



Sonya Christian  
President  
Bakersfield College  
1801 Panorama Dr.  
Bakersfield, CA 93305-1299

May 14, 2013

Dear Dr. Christian

Thank you for your letter of May 8, 2013, in which you submitted your final report on a number of violation of the CCCAA Bylaws associated with the Bakersfield College football program.

As Commissioner of the Southern California Football Association (SCFA), I want to take this opportunity to commend you for your pro-active action in facilitating an investigation into alleged violations of the CCCAA Constitution and Bylaws by your intercollegiate football program. As stated in Article 7.4.5.1 of the CCCAA Constitution, *"The primary entity responsible for the application and implementation of CCCAA Constitution and Bylaws, rules, regulations, and procedures is the member college."* Your attention to alleged violations and your subsequent action to involve Zav Dadabhoy, VP Student Services, in the investigation of these potential violations, as well as your action to involve an outside, independent consultant, Gloria Friedman and retain the Certified Public Accounting Firm of Brown Armstrong and specifically Mr. Burton Armstrong, CPA, to conduct a review is exemplary and certainly shows your commitment to the mission of the SCFA and the CCCAA, which is to provide an educational experience for our student athletes through a competitive environment which emphasizes sportsmanship, integrity and "playing by the rules". As a new president, with a new administrative team that oversees athletics, you have been put in a difficult position having to deal with long-standing violations of the CCCAA bylaws by the BC football program and the BC Helmet Club. These violations have been long ignored by previous administrations, which failed to provide the oversight and institutional control that should have been provided and your commitment to "clean up" the program shows tremendous integrity and leadership.

In reviewing your letter and a number of written reports, which were in response to the SCFA inquires into alleged violations by the BC football program, as well receiving information at several meetings with Mr. Dadabhoy, it is clear that several violations of the CCCAA Bylaws have occurred. The information provided to the SCFA on the activities of an "off-campus" football booster club (Bakersfield College

Helmet Club), as well as, the activity of the BC football program to provide services and special privileges to football student athletes that were not available to the general student population of the college were in violation of several sections of CCCAA Bylaw 2.11 - *Subsidizing, Inducements, and Special Privileges*. From the information which BC has self-reported it is apparent that these violations have been ongoing and repeated for several years, but the focus of this SCFA review has been mainly concentrated on information provided for the 2011/2012 and 2012/2013 school years.

A synopsis of the self-reported violations provided both by your letter of May 8, 2013 and from reports provided to the SCFA office at various time during the investigation are as follows:

**A. Activities of a football booster club (Bakersfield College Helmet Club) and payment to student athletes**

1. A number student athletes in the football program were paid for work from funds raised by a football booster club outside the oversight of the college. This arrangement was provided to football student athletes only, outside of the college's official "work study" program and not available to the general student population. ( Violation of CCCAA Bylaw 2.11.1; 2.11. 2 )
2. The head coach used the prospect of providing a paying job for prospective student athletes, a number of which were from outside the permissible recruiting area, in the recruitment process. (Violation of CCCAA Bylaw 2.11.1; 2. 11. 3)

**B. Housing assistance for football student athletes**

1. A number of football student athletes who were from outside the college's permissible recruitment area were provided access to housing by the head football coach that was not available to all students at the college. ( Violation of 2.11.1 ; 2.11.2. C )
2. The head football coach facilitated the payment of rent by football student athletes by acting as a "middle man" in collecting the rent checks and forwarding the payment to the property owner. This service was not available to the general student population. (Violation of 2.11.1; 2.11.2; 2.11.4)
3. The head football coach used the prospect for housing assistance in the recruitment process of student athletes from outside the permissible recruitment area. (Violation of 2.11.3 )

**C. Meals for the football team and pre-game meals for home games.**

1. The football team was provided a weekly meal that was a special subsidized privilege, not available to other athletic teams or the general student population of the college. (Violation of 2.11.1; 2.11.2; 2.11.2.B, 2.11.4)

2. The football team was provided a pre-game meal before home games. (Violations of 2.11.4.B.3)

**D. Participation in games by students who received special privileges and services**

1. According to the head football coach, all of the football players who participated in this work study program provided by the booster club participated in football games in the **2011** football season, except for one red shirt athlete. (Article 7.4.12.3)

2. According to the head football coach, most of the 2012-13 football players who were paid through the Bakersfield College Helmet Club work study program (21 student athletes) were participants on the **2012** football team. (Article 7.4.12.3)

3. All football players living in housing facilitated by head football coach were participants in football games during the 2011 and 2012 seasons. Such housing assistance was not available to the general student population at the college. (Article 7.4.12.3)

CCCAA Article 7.3.2, which deals with the imposition of sanctions for violations of the constitution and bylaws, states that *"In compliance with the due process procedures of the constitution and bylaws, such sanctions may be imposed by the colleges, conference commissioners, conferences and the CCCAA Board or the Arbitration Panel."*

**The following penalties and sanctions are being imposed by the SCFA under the provisions of CCCAA Article 7.3 and 7.4.12:**

**1. All Bakersfield College football team wins in SCFA games (regular season game schedule) during the 2011 and 2012 football season will be vacated. The team record for each of those seasons will be reflected as 0-10 in the official final statistics.**

**2. The Bakersfield College football program will be placed on probation for two (2) years. The supervisors of the probation shall be the college president and the SCFA commissioner.**

The SCFA takes note of the corrective actions that have been taken already by the college as specified in your self-report letter of May 8, 2013 and agrees with the college's announced actions to review compliance procedures, as well as, develop a comprehensive plan for in-service activities that will "educate administrators, faculty and current and prospective students, with regard to CCCAA and ACFA compliance".

The condition of this probation will include a monthly report made to the SCFA commissioner by the college president or designee, on the following probationary requirements:

A. The college will develop and implement an oversight plan to monitor all fundraising activity associated with the football program, including an accounting of all funds raised, where the funds are kept and how they are spent. This includes providing college oversight over any "booster club" activity.

B. The college will develop and implement a plan to monitor all on-campus job activity by student athletes on the football team to be sure it is within the formal Work Study program offered by the college to the general college population.

C. The college will develop and implement a plan to monitor assistance for housing of student athletes from out-of-the-district recruitment area and verify that no special privileges are provided to student athletes, other than the services that are provided to the general student population.

D. The college will develop and implement a plan to monitor all activities relating to providing dinners, meals or other privileges to the football team that is not available to the general student population of the college, including compliance with Bylaw 2.11.4.B.3, which prohibits the college from providing pre-game meals at home events with the exceptions allowed within Bylaw 2.11.4.G.

E. The college will report on the in-service activities provided to the football program personnel, which is instituted by the college and listed in the self-report letter of May 8, 2013.

**3. The Bakersfield College football program will be suspended from post-conference competition for the 2013 football season, this suspension may be extended for additional year(s) if the probation reporting requirements, as listed above, are not met or additional violations are committed.**

It should be noted: Article 7.4.12.10.2 - deals with the penalties for additional violations, which would result in probation, by a college, which occur during the year of formal probation or within three (3) years following a probation year.

The college has the right to due process, under the provisions of Article 7.4 of the CCCAA Constitution. Article 7.4.8.3 specifies that the college "shall have the right to appeal decisions rendered by the conference commissioner." It further states that "all such appeals must be submitted to the conference commissioner in writing and signed by the college president within ten (10) days of the conference commissioner's ruling." Any appeal will be directed to the SCFA Appeals Board. (See Article 7.4.8.4)

Again, Dr. Christian, I would like to express my appreciation for your cooperation in this matter. Your commitment to thoroughly investigate the alleged violations, as well as your commitment to insure that Bakersfield College comes into compliance with all provisions of the CCCAA Constitution and Bylaws, shows great leadership and integrity. I am confident that the college, going forward, will provide the necessary oversight and institutional control of the football program. I am also fully confident that we

can work together to complete the conditions of the probation and that Bakersfield College's reputation as an outstanding educational institution, providing an excellent athletic program with life-long educational experiences, will continue forward.

Respectfully yours,

A handwritten signature in black ink that reads "Jim Sartoris". The signature is written in a cursive style with a large initial "J" and a long, sweeping underline.

Jim Sartoris  
SCFA Commissioner

cc: Carlyle Carter, CEO/ President and Executive Director, CCCAA