

# Missouri State University™

W E S T P L A I N S

**DATE:** June 23, 2022

**TO:** Crockett Oaks, Director of Business and Support Services & Interim Athletic Director  
Dr. Angela Totty, Dean of Student Services and Former Athletic Director  
Brenda Polyard, Director of University & Community Programs  
Paula Wiedemann, Head Volleyball Coach and Former Athletic Director  
Jared Phay, Head Basketball Coach

**CC:** Dr. Dennis Lancaster, Chancellor  
Rachael Dockery, General Counsel  
Clifton M. Smart III, University President

**FROM:** Natalie B. McNish, Director of Internal Audit and Risk Management

## NJCAA Coaches and Staff

### BACKGROUND

The Office of Internal Audit & Risk Management determined rotational audits of athletic programs were necessary to effectively monitor associated compliance and operational risks. Twelve categories were identified as potential risk areas and audits of each category will be completed for both the Springfield and West Plains athletic programs.

As a member of the National Junior College Athletics Association (NJCAA) Division I, Missouri State University – West Plains has an obligation to ensure overall compliance with the applicable rules and regulations of the Association in the operation of its athletic programs. Each athletic program employs a Head Coach and Assistant Coach by written employment contract. Other affiliated support staff are employed at-will.

### OBJECTIVE AND SCOPE

The objectives were to review compliance with applicable NJCAA rules, employment contracts, documented policies and procedures, and widely accepted business practices. The scope of the review was limited to the year ended December 31, 2021.

### SUMMARY

We found no issues with the employment of any coach or affiliated staff member and determined all coaches and staff members had received required and recommended trainings necessary to ensure the protection of student-athletes and compliance with all applicable NJCAA rules.



Natalie B. McNish, CFE, CGAP  
Director of Internal Audit and Risk Management



Arti Arti  
Internal Auditor  
Audit Field Work Completed: May 31, 2022