. MELIN: Not really.

 MR. WHITE: Why are we increasing the registration fees?

 MR. HOOVER: To cover the breakfast. It is going to be \$40.00.

 PRESIDENT GEORGE: And also in relation to the general principle of increasing our funds a little bit.

 MR. CHAMBERS: As I understand it, the \$40.00 registration fee will include a package type of deal.

 MR. HOOVER: Perhaps the registration fee for non-members should be \$50.00.

 MR. LEE: However, you don't know what the banquet ticket is going to cost.

 PRESIDENT GEORGE: If it is, for example,

\$20.00, then we increase it by that much.

Now, I believe we have given Fred enough ideas for running the convention next year. Is there anything anybody else would like to add at this point. We have not made any express motions at this time for him, but, through this discussion, I am sure he has gotten our thoughts on a generalized basis. Therefore, if there is nothing further, we will excuse Fred and proceed to our next agenda item.

Now, in relation to the next agenda item, it is that of State Associations. Does anybody have anything to bring up on State Associations?

MR. MALACREA: Yes, on State Associations.

PRESIDENT GEORGE: What do you want to bring up?

MR. MALACREA: I would like to move that the by-laws of NATA be amended to allow for the formation of State Chapters. Be it further moved that the membership in NATA is a qualification for membership in the State Chapters; also that payment of dues imposed upon the State Chapter is a necessary qualification for maintaining membership in the National Association.

MR. WHITE: Payment of dues to the local chapter?

MR. MALACREA: The State Chapter.

PRESIDENT GEORGE: He is going to have to pay State, District and National dues.

MR. MALACREA: That the by-laws of NATA be amended to allow the formation of State Chapters; that membership in NATA is a qualification for membership in a State Chapter; also that payment of dues imposed by the State Chapter is a necessary qualification for maintaining membership in the National Association.

MR. WHITE: Well, I still do not understand.

19 MR. MELIN: I wonder if, for example, I can ask a question at this point.

For example, it doesn't say anything about the Districts, does it?

MR. MALACREA: No, it doesn't.

MR. MELIN: I might also say right now that this necessitates, in my opinion, a change in the constitution rather than by-laws, which cannot be done as simply because the constitution reads that each District organization shall have District jurisdiction throughout one of the areas. That is one of the areas designated as a division of the various geographical areas.

Therefore, somewhere along the line that would not fit the change of by-laws.

PRESIDENT GEORGE: So you need a constitutional change.

MR. MELIN: And the second thing is that it by-passes the District.

PRESIDENT GEORGE: I also have a question for Bruce in relation to procedure.

If it is going to be a constitutional change, does it have to come to the Board of Directors first?

MR. MELIN: All proposed amendments to the constitution shall be submitted in writing to the Executive Director and the Executive Director shall distribute copies of the proposal to all voting members at least three weeks prior to the annual meeting.

It further provides that the change, after having been properly submitted, shall be read at the annual meeting and that a two-thirds majority of the voting membership is necessary for its passage.

Now, again, anybody can submit it, submit it

to the Executive Director.

20 MR. MALACREA: If this were to read, for example, in the last sentence, that payment of dues imposed on a State Chapter is necessary qualification for maintaining membership in the District, would that help?

MR. MELIN: I really do not think you can do this without a constitutional change. Somebody might discuss that, but I don't think so.

PRESIDENT GEORGE: First of all, is there a second of Dick's motion?

There is no second and so the motion falls for lack of a second.

MR. MALACREA: I would like to move that the by-laws of the NATA be amended to allow for the formation of State Chapters.

MR. WHITE: Second the motion.

MR. MALACREA: The one reason I did that is so that we could have a discussion here because I do have a position from our District that they wanted to present here.

First of all, as you may remember, we were asked to take this action regarding the State Association or organization back to our Districts and then report back to you.

Well, our District, by a vote of 59 - 10, voted that the Board should encourage rather than discourage the formation of State Trainers Associations. Then they also gave me a motion saying that the Board of Directors should remain neutral regarding associations being formed.

The second motion I was asked to bring back was to say that the Districts did not want to be in violation of a National directive if they did go ahead -- that if we go and say "You should not do this", then they

do it anyhow, well, they did not really want to be in violation of the National Board.

MR. FLENTJE: Our District is not in favor of forming State organizations. They feel the work can be done by committees on a state by state basis.

They do not feel that State Associations are necessary at this time. As I understand it, we are talking about Associations.

MR. WHITE: Our District is in favor of the formation of State Association or to stay neutral -- not to discourage them.

MR. BUNCH: Our District is in the same position. We are in exactly the same position as Bill has indicated.

MR. LEWELLYN: I would like to say something about this. Well, I have talked to Fred about it; perhaps you would like to comment on it at this point.

MR. HOOVER: Well, we were advised by our attorney that we had to form an association in order to go for any type of program. We have to be organized in our own state first.

MR. ANDERSON: Does he say you have to be an arm of NATA?

MR. HOOVER: He did not say that. All he said was that before we went to the Legislature for anything, we had to be an association.

MR. ANDERSON: There is nothing prohibiting that.

MR. CHAMBERS: Did he say anything about a constitution and by-laws?

MR. HOOVER: This was a lawyer from the Attorney General and he said the reason for this was that

22 when you go the Legislature, you are representing the entire membership, all of the trainers in that state, not just one group. In other words, you have covered the whole waterfront. This is what he told us.

PRESIDENT GEORGE: What state is that?

MR. HOOVER: That is South Carolina, just one state.

PRESIDENT GEORGE: Dick, you are basically in favor of it.

I was at the meeting of District 1 yesterday and they are going to get organized and get their work done but they do not want to have a constitution, by-laws and dues. They have little separate groups and they have picked somebody whom they are going to have as a leader and they are going to have box lunches at the local college and do it in that fashion. That is how District 1 feels about it.

MR. ANDERSON: The position of District 10 is to back NATA's previous decision not to encourage the formation of State Associations at this time and, further, the District felt that the primary purpose of those organizations would be state licensure then, insofar as the NATA rule is concerned in state licensure, this could best be accomplished by the state licensing committee.

I think the key thing here is that the NATA is not giving encouragement. We have one State Association in our District and it really was felt that for what they are trying to accomplish with that State organization, through dissemination or communication of information, it would be a great detriment to them requiring those people to help with the communication to carry out in that state to first having them become members by, on a mandatory basis, having to join the National Association, pay both District and National dues.

I was also directed by them to recommend that the NATA maybe could form an Ad Hoc Committee to look

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into the future as to how these organizations, at a future time, could be incorporated into the structure of the Association.

For example, that Committee would look into the constitution and by-law problems. Also, they would look into the direction to go because, as you know, do we grow from the District to the State organization? Also, do we move to a compulsory type of thing in the future?

At any rate, this is just what I have been directed to bring to the Board and even so far as to make a motion, if necessary, for the Committee to look into future factors pertaining to all of this.

MR. WALL: District 9 feels they want to support the Board's actions of not encouraging formation of State Associations.

To me, what we are dealing with, gentlemen, is that we are going on making a statement that we are not encouraging formation of State Associations, at this time. We are not saying, of course, they cannot form a State Association.

PRESIDENT GEORGE: As a matter of fact, we have no right to say that.

For example, if they require an association in South Carolina to get their bills through, then that is the business of South Carolina.

MR. MELIN: They can do it if they so desire.

MR. WALL: However, there is nothing that says I cannot go back and form the Knoxville Athletic Trainers Association. There is nothing anywhere that says I cannot do this.

Really, to me, it is immaterial what we are doing with it because those in need of doing it are going to do and those who do not need to do it, of course,

they are not going to proceed with it.

All we are saying is, for example, that we are not going to recognize the State Association as an official arm of NATA at this present time.

MR. CHAMBERS: Insofar as we are concerned, we are already kind of a loosely knit state association in our state.

PRESIDENT GEORGE: Let me ask you -- do you collect dues from these people?

MR. CHAMBERS: No, we do not. We belong to NATA and you automatically do that. Further, we don't have that many people. We do charge a registration fee but that does not pay their dues.

Our people are not in favor of forming a structured State Association. They want to leave it loosely knit, like it is.

As a matter of fact, in relation to our people, they think it is really a duplication of services.

MR. MALACREA: Do you have an association right now?

MR. CHAMBERS: No.

MR. MALACREA: What do you have in order to do this with?

MR. CHAMBERS: Well, you have to understand the density of the population that we have in California.

For example, we have a large concentration of people in Southern California and also a large concentration in Northern California.

MR. MALACREA: However, as I understood you, you said that you had a loosely knit group but, in essence, it is not an organization, is it?

MR. CHAMBERS: Well, no.

Let me add, however, that we have two meetings a year in California.

MR. MALACREA: Do you have a constitution and by-laws?

MR. CHAMBERS: We use that of NATA.

PRESIDENT GEORGE: In other words, then you do have a constitution and by-laws?

MR. CHAMBERS: Well, when I say we use it, let me say we are governed by this Association or organization.

MR. MALACREA: What does it say, for example, on the first line?

MR. CHAMBERS: Let me repeat, we do not have a constitution.

What we do, for example, if we were to have a problem, say it is in connection with ethics, then it would be referred to our National Ethics Committee. Also, insofar as charging them dues is concerned, we do not do that.

MR. MALACREA: Is there any kind of a written document that you have in California?

MR. LEE: No.

MR. CHAMBERS: No.

MR. WALL: You know, Frank keeps coming back to the term "dues" and I think I know what he is referring to.

The dues situation used to be present in connection with the EATA. You are worried about this situation and, likewise, this is a situation that I am worried about.

26 I am worried, for example, about Dick's first motion that indicates that a man has to pay State, District and National dues. In other words, I would have to pay State dues in connection with my physical therapy. Further, if I don't pay State dues, then the National drops me.

The same is true with you. If you do not pay District dues, the National drops you.

Now, it involves the payment of three sets of dues -- District, State and National.

MR. WALL: If that State wants to charge dues they are going to be able to do it because there is nothing we can do about it. The only thing we can do, I think, is that if there is a State Association formed, is this done through a District Director so the Director, in turn, designates whoever is in charge of the State -- in other words, make sure, everything is documented in writing and that the individual pays his State dues and is not a member of your District or NATA -- make sure he knows that he is not?

PRESIDENT GEORGE: Well, that particular thing does not bother me so much as the way it is run.

For example, the Assistant or High School Trainer in New York, who says "I don't want to pay all three dues but I still want to be a member of NATA, get the Journal and get anything else that gives me information, but I don't want to pay another \$5.00 to \$10.00, pay another \$10.00 in dues, I can't afford it". Now, under those conditions, I don't want us to have to drop that guy from our roles, from NATA roles, which is what the first proposal said, and on which we did not get a second.

MR. WALL: I don't see how we can stop them from charging dues if they form a state association.

PRESIDENT GEORGE: No, we cannot but I also don't want to drop them from our roles in relation to a

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NATA trainer in that state who doesn't want to pay the dues.

MR. ANDERSON: However, as I understand it, they are not an official arm of the state.

MR. WALL: You know, I don't know what we are talking about here. As I understand it, Dick's motion is merely a motion to amend the by-laws to allow for the establishment of State Chapters. That is the motion and I will say that the by-laws do not have to be amended to allow for the formation of State Chapters because there is nothing in the by-laws that says you cannot have a State Chapter, am I correct?

MR. MELIN: As a matter of fact, there is nothing in the by-laws that says anything about Districts.

PRESIDENT GEORGE: So we do not have to amend the by-laws -- you are allowed to have them -- there is nothing about encouraging or discouraging.

MR. MELIN: The Districts are all in the constitution and the only thing in the by-laws is the election that directs the year in which they will be elected. However, it doesn't say anything about the other organization. Therefore, you can form State Associations if they so desire but under the present circumstances, they would not be at least automatically affiliated with the National organization or the District organization.

PRESIDENT GEORGE: Is there any such thing as an incorrect motion?

In other words, is that a correct motion.

MR. WHITE: I think that if we defeat the motion, then we can go back to our individual states and do whatever they desire.

MR. MELIN: I think in some ways this is not applicable but the best way would be if you want to make a resolution, approve a resolution that the Board, in

some way, understands the problem and does not look down upon it.

MR. MALACREA: I would like to hear from Districts 6 or 7 first because we stopped here at No. 8.

PRESIDENT GEORGE: Warren, how do you feel?

MR. LEE: Well, we are the same as Bill's District -- for one time.

MR. MALACREA: In other words, you are saying absolutely "no" to the State Organization and supporting the original Board decision?

MR. LEE: And the reason is that even in our District, it was unanimously felt that the best way to go about it was to go about it as an Ad Hoc Committee for state licensure and take it from there. There was absolutely no ground swell for the State Association. At any rate, those are the circumstances in relation to our District.

MR. BIRDWELL: In connection with our meeting yesterday, and, of course, we have two states in District No. 6, the people from Texas said "You know, we did not form a State Association to get our law through -- what is the uproar here? If they need it and cannot get it without forming an association, that is one thing. However, we did not have to have it. We did not form one. We did not charge dues and we got it."

Also, we only had one representative in Arkansas and his reply was, for example, that he was not going to form a one-man state organization. Further, he knew that Texas did not need him but that he needed Texas and he wanted to keep it on a District level and not on a state level.

PRESIDENT GEORGE: Let us get back to the subject matter.

There is a motion that the by-laws be amended to allow for the formation of State Chapters.

Now then, we are not so sure that is a proper motion.

MR. MALACREA: In other words, would this not involving constitutional amendment?

MR. MELIN: In order to change the organization, it would have to be a constitutional amendment.

MR. ANDERSON: Especially if you want it as an official arm of the National Association and recognized by it.

PRESIDENT GEORGE: Again, as I understand it, what we have before us is an improper motion.

Let me ask you again -- do you all understand what is being done? The parliamentarian says this is an improper motion because it is not needed to amend the by-laws to allow for the formation of state organizations.

There is, as a matter of fact, nothing in the by-laws that prevents states from forming a State Chapter.

MR. MELIN: Changing the organization likewise requires a constitutional change.

MR. MALACREA: In order to have the formation of states under our constitution and by-laws of NATA, a constitutional change would be needed.

MR. MELIN: However, that does not prevent some bodies from forming a Pennsylvania State Athletic Trainers Association.

MR. MALACREA: As I understand it, in order to be under the constitution, it would have to involve a constitutional change.

MR. WALL: Let me ask a question at this point.

How do you all feel about District Secretaries

receiving a ticket to the banquet.

I would like to put in the form of a motion that District Secretaries be authorized to receive a ticket for the awards banquet.

PRESIDENT GEORGE: What about the Committee Chairmen? Why do you stop there.

MR. CHAMBERS: I think the District Secretaries should.

PRESIDENT GEORGE: Again, what about the Committee Chairmen?

Do you think anybody works harder than some of these people?

Well, at any rate, we have a motion in front of the Board, is there a second?

... The motion was severally seconded ...

MR. FLENTJE: The question is this -- where do you draw the line?

MR. CHAMBERS: These are two people -- supposedly District representatives to the National Association.

PRESIDENT GEORGE: Would that go into effect tomorrow?

MR. WALL: At 1:15 P.M. on June 15th.

PRESIDENT GEORGE: That puts a lot of pressure on Fred.

MR. HOOVER: I see no problem.

MR. WALL: Well, we do have a motion and a second on the floor.

MR. MALACREA: I would like to see that either

tabled or turned down, at least until Fred has an opportunity to develop his guidelines in relation to the convention package, in which all of this, I assume will be spelled out. I have reference to the information insofar as complimentary rooms are concerned, all of these kinds of things, who does and gets what.

MR. MELIN: Let me say you do have a couple of alternatives.

You can do this for one time only, if the Board so desires, or you can make a motion to table the motion and vote on that. Perhaps somebody wants to make a motion to table the motion.

MR. ANDERSON: At our meeting of the Secretaries yesterday, we did receive a directive from Otho to send to him suggestions which might be incorporated into Fred's manual, which you know we have a directive to do and will do.

Therefore, the really only question would be, you know, a one-time factor. Nobody is expecting anything today. The directive was to write it so it could be incorporated into the manual and, further, with regard to these duties performed by these various Secretaries, in general, it is a thankless job and this is really the only time you can get a little bit for nothing you know.

MR. BUNCH: I will second the motion. I feel the same way he does.

MR. WHITE: I am with Fred.

MR. BIRDWELL: Well, I don't know.

Now, I am not against giving them the banquet tickets, but I think, you know, we need to think about where this is going to head and, further, are we going to definitely stop here or keep going?

MR. LEE: I think something like this has to

be in the manual. Then, if it is in the manual, go ahead and do it. That is very clear cut. This kind of thing, at the moment, seems to be out of order.

It is a good suggestion and, further, if we put it in the manual, then let's do it.

MR. CHAMBERS: Let me say that I am for this and would like to have it start right now, mainly because my District is working very hard and I think it is a nice thing and if we can incorporate that in the manual so that it is spelled out well then, fine.

MR. LEE: I feel strong about the Committee Chairmen also.

MR. BIRDWELL: I do also.

MR. LEE: As a matter of fact, I feel very strongly about them.

... At this point, Mr. Flentje assumed the chair ...

CHAIRMAN FLENTJE: You have before you the motion, which has been seconded and which has been briefly discussed thus far. Is there further discussion?

MR. MELIN: Let me clarify this. Is this going to be, for example, a one-time deal?

MR. ANDERSON: I would say that it would be a one-time deal because our suggestion is that it go to Otho.

CHAIRMAN FLENTJE: The motion is that we give the District Secretaries a ticket to the banquet on a one-time basis and this to be further incorporated into the proposed manual if need be.

MR. MELIN: Again, this is for only one time?

... At this point, Mr. George resumed the chair ...

PRESIDENT GEORGE: Will somebody inform me of our present status?

MR. FLENTJE: There is a motion before us to give the Secretaries a banquet ticket, this to be a one-time deal.

PRESIDENT GEORGE: If that is the motion, then I would also suggest it be a one-time deal in connection with the various Committee Chairmen. Further, can we afford something like that?

MR. HOOVER: Now, we have said on several occasions, for example, that the convention has to support itself.

I am going to ask one question, mainly because there is nothing written on this.

Are we talking about exhibits and everything else, the total monies coming in from the convention, or, on the other hand, what we make on registration?

PRESIDENT GEORGE: I think it is the exhibits and the whole thing.

MR. FLENTJE: I would move we table all of this discussion until the mid-year Board meeting.

MR. MALACREA: Second the motion.

PRESIDENT GEORGE: You have before you the motion to table this until the mid-year Board meeting.

All in favor of the tabling indicate by saying aye; opposed no. The motion is tabled.

Now, I believe that we are now ready to consider the report of the Ethics Committee.

I see that we have a Tow Diehm with us.

Now, Tow, do you have any major changes to

present in relation to the Code of Ethics? In other words I am going to ask you something very seriously.

Now, I think you will agree that there is one major point we should be discussing in relation to the Code and that is -- is this something that is worth giving to the Directors and permitting them to have an opportunity of studying it? Of course, I realize there is at least one controversial point involved in it and that we have to definitely consider that and talk about that.

Now, we have not yet done anything with it. None of you, I believe, have had it.

In other words, I made the Board a promise more than once that I would not ask them to approve anything without having had a chance to study it.

MR. DIEHM: There is nothing really major other than the fact we did condense it, reduce it, shorten it.

PRESIDENT GEORGE: Well, I don't think we have to make any decisions as to the condensing, reducing or shortening until our January Board meeting, but, nevertheless, I would like to have us definitely consider right now and talk about this matter because we have, at every meeting of the Board of Directors, I think, since I have been here, talked about the Code of Ethics.

For example, in relation to the Olympics. Let's turn to "National Representation", Section No. 4, under Article I, "Basic Principles". It is on the second page.

Just so you will know where we stand now, we are talking about National Representation and that, of course, means the International Games, the Olympic Games, things like that.

Right now there is a procedure for a member to apply for those games. In other words, he applies through his District. He checks with his District

Director and then those names are given to a Committee within the NATA that is called the International Games Committee, in relation to which nobody knows the membership.

Right now, I might add, there is no Committee. Well, right now we do have a Chairman.

Further, they meet every four or five years. I think I have to appoint the Committee. Insofar as I know, Bobby Gunn appointed the entire Committee. It is a special committee.

Now, that Committee receives these names and they narrow it down to the number of names, for example, to be sent on to the USOC and then they, in turn, select the trainers they desire from that list.

They also turn around and select other trainers that we do not have on that list.

Right now, a member of this Association violates the Code of Ethics if he sends his name to the Olympic Committee and says "I want to go to the Olympic Games, please take me." This is solicitation of your own name and a violation of the Code of Ethics.

Historically, this Board has discussed this every year or at every single Board meeting and, of course, at every meeting, when the situations are presented, we agree likewise that they are a violation of the Code of Ethics.

If I write to the Medical Committee and say "I want to go to the Olympic Games, please take me", or whatever, that is a violation of the Code.

The Olympics Committee historically has sent me copies of these letters -- of anyone who writes to them and solicits their name. They have also historically written back to this person and said "This is the NATA procedure to follow for Olympic Selection, please contact Frank George, their President."

That is what has happened in connection with these games.

MR. MALACREA: It has happened in connection with verbal communication also.

PRESIDENT GEORGE: No, they have never told me anything about anyone who might have called and asked them to go. They have only informed me about those people who have written; I have no way of knowing who, for example, has asked on a verbal basis -- no way of knowing, for example, which coach puts on which pressure in order to get a certain individual to go.

Well, I will say I was told that but, on the other hand, that is really not a member solicitation type of thing -- that is a coach or somebody else doing it for a particular individual.

Now, the major change involved in this National Representation which we have discussed a number of times and which has been defeated by the Board is that we are telling a guy that if the Olympics Committee calls him up, which is the case, Dr. Hanley tells me he makes a selection of whom he wants to go, they have some men whom they desire to go, then he, in turn, writes a letter to that man.

For example, Joe Crowell was one; Joe Abraham was another one, then there were two or three others. For example, Bill Hill was one.

Now, he writes that letter because he wants them to go for obvious reasons, whether because of friendship, responsibility or other reasons. Nevertheless, he writes to the people he wants to especially go in relation to the International Games Committee. Of course, in this case, the pressure is also put on him here because he probably also is told that he has to have these people.

Therefore, it is not somebody he merely picks because he essentially wants them on a personal basis.

However, he keeps that down to a very, very

low key. For example, sometimes he is pressured into having to take a woman or a member of a minority group.

Now, we say that anyone who goes to these games on that basis, they violate the Code of Ethics because when he got that letter, for example, asking him to be a member of the Olympics Team and he said "yes", his name then was on the NATA list.

Do you all now understand the difference with relation to this?

For example, the way the Code reads now, it says that if you write to the Olympic Committee, or if you seek to have your name considered to go to the Olympic Games, you violate the Code of Ethics. It also now says that you do not have to "seek", you merely have to accept to go, then you also violate the Code of Ethics.

Also, in the Olympic Committee Rules it states that any organization who attempts to prohibit its members from applying for application to the Olympic or International Olympic Committee will have legal action taken against that organization. Now, that is not for us, that is for the NCC and the AAU.

Now, I went and presented this to an Attorney, showed them our procedures, and he said that this was not a violation as long as you did not tell them to pick somebody.

Now, some of us are members of the NATA Olympic Committee and we violate the Code of Ethics when we tell one of our men that they cannot go.

If the Olympic Committee selects them, we violate the rules by telling them that they cannot apply to go.

On the other hand, I don't think we have good control over our membership because in the final analysis, good trainers are going to go and they are also going to

do a good job there when we send them there, whether or not we select them.

Well, that is where we are presently -- that is a major issue in relation to the code of ethics here.

The Ethics Committees in many of your Districts feel that we should do that but I think we in this room, if we vote, you also have to understand as to what is going to happen.

As I tried to indicate earlier, we got about 65 percent of our selections this time but, on the other hand, if we endeavor to buck them, then we may get nothing.

In other words, they are going to pick trainers but, on the other hand, they are going to pick every trainer they want and they are not going to give us the courtesy of asking us to tell them who should go.

Personally, Of course, I would like to see us have a hundred percent. That is, of course, selfish on my part but then, on the other hand, we are a strong, powerful association and perhaps we deserve this.

Now, as I indicated to you previously, they said that they think on the basis of what they previously gave us, that they gave us ninety percent in relation to these games because nine out of ten trainers are NATA members. Therefore, they tell me, "Look, we picked nine out of the ten trainers who are members of your Association and who are NATA certified people, what more do you want?"

On the other hand, they don't want to have us dictate to them as to who should go.

MR. DIEHM: As Chairman of the Ethics Committee, I would like to present to you the Committee's feelings and my recommendations to the Committee.

The feeling of the Committee was, for example, that we must have the addition as indicated there.

For example, we added, "and will not accept such assignment or responsibility". That is in relation to Section 4, National Representation, page No. 2.

As I say, there was the feeling of the Committee we should have that and they voted as such, but as I pointed out to the Committee and just as Frank has discussed with you, I have talked with every member since we had our meeting and they still want to present it to the Board. However, the desires of the Board will be adhered to from that standpoint.

MR. WHITE: As I understand it, the Committee is in favor of it as printed?

MR. DIEHM: As printed, yes.

MR. ANDERSON: There are a few typographical errors in there.

PRESIDENT GEORGE: Those, I am sure, can be corrected along the way.

Now, is there some discussion from someone whose District wants us to approve that.

MR. FLENTJE: I will start it off.

This, as well as the Placement Committee, were two things we talked about most of the day. There were varying sentiments up to and including the fact "okay, deliver them an ultimatum, that we want all of ours taken and that is it."

PRESIDENT GEORGE: On the other hand, what happens, Bill, if they do not comply? I think you likewise have to give me the other side of this.

In other words, "you take all of our men" or what?

MR. FLENTJE: Or stop our selection processes. Don't ask us for anybody. We say to them that we, as a

group, are not going.

PRESIDENT GEORGE: Well now, let's stop right there. That is an idea and, further, at least for me, it is a pretty simple idea.

In reality, it is a pretty simple idea for me because you know, when I say "look, we are not going to send you any more names", then, by the same token, I am saying to them, "pick who you want". That is essentially what Bill is telling me in connection with his statement here -- "take who you want".

Now, considering how selfish I am, do you want me to do that to you? If you want that type of directive, then you are going to have to make it because, in essence, it is not coming from me.

MR. FLENTJE: Also, there is another part to this -- with the idea, for example, that if they were publicized in the newspapers and the media, namely, that NATA is refusing to provide coverage for the Olympic Events, that this perhaps wouldn't be sufficient.

PRESIDENT GEORGE: On the other hand our members are not refusing to go when they are sent a letter.

MR. FLENTJE: Of course, I realize this but that is what is being sent back to me and that was really one idea.

Another idea, in essence and which they were suggesting, was that we negotiate and, through our organization, limit each person to one Pan Am Game, one Olympic Game and then they could go no more.

MR. DIEHM: This was in the 1961 minutes of our National Meeting, in other words, to do just that.

PRESIDENT GEORGE: However, that is a violation of the USOC Constitution, to do that. We are also a member of their Committee.

MR. FLENTJE: However, as I say, these are things that have been given to me.

PRESIDENT GEORGE: We could try to make a change in the Constitution but right now it is like we are telling our members "you have to play by our rules"; we also have to play by the USOC rules.

MR. FLENTJE: At any rate, these are some of the complaints made. I merely posed the question back to them -- well, okay, where do we draw the line?

Do we seek all or none or, as you say, in relation to the Eastern people, that becomes a very selfish reason.

PRESIDENT GEORGE: Not only in relation to the Eastern people, and I hate to use names now, but in relation to the people who always go, it will, in relation to what we are trying to do, condense it even more.

MR. FLENTJE: This is what I pointed out to them. It is a question, for example, do we take what we can get and try to work to get more or do we just say "that is it?"

MR. LEE: In relation to my District, they keenly felt that they wanted it the way it is. This is what we tried to put in last year and they directed me to vote for this change.

1

MR. ANDERSON: We discussed this yesterday and, as you know, Frank Medina is in Texas and Bob Beeten is in Idaho.

PRESIDENT GEORGE: You have no control whatsoever, or never have had, as to the head trainer.

MR. ANDERSON: The thing is, however, Bob Beeten is a certified member of the Association.

PRESIDENT GEORGE: He is not.

MR. ANDERSON: Bob is a certified member of this Association, I believe, through the Grandfather Clause.

PRESIDENT GEORGE: However, it has been reported to us that he is not.

MR. DIEHM: I would like to have that investigated because he has not been a member for 11 years.

MR. ANDERSON: He is a dues-paying members.

PRESIDENT GEORGE: However, Bob Miller reported to us that he was not.

MR. ANDERSON: Well, I am the District Secretary and he is and when our membership was reformed in connection with the redistricting, his membership came up from District 7. He has been active and he still is active and I have that here someplace.

PRESIDENT GEORGE: Well, that is a problem for District No. 10. However, he was not an actively engaged trainer 11 years ago.

MR. LEE: He was in 1970.

PRESIDENT GEORGE: If it is 10 or 11, then he should have been certified in the District. Another mistake.

2

MR. ANDERSON: That is a mistake of District 7 then because we did not have him in the District until 1972. I sure would like to know what his classification is?

PRESIDENT GEORGE: Listen to this.

We have a letter on this from a man who was on the Membership Committee at the time and stating the man was not a certified trainer and, therefore, how could a non-certified trainer go to the Games?

MR. ANDERSON: He is certified.

PRESIDENT GEORGE: I think it would make us feel better to know that they are taking certified trainers as head trainers. I have to apologize for Doctor Hanley. However, I feel a lot better now since he has done what he did.

MR. ANDERSON: Sure, that is fine, and now we will see how it works out with the Trainers Association, because if this is accepted this way, then he is going to have to make a decision based upon the Trainers Association.

PRESIDENT GEORGE: Well, I believe we exempted the head trainer from that particular thing.

MR. ANDERSON: If he is named the head trainer, then, of course, that is a legitimate exemption. However, you asked me about how our District felt.

MR. DIEHM: There was in the Olympics policies of the Association some time ago a request that one member who participated in the previous Olympics serve as the head trainer for the next one. Now, I am dropping back to another philosophy. People who have worked with Bob have never met Bob. They tell me, however, he is one hell of a trainer.

PRESIDENT GEORGE: Just because a guy doesn't belong to the NATA or any other national association, doesn't mean they aren't proficient in their field.

3
MR. ANDERSON: I have heard more good things about him than bad things. This is something that, in turn, affects the membership.

PRESIDENT GEORGE: The things they were writing to me about was that here we have a person who is not a NATA member and not certified.

MR. ANDERSON: Who wrote that?

PRESIDENT GEORGE: Bud Miller.

MR. ANDERSON: When did he write that?

PRESIDENT GEORGE: About a month ago.

MR. ANDERSON: He left District 10 and we do not have access to the up-to-date records.

PRESIDENT GEORGE: I said that historically, when Lee was there, an application came through his committee and it was denied. His committee made a mistake or something and it got to the National office.

MR. DIEHM: Let me go back here a few years, quite a few years.

At one time, before 1960, it was strictly up to District No. 1, District No. 2, which I guess included the massage parlors and the clubs in New York but, at that time, one individual went to bat for some of these men who were not quite qualified as trainers and got them on the Olympics Selection Committee -- got approval and then this enabled them to serve and, further, this was then a beginning.

We have made a great amount of progress since then and, as I told my Committee, I don't want to see us go backwards -- I want to see us go forward.

I think we can live with this matter of "National Representation", by amending it as I have indicated. However, we must remember that we are still in our

infancy, at least in my opinion, to a great degree.

Frank Cramer asked me personally did I want to go to the Olympic Games in 1960, tried to get me to go, and I said, "Frank, I have my job to think about."

In 1964, he asked me to go and I did not go either time, mainly because of the time involved.

Well, this is just a little of the background and history and I would recommend to you as a Board, not as Chairman of the Ethics Committee, but as a Member of this Association, to strike that last part of that sentence and keep it in mind in connection with future years.

PRESIDENT GEORGE: Let me ask you, Tom, do your people know anything about this?

MR. WALL: Well, I did not bring it up because we were running behind time and I said "The heck with this, I will talk about it later." We are saying that it would be unethical for a member to accept such an assignment.

MR. WHITE: What does it mean "and to represent in any other responsibility" -- what does that mean?

PRESIDENT GEORGE: Well, we have always had that. People went to different organizations indicating they were representing us when, in fact, they were not.

MR. WALL: Let's back up here a minute now. Three words "National Team Trainer", have been added in here.

MR. DIEHM: This is correct.

MR. WALL: Last week Eddie Lane presented a progress report on liaison with the AAU. Let's go back to that.

At that time Eddie said, "Anybody that wants

to go with the wrestling team, have him come and see me and I will put him in contact with the proper people".

Now, if we go into this, then, if this new wording goes in, they are in violation on that basis.

PRESIDENT GEORGE: We talked about that.

You know, there are so many of these national teams that go and over which we have no control. Another thing about it is that some of them do not decide to go or to send a trainer until about two weeks before the trip is going to leave.

MR. CHAMBERS: You know, in connection with this whole matter, we are caught between a rock and a hard spot because, being on the Ethics Committee, we have met in relation to this thing and tried to hammer it out.

I took it before my District yesterday and talked to them about it and they were in favor of it, but like you say here, it is a matter of enforcement and they said, in turn, you know, it is a little bit better than nothing.

Now, in relation to my District, they were all in favor of it but the reason they said they would not vote for it was because it could not be enforced.

For example, they said that in relation to something like this, you have people that will not abide by this but if they were assured that every member in every district would abide by it, well then, fine. However, you can put that in there and, then, in turn, you will get guys that say, "The hell with NATA, we don't need it."

PRESIDENT GEORGE: I know of two men that turned it down on ethical principles, Joe Crowell and Joe Abraham.

MR. WHITE: However, both of them had been to previous Olympics.

PRESIDENT GEORGE: Yes. However, put yourself in a situation where you have never been before.

MR. MALACREA: My man who went to the Pan-Am Games and is going to the Olympics this summer was going to turn it down when the flack rose about appointment. However, I encouraged him not to. We had to talk him into accepting.

MR. ANDERSON: If that trip is more important than the Association, then that is a decision that has to be made. We just don't write our Code of Ethics so that everybody will stay under it or cover all the bases.

PRESIDENT GEORGE: What do you think, Cash?

MR. BIRDWELL: Well, we did not get into it yesterday.

I guess that our representative from the District on the Ethics Committee said we would all be happy with it and so the only feedback I had is what I have heard around this year.

Some of the trainers have said, for example, that we sometimes crowd our minds like the old proverbial shadow -- in other words, we try to crowd the minds of men on how powerful we are. However, it appears that there is nothing we can do about it. Nevertheless, there is the view that we crowd our minds to our potential strengths and one suggestion that I had from one of the members of the District is that something is wrong with the selection.

He said to get away from it for awhile until we are a little more powerful. In other words, just submit the list of names every year for all of the Games -- the list of certified trainers that have never been to any type of Games, and then ask them to pick their trainers from this list. This is just a recommendation I have from the District.

PRESIDENT GEORGE: I believe there is a

committee now that has been working on that aspect of it.

MR. MALACREA: You maybe do have a copy of a thing we discussed, namely involving something such as a guideline for district selection processes.

PRESIDENT GEORGE: Well, let's keep on this particular principle now. Did I get everybody?

How about you, Bob?

MR. WHITE: I don't offhand know of any members of my District who have not been to the Olympics and who, if asked to go as a trainer, would not accept.

PRESIDENT GEORGE: I can say the same thing for District No. 1. I will not say the same for District No. 2 but I was at the District 1 meeting.

MR. WHITE: That may be. Offhand, however, I don't know.

MR. BIRDWELL: Some of this is in conflict with football.

MR. WHITE: However, if anybody wanted them to go and they could not, all they would have to do is to indicate they did not want to go.

MR. BUNCH: Our district said not to send in any new names.

MR. MALACREA: I really do not have a District feeling but my personal opinion is that we should take what we have and settle with that for now and build upon it.

MR. WHITE: That is why we are asking the Committee to come in in January.

MR. MALACREA: That is exactly right.

PRESIDENT GEORGE: Well, here we have the

Code of Ethics as presented to you. I want to know this -- do you want to take this home with you and study it and approve it in January or do you want to act on it right now?

MR. FLENTJE: I would not want to do it right now.

PRESIDENT GEORGE: Well, this may be a good suggestion but, on the other hand, I also want to indicate to you that we are presently living without a Code of Ethics.

Now, going back to this change we discussed previously, does anybody want to make a motion to strike that from Section No. 4?

MR. WHITE: I would suggest we wait until January.

PRESIDENT GEORGE: However, I do not want to go through another hour of this in the month of January. We have spent considerable time on it already.

MR. CHAMBERS: You mean just on the one section?

PRESIDENT GEORGE: Everything else, I think, is rather good.

MR. MELIN: Right now we cannot enforce "National Team Trainer", and so we would have to eliminate that.

MR. CHAMBERS: Why don't you amend the motion to include that.

PRESIDENT GEORGE: There has not been a motion.

MR. MELIN: There hasn't been any motion to accept the report of the Ethics Committee as yet.

PRESIDENT GEORGE: I am just asking within

ourselves about this. I don't want to have to spend more time on it in January. You know, we have been spending at least one hour of the Board's time on this, at least for the last three meetings, anyway.

Now, with regard to this section, I would like to have someone make a motion with regard to this one section.

MR. MELIN: You had better do it this way, because this is going to come up in the January meeting anyway.

In other words, you have not as yet accepted this and so you probably should make a motion that the draft by the Ethics Committee of the revision of the Code of Ethics be accepted for study with a decision at this time to definitely amend this one article -- take out "National Team Trainer" and delete "after such matters", in Section 4. Then it will be clear so that, at least, everybody will read it with that one thought in mind.

PRESIDENT GEORGE: Do you all understand what we are doing? Is there such a motion? Because, if they vote to keep that, then it is going to stay in.

In other words, is there a motion to do what Bruce just said?

What he said to do was, in relation to Section No. 4, cross out "National Team Trainer" and delete all after the word "matters". That is in Section 4.

MR. MELIN: You have not approved the revised Code of Ethics yet but you have changed it to that extent.

MR. ANDERSON: However, it is possible that there will be additional changes that will occur.

PRESIDENT GEORGE: We can send this to the Board of Directors before that time and you study them

and if there are any revised changes, you can sent those to Otho and he, in turn, will get them out to us and we will read it again.

MR. DIEHM: It is my hope that this will not be revised again for a good many years.

MR. ANDERSON: I wonder if I could make a statement now with regard to drugs?

From my personal experience, there are a lot of areas of abuse. I am presently using the TN's and this is a prescribed control device that is going to be even more and more controlled and I would think maybe possibly considering "non-therapeutic uses of drugs or devices", because that is a controlled device. All the suppliers are expecting tighter and tighter controls and that, of course, can involve abuses.

MR. DIEHM: For example, is it taken internally or orally?

MR. ANDERSON: If you read on the back, it is a prescription device only for that patient and only for that condition for which it is prescribed.

MR. DAVIS: Leave it under "modality".

MR. FLENTJE: Yes, it is a modality.

PRESIDENT GEORGE: Well, let us get back to this particular section, Section No. 4. Is there a motion to do what Bruce has suggested?

MR. LEE: I will so move.

MR. FLENTJE: Second the motion.

PRESIDENT GEORGE: Moved by District 7 and seconded by District 5, to delete "National Team Trainer" and all after the word "matters". All in favor of the motion please raise your hand?

MR. CHAMBERS: I would like to make a notation

that I am voting as a District Director and not as a member of this Committee.

MR. WHITE: And I am abstaining.

PRESIDENT GEORGE: I have nine in favor. Is there anybody against?

What did you do, John?

MR. ANDERSON: I abstained.

PRESIDENT GEORGE: Well, I have eight in favor. Is there anybody against it?

There are eight in favor and two abstentions.

MR. LEE: As I understand it, that just applies to that one section.

PRESIDENT GEORGE: Yes, and now you are going to go home and read this and if you see anything you don't like, you are going to send it back, together with revisions, to Otho and he, in turn, will get it back to the Committee and the Board of Directors and then we will make a decision on it. However, you have to read it and study it.

As I said before, I personally think it looks good, really good and I congratulate the Committee and thank you for the work you have done on it.

MR. DIEHM: Let me say that Bruce sat in with us on this and we think we got everything pretty much in the right terminology and we think it is something you can live with. We hope that way, anyway.

PRESIDENT GEORGE: And now, Tow, I believe you have something else to bring before the Board?

MR. DIEHM: Yes.

We could have a violation of the Code during

the past year, this, I guess, coming under the "Sportsmanship" Article. However, the Ethics Committee was asked to investigate this, which amounted to a possible infraction of the Code by a member during the NCAA Hockey Championships in Denver, Colorado. After reviewing the available information, it is the recommendation of the Ethics Committee that a letter be sent to the individual (Gary Smith) stating that his actions could not be condoned but we feel that what he did was emotional and not serious enough to be a great breach of ethics.

Now, this involved a fight that erupted during the ice hockey match between Boston University and Minnesota. There was a penalty called by one of the officials which was away from the action. The other official right next to the action ignored it but when this penalty was called by this other official, this player (and I cannot pronounce his name) was penalized and sent to the penalty box and on the way there, due to the harassment that took place from the Minnesota bench, etc., and Gary was involved in it, he openly admitted that the kid spit and it happened to hit Gary and Gary made the comment to the effect that this really showed a lot of class and then this kid, as he was going to the penalty box, got over a little bit closer to Gary, picked up his hockey stick and hit him in the chest. Well, emotions are bound to get involved when something like that happens and I, for one, don't know whether to say it is unethical to defend yourself, at least from that standpoint. Well, as a result of this, a big fight broke out.

Now, the NCAA Committee, under this circumstance, had a serious decision to make. For example, technically they could have stopped the game and that was it. Well, this went on for twenty minutes and I believe they continued the game.

Now, I talked to Gary later in the hotel room and he apologized to the NATA for any embarrassment that he might have caused it, and felt very badly about it.

Now, the recommendation of our Committee is

that according to our Code that I guess the President or the Executive Director will write him a letter stating this and that is it, because we do not feel that under the circumstances he did anything that would qualify him to be expelled or anything like that.

MR. FLENTJE: What did the NCAA do there?

MR. DIEHM: Well, really, nothing. However, the reason we want to do this is that we have been accused of not cleaning up our own house.

Now, also, I think you Directors should tell your Districts that if they know of a violation of the Code, that member, rather than going around and talking about it, ought to sit down and write a note to the President or the Executive Director and we, in turn, investigate. In other words, let us let these outside organization know that we care. Let us quit going around with our head in the sand. We have been doing this for some 27 years now so to speak.

We had one incident prior to this one ever to come before the Ethics Committee and that was several years ago.

MR. LEE: Who reported this to Frank or Otho?

MR. DIEHM: I don't know.

PRESIDENT GEORGE: A member of our association.

MR. DIEHM: That is all that is necessary.

PRESIDENT GEORGE: Three members of our association at least reported this to me.

MR. DIEHM: Again, in my opinion, that is all that is necessary.

MR. DAVIS: That is correct.

PRESIDENT GEORGE: Three certified members of our association.

MR. DIEHM: Well, that is the recommendation of the Committee for you to act upon.

PRESIDENT GEORGE: Perhaps I should back up again and just repeat the circumstances that happened.

In other words, am I to understand that this kid first spit upon and then hit the trainer?

MR. DIEHM: Yes, and then the trainer made the statement "That really shows a lot of class".

That was the first incident and then the second incident was hitting the trainer with the hockey stick.

Now, I might add that they have a very poor set up in Denver, if you have been there, insofar as the team benches and penalty box is concerned. It is right between the two team benches and, as I say, this kid came over to the side and he just caught Gary in the chest with his hockey stick. At any rate, this is what Gary told me.

Now, I am not saying that Gary started to fight but I suppose the whole team just interrupted spontaneously. However, in the final analysis, I don't really think he is guilty of a breach of ethics.

PRESIDENT GEORGE: Well, here is what I am asking. Should he be sent a letter of reprimand?

MR. DIEHM: I think, our Committee thinks, he should be, just to let people know that we are supporting Gary and, secondly, that we are investigating and checking into these violations.

MR. CHAMBERS: As I understand it, he apologized for his actions and admitted he was wrong -- admitted he was involved in the harassment.

MR. FLENTJE: This is one of the points I was desirous of knowing -- was he involved in the harassment prior to this instance or had there been a penalty?

PRESIDENT GEORGE: This was a penalty in which he was not involved in at all. This occurred as a boy was coming toward the penalty box.

MR. WALL: On the other hand, was he involved in any type of harrassment before the other individual spit at him?

MR. DIEHM: Well, he openly admitted that. It is only natural.

PRESIDENT GEORGE: I did not get that part of it. Perhaps I did not back up far enough.

MR. DIEHM: However, we do have in relation to our investigation an action that recommends to the Board a form of disciplinary action which was in the previous Code, namely a letter of censure, with copies to the immediate supervisor and District Director, along with to the person involved.

I think that this would show that we as an Association are policing our organization.

PRESIDENT GEORGE: It indicates in your recommendation here that a letter be sent to Gary.

MR. DIEHM: Yes, along with a copy to the

head trainer and his immediate supervisor and his District Director.

PRESIDENT GEORGE: Now then, do you all understand what the proposal is?

Do you have any more questions or discussion?

MR. MALACREA: Who brought this before the Ethics Committee?

MR. CHAMBERS: You don't have to know.

PRESIDENT GEORGE: Well, a number of people reported that.

MR. DIEHM: It was reported to your President, which is the method of reporting, at least in connection with the present Code of Ethics. However, at least three different people reported it, who, in turn, requested the Ethics Committee to investigate.

PRESIDENT GEORGE: I think we followed proper procedures, at least in accordance with our Code we did. In other words, this involves a letter to Gary, to his head trainer and to the District Director. I don't think we are going to jeopardize Gary or any member in connection with such a letter.

I will state in the letter, for example, that his actions cannot be condoned by NATA but, however, his actions do not constitute a breach of ethics.

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MR. DIEHM: If I may, I would like to recommend from our Committee that the organization print a copy of our Constitution and Bylaws and Code of Ethics in a booklet form which will not only be given to new members but I personally feel it would be more meaningful if you have a booklet on this to refer to rather than some Journal way back when laying on a desk.

PRESIDENT GEORGE: You mean after this particular Code is approved?

MR. DIEHM: Yes, after this is approved.

PRESIDENT GEORGE: Then we can table that until January.

To recall your memory on that, we already passed this motion last year -- we did pass a motion that when this is accepted, it will be published in the Journal annually and a copy will be sent to all new members, every new member first. The Code will be sent to every new member when they get their card and it will be published once a year in the Journal.

Now, I need a motion and a second with regard to the Gary Smith Case.

MR. LEE: I would make in the form of a motion the adoption of the recommendation of the Committee.

MR. CHAMBERS: Second the motion.

PRESIDENT GEORGE: The motion then has been made and seconded that the President send a letter to Gary, with a copy to his immediate supervisor and District Director, as we have previously indicated.

Is there further discussion?

If not, all in favor indicate by saying aye; opposed?

It is unanimously carried.

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MR. DIEHM: I also have something else.

Maybe some of you have seen this (indicating) pamphlet that was written and which Dick Hoover is using -- not the pamphlet but the book itself.

There is a recommendation in connection with this by the Educational Committee Chairman which indicates that the Chairman of the Education Committee endorses the book or the manual and something like this could be in violation. I would like to have the Directors, therefore, consider it.

MR. WHITE: Just a minute, is that for sale?

MR. DIEHM: Yes, it is for sale.

PRESIDENT GEORGE: Just a moment, we have to back up a little bit here because I really do not know what you are talking about.

MR. DAVIS: It is the program book that is now distributed by Dick Hoover. There is a letter in the preface of this text by Sayers Miller, as I understand, Chairman of the Professional Education Committee, NATA.

MR. DIEHM: That is right.

I would personally, as Chairman of the Ethics Committee, recommend to you that the Directors inform the membership that they can be in violation of the Code in doing some of these things because the book is for sale -- it is not a service to the Association. This is for personal, self-gain and, therefore, we can be in violation by using that particular name. Of course, they can recommend, endorse, and, as a matter of fact, do anything they desire, so long as they do not use the name, the logo, etc.

PRESIDENT GEORGE: As I understand it, the question now before us is as to what is our next step? In other words, do you want to make everybody aware of that?

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MR. ANDERSON: I think they are ready to do another printing.

MR. BIRDWELL: My District also wanted to know about this. There is another comment in here about qualifications to take the certification test.

PRESIDENT GEORGE: Well, let us back up a little here and take one step at a time.

MR. LEE: In my case, we do not know about that. Is this new?

Let me ask you, John, have you seen that booklet here?

MR. ANDERSON: I have not seen the book.

MR. MALACREA: Also, in that particular book, at least as I gather from it, they are really taking some shots at the coaches, especially in relation to one of their short statements.

PRESIDENT GEORGE: Well, as I understand it, we have no control over the book.

MR. DAVIS: As a matter of fact, the only thing you have control over is the title of the Officer or preface in the book and the request we not use the Association name or his position with the Association.

PRESIDENT GEORGE: Does everybody understand this?

Do we need a motion for this?

MR. FLENTJE: As I understand it, we are asking him to investigate it?

MR. DAVIS: It has been investigated and it is already a fact.

PRESIDENT GEORGE: Therefore, what should we

do?

My suggestion would be that the letter in here be removed -- leave his name on there -- Sayers Miller of Penn State University -- that is fine, but not as Chairman of the Committee, the Education Committee of NATA.

MR. LEE: Was Bud aware of this?

PRESIDENT GEORGE: He will be when he comes in. It was brought to his attention during our meetings here.

MR. DIEHM: However, not as a Code violation.

MR. MALACREA: Does this mean, for example, we have a collector's item in that we have a copy of the first index?

PRESIDENT GEORGE: Is there a motion to do what has been discussed?

MR. LEE: I would so move.

MR. BIRDWELL: Second the motion.

PRESIDENT GEORGE: All in favor of that indicate by saying aye; is there anyone opposed. There are no objections. It is carried.

MR. BIRDWELL: We can see how it gets around here because he is trying to get the workshops endorsed by using the name of the NATA here.

MR. LEE: I think it really means the same thing.

MR. BIRDWELL: Whatever it means and whatever he says, he can get around it.

However, as I understand it, the way it is here, it is a violation.

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MR. ANDERSON: Well, we tell him to remove that particular portion from the brochure and if he doesn't, then it becomes a violation.

MR. BIRDWELL: However, he has already been engaged in the violation.

MR. ANDERSON: However, this was put in before it was ever approved as a Committee.

...An off-the-record discussion ensued at this point...

MR. DIEHM: You know, it is the thinking of the Code of Ethics Committee that with the possible problems that can arise in the future, such as lawsuits that we already have against several members, that we cannot investigate them as a Committee until after the litigation has been settled, because if we pass judgment, then we may also get ourselves in the position of being involved in a little litigation as a result of this. I have been informed about some violations on the part of some trainers but, on the other hand, they are involved in lawsuits and, therefore, I don't think that, as a Committee, we should get into that until these lawsuits have been disposed of.

PRESIDENT GEORGE: On the other hand, should that be included in the new Code, as a part of the Code.

Maybe you want to bring that to the Board's attention as a possible inclusion.

Also, you may perhaps want to have an attorney on a retainer basis in relation to the Association and its responsibilities, specifically if you are going to be seeing more and more of these ethical actions. I am sure this will be the case within the next few years and, therefore, maybe we may want to consider that one aspect on it.

However, this is merely a suggestion and recommendation, even though you may have already considered

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it.

MR. DAVIS: Insofar as an attorney is concerned, we did at one time have one on a retainer with Jack in office and I personally did not see any reason for having one on a retainer basis because the individual was hardly ever used. I think, at that time, they were charging \$50 or \$100 a month merely to say they would represent us.

This is when I was at Duke University and I talked with an attorney in town, a former athlete there and he just indicated we did not need an attorney insofar as paying a retainer was concerned. He said, however, "if anything comes up, I will be glad to help the Association".

Well, since that time, we have used three attorneys, one of whom you might say is on a retainer and who handles all of the copyright matters for the Journal, etc., at Washington.

The other two were individuals we used in connection with the licensing committee, one of whom met with us last year, a gentleman from Iowa, you will remember. I also believe these people would help us any time we needed it.

I think that rather than having an attorney on a special retainer, when a specific incident does come along to where we need one, we already have two pretty good individuals that we can call on for help.

PRESIDENT GEORGE: Then, as I understand it, there is nothing we need to do about that particular aspect of it, is that correct?

MR. DAVIS: I would merely let it ride as it is on the present basis.

PRESIDENT GEORGE: Very well.

Now, Tow, do you have anything else?

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MR. DIEHM: No. I merely wish to thank the Board for its considerations.

...Whereupon, Mr. Diehm left the room...

...Mr. Lindsay McLean entered the room at this point ...

PRESIDENT GEORGE: I believe that Lindsay has two items for Board approval.

The first of these is that Lindsay would like to have a new member on his Committee to replace George Alcott.

I think the man he has selected is excellent. He ran the student program at the convention, is a good worker, but he really does a very good job.

MR. McLEAN: He is the obvious replacement. The name of the gentleman is Carl Krein. May I have a motion for him to be put on the committee?

MR. MALACREA: I would so move.

MR. FLENTJE: Second the motion.

PRESIDENT GEORGE: Is there further discussion? If not, all in favor indicate by saying aye; opposed no. It is unanimously carried.

MR. McLEAN: Now, the other thing is that I would like to apologize for not being on time here today.

Now, another thing I would like to do is to discuss a change in connection with our certificate. There has been no change since it was established.

Now, our thought was in relation to getting a seal made up for about a hundred dollars. From this you can stamp up a nice permanent looking certificate.

Now, we want to have your approval for the development of this thing.

MR. WHITE: Will that be developed for everyone?

MR. McLEAN: That, of course, will be up to you.

PRESIDENT GEORGE: I would say "everybody." Therefore, all you are asking for is approval to proceed with development, is that it?

MR. McLEAN: Yes. We think this, in turn, would get it down to a reasonable size.

MR. LEE: There is one question I have and that is how would we know, through the use of this, whether the guy was current?

MR. McLEAN: Well, we actually would not, in relation to the certificate. However, one thing that Otho is thinking about is making it in the form of a wooden plaque, where they have a little folder in which you can put a current membership card. If this were done, we could just have them inserted on the front of the frame. This would be something to show that it was valid.

PRESIDENT GEORGE: Almost none of the other associations have anything. Further, I can put mine up on the wall and nobody knows what year I got it.

MR. FLENTJE: I would like to move that the Certification Committee be given approval to develop the certificate they have in mind.

MR. WHITE: I will second the motion.

... There being no further discussion, the motion was voted upon and carried ...

PRESIDENT GEORGE: Is that all you have?

MR. McLEAN: That is all I have, thank you

very much.

... Whereupon, the Mr. McLean left the room, with Mr. Miller then next being recognized ...

PRESIDENT GEORGE: As I understand it, Bud has several proposals for the Board.

Let me ask you, Bud, will any of them take what you consider would be considerable study by the Board? If that is the case, then I am afraid you will get your request tabled because I made them a promise I would not railroad anything through.

MR. MILLER: We have asked you for two studies.

PRESIDENT GEORGE: For your information, we are now at the report of the Professional Education Committee. What is your first request, Bud?

MR. MILLER: First of all, there are three curriculums here for your approval -- the University of Pittsburgh, Kansas State College and Sacramento.

PRESIDENT GEORGE: I think what we should do is take these questions up one at a time. Therefore, Bud, proceed on that basis.

MR. MILLER: At the University of Pittsburgh, Carol Swingle be required to complete NATA requirements to be a certified athletic trainer.

PRESIDENT GEORGE: Who is Carol Swingle?

MR. MILLER: She is one of the female trainers. They have four female trainers, two male and one female being certified.

I was merely trying to put the pressure on her to get her certification also. We are not counting her.

MR. BIRDWELL: On the other hand, they most certainly meet all the requirements without her.

PRESIDENT GEORGE: Also, how can you do that? Don't they have at least two certified trainers at that school?

MR. MILLER: Yes, they do. As a matter of fact, they have three.

PRESIDENT GEORGE: Then whether you did this tomorrow or not, they would still meet the requirements for being an approved curriculum?

MR. MILLER: Again, as I said, this is merely a recommendation.

PRESIDENT GEORGE: It is not required.

MR. MILLER: Okay, I am sorry.

However, we could recommend it. I know that a lot goes into this but, on the other hand, a comment was made to Dr. McMaster within the past year, or he had made the statement that athletic trainers are nothing but frustrated doctors and this one individual trainer visited that training room within the past year and found it was very, very dirty and not too well organized. However, they do have all of the facilities. They are, nevertheless, very old. They just had a grant of, I don't know, how many thousands of dollars, for that purpose.

MR. BIRDWELL: Is that under construction?

MR. MILLER: Right now is under plans for construction. It is under construction this summer. It is supposed to be going on right now.

MR. FLENTJE: Are they working on it right now?

MR. MILLER: Yes. The guys are pouring concrete, laying brick.

PRESIDENT GEORGE: However, without new

facilities, do they still have a good program there?

MR. MILLER: Yes.

PRESIDENT GEORGE: In relation to the facilities they have right now?

MR. MILLER: Yes, especially the stadium facilities, which they work out of.

Now, as I understand it, they have three training rooms.

MR. BIRDWELL: Who do we get all of the guarantees from?

MR. MILLER: From everybody there, from the head of the department on down the line.

MR. WALL: Is that verbally or in writing?

MR. MILLER: Both. They also, as I say, got a grant of more funds. They also have to do it because of Title IX.

PRESIDENT GEORGE: Also, this individual, the head of the department up there, he has never really had a good remark for athletic trainers.

MR. MALACREA: He is also the Director of the Sports Medicine Clinic at the University of Pittsburgh.

PRESIDENT GEORGE: Yes he is. He is a man who made very, very strong statements, for example, as to how useless it is to put adhesive tape on the ankle to prevent or protect injury. This goes back some four or five years.

MR. BIRDWELL: What role is he lined up for in relation to the Sports Medicine Clinic and its programs? What part might he play in that program?

PRESIDENT GEORGE: Quite a strong role because, you see, all trainers are hired underneath the Sports Medicine Department.

Now, what does the head trainer, for example, say about McMasters?

MR. MILLER: They all feel he is doing a great job. They feel the strength of the whole thing revolves about him. They also have several orthopedists involved with him.

MR. WHITE: I would move we approve the University of Pittsburgh.

MR. LEE: Second the motion.

MR. FLENTJE: What do you think about the program there?

MR. MILLER: Well, I had a long conversation with him and I feel that he was really sincere in building up the program around Pittsburgh. They have eight trainers in the high school there now and they are really working trying to get more high school personnel there and they have probably gone further along that line than any of the other larger cities have right now.

PRESIDENT GEORGE: Is there anything further in relation to the University of Pittsburgh?

MR. FLENTJE: How large is the University of Pittsburgh, the enrollment of it?

MR. MILLER: About 20,000.

MR. BUNCH: Let me ask you a question at this point.

In relation to all of these schools that we have been approving, etc., what percentage of their graduates of this year got jobs?

MR. MILLER: Well, I really do not have that figure at the moment, to tell you the truth.

PRESIDENT GEORGE: How many graduates did we have, Bud? Was it ten or a hundred or what?

MR. MILLER: It is a hundred graduates.

MR. LEE: Do you know, Bud, from the standpoint of the Board of Directors, I feel very strongly about this and I know that Mr. Flentje does also.

I would like to know the facts on how many of the graduates got jobs as trainers? I think it is very important for your committee to report to the Board of Directors on this.

MR. MILLER: We are doing that. This is done for us by Joanne. She will be sending out the information right after this meeting is over with. We have not collected it for this year.

MR. LEE: Well, both Herman and I think nobody got a job.

MR. FLENTJE: On the other hand, what was it last year?

MR. MILLER: I can get that for you but I have to move on this.

MR. BUNCH: For example, I cannot see approving schools, school after school if you cannot get them jobs.

PRESIDENT GEORGE: I made that point very strongly a few years ago and then asked what the other associations were doing about it, and maybe selfishly, so the people who are educating these particular people feel no qualms about it at all, that they are educating and having people graduate who can get jobs because it is happening in a majority of the much larger professions than we are.

You know, for example, the educational profession now can hardly get jobs in teaching. This eventually happens in relation to all programs.

MR. MILLER: I cannot give you the figures here at the moment. I would have to go back to the files for details.

However, I can say that there were some 110 graduates last year and 68 of them employed as athletic trainers. Seven have been employed in other aspects. Twelve are still students going on into Master Degree programs. Therefore, that is about 87 of them that are accounted for out of that total which, in the final analysis, is a pretty good ratio compared to any of the other professions.

MR. LEE: That is a good answer.

MR. FLENTJE: What is the ratio of trainers to students? From this it looks like it would be six to seven to instructors.

PRESIDENT GEORGE: Will that involve all of the new curriculums?

MR. MILLER: Yes, that is the way we are keeping it.

MR. MALACREA: In connection with this gal, when she gets her certification here, they could increase to six more people.

MR. FLENTJE: For a total of how many?

MR. MILLER: There could be a maximum of twenty-five. Twenty-five is another figure.

I have to explain something to you. There are twenty-five people in the whole curriculum. However, not everybody is in the training room at one time. In some cases they have to, after the freshman year, get all of the course work out of the way and a lot of people

never make it -- they get screened out. The figure of twenty-five means a maximum.

In looking at some of our graduation figures here, I can give you some of those figures.

We talked about programs. It is true, they do not get that many.

MR. FLENTJE: Are they going to admit on a four-year or a two-year basis?

MR. LEE: Four-year basis.

MR. MILLER: That is right, four-year basis.

MR. LEE: That is a lot of kids.

MR. MILLER: That is a total of twenty-five.

MR. LEE: It is still a lot of kids.

MR. MILLER: The greatest average we have coming out of a program at any one time is seven and a quarter average over the years and, actually, the average of graduates coming out of schools, and these are schools that are activated, is something like 2.2. Therefore, this means that these people are getting screened out before they ever get there.

Now, we have talked about twenty-five people but they just do not get there -- don't get down to the end of becoming certified trainers and so, again, this sounds like a large number but it really is not, especially when we come down the number of graduates that they finally come up with and those who leave and drop along the wayside.

I really have to interject that at this point because most people are screening them out and one of the biggest problems is, for example, just like my program -- I have to take them. We are a state university. Then, following that, you have to screen them down. That, as

I say, is why it sounds like a great number as such but it really doesn't come down to that.

PRESIDENT GEORGE: Are there any more questions in relation to the University of Pittsburgh?

MR. MALACREA: This young lady, Carol, she has not finished the requirement to take the certification examination?

MR. MILLER: She is to take the examination. She has all the requirements. She is just completing her Master's Degree and could not get the scheduled examination.

MR. MALACREA: And you said, I believe, if she did not get the certification, the program is not approved?

MR. MILLER: It is just recommended that she get it. I am sorry, I used the word "required."

MR. MALACREA: Therefore, in that paragraph, we are "recommending" and not "requiring?"

MR. MILLER: Yes.

PRESIDENT GEORGE: Is there anything further in relation to this motion, which is to approve this program as recommended at the University of Pittsburgh? The motion was initially made by District 4 and seconded by District 7. If there is no further discussion, all in favor of approving the recommendation indicate by saying aye; opposed no. It is carried.

MR. BUNCH: Let the record indicate I abstained.

PRESIDENT GEORGE: The next curriculum we will be discussing is California State College at Sacramento, with the recommendation that Jerry Bell be appointed Program Director.

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MR. WALL: I presume these are stipulations in relation to the school being approved. In other words, I presume, in connection with the University of Pittsburgh, that was a stipulation before the school could be officially approved and then we also have a stipulation in this particular instance, is that correct?

PRESIDENT GEORGE: These are not stipulations. They are just recommendations.

MR. WALL: Well, okay, recommendations.

However, insofar as I am concerned, I think that the wishes of the Professional Education Committee should be met by these schools before they ever get to us.

MR. MILLER: They don't know what they are.

MR. WALL: They may not agree with you. For example, if this is what our committee is recommending to them, then let the committee go back to that school and say "Look, here is our recommendation to you before we will recommend to our Board to approve you. You follow our recommendations or we work on a compromise and then this will be brought back to the Committee and we will see if this meets with their approval and then to the Board."

MR. DAVIS: You can approve them without the recommendation. The recommendation does not mean a darn thing. It is the same thing as the Board did this morning, made approvals on promises or intentions.

PRESIDENT GEORGE: Well then, we seem to have a question here and so let's back up a little bit.

Let me ask you this, which I asked in the other case also. If we do not develop a new facility here, the facilities they present have are adequate?

MR. MILLER: Yes.

PRESIDENT GEORGE: Now, if Jerry Bell is not

appointed as Program Director at California State College, will they have an excellent program, not a good one but an excellent one? In other words, if Jerry Bell is not appointed the Program Director at California State College at Sacramento, will they have an excellent athletic training curriculum?

MR. MILLER: They should have a good program.

MR. CHAMBERS: However, the question is whether or not they will actually have one?

MR. MILLER: They will have because he is the Program Director.

MR. LEE: However, what happens if he isn't appointed?

MR. MILLER: He is the Program Director now.

Our concern here is that they do not bring in anybody new, which is what they are talking about, and which would be illegal in the first place. Right now, however, the program is in excellent shape but they are hiring one more person.

MR. ANDERSON: This program, after approval, they are anticipating to bring in someone else as a Program Director?

MR. MILLER: That is right.

PRESIDENT GEORGE: Well, are they being sneaky there or what?

MR. ANDERSON: It could be. That place is a little bad.

MR. CHAMBERS: It has been my opinion, for example, and Lew Crowl was there, and since he left they have had a pretty good turnover of trainers taking place.

MR. MILLER: They got rid of one of their problems, Elizabeth Stevenson.

PRESIDENT GEORGE: Another question -- how long has Bell been there?

MR. MILLER: He is going into his third year. They have another certified trainer there.

MR. LEE: They just hired one.

PRESIDENT GEORGE: As I understand it, there are at least two certified trainers at that school.

MR. CHAMBERS: I cannot speak to that.

PRESIDENT GEORGE: Have you stopped approving schools with only one certified trainer?

MR. MILLER: Yes. The thing that we are looking at here is the division between the men's and women's departments. There is a possibility there. That is where they might want to appoint a women's program director also and that is why we wanted to make sure that when they came in they did not have a women's director of the program and a men's director. They pretty well accept that we are trying to keep Jerry Bell as the Program Director.

PRESIDENT GEORGE: Then I would change the wording there, in connection with California State College at Sacramento, "with the requirement that the following action be taken", etc., etc. Let's put it very strong. In other words, no more recommendations, Bud. We require it or, on the other hand, if we merely recommend it, it doesn't mean anything.

MR. CHAMBERS: I kind of feel that this is a job for the Professional Education Committee -- in other words "by golly, you have to have this and this and until you do it, we are not going to take it to our Board of Directors for approval."

I think you should give them what they have to have and then, when they get it, bring it to us and we will discuss it with you and then act on it.

MR. MILLER: We told them this.

MR. WALL: Then let them implement and show it has been done.

PRESIDENT GEORGE: It has been done.

MR. MILLER: This is just a back-up to the whole thing.

MR. MALACREA: How about next year, if they change their mind? Are you then going to take it away from them?

PRESIDENT GEORGE: It is my understanding that if there is a change in Program Directors, then the program is likewise reevaluated.

MR. MILLER: That is right. They have to notify us.

That is one of the problems I have coming up in connection with another one here in relation to dropping a program.

PRESIDENT GEORGE: That is one of our requirements -- when there is a change of Program Director, they must be reevaluated.

MR. WHITE: I think the fact it is included in here, which we would not even have known about, is an indication they have made a thorough investigation regarding the situation in order to protect our organization by having it there.

The Committee could very easily just have said "approval."

MR. FLENTJE: Let's change the thing to say that Jerry Bell remain the Program Director if he is already appointed.

PRESIDENT GEORGE: Very good, Bill.

MR. DAVIS: Are you concerned they will be co-directors? In other words, he can remain a Director and they can bring in another individual there and have a co-director.

PRESIDENT GEORGE: It is that Jerry Bell remain the Program Director.

Now, with regard to California State College, does anybody want to make a recommendation this be approved?

MR. LEE: I would so move.

MR. ANDERSON: Second the motion.

MR. FLENTJE: Are we coming back to the point of dictating to them what we want them to do?

MR. MILLER: If they want to be approved.

PRESIDENT GEORGE: Is there further discussion?

If not, all in favor indicate by saying aye; opposed no. The vote is 9-0 with one abstention, Mr. Bunch.

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Now, we come to the University of Nevada at Las Vegas, with the recommendation that the following action be taken.

First, give us some history. How many certified trainers do they have there?

MR. MILLER: They have Rod Poindexter there. Also, Gillette is there.

PRESIDENT GEORGE: She is certified?

MR. MILLER: She passed. He tabled it and then she passed. That is why it was tabled before, because of her concern for her certification.

They also have two graduate assistants and one of these is certified right now there also. They are there to help out. They do not do any supervision of the students at the moment. However, they are basically helping Rod to take off some of the load from him.

To be perfectly honest with you, this is our biggest concern. Rod is so very, very busy that we feel if they could help him get an assistant trainer, that this would help.

PRESIDENT GEORGE: I am going to ask the same question. What if Rod does not get an assistant trainer, is the University of Nevada program an excellent program?

MR. MILLER: For six students, yes.

MR. BIRDWELL: Should we go ahead and make the exception?

PRESIDENT GEORGE: That we limit it to six students?

MR. MILLER: That is why I have six to eight students per certified athletic trainer.

MR. BIRDWELL: And now they come up with twenty-four.

MR. MILLER: Well, let me give you the rest of the picture.

Gillette is doing coaching. She is a tennis coach right now and so she is not really considered a certified trainer in relation to the training room as such. In connection with what she is actually doing, what we are talking about here is whether they should get someone else as an athletic trainer from the outside. This is really the type of thing we are talking about.

MR. MALACREA: On the other hand, if this

"push" came to a "shove", could they say "we are going to have, at this moment, four students in our program?"

MR. MILLER: No, they cannot.

One thing here is that the certified graduate assistant does not have enough experience, enough clinical experience. This rules him out of being a clinical supervisor, at least in relation to our basic essentials, in which you have to experience clinical experience as an athletic trainer. This fellow just came into the program and presently is just a graduate assistant.

MR. MALACREA: Therefore, we are now down to two?

MR. BIRDWELL: We have also eliminated Gillette because she is just a coach. Therefore, the school is down to one and we said we were not going to do anything.

MR. MILLER: That is why they have to have an assistant.

MR. CHAMBERS: I would make a motion we reject the University of Nevada, Las Vegas, application for approved curriculum until such time as they meet our requirements, namely, that you have to have at least two certified athletic trainers per supervisor.

MR. WALL: Second the motion.

MR. ANDERSON: I will also second that.

MR. LEE: In other words, we are going to hold up approval until they get into proper shape.

PRESIDENT GEORGE: At this point, I have to come back and ask you a question which I really feel strongly about.

For example, if they do not get that assistant

trainer, will they have an excellent curriculum in athletic training?

MR. MILLER: If they do not?

PRESIDENT GEORGE: Yes.

MR. MILLER: They have to keep it down in relation to size of the program. If it is one person or something like that.

PRESIDENT GEORGE: For example, could Rod handle the six students there?

MR. MILLER: Well, you know, Rod says he can but he still has too much to do.

Of course, the biggest concern we have is Rod and nothing else. We are trying to protect him. That is all we are trying to do -- to get protection for him.

MR. WALL: Do the administrators desire the program?

MR. MILLER: They do.

MR. WALL: When the committee goes back and says "okay, if you hire an assistant athletic trainer for that program, then we will recommend to our Board it be approved", when that is done we will do it? Will that get Rod his assistant?

MR. BIRDWELL: As you know, Rod is doing a great job as Placement Chairman.

Now, with that job and the job he is also doing there, is he also going to have time to teach six to eight students fairly well?

PRESIDENT GEORGE: Well, it appears as though we have settled a lot of things but I want to know if, right now, even with that assistant, they can have an excellent curriculum?

MR. MILLER: He uses graduate assistants primarily to take the load off of him and so that he can do other things.

PRESIDENT GEORGE: Let me ask you this. Your Committee feels strongly that the University of Nevada, Las Vegas, should be approved?

MR. MILLER: With this stipulation.

MR. LEE: You know, I think this is a completely different one from the first one.

MR. MILLER: I would agree with you.

MR. BIRDWELL: If we approve this and they don't hire a trainer and they get the program for five years, then what happens?

For example, there are three or four schools in Texas that only have one trainer. On this basis, we are right back to where we said we did not want to be -- in other words, no more programs with only one trainer.

PRESIDENT GEORGE: Let me ask you this -- is there anybody who desires to speak in favor of the University of Nevada?

There is presently a motion before you that we do not approve the curriculum at the University of Nevada, Las Vegas.

MR. BIRDWELL: Not until the stipulations are met.

MR. WALL: I would say no, we do not approve it.

MR. LEE: If they get a trainer in there, then, perhaps at the January Board Meeting, we can discuss it again.

PRESIDENT GEORGE: Is there further discussion?

If not, all in favor of the motion to not approve raise their hands; now those opposed. Are there any abstentions?

Let the record show the motion was 8 in favor of non-approval and two abstentions, these being Districts 3 and 4.

Now, in connection with the rejection, Bud, do you want anything else from us? If not, we will proceed.

** The next item has to do with Part II of the report and here, for example, is a recommendation to drop the program at Slippery Rock State College for lack of a certified athletic trainer in position of clinical supervisor. Well, that seems pretty cut and dried to me.

MR. CHAMBERS: I make a motion we accept the recommendation of the Professional Education Committee.

... The motion was severally seconded ...

PRESIDENT GEORGE: Is there further discussion? All those in favor indicate by raising your hand; those opposed. Let the record show the motion carries 10-0.

* The next thing has to do with athletic training program approvals.

MR. MILLER: This (indicating) manual is our guideline for procedure of approval. We are putting it all into one book.

PRESIDENT GEORGE: Here is what Bud is looking for. He is trying to revise his manual and here are the revisions he wants to make.

MR. MILLER: These are the ones we want to try to get right now. We will get others to you so that you can read them. We want you to read the whole thing. However, these are the two we feel are key at the present time.

PRESIDENT GEORGE: For example, in relation to the revised manual, he wants to have the visitation team be increased to two members. I am sure you all know what a visitation team is. It is pretty tough to have a team with one guy. We need a two-member team and I support this strongly.

MR. WHITE: I make a motion we make it a two-man visitation team.

MR. FLENTJE: Second the motion.

MR. BIRDWELL: My district has some consideration concerning expense by going from one to two men.

MR. MILLER: However, the cost of this is borne by the Institution -- they pay that.

MR. FLENTJE: Who is going to be the second person?

MR. MILLER: That could be almost anyone. That is why I only indicated one member from the Professional Education Committee. However, it could be two if available. If not, we can get somebody else.

I might further add that this will also slow down things because trying to get two people is a problem.

PRESIDENT GEORGE: Well, we have a motion and a second that this be changed from a one-man to a two-man visitation team. Is there any discussion? If not, all in favor indicate by saying aye; those opposed. Let the record show the vote is 10-0.

Now, we are under paragraph B of the revised manual, in relation to which Bud is asking for an annual report on each program that you have to get up in order to make sure, for example, that the Program Director is still there and that they still meet our requirements.

MR. MILLER: That is what we are talking about here.

PRESIDENT GEORGE: Well, it is going to take a lot of work by someone to review those reports, am I right in saying that?

MR. MILLER: We will talk to each Committee Member involved with that area.

MR. FLENTJE: On the other hand, what if they do not submit these things?

MR. MILLER: Then they are in violation. It happened, for example, at Slippery Rock.

PRESIDENT GEORGE: May I have a motion that annual reports be submitted by our approved curriculums to the Education Committee?

MR. WHITE: I would so move.

MR. BIRDWELL: Second the motion.

MR. MALACREA: Let me ask this question at this point. If they had any violations would they then be automatically dropped or would it take a Board action to drop them?

MR. MILLER: We would have to bring it to you as a Board because you are the ones that initially approve it.

PRESIDENT GEORGE: Of course, first of all it would have to be investigated.

MR. MILLER: Yes, we would have to go through the investigation.

MR. MALACREA: As to the requirements of the report, I am sure we don't need to be bothered with that, do we?

PRESIDENT GEORGE: No. That would be handled

by the Committee.

Is there further discussion?

If not, all in favor of the motion indicate by raising your right hand; now those opposed. Let the record show the motion is carried by a vote of 10-0.

Now, in connection with the next thing that Bud is asking for, let me say that we are starting to get appeals -- people appealing to them because they get rejected for one reason or another.

Now, the Department of HEW tells us that the Board of Appeals must be a Board separate from Bud's Committee and separate from the Board of Directors -- someone who is not a policy-making group of this Association. Further, all that Board of Appeals does is they then present their information to the Board of Directors. They cannot approve any appeals.

MR. WALL: As I understand it, their decision would be that of an Appellate Court.

PRESIDENT GEORGE: Our decision is the only "go" decision in this Association.

MR. DAVIS: They function no more than as an investigating team.

PRESIDENT GEORGE: They are like the Ethics Committee. If we don't approve what the Committee investigates, then it doesn't get done.

MR. WALL: I am with you now.

PRESIDENT GEORGE: Therefore, we need to develop a Board of Appeals to hear appeals or decisions made by the Board of Directors concerning approval of athletic training education programs.

Bud, this says to "hear" it doesn't say to vote on it.

Now, of course, in relation to anything else we do, someone would appeal to the Board of Directors but in this particular situation it cannot involve a policy-making group of the Association.

MR. LEE: I will make such a motion.

MR. CHAMBERS: Second the motion.

MR. FLENTJE: After they hear it, what do they do?

PRESIDENT GEORGE: Then they make a recommendation to the Board of Directors, back to us, to either approve or disapprove the program.

MR. FLENTJE: Well, all of this sounds rather redundant to me.

MR. WHITE: Further, we would not be the people to whom they appeal.

MR. MELIN: They say you have to do it but it is the Board of Directors who is going to make the final decision.

MR. MILLER: You have to have some way of appealing.

MR. BIRDWELL: Well, if the HEW says we need something like this, then let's give it to them.

PRESIDENT GEORGE: Let's set it up. Have we ever had any appeal?

MR. MILLER: Rhode Island was going to appeal but they have not even come back to the Committee.

PRESIDENT GEORGE: Well, a motion has been made by District 7 and seconded by District 8 to set-up a Board of Appeals for curriculum rejections.

MR. LEE: As I understand it, this would

definitely come back to the Board of Directors and then we would have a final vote.

PRESIDENT GEORGE: All in favor indicate by saying aye; is there anybody opposed?

Let the record show it is carried by a vote of 10-0.

PRESIDENT GEORGE: Now, this next one I don't know anything about.

the Professional Education Committee would also like to have the Board of Directors approve the review and subsequent cost of having an accreditation.

Now, what we are doing in connection with all of these things is that we are writing up all of the revisions, etc., and before they are put out, I think we should get them looked at.

MR. WHITE: By an attorney?

MR. MILLER: They have had a lot of suits in this area. There were about \$3 million worth last year.

MR. WHITE: Do you have anybody in mind that can do this work?

MR. MILLER: Yes.

MR. WHITE: This is a one-time situation?

MR. MILLER: Yes.

PRESIDENT GEORGE: However, we cannot approve anything like that until you come to us with a cost factor.

You just cannot get this Board to say "yes" without at least getting some consideration as to funding.

MR. BIRDWELL: I would make a motion we table this until we ascertain the cost.

MR. LEE: You want to get on this right away?

MR. MILLER: Yes, we would like to. Can we, if we get the cost, get a mail vote?

PRESIDENT GEORGE: That is reasonable. If the Board feels the cost is reasonable, you can get a mail vote.

Do you know, for example, if this is going to cost \$500?

MR. MILLER: This is an idea that was just developed while we were here.

MR. LEE: Get it out and get it back in.

PRESIDENT GEORGE: This is a directive to submit the cost before any vote be taken. I don't think we need any official action on this.

Now, do you have anything else, Bud?

MR. MILLER: That is the end of that one. That is all we want to submit right now.

Then there is the education programs for the high schools.

MR. LEE: Are we going to approve those?

MR. MILLER: Well, we had a procedure.

Mr. LEE: Do we have to approve those now?

PRESIDENT GEORGE: I believe there is a provision that they are to be reviewed every year.

The first one, for example, is the University of Northwestern Medical School High School Athletic

Training program. You are submitting this to us for a first-time approval?

MR. ANDERSON: The first program.

MR. MILLER: Berkshire is the first one. That was previously approved.

MR. CHAMBERS: They met all of the requirements?

MR. MILLER: Far beyond the requirements.

They are going to do many more things with us than what they are doing there.

They are going to do more supervision of people than we had set down in our guidelines.

PRESIDENT GEORGE: Should we follow suit?

MR. WHITE: I would move we give approval.

MR. BIRDWELL: This is the one we saw the pamphlet or brochure on?

MR. MILLER: Yes.

PRESIDENT GEORGE: When we approve this, does that take away any ethical problems in connection with that pamphlet?

Does anybody have any ideas?

MR. MILLER: I know what you mean and I did talk to him and the faculty athletic trainer program concept was endorsed by us but that was rather poorly worded.

MR. BIRDWELL: Upon completion of these, they can take a certification test.

MR. MILLER: In relation to the new certification procedure, that is one of the routes of

being able to take the test.

PRESIDENT GEORGE: There is a motion by District No. 4 to approve the faculty education program for trainer athletic programs at Northwestern University. Is there a second?

MR. LEE: Second the motion.

MR. CHAMBERS: We are approving something here that has already been advertised which, to me, is a real fine line.

MR. BIRDWELL: That is why I asked if we vote in the affirmative on this, do we take them off the ethical carpet?

MR. WHITE: I still think he should be reprimanded for the way in which it was done.

PRESIDENT GEORGE: As I understand it, Otho is going to talk to him.

MR. WALL: As I understand it, Otho was going to talk to him and then he would get back with a report to us on it to see whether or not we were going to write him a letter, etc.

MR. DAVIS: With a recommendation.

MR. WALL: Yes, with a recommendation in January.

MR. MALACREA: I agree with what you are saying, but I believe you mentioned a letter. I want to make sure everybody is clear on this.

MR. FLENTJE: Is Bud's letter being investigated?

MR. MILLER: I was just told about it.

MR. FLENTJE: Is he going to get a letter?

MR. DAVIS: It will be brought back in connection with the next report.

MR. CHAMBERS: From our Committee, for example, we are going to make a recommendation to the Board and that is all we need.

MR. BIRDWELL: We will be hearing about that in January.

PRESIDENT GEORGE: Well, we have gotten off the track here a little bit. I have a motion and a second to approve the program at Northwestern. All of those in favor indicate by saying aye; those opposed. The motion is carried. Let the record indicate District No. 5 as being in opposition.

We next proceed to the approval of the Berkshire Sports Medicine Institute Program. This is an approval in connection with an annual review.

MR. MILLER: I did not get a written review. It is all oral and by telephone. I put in there this time "written review". You will see it listed down there. However, it did not state that before and so I guess, technically, they can give an oral review. Therefore, I put the word "written" in there to make sure they write something down.

I know about it. I attended meetings in relation to this program during the month of December.

MR. WHITE: You are satisfied?

MR. MILLER: Nothing has happened in relation to the program. It is stationary, not active at the moment as such. They are still working on getting it going but that is all. Further, they are still within the guidelines -- have not done anything outside of the guidelines.

PRESIDENT GEORGE: Do they have any students in the program?

MR. MILLER: No students as yet.

MR. FLENTJE: Then why approve it?

MR. MILLER: They are still working on getting it set up.

MR. WHITE: When we get the students, they will have to have it anyway.

MR. MILLER: I would hate to take it away because we did the same thing the first time.

MR. FLENTJE: It sounds to me like they are about to follow.

PRESIDENT GEORGE: They are about to give \$7500 and so they are not about to fold. They are about to give that in connection with the book.

MR. ANDERSON: Better to admit they are ready for students than have them get them and have to come back later.

PRESIDENT GEORGE: Is there a motion to approve the Berkshire Program?

MR. LEE: I would so move.

MR. WHITE: Second.

PRESIDENT GEORGE: All in favor raise your hands; is there anybody against? Are there any abstentions?

Let the record show it carries by a vote of 6 in favor, 1 against and Districts 9, 8 and 6 abstaining.

We are now down to a review of short-term course endorsement procedures, established by NATA.

Basically, what we are doing is we are going to stop approval of the athletic training workshops that

are now going on for persons other than Certified Athletic Trainers and Associate Members of NATA. They are for the coach, student trainer, persons just getting interested in it but it asks us to approve only continuing education type workshops for our members, also to not give Certificates of Participation for short-term course participants.

Does everybody understand what Bud is asking us to do?

That means no more approval of GWS Programs -- no more approval of Cramer, no more approval of the list of so many that are there and the only approval would be for those concerning the certified trainer, the continuing education type.

MR. WALL: Do you mean approval or endorsement?

PRESIDENT GEORGE: I am sorry, it is "endorsement".

I have been encouraging Bud to do this for a number of years because we have little control over the many, many people who write him concerning workshop approval. We have no control over that or in relation to what is being thought or for who gives it. I think all of this involves an almost impossible task right now.

MR. MALACREA: The instructors in the endorsed programs would probably get continuing education credit for participating in the program, is that right?

MR. MILLER: Well, it is by their present continuing education.

MR. MALACREA: Suppose you throw out the unendorsed programs, do you still get CEU credit?

PRESIDENT GEORGE: In other words does a trainer get CEU for teaching in a workshop?

MR. MALACREA: I don't know. The way it was laid out, he does. However, now we are talking about one

being endorsed and another not being endorsed and, therefore, does he get CEU credit in either program if he is an instructor?

MR. MILLER: I would think so.

MR. WALL: I thought we sent the CEU thing back to Bud for further study. This is going to have to come back to us again. Therefore, at the present time, this is a dead horse that we are trying to ride.

MR. FLENTJE: I move we approve Parts A, B and C of the recommendations.

...The motion was severally seconded...

PRESIDENT GEORGE: Is there further discussion?

If there is no further discussion, all in favor indicate by saying aye; opposed no. Let the record indicate it is approved by a vote of 10-0.

MR. MILLER: Now, then, I don't know what action is supposed to be taken here.

I could not make a copy of this. Further, this particular copy is so faded that it is hard to read.

This was a resolution that was sent to us.

MR. WHITE: I am sure you all know about that. This came from the student trainers and was passed by the Great Lakes. I cannot remember the District forwarding that.

PRESIDENT GEORGE: Is this something that needs immediate action?

MR. MILLER: I don't know whether it does or not.

As I understand it, this involves some students from Ohio University that went to District 4

and District 4 passed a resolution which stated they wanted to get students to go into graduate programs in Health Education and Physical Education. There is not much we can do on this. It is a larger problem than can be considered by our Committee.

PRESIDENT GEORGE: What do they want?

MR. WHITE: Essentially, there are some schools that have adult education ventures that will give them sufficient background to qualify also for certification. I am sure we are going to run into this at Penn State.

MR. MILLER: Four of our five graduate programs are in physical education only and they cannot get in as health education majors and so this is what they are desiring us to do something about.

Well, there is not much that I can tell a school and I don't know whether we should take action on this or not. We said we could not get any action on this thing because the problem is greater than we are.

PRESIDENT GEORGE: Well, if you want to make that a recommendation, we will consider it.

MR. MILLER: We believe that no recommendation on this was necessary by us. As a matter of fact, we really did not know how to approach this thing.

PRESIDENT GEORGE: Is there anybody who desires to take any action on this? If not, we will proceed.

the next item has to do with the \$7500 which has been donated, not donated yet but talked about in relation to donation by the Berkshire Sports Medicine Institute. This is for the development of a study guide. Bud is presenting a joint venture between the Certification and his Committee to develop this study guide. They need Board approval to submit a request for the money to Berkshire, is that correct?

MR. MILLER: I would say the concept.

MR. WALL: Let's leave it as a concept.

MR. MILLER: The idea rather than money or anything else right now -- to see if it is possible.

PRESIDENT GEORGE: Okay.

First of all, Bud's committee feels that a study guide is proper for the Association to develop. The Certification Committee feels a study guide is good and proper for the Committee to develop.

I assume that if we do develop this, we would put it on sale and see it as a means for raising revenue. However, I also see it as not being a means for helping anyone pass the Certification examination more than any good text on athletic training would do.

In other words, I don't expect a question and answer type of thing to be developed. I expect a good anatomical review, a good physiological review, a good book to be developed.

Now, how does anyone else feel about that.

MR. FLENTJE: Section 5 in relation to our Code of Ethics says it is unethical to reproduce in written form or to reveal any part of a written or oral examination, the practical questions thereof, in any way for the purpose of aiding certification candidates in passing the examination.

PRESIDENT GEORGE: I don't think we plan to do that.

MR. FLENTJE: What then is a study guide if it is not an aid?

MR. CHAMBERS: As I understand this, this is something that people who are going to be running the thing are going to be passing around.

MR. MILLER: Like Behavioral Objectives, etc.

MR. WHITE: However, this says it cannot be produced to aid them.

MR. MILLER: You know, it is like the problem of people coming into the certification examination and saying "I don't have to evaluate the shoulder cast, that is not a part of a trainer's duties".

The thing is to tell him actually what a trainer has to do. These are things, as I said, which we set down as Behavioral Objectives and that is the idea.

I think both Committees were against questions being reproduced or anything like that -- not to be given a question form but the idea basically was to let us come back with it and see what you think, see if you approve anything we may submit to you. That is the idea.

PRESIDENT GEORGE: Well, fellows, what do you think about this?

Do you think we should approve this for Bud to come back and report to us with a concept they would like to develop? We are not approving a development here.

MR. MILLER: You can look at it first before you ever approve it.

MR. FLENTJE: I would so move.

MR. WALL: That is all he is asking for.

PRESIDENT GEORGE: Is there further discussion?

If not, all in favor hold up your hands; are there any objectors? Let the record show the motion is carried by a vote of 10-0.

Does that complete your report, Bud?

MR. MILLER: Yes.

...At this point, an off-the-record discussion ensued concerning several minor comments and questions in relation to certification...

MR. LEE: Frank, I have another concern and that is about membership.

This, of course, is something that will take a lot of discussion.

PRESIDENT GEORGE: For example, I think we do need a better policing of our membership applications but I don't know how.

MR. DAVIS: I think you are going to have it now that you have changed the Code. The Certification Committee, of course, will be the final answer on that.

PRESIDENT GEORGE: However, I am essentially talking about membership applications.

MR. DAVIS: Of course, there is a question as to what they are joining for. For example, you can join now as a student or as an Association Member. However, the main point is to become certified and that is what it all boils down to.

MR. WALL: We have required a college degree to be an Associate member now.

Also, I understand that there should be a Membership Committee member in each District and, in turn, that individual is supposed to sign that application, am I correct on that?

MR. MELIN: Well, let me first ask as to what is the National Office Procedure. I believe you have a procedure now, do you not?

MR. DAVIS: It is through the Secretary.

MR. WALL: It says "District Membership Committee."

MR. FLENTJE: However, that doesn't mean that the member is a member of the District.

MR. MELIN: The District Membership Committee is considered to be the Director and Secretary and Membership Chairman.

MR. DAVIS: That Director appoints one other person in the District to serve on the National Membership Committee. You as a Director, for example, appoint one person. Your District Membership Committee is then you, as the Director, your Secretary and the appointed person to the National Membership Committee.

MR. WALL: That individual on the Membership Committee from your District should be one to review and make that determination of classification.

MR. DAVIS: Okay.

PRESIDENT GEORGE: However, it has not been working.

MR. ANDERSON: We just have to do it. It is more time and expense but we have to do it.

MR. WALL: Let me ask you this. If, for example, there is an application that shows up at the National Office and all three signatures are not on it, what happens to it?

Does it go back?

PRESIDENT GEORGE: It has to be corrected then at the National Office.

MR. ANDERSON: The Secretary also? He is the key.

MR. DAVIS: Let me add that the Secretaries

were told about this at the meeting yesterday.

MR. ANDERSON: However, we also have to make sure we have the Membership Committee Chairman on there.

PRESIDENT GEORGE: I would like to know, as a final checkpoint on a membership application, who is responsible for that, the National?

In other words, is Mrs. Franklin our final checkpoint?

MR. MELIN: The National Membership Committee.

PRESIDENT GEORGE: Do you see everyone?

MR. MELIN: Only in cases of disagreement and interpretation of qualifications.

MR. ANDERSON: I believe the final checkpoint should be the three signatures when it comes to the National Office.

PRESIDENT GEORGE: I want to know who sends out our membership cards?

I think, for example, if Mrs. Franklin does, then she should have proof of graduation.

MR. DAVIS: If that is essential, then it is up to the Committee at the District level to submit that proof.

MR. WALL: For example, there ought to be copies of individual transcripts.

MR. ANDERSON: That will be printed on the application.

MR. DAVIS: It is printed on there.

MR. MALACREA: A certified transcript.

MR. BUNCH: Yes, it ought to be printed on

the application.

PRESIDENT GEORGE: Further, that transcript should be on file at the National Office.

MR. WALL: That is the purpose of this application form being put together. It is kind of like a file folder. The transcript goes right in.

MR. BUNCH: What are you, for example, going to do about the college student trainer?

Do I need a motion or do I need a directive for that?

MR. MELIN: That comes under the management of the Executive Director insofar as procedures as concerned. This also includes transcript and other records.

MR. WHITE: However, there isn't anything on the application that says you have to have a transcript.

MR. DAVIS: We will put that on there. We have other things that we discussed here the other day that we are adding on there and when it is all reprinted we will put on the requirement for the transcript and so on.

PRESIDENT GEORGE: Are there further questions?

If not, does anybody have anything else?

MR. MALACREA: I wonder if anybody has any second thoughts about Mr. Capuano, especially after hearing all the facts the other day.

MR. BUNCH: Well, I personally think the issue is closed.

MR. MALACREA: However, the vote was more or less a tie and was very close. Perhaps it could bear reconsideration.

MR. MELIN: However, in the final analysis, it was not approved.

MR. ANDERSON: Also, it was not rejected either.

MR. MELIN: He cannot take the Certification examination unless you approve it. It wasn't approved.

It wasn't approved in two ways. However, it really was not considered a tie because it did not get a vote of approval. It only had four votes.

MR. ANDERSON: Does that mean, for example, he can resubmit.

PRESIDENT GEORGE: Nobody can resubmit.

We talked about that before.

MR. WALL: You know, this is another one of these dead horses that we are trying to drive around the block again.

PRESIDENT GEORGE: Personally, I would say a lot went on today. However, I don't see that what went on would change my mind.

MR. MALACREA: That possibly was one of our first mistakes that occurred here.

MR. LEE: I don't think it was a mistake.

MR. CHAMBERS: Talking about rectifying mistakes, we made a mistake when we left him in. He should have never been let in to begin with and we are going to let him stay in, aren't we?

Nobody voted to strike him from membership.

He is still a member and so he has that to be thankful for.

MR. CHAMBERS: He already has something he

did not qualify for.

MR. MALACREA: However, I merely wanted to know if you wanted to reconsider this.

MR. FLENTJE: I don't think we should. I think he has had his say and we have made our decision.

PRESIDENT GEORGE: Is there anything further?

MR. DAVIS: I have one more thing.

On Sunday afternoon, the Joint Commission met and there was an application by the NAIA, the American College of dentistry or the American Dental Association, also a couple of groups from Canada to apply for membership. NAIA made application for full membership and this was rejected.

NATA and the American College Health Association voted for them and the NCAA, the High School Federation and the Junior College people voted against their membership. All of this goes back to the situation some 20 to 25 years ago, the feelings involving two individuals at that time.

We, as NATA, requested that they be offered Associate Membership, which is the next class down, and it ended up, instead of doing it, that we just tabled it without discussion. Therefore, I would, with your permission, like to write a letter to the Chairman of the Joint Commission that the Board of Directors of the NATA is backing NAIA membership in the Joint Commission by majority vote.

PRESIDENT GEORGE: Does anybody want to make that motion?

MR. CHAMBERS: I will so move.

MR. WHITE: Second the motion.

PRESIDENT GEORGE: All in favor indicate

by saying aye; any in opposition? Let the record indicate it is carried 10-0.

Is there anything further?

If not, we are adjourned.

...Whereupon, at 4:30 o'clock p.m., the meeting was adjourned...
