



Student Eligibility

Table of Contents

STUDENT-ATHLETE ELIGIBILITY

Section 1 – General Eligibility Requirements_____	1
Section 2 – Academic Eligibility_____	1
Section 3 – Compliance_____	2
Section 4 – Seasons of Eligibility_____	2

GRANTS-IN-AID AND RECRUITMENT

Section 1 – Scholarships and Grants-In-Aid_____	4
Section 2 – Letters of Intent_____	6
Section 3 – Recruitment_____	7
Section 4 – Tryouts and Auditions_____	10
Section 5 – Booster Clubs_____	10
Section 6 – Violations and Enforcement_____	10

Article I Student-Athlete Eligibility

In order to participate in an NJCAA sanctioned event, match, scrimmage, etc., a student-athlete must be in good academic standing in accordance with the rules and bylaws of the NJCAA, the member region and the individual institution. Each institution is responsible for knowing, administering, and enforcing the eligibility requirements set forth herein.

Section 1 - Definitions

- A. Game – For the purposes of these rules, game refers to a specific gaming title (e.g. Super Smash Brothers) and not a specific match or a subset of a match. Student-athletes may compete in multiple game titles in the same semester and may transfer if the game title is no longer offered at their institution.

Section 2 - General Eligibility Regulations

- A. Member colleges must create, maintain, and provide to the NJCAA upon request individual student eligibility information that is accurate, current, complete and organized into an audit ready file.
- B. Member colleges must ensure all student-athletes meet or exceed the minimum eligibility requirements prior to competing in any/all NJCAA events. Allowing ineligible student-athletes to participate will result in penalties assessed by the NJCAA National Office.

Section 3 - Academic Eligibility

- A. General Academic Requirements:
 - A.1. Student-athletes must be making satisfactory progress towards completion within any approved college program.
 - A.2. The student must be eligible according to the member college's own standards for intercollegiate competition.
- B. Entrance Eligibility
 - B.1. A student-athlete must be a graduate of a high school with a state department of education approved standard academic diploma, state department of education approved general education diploma, or be accepted as a regular student in good standing as defined by the member institution.
- C. Enrollment Eligibility
 - C.1. Student-athletes must be enrolled in a minimum of 12 credit hours on the 18th calendar day (not to end on a weekend or Federal Holiday) of the beginning of the regular term as listed on the college academic calendar or at the time of participation while being a student on campus, whichever is earlier.
- D. Academic Progress Eligibility – The basis for NJCAA eligibility is directly related to the number of full-time terms a student-athlete has previously attempted.
 - D.1. Full-Time Term: A student-athlete is charged with attempting a term of full-time enrollment when they remain enrolled in full-time status beyond the 18th calendar day (not to end on a weekend or Federal Holiday) of the term or if they have participated.
 - D.2. First Season Academic Requirement: A first season participant must satisfy the academic progress eligibility requirement by meeting ALL of the requirements of at least ONE of the following rules which apply to the student's situation:
 - D.2.a. Zero (0) Previous Terms of Full-Time College Enrollment: A student-athlete who is in his/her first full-time college term is deemed to have satisfied the academic progress eligibility requirement for their initial term of full-time enrollment or

participation, OR

- D.2.b. Previous Term of Full-Time College Enrollment: On or before the 18th calendar day (not to end on a weekend or Federal Holiday) of the preceding full-time college term the student-athlete must have accumulated 12 credit hours with a GPA of 2.00 or higher.
- D.3. Second Season Academic Requirements: Prior to a student-athlete's participation in a second season of a game title he/she must meet the appropriate academic requirements of a first season participant, AND have accumulated 12 credit hours with a GPA of 2.00 or higher in the preceding semester.
- E. Academic Eligibility Exceptions:
 - E.1. Certified Disabled Student-Athlete Exception: A disabled NJCAAE student-athlete may be eligible for reduced enrollment and accumulation requirements provided that the student-athlete notifies the member college of his/her disability prior to the beginning of the academic term AND the following regulations in this section are followed:
 - E.1.a. Enrollment: A disabled student-athlete may be considered full-time with enrollment in 6 to 11 credit hours per term, with the enrollment to be determined based on the institution's academic authority evaluation.
 - E.1.a.i. A student-athlete who registers or enrolls in 12 or more credit hours must meet the standard academic requirements prior to participation.
 - E.1.b. Second Season Participant: The minimum requirement of credit hours is based on enrollment in the approved number of hours coupled with a 2.00 GPA for Certified Disabled Student-Athletes prior to their second season of competition.
 - E.1.c. Documentation Requirements: The process to apply for this exception shall be determined by the NJCAAE National Office.

Section 4 - Compliance

- A. General Rules Compliance:
 - A.1. Student-athletes participating on an intercollegiate level in any one of the certified game titles of the NJCAAE shall conform to the requirements of the NJCAAE Rules of Eligibility, the rules and regulations of the conference/region with which the college is affiliated, and also the rules of the college at which the student-athletes are attending and participating.
 - A.1.a. Institutions/Regions/Conferences may implement rules more restrictive than the NJCAAE regulations but may not implement conflicting rules.
 - A.2. Student-athletes who falsify any academic and/or athletic participation record shall be ineligible for further competition at an NJCAAE member college at any time.
 - A.3. Ineligible student-athletes may not dress for or participate in any athletic contest.
- B. Eligibility Audits:
 - B.1. The NJCAAE National Office will annually audit a number of the programs as determined by the NJCAAE National Office in each certified game title.
- C. Transfers
 - C.1. General Transfer Provisions
 - C.1.a. Student-athletes who have been enrolled full-time and attended any college beyond the first 18 calendar days of a term OR who have participated in an athletic contest and at a later date enroll/attend classes at another college are considered transfer student-athletes.
 - C.1.b. Student-athletes may not participate in the same game title during the same academic year at two different colleges.

- C.1.b.i. If the student-athlete's initial college of participation permanently ceases competition in that game title, the student-athlete is exempt from this rule.
 - C.1.b.i.a. Documentation of the prior college's cancellation of the sport must have been filed with the NJCAAE National Office.
- C.1.b.ii. Fall participation in a NJCAAE game title shall not prevent spring participation, provided the student-athlete satisfies all other transfer provisions.
- C.2. Transfer Probation/Probation Term
 - C.2.a. A student-athlete who transfers from an NJCAAE, Four-Year or other Non-Member College must meet the academic requirements of Article I, Section 3(D) to be considered for immediate eligibility following transfer.
 - C.2.b. A student-athlete who transfers from an NJCAAE, Four-Year or other Non-Member College who does not meet the academic requirements of Article I, Section 3(D) must serve a probationary period of one academic term and meet the eligibility requirements thereafter.
 - C.2.b.i. A student-athlete serving a probationary period at a member college that has a regular academic term less than 16 weeks must meet the 16-week period, regardless of finishing the academic term in less weeks.
 - C.2.b.ii. A student-athlete who successfully completes a probationary period and now meets all academic progress requirements, may be added to the eligibility form at the beginning of the next term provided all NJCAAE participation requirements have been met.
 - C.2.b.iii. Student-athletes who have participated in a match before a term begins, between terms, or within the first 18 calendar days of a term and subsequently transfers before or within the first 18 calendar days of the term, must serve a 16-week probationary period and meet all academic progress requirements before they are eligible to participate in esports.
- C.3. Transfers from an NJCAAE member college
 - C.3.a. If the student-athlete was signed to a Letter of Intent (LOI), at any time, in the previous, current or upcoming academic year, a fully executed NJCAAE Transfer Waiver is required.
- D. Violations & Penalties
 - D.1. Penalties for violations will be determined by the NJCAAE National Office.

Section 5 - Seasons of Eligibility

- A. Student-Athlete Seasons of Participation:
 - A.1. Student-Athlete's are limited to 6-semesters of participation for any game title sanctioned by the NJCAAE.
 - A.2. Student-athletes may participate in multiple game titles sanctioned by the NJCAAE during the same academic term.

Section 6 - Amateurism

- A. No requirement of amateur status:
 - A.1. There is no expectation that student-athletes must maintain amateur status to participate in NJCAAE programs and events.
 - A.1.a. Member institutions may require their student-athletes maintain amateur status should they choose to do so.
 - A.2. There is no limit to the amount a student-athlete can earn, for any purpose, from a person

or organization other than the institution at which they are enrolled and attending.

A.2.a. Student-athletes may not stream practices, scrimmages, matches, or any other NJCAA event, whether compensated or not, on any streaming service (e.g. Twitch).

B. Prizes and Prize Money:

B.1. Member institutions may distribute prizes and prize money to student-athletes or within the institution as they see fit.

Article II GRANTS-IN-AID AND RECRUITMENT

For purposes of this section the term athletic staff is defined as any individual employed and or associated at a member college's athletic administrative staff, the coaching staff, a volunteer or any individual who represents the athletic interests of an institution.

Section 1. Scholarships & Grants-in-Aid

A. General Requirements and Definitions for Scholarships & Grants-in-Aid:

A.1. Athletic Scholarship Definition: An athletic scholarship is defined as any institutional athletic aid given to any student, from any source, on the basis of his / her athletic capabilities or athletic association.

A.2. Governing Documents: Grants-in-aid are subject to these bylaws, the rules of the member institution, and the terms of the scholarship agreement, the written agreement conveying the grants-in-aid.

A.2.a. The scholarship agreement must take the form of the NJCAA Letter of Intent and should be submitted in accordance with a process as determined by the NJCAA National Office.

A.3. Admittance: A student-athlete who receives an athletic grant-in-aid and does not meet the admittance requirements which are applicable for the entire general student population may have their LOI/athletic grant in aid withdrawn by the college.

A.4. Administration: Grants-in-aid must be administered by the member institution through the office or department which administers financial aid to all enrolled students.

A.5. Terms & Renewals of Grants-in-Aid:

A.5.a. Term: Written agreement conveying the grant-in-aid shall be in effect for one full academic year (August 1 to July 31).

A.5.b. Renewal: Renewal of the grant-in-aid must be given in writing, in the form of an appropriate year NJCAA Letter of Intent on or before June 15th.

A.5.b.i. Scholarship renewal, if awarded, must be awarded no later than June 15th. In the case where the student-athlete is not resigned to a second-year scholarship on or before June 15th, the student- athlete automatically becomes recruit able by other NJCAA member colleges on June 16th.

A.6. Vacated Grants-in-Aid: Vacated grants-in-aid may be awarded to a different student-athlete at the beginning of the subsequent full term.

A.6.a. This includes scholarship recipients whose grant-in-aid is terminated for failure to maintain eligibility.

A.7. Ineligible Student-Athletes: A member college may terminate a student-athlete's aid for failure to maintain academic eligibility but is not compelled to do so.

B. Permissible Aid:

B.1. Athletic Scholarship and Grants-in-Aid Guidelines:

B.1.a. Allowances:

- B.1.a.i. Programs may provide a maximum grant-in-aid consisting of:
- Full tuition and course fees,
 - Room and board,
 - Required course materials (including, but not limited to text books, online books, lab fees, etc),
 - Up to \$250 in course required supplies per academic year, provided such course supplies are required by all students in the course and specified in the institutions catalog or course syllabus, and
 - Transportation costs one time per academic year to and from the college by direct route.

B.2. Additional Benefits: The following benefits may be provided to all student-athletes:

B.2.a. Awards: Individual and team achievement awards not exceeding a cumulative annual reasonable market value of \$500 per student athlete may be awarded.

B.2.b. Insurance: General athletic-related medical coverage may be provided to all student-athletes by the college, regardless of the division of participation.

B.2.c. Team Meals:

B.2.c.i. Member colleges may provide up to a maximum of two (2) team non-match day related meals per term, with the cost per student-athlete not to exceed the standard meal allowance provided to a college employee on official business.

B.2.c.ii. Member colleges may provide one meal per day to all student-athletes participating in a home athletic contest on match day.

B.2.c.iii. Member colleges may provide all student-athletes meals/reimbursement which do not count against B.2.c.i, when they are required to attend organized team practice sessions and competitions, only when the college is closed per the academic calendar, not to include Saturday and Sunday.

B.2.c.iv. Meal reimbursement is not permissible during the off-season.

B.2.c.v. Meal reimbursement may not exceed \$15 or the cost of campus dining normal meal charge.

B.2.d. Campus Housing: Member colleges may permit all student-athletes to return to their on-campus residences when they are required to attend organized team practice sessions or competitions that are outside of the academic calendar as posted in the college catalog.

B.2.e. Entertainment: When traveling for intercollegiate competition, while in season, a member college may expend money for reasonable entertainment as approved through the regular financial approval procedures and processes of the college as authorized or approved by the College President.

B.2.f. Complimentary Admissions: An institution may provide four (4) complimentary admissions per home intercollegiate athletics event to each student-athlete in the sport in which the individual participates (either practices or competes), regardless of whether a student-athlete competes in the contest.

c. Cancellation and Modification of Grants-in-Aid:

- C.1. Permissible Cancellation of Aid: Aid may only be cancelled under the following circumstances:
 - C.1.a. The student-athlete becomes academically ineligible based upon academic progress requirements of Article I Section 2(D) OR
 - C.1.b. The student-athlete is determined by member institution's general disciplinary authority, following standard college procedures, to have committed serious misconduct unrelated to athletic ability which warrants permanent suspension or dismissal from athletic program; OR
 - C.1.c. The student-athlete voluntarily withdraws from a sport prior to the institution's first competition in that sport; OR
 - C.1.d. The student-athlete graduates.

Section 2. Letters of Intent

An NJCAAE Letter of Intent serves to document the commitment between a member college and a student-athlete.

- A. General Information & Definitions:
 - A.1. Maximums: Limits on the total number of Letters of Intent and scholarships allowed for each NJCAAE game title shall be determined by the NJCAAE National Office.
 - A.2. Signing Dates: The earliest dates for signing a recruit to a Letter of Intent are established by game title and shall be determined by the NJCAAE National Office.
 - A.2.a. Under no circumstance may the member college enter into a scholarship agreement or contract of any type prior to the official Letter of Intent signing date for the sport.
 - A.3. Term: The Letter of Intent is an institutional agreement awarded for a maximum of one (1) academic year (August 1 to July 31).
 - A.4. Addenda: A member college may attach an addendum or addenda to the NJCAAE Letter of Intent, which shall be considered valid, provided such addenda are attached to the properly executed NJCAAE Letter of Intent and concurrently signed by the student-athlete with the NJCAAE Letter of Intent.
 - A.5. Precedence: The NJCAAE Letter of Intent shall take precedence over all regional or conference Letters of Intent, however regions and/or conferences may impose more stringent regulations than current NJCAAE regulations.
 - A.6. Expenditure of Funds: A member college may not expend any funds on a student-athlete prior to signing and proper submission of the Letter of Intent.
- B. Proper Filing: The NJCAAE Letter of Intent must be filed in a manner consistent with the procedure outlined by the NJCAAE National Office.
- C. Recruitable Athletes:
 - C.1. Member College: An athletic staff member or any representative of a member college's athletic interests must not make contact, for any reason:
 - C.1.a. With any student-athlete that is in season or enrolled in the term which the sport season ends at an NJCAAE member college, regardless of being signed to a Letter of Intent or not, OR
 - C.1.b. With a student-athlete who is signed to an NJCAAE Letter of Intent.
 - C.2. Committed Student-Athletes: A Student-athlete or other representative of the student-athlete shall not make contact with another NJCAAE member college or its representatives for any reason:
 - C.2.a. While the student-athlete is in season or is enrolled in the term which the sport

season ends, OR

- c.2.b. While the student-athlete is signed to an NJCAAE Letter of Intent.
- c.2.c. The student-athlete shall notify any recruiter if he/she has signed a Letter of Intent and all NJCAAE member institutions shall cease recruitment upon notification of the student-athlete's commitment.

D. Release Agreements:

- D.1. A student-athlete who has signed an NJCAAE Letter of Intent may be released from his/her commitment under the following conditions:
 - D.1.a. The release agreement must be signed by the student-athlete, (and parent, when the student-athlete is under the age of 18) and the athletic director of the member institution, if:
 - D.1.a.i. The student-athlete transfers to another NJCAAE institution.
 - D.1.b. The student-athlete's signature is NOT required under the following conditions:
 - D.1.b.i. The student-athlete fails to enroll at the member college, OR
 - D.1.b.ii. The student-athlete loses academic eligibility, OR
 - D.1.b.iii. The student-athlete graduates from the member college, OR
 - D.1.b.iv. The student-athlete withdraws from the member college, OR
 - D.1.b.v. The student-athlete is disciplined by the campus authority responsible for campus discipline, and not related to athletic performance or team violations.
- D.2. The NJCAAE Release Agreement must be electronically submitted to the NJCAAE National Office for all student-athletes no longer intending to receive aid.
- D.3. Unconditional: The member college may not add conditions or stipulations to the release agreement, including, but not limited to, limitation upon the student-athlete's subsequent college of attendance.

E. Multiple Letters of Intent & Enrollment at Alternate Member College:

- E.1. Multiple Valid NJCAAE Letters of Intent: If more than one NJCAAE Letter of Intent is signed prior to the execution of an NJCAAE Release Agreement the student-athlete will immediately become ineligible to compete for one academic year.
- E.2. Non-Member Letters of Intent: The NJCAAE Letter of Intent may be voided if the student-athlete signs a Letter of Intent with a non-member college.
- E.3. Enrollment at Alternate Member College: If a student-athlete enrolls at an NJCAAE member college other than the member college to whom the student-athlete committed, prior to fulfilling the terms of the original Letter of Intent, the student-athlete shall be restricted from having any athletic contact with any member of the attending college's athletic department.

Section 3. Recruitment

A. General Information & Definitions

- A.1. Recruiting is defined as any solicitation of a prospect or a prospect's relatives (or legal guardians) by an institutional staff member or by a representative of the institution's athletic interests for the purpose of securing the prospect's enrollment and ultimate participation in the institution's intercollegiate athletic program.
- A.2. Impermissible Inducement: No member institution shall permit a prospective student-athlete to be solicited or recruited to attend such institution by the promise of gift or any aid or inducement other than that of a grant-in-aid as permitted by these bylaws.
- A.3. Recruiting by Outside Organizations or Individuals: A member college must not cause or

permit any outside organization, agency or group of individuals to utilize, administer or expend funds for any recruit or prospective student-athlete.

A.3.a. This includes, but is not limited to, providing transportation, entertainment, or gifts to potential prospective student-athletes, to their friends, or to their relatives.

A.4. Expenses: All funds utilized for recruitment purposes must be authorized by a college official and compliant with college financial policies and procedures.

B. On Campus Recruiting

B.1. Official Visits: A visit is classified as "Official", if any benefit is provided or funds are expended by the institution or its representatives to facilitate the visit of the prospective student-athlete and/or if the prospective student-athlete has athletic contact with current student-athletes.

B.1.a. A member institution may pay for one official visit by a recruit to the college campus subject to these regulations:

B.1.a.i. Duration: The official visit may not exceed two (2) days and two (2) nights.

B.1.a.ii. Scope: Official visit must be limited to the campus and the local community where the member college is located.

B.1.a.iii. Member institution may pay a recruit's actual costs for reasonable expenses incurred when traveling to and from campus on the official visit, as further detailed below.

B.1.b. Permissible Expenses/ Benefits:

B.1.b.i. Transportation:

B.1.b.i.a. A member institution may only provide transportation to a recruit as part of the official visit.

B.1.b.i.b. Neither the member institution nor any representative of its athletic interests may provide a vehicle for use by a recruit or by a student host.

B.1.b.i.c. Travel between recruit's home and member institution must be by direct route.

B.1.b.i.d. Member college may pay for commercial airfare at a class not exceeding coach; Private or charter air travel may not be utilized.

B.1.b.i.e. Any member of the college's athletic staff may provide transportation between campus and commercial transportation to the region or area.

B.1.b.i.f. Any member of the college's athletic department may provide automobile transportation for the recruit between the recruit's home or high school and the member institution.

B.1.b.i.g. When a recruit travels by automobile on an official visit, the institution may reimburse round-trip expenses at the same mileage rate it reimburses its own personnel.

B.1.b.ii. Meals: College officials may provide meals for a recruit during the official visit. Cost and value of meals may not exceed the amount provided a college employee when traveling on college business.

B.1.b.iii. Housing: College officials may provide housing for a recruit during the official visit.

B.1.b.iv. Entertainment:

B.1.b.iv.a. A member institution may entertain a recruit at a scale comparable to that of normal student life, restricted to

- campus or the immediate local community.
- B.1.b.iv.b. A member institution may not provide the recruit with admission in a manner other than normal general public admission, to the institution's matches, during the official visit.
- B.1.b.iv.c. A member institution may neither arrange nor permit admission to professional, external collegiate sports contests or external entertainment type events.
- B.1.b.v. Athletic Contact: Recruit may have athletic contact with current student-athletes.
- B.1.c. Parents and Guardians: A member college must not incur any expenses related to a recruit's parent or guardian traveling with him/her on the official visit.
- B.2. Unofficial Visit: A visit is classified as "Unofficial" provided the following are met:
 - B.2.a. No expense or benefit is provided for the recruit.
 - B.2.b. No athletic contact takes place between recruit and current student-athletes.
 - B.2.c. Should a committed student-athlete make an unofficial visit to an alternate member college, the Athletic Director and any other representative of the member college's athletic interests must not meet or contact the committed student-athlete.
- c. Off Campus Recruiting:
 - c.1. Locations: Athletic department staff may visit a prospect at any location for recruiting purposes.
 - c.2. Expenditure of Funds: Staff member may only expend funds necessary for his/her own expenses and may not expend funds or provide benefits to the recruit or the recruit's representatives.
- D. Impermissible Contact:
 - D.1. Member Colleges & Staff: Members of the athletic staff or any representative of the institution's athletic interests must not make contact for any reason with:
 - D.1.a. Any NJCAA student-athlete that is in season or enrolled in the term during which the sport season ends at an NJCAA member college, OR
 - D.1.b. Any student-athlete who has signed an NJCAA Letter of Intent.
 - D.2. Student-Athletes: Student-athletes or any representative of the student-athlete's athletic interests must not make contact with another NJCAA member school or its representatives for any reason while:
 - D.2.a. The student-athlete is in season or is enrolled in the term which the sport season ends regardless of being signed to a Letter of Intent or not, OR
 - D.2.b. The student-athlete is signed to an NJCAA Letter of Intent.
 - D.3. Penalties: A member college who actively recruits an unrecruitable student-athlete shall be subject to the following penalties:
 - D.3.a. Any Letter of Intent between the student-athlete in question and the recruiting college will be immediately cancelled.
 - D.3.b. The student-athlete may not sign any Letter of Intent at the recruiting college in any sport for a period of one (1) calendar year.
 - D.3.c. The student-athlete may not participate, practice, or be involved with any athletic team at the member college for a period of one (1) calendar year.
 - D.3.d. Member college will have future available Letters of Intent reduced.
 - D.3.e. Coach(s) may be suspended.

Section 4 - Tryouts and Auditions

- A. General Information & Definitions:
 - A.1. Audition Definition: An audition is any organized recruiting event for prospective student-athletes that is open to the general public held in an effort to fill roster spots on one or more of a member college's athletic teams. An audition is not related to an official or unofficial visit.
 - A.2. Participation of current student-athletes: Current student-athletes or student-athletes who are signed to an NJCAA Letter of Intent may participate in auditions.
- B. Expenditure of Funds:
 - B.1. A member college may not expend funds on prospective student-athletes prior to, during, or after the tryout/audition.
 - B.1.a. This includes, but is not limited to, provision of transportation, meals, souvenirs and gifted clothing or equipment. A member college may provide equipment to prospective student-athletes while participating in an audition on an issuance and retrieval basis.
- C. Eligible Prospective Student-Athletes:
 - C.1. A member college must determine if auditions are allowed by the prospective student-athlete's State High School Activities Association/School District before allowing the prospective student-athlete to participate in the audition.

Section 5 - Booster Clubs

- A. Records: The financial records of booster clubs and similar organizations which assist athletic programs must be open, available and accounted for by college officials.
- B. Institutional Approval: All transactions of a booster organization or individual which assists a college athletic program in any way, including but not limited to, equipment purchases, awards, in-kind gifts, recruitment expenses and grants-in-aid, must be approved through the standard financial approval procedures (purchasing, gift acceptance, financial aid, etc.) of the college as authorized or approved by the president.
- C. Grants-in-Aid: All booster club funds used for grants-in-aid must be administered by the college through the office, department, or division which administers financial funds for enrolled students. The Booster Club may not give money directly to a student-athlete and may not provide assistance in excess of the terms of a Letter of Intent.

Section 6 - Violations & Enforcement

- A. A member college which violates any portion of Article II shall be subject to such penalty as the NJCAA National Office deems advisable under the circumstances.
 - A.1. Acts by Outside Individuals and Organizations: Responsibility for the observance of these bylaws shall be upon the member college, including acts of outside individuals or organizations when performed with the knowledge of any member of the administrative or athletic staff.