

## Welcome!



Department of Recreational Sports  
University of Michigan  
Ann Arbor, MI

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## Introduction of presenters

**Robert Fox** – Associate Director, Recreational Sports  
Director, Intramural Sports Program

**Gerald Ashley** – Assistant Director, Intramural Sports Program  
IMSP Discipline Chair

**Cheryl Jendryka** – Coordinator of Intramurals  
Supervisor of Sport Supervisors, 2002 - 2003

**David Siegle** – Coordinator of Intramurals  
Supervisor of Officials

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## What is our purpose?



During our presentation we will introduce the disciplinary system used by the University of Michigan Intramural Sports Program.

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**We will address the following issues:**

- Why is a discipline system important?
- How was the system developed?
- What are the necessary components to efficiently run the system?
- Who are the important players in the system?
- How effective is this system?
- What are its flaws?

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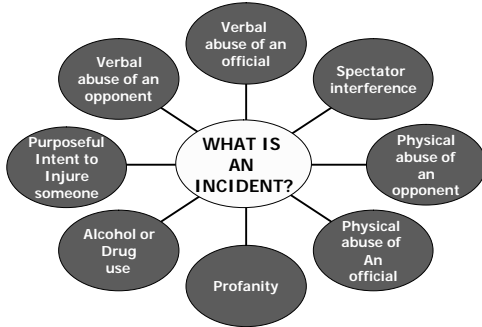
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**What is an incident?**



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**History**



East Carolina University

1978 - 1985

Sportsmanship Rating System

IMSP Coordinator

Recreational Sports IMSP Advisory Committee

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## History



University of Michigan

1977 – 1988

The prototype of the current system was developed and used by Steve Olson along with Deb Webb and Jan Wells

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## History



University of Michigan

1988 - 1992

System evolved over the years.

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## Why have a disciplinary system?



- ☛ Legal
- ☛ Use as a deterrent from breaking the rules
- ☛ Promote sportsmanship
- ☛ Ensure safety of participants and staff

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## Murphy's Law



Keep in mind that regardless of the system, education of the participants, the precautions taken and the training of the staff . . . Incidents WILL take place.

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## Why are incidents inevitable?



Lack of positive examples of good sports.

Although the expectation of sportsmanship remains at the highest standard by the governing bodies, the level of sportsmanship displayed by participants has fallen in recent years.

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## Professional staff involvement



Professional staff cannot lose sight of the idea that the IMSP is for the participants.

Too often it is easiest to do what is easiest for the staff member, not necessarily what is best for the program.

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## Student staff involvement

How do you train your student staff to deal with incidents in order to help the disciplinary process?



1. Accurate reporting of the incident.
2. Checklist that requires the supervisor and officials to report information that is subjective and objective.
3. Follow through.

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## IMSP Sub-seven Report



Please refer to the handout titled "Sub-seven report."

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## Manager's Manuals



It is important that ALL literature reflect the importance of sportsmanship and conduct.

The Manager's Manual emphasizes these ideas in many different locations.

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## Examples

"Intramural Staff members may amend a rating, at any time, for inappropriate conduct, use of an ineligible player, use of a suspended player, and/or inaccuracy in reporting."

--Page 42

"Individuals or teams engaging in unsportsmanlike conduct, as determined by any member of the Intramural Sports Program staff (student or professional), shall be subject to disciplinary action."

-- Page 21

"Players and/or spectators who abuse (either verbally or physically) intramural sports officials will be subject to disciplinary action."

--Page 23

"The Intramural Sports Staff is interested in providing a safe, fair, and enjoyable environment during all intramural contests. Unsporting behavior generally causes games to become unenjoyable, unfair, and, in some cases, unsafe. In order to maintain the proper playing environment, the Sportsmanship Rating Policy has been established and is in effect for all regular season and playoff games and meets."

--Page 41

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## Manager's meetings

All staff members must constantly enforce the positive



Competition without the trash-talking

ZERO tolerance regarding threats to officials, game administrators or opponents.

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## Responsibility of the manager



Each manager is responsible for their players and their players' actions.

Often the actions of one player will affect the entire team.

The manager must understand that the IMSP is not the cause for the conflict, they are there to resolve the conflict.

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## Emphasis on sportsmanship



We refer to sportsmanship on almost every form that we issue to managers.

Please refer to the handout titled "Manager's Meeting Forms."

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## Student involvement



### Intramural Sports Advisory Council

Allows the students to have say in their peers' punishment for poor conduct.

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## All-Year Point System



Sportsmanship is one of three aspects of our All-year Point System.

It is possible that loss of sportsmanship points could cause a team to lose the championship.

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## Walking through the process . .



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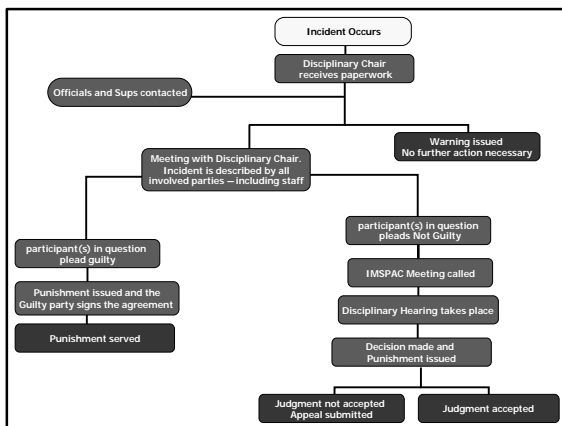
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## Items discussed with student staff



- Did the official witness the incident?
- Did the supervisor witness the incident?
- Were the teams cooperative?
- What was the general feeling of the game?

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### Participant(s) in question meet with Disciplinary Chair



All involved members along with team manager must be present.

Participant(s) in question describe their version of the incident.

Disciplinary chair reads the supervisor's report and incident reports to the participant(s) in question.

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### Cutting the deal

Often times a deal is cut to keep every case from going before the IMSPAC board.



Things considered when making a deal:

1. Attitude
2. Do they see the big picture?
3. Was there a flaw in the system?

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### The Notice of Disciplinary Action



Once an agreement is reached between the participant(s) in question and the disciplinary chair, the Notice of Disciplinary Action is signed.

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## Post meeting actions



After the meeting with the Disciplinary Chair, the following individuals affected by the decision are contacted:

1. Coordinator of the sport
2. Officials and Sport Supervisors
3. Other teams that may have been involved

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## What if the participant(s) in question deny responsibility?



If the participant(s) in question will not agree to the stipulations presented by the Disciplinary Chair or completely deny responsibility, the participant(s) in question has the option to take the case to the Intramural Sports Advisory Council.

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## What is the purpose of IMSPAC?

IMSPAC is made up of a representative from each division.



- Independent Men
- Independent Women
- Co-Rec
- Grad/Faculty/Staff
- Fraternity
- Sorority
- Res Hall

Members act as an Advisory Council as well as a Disciplinary Board.

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## IMSPAC Hearing



IMSPAC members are called to meet as soon as possible.  
Four IMSPAC members are needed to conduct the hearing.  
The participant(s) in question will be suspended from play until the hearing takes place.

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## Who is present at the hearing?

1. IMSP Disciplinary Chair
2. At least four IMSPAC members
3. Sport supervisor(s) on duty at time of incident
4. Official(s) that were present during the incident
5. The participant(s) in question
6. Witness on behalf of the IMSP
7. Witness on behalf of the participant(s) in question

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## The hearing



Please refer to the handout titled "Disciplinary Hearing Procedure"

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## The decision



- IMSPAC has the option to conclude the following:
- ? Uphold the decision of the Disciplinary Chair
  - ? Decrease the punishment of the Disciplinary Chair
  - ? Increase the punishment of the Disciplinary Chair
  - ? Issue no punishment

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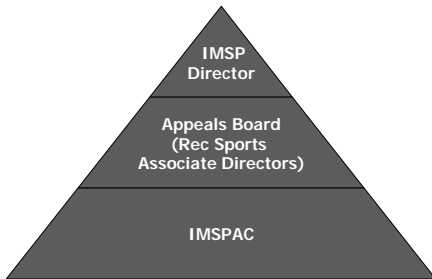
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## Appeals



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## Viewpoint in dealing with officials

### Preparing supervisors:

- ≠ How to handle an incident
- ≠ Proper paperwork procedures
- ≠ Follow-up



### Preparing officials:

- ≠ SRS discussion at training clinics
- ≠ Game control
- ≠ How to handle an incident

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**View from the Discipline Chair**



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**Case study**



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**Flaws with our system**



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## Questions?



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## Additional information



This presentation plus additional information is available on our website at:

[www.recsports.umich.edu/promo/nirsa/](http://www.recsports.umich.edu/promo/nirsa/)

Or by contacting Cheryl Jendryka at [cjendryk@umich.edu](mailto:cjendryk@umich.edu)

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