NEGOTIATED RESOLUTION[1]

Iowa State University – Case No. 020309

April 25, 2025

I. CASE SYNOPSIS

Chase Clark (Clark), former assistant director of football equipment operations at Iowa State University (Iowa State); Michael Dryer (Dryer), former assistant equipment manager at Iowa State; Jace Heacock (Heacock), former graduate assistant football coach at Iowa State; Kyle Highland (Highland), former football recruiting operations assistant at Iowa State; Mason Williams (Williams), former associate for athletics equipment operations at Iowa State; and the NCAA enforcement staff agree with the violations and penalties detailed below. The parties also agree that this case should be resolved as Level II – Standard.[2]

On April 28, 2023, the Iowa Department of Criminal Investigation (DCI) served a subpoena on the institution requesting address, contact and phone information for certain individuals who were identified as participating in sports betting activities in the institution's athletics facilities over a six- to nine-month period. DCI subsequently provided the institution with a list of individuals – including the staff members identified above – who it identified as engaging in online sports betting.[3]

From June through September 2023, the institution conducted an internal review and, in October 2023, the institution contacted the enforcement staff to discuss their findings and next steps. The institution and enforcement staff began a collaborative investigation that identified five former full-time staff members who bet on their own institution and/or bet a significant number of times on collegiate contests.

Specifically, the investigation revealed the following:

- Clark placed 2,305 bets totaling approximately $18,676 on professional and intercollegiate sports, including 46 bets on the institution's men's and women's basketball teams.
- Dryer placed 1,182 bets totaling approximately $11,536 on professional and intercollegiate sports, including 25 bets on the institution's men's and women's basketball teams.
- Heacock placed 787 bets totaling approximately $55,359 on professional and intercollegiate sports.

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[1] In reviewing this agreement, the hearing panel made editorial revisions pursuant to NCAA Division I Committee on Infractions (COI) Internal Operating Procedure (IOP) 4-7-1-2. These modifications did not affect the substance of the agreement.

[2] Pursuant to NCAA Division I Bylaw 19.1.1.1, the institution's portion of the case was processed separately as a Level III violation. Additionally, for ease of processing, the parties and enforcement staff agreed to submit these violations as a single negotiated resolution instead of five separate processing documents.

[3] The DCI report also identified student-athletes and non-athletics staff members who may have been involved in sports betting. Those individuals are not included here.

- Highland placed 509 bets totaling approximately $6,365 on professional and intercollegiate sports, including eight bets on the institution's men's and women's basketball teams.
- Williams placed 1,455 bets totaling approximately $11,679 on professional and intercollegiate sports, including 12 bets on the institution's men's and women's basketball teams.

The investigation also confirmed that the institution provided the individuals with sports betting rules education, and the five former staff members all confirmed they knew their activities were violations. Further, the investigation did not identify any monitoring issues by the institution.[4]

II. PARTIES' AGREEMENTS

A. Sports betting findings of fact, violations of NCAA legislation and violation levels.

1. [NCAA Division I Manual Bylaws 10.01.1 and 10.3 (2020-21 through 2022-23)] (Level II)

Clark and the enforcement staff agree that from March 2021 through May 2023, Clark violated the principles of honesty and sportsmanship when he knowingly participated in sports betting activities. Specifically, Clark placed 2,305 bets totaling approximately $18,676 on professional and intercollegiate sports, including 46 bets on Iowa State men's and women's basketball teams.

2. [NCAA Division I Manual Bylaws 10.01.1 and 10.3 (2020-21 through 2022-23)] (Level II)

Dryer and the enforcement staff agree that from March 2021 through May 2023, Dryer violated the principles of honesty and sportsmanship when he knowingly participated in sports betting activities. Specifically, Dryer placed 1,182 bets totaling approximately $11,536 on professional and intercollegiate sports, including 25 bets on Iowa State men's and women's basketball teams.

3. [NCAA Division I Manual Bylaws 10.01.1 and 10.3 (2021-22 through 2022-23)] (Level II)

Heacock and the enforcement staff agree that from October 2021 through May 2023, Heacock violated the principles of honesty and sportsmanship when he knowingly participated in sports betting activities. Specifically, Heacock placed 787 bets totaling approximately $55,359 on professional and intercollegiate sports.

[4] The institution still employed Clark, Dryer and Heacock at the time it learned of the violations, and the three staff members ultimately resigned from the institution. Highland and Williams left Iowa State and were employed by other NCAA institutions when the violations were discovered. Highland is currently employed at the U.S. Military Academy at West Point. Williams also resigned from his position as a result of the violations.

4. [NCAA Division I Manual Bylaws 10.01.1 and 10.3 (2020-21 through 2022-23)] (Level II)

Highland and the enforcement staff agree that from March 2021 through May 2023, Highland violated the principles of honesty and sportsmanship when he knowingly participated in sports betting activities. Specifically, Highland placed 509 bets totaling approximately $6,365 on professional and intercollegiate sports, including eight bets on Iowa State men's and women's basketball teams.

5. [NCAA Division I Manual Bylaws 10.01.1 and 10.3 (2021-22 through 2022-23)] (Level II)

Williams and the enforcement staff agree that from April 2022 through May 2023, Highland violated the principles of honesty and sportsmanship when he knowingly participated in sports betting activities. Williams placed 1,455 bets totaling approximately $11,679 on professional and intercollegiate sports, including 12 bets on Iowa State men's and women's basketball teams.

B. Agreed-upon aggravating and mitigating factors.

Pursuant to NCAA Bylaw 19.10.3-(e), the parties agree that the aggravating and mitigating factors identified below are applicable.

The parties assessed the factors by weight and number and agree that this case should be properly resolved as Level II – Standard. In regard to the level, the enforcement staff considered the nexus to college sports and bets on the involved individual's own institution for Clark, Dryer, Highland and Williams and the number and total dollar amount of bets for Heacock. Regarding classification, the parties agreed on standard, giving more weight to the blatant disregard for NCAA legislation because all parties acknowledged they knew sports betting was impermissible.

Involved Individual (Clark):

1. <u>Aggravating factors (Bylaw 19.12.3.2)</u>.

   a. Conduct intended to generate pecuniary gain for the individual [Bylaw 19.12.3.2-(h)].

   b. Intentional, willful or blatant disregard for NCAA bylaws [Bylaw 19.12.3.2-(i)].

2. Mitigating factors (Bylaw 19.12.4.2).

    a. Prompt acknowledgement and acceptance of responsibility for the violations [Bylaw 19.12.4.2-(b)].

    b. Affirmative steps to expedite final resolution of the matter, including timely submission of a negotiated resolution pursuant to Bylaw 19.10 [Bylaw 19.12.4.2-(d)].

    c. The absence of prior conclusions of Level I, Level II or major violations committed by the involved individual [Bylaw 19.12.4.2-(e)].

Involved Individual (Dryer):

1. Aggravating factors (Bylaw 19.12.3.2).

    a. Conduct intended to generate pecuniary gain for the individual [Bylaw 19.12.3.2-(h)].

    b. Intentional, willful or blatant disregard for NCAA bylaws [Bylaw 19.12.3.2-(i)].

2. Mitigating factors (Bylaw 19.12.4.2).

    a. Prompt acknowledgement and acceptance of responsibility for the violations [Bylaw 19.12.4.2-(b)].

    b. Affirmative steps to expedite final resolution of the matter, including timely submission of a negotiated resolution pursuant to Bylaw 19.10 [Bylaw 19.12.4.2-(d)].

    c. The absence of prior conclusions of Level I, Level II or major violations committed by the involved individual [Bylaw 19.12.4.2-(e)].

Involved Individual (Heacock):

1. Aggravating factors (Bylaw 19.12.3.2).

    a. Conduct intended to generate pecuniary gain for the individual [Bylaw 19.12.3.2-(h)].

b. Intentional, willful or blatant disregard for NCAA bylaws [Bylaw 19.12.3.2-(i)].

2. Mitigating factors (Bylaw 19.12.4.2).

a. Prompt acknowledgement and acceptance of responsibility for the violations [Bylaw 19.12.4.2-(b)].

b. Affirmative steps to expedite final resolution of the matter, including timely submission of a negotiated resolution pursuant to Bylaw 19.10 [Bylaw 19.12.4.2-(d)].

c. The absence of prior conclusions of Level I, Level II or major violations committed by the involved individual [Bylaw 19.12.4.2-(e)].

Involved Individual (Highland):

1. Aggravating factors (Bylaw 19.12.3.2).

a. Conduct intended to generate pecuniary gain for the individual [Bylaw 19.12.3.2-(h)].

b. Intentional, willful or blatant disregard for NCAA bylaws [Bylaw 19.12.3.2-(i)].

2. Mitigating factors (Bylaw 19.12.4.2).

a. Prompt acknowledgement and acceptance of responsibility for the violations [Bylaw 19.12.4.2-(b)].

b. Affirmative steps to expedite final resolution of the matter, including timely submission of a negotiated resolution pursuant to Bylaw 19.10 [Bylaw 19.12.4.2-(d)].

c. The absence of prior conclusions of Level I, Level II or major violations committed by the involved individual [Bylaw 19.12.4.2-(e)].

Involved Individual (Williams):

1. Aggravating factors (Bylaw 19.12.3.2).

   a. Conduct intended to generate pecuniary gain for the individual [Bylaw 19.12.3.2-(h)].

   b. Intentional, willful or blatant disregard for NCAA bylaws [Bylaw 19.12.3.2-(i)].

2. Mitigating factors (Bylaw 19.12.4.2).

   a. Prompt acknowledgement and acceptance of responsibility for the violations [Bylaw 19.12.4.2-(b)].

   b. Affirmative steps to expedite final resolution of the matter, including timely submission of a negotiated resolution pursuant to Bylaw 19.10 [Bylaw 19.12.4.2-(d)].

   c. The absence of prior conclusions of Level I, Level II or major violations committed by the involved individual [Bylaw 19.12.4.2-(e)].

III. OTHER VIOLATIONS OF NCAA LEGISLATION SUBSTANTIATED; NOT ALLEGED

None.

IV. REVIEW OF OTHER ISSUES

None.

V. PARTIES' AGREED-UPON PENALTIES[5]

All penalties agreed upon in this case are independent and supplemental to any action that has been or may be taken by the NCAA Division I Committee on Academics through its assessment of postseason ineligibility, historical penalties or other penalties.

[5] All penalties must be completed during the time periods identified in this decision. If completion of a penalty is impossible during the prescribed period, the relevant institution shall make the Committee on Infractions aware of the impossibility and must complete the penalty at the next available opportunity.

Pursuant to Bylaw 19.10.3-(e), the parties agree to the following penalties[6]:

Core Penalties for Level II – Standard Violations (Bylaw 19.12.7)

1. Show-cause order: Clark violated the principles of honesty and sportsmanship when he knowingly participated in sports betting activities. Therefore, Clark shall be subject to a one-year cause order from **April 25, 2025, through April 24, 2026**.[7] In accordance with Bylaw 19.12.7.4 and Committee on Infractions Internal Operating Procedure (IOP) 5-15-5, any employing institution shall require Clark to attend the annual NCAA Regional Rules Seminar at his own expense. Any member institution that employs Clark in an athletically related position during the one -year show-cause period, shall abide by the terms of the show-cause order unless it contacts the Office of the Committees on Infractions (OCOI) to make arrangements to show cause why the terms of the order should not apply.

2. Suspension: Bylaw 19.12.7.5 and Figure 19-1 penalty guidelines contemplate suspensions. Therefore, any member institution that employs Clark in an athletically related position shall suspend Clark, two weeks from all athletically related duties during the first year of employment within the show-cause period. Because Clark is not a coaching staff member his suspensions relate directly to his athletically related duties rather than a percentage of regular season contests. The provisions of the suspension require that Clark not be present with or have contact or communication with equipment staff members, athletics staff members or student-athletes during the suspension period. The prohibition includes all equipment management and athletics activities for the period of time that begins at 12:01 a.m. on Sunday and ends at 11:59 p.m. the second following Saturday. During the suspension period Clark may not participate in any athletics activities, including, but not limited to, management and distribution of team equipment during practice, games and meetings; team travel, practice, video study, recruiting and team meetings. Should Clark be hired as a coaching staff member, any employing institution may not utilize Bylaw 11.02.2.1 to replace Clark on a temporary basis during the period of suspension. The results of any contests from which he is suspended shall not count toward the coach's career record if he is in the role of a head coach at the time of suspension.

[6] In determining appropriate penalties within NCAA Figure 19-1, the parties considered the duration of time to process this matter. While the parties were contemplating processing options, the NCAA Division I Council approved Bylaw 19.1.1.1.

[7] All penalties must be completed during the time periods identified in this decision. If completion of a penalty is impossible during the prescribed period, Clark shall make the Committee on Infractions aware of the impossibility and must complete the penalty at the next available opportunity.

3. Show-cause order: Dryer violated the principles of honesty and sportsmanship when he knowingly participated in sports betting activities. Therefore, Dryer shall be subject to a one-year cause order from **April 25, 2025, through April 24, 2026**.[8] In accordance with Bylaw 19.12.7.4 and Committee on Infractions IOP 5-15-5, any employing institution shall require Dryer to attend the annual NCAA Regional Rules Seminar at his own expense. Any member institution that employs Dryer in an athletically related position during the one -year show-cause period, shall abide by the terms of the show-cause order unless it contacts the OCOI to make arrangements to show cause why the terms of the order should not apply.

4. Suspension: Bylaw 19.12.7.5 and Figure 19-1 penalty guidelines contemplate suspensions. Therefore, any member institution that employs Dryer in an athletically related position shall suspend Dryer two weeks from all athletically related duties during the first year of employment within the show-cause period. Because Dryer is a not coaching staff member, his suspensions relate directly to his athletically related duties rather than a percentage of regular season contests. The provisions of the suspension require that Dryer not be present with or have contact or communication with equipment staff members, athletics staff members or student-athletes during the suspension period. The prohibition includes all equipment management and athletics activities for the period of time that begins at 12:01 a.m. on Sunday and ends at 11:59 p.m. the second following Saturday. During the suspension period Dryer may not participate in any athletics activities, including, but not limited to, management and distribution of team equipment during practice, games and meetings; team travel, practice, video study, recruiting and team meetings. Should Dryer be hired as a coaching staff member, any employing institution may not utilize Bylaw 11.02.2.1 to replace Dryer on a temporary basis during the period of suspension. The results of any contests from which Dryer is suspended shall not count toward the coach's career record if he is in the role of a head coach at the time of suspension.

5. Show-cause order: Heacock violated the principles of honesty and sportsmanship when he knowingly participated in sports betting activities. Therefore, Heacock shall be subject to a one-year cause order from **April 25, 2025, through April 24, 2026**.[9] In accordance with Bylaw 19.12.7.4 and Committee on Infractions IOP 5-15-5, any employing institution shall require Heacock to attend the annual NCAA Regional Rules Seminar at his own expense. Any member institution that employs Heacock in an athletically related position during the one -year show-cause period,

[8] All penalties must be completed during the time periods identified in this decision. If completion of a penalty is impossible during the prescribed period, Dryer shall make the Committee on Infractions aware of the impossibility and must complete the penalty at the next available opportunity.

[9] All penalties must be completed during the time periods identified in this decision. If completion of a penalty is impossible during the prescribed period, Heacock shall make the Committee on Infractions aware of the impossibility and must complete the penalty at the next available opportunity.

shall abide by the terms of the show-cause order unless it contacts the OCOI to make arrangements to show cause why the terms of the order should not apply.

6. Suspension: Bylaw 19.12.7.5 and Figure 19-1 penalty guidelines contemplate suspensions. Therefore, any member institution that employs Heacock in an athletically related position shall suspend Heacock two weeks from all athletically related duties during the first year of employment within the show-cause period. Because Heacock is not a coaching staff member, his suspension relates directly to his athletically related duties rather than a percentage of regular season contests. The provisions of the suspension require that Heacock not be present with or have contact or communication with equipment staff members, athletics staff members or student-athletes during the suspension period. The prohibition includes all equipment management and athletics activities for the period of time that begins at 12:01 a.m. on Sunday and ends at 11:59 p.m. the following second Saturday. During the suspension period Heacock may not participate in any athletics activities, including, but not limited to, management and distribution of team equipment during practice, games and meetings; team travel, practice, video study, recruiting and team meetings. Should Heacock be hired as a coaching staff member, any employing institution may not utilize Bylaw 11.02.2.1 to replace Heacock on a temporary basis during the period of suspension. The results of any contests from which Heacock is suspended shall not count toward the coach's career record if he is in the role of a head coach at the time of suspension.

7. Show-cause order: Highland violated the principles of honesty and sportsmanship when he knowingly participated in sports betting activities. Therefore, Highland shall be subject to a one-year cause order from **April 25, 2025, through April 24, 2026**.[10] In accordance with Bylaw 19.12.7.4 and Committee on Infractions IOP 5-15-5, any employing institution shall require Highland to attend the annual NCAA Regional Rules Seminar at his own expense. Any member institution that employs Highland in an athletically related position during the one -year show-cause period, shall abide by the terms of the show-cause order unless it contacts the OCOI to make arrangements to show cause why the terms of the order should not apply.

[10] All penalties must be completed during the time periods identified in this decision. If completion of a penalty is impossible during the prescribed period, Highland shall make the Committee on Infractions aware of the impossibility and must complete the penalty at the next available opportunity.

8. Suspension: Bylaw 19.12.7.5 and Figure 19-1 penalty guidelines contemplate suspensions. Therefore, any member institution that employs Highland in an athletically related position shall suspend Highland two weeks from all athletically related duties during the first year of employment within the show-cause period. Because Highland is not a coaching staff member, his suspension relates directly to his athletically related duties rather than a percentage of regular season contests. The provisions of the suspension require that Highland not be present with or have contact or communication with equipment staff members, athletics staff members or student-athletes during the suspension period. The prohibition includes all equipment management and athletics activities for the period of time that begins at 12:01 a.m. on Sunday and ends at 11:59 p.m. the second following Saturday. During the suspension period, Highland may not participate in any athletics activities, including, but not limited to, management and distribution of team equipment during practice, games and meetings; team travel, practice, video study, recruiting and team meetings. Should Highland be hired as a coaching staff member, any employing institution may not utilize Bylaw 11.02.2.1 to replace Highland on a temporary basis during the period of suspension. The results of any contests from which Highland is suspended shall not count toward the coach's career record if he is in the role of a head coach at the time of suspension.

9. Show-cause order: Williams violated the principles of honesty and sportsmanship when he knowingly participated in sports betting activities. Therefore, Williams shall be subject to a one-year cause order from **April 25, 2025, through April 24, 2026**.[11] In accordance with Bylaw 19.12.7.4 and Committee on Infractions IOP 5-15-5, any employing institution shall require Williams to attend the annual NCAA Regional Rules Seminar at his own expense. Any member institution that employs Williams in an athletically related position during the one -year show-cause period, shall abide by the terms of the show-cause order unless it contacts the OCOI to make arrangements to show cause why the terms of the order should not apply.

10. Suspension: Bylaw 19.12.7.5 and Figure 19-1 penalty guidelines contemplate suspensions. Therefore, any member institution that employs Williams in an athletically related position shall suspend Williams two weeks from all athletically related duties during the first year of employment within the show-cause period. Because Williams is not a coaching staff member, his suspension relates directly to his athletically related duties rather than a percentage of regular season contests. The provisions of the suspension require Williams not be present with or have contact or communication with equipment staff members, athletics staff members or student-athletes during the suspension period. The prohibition includes all equipment management and athletics activities for the period of time that begins at

[11] All penalties must be completed during the time periods identified in this decision. If completion of a penalty is impossible during the prescribed period, Williams shall make the Committee on Infractions aware of the impossibility and must complete the penalty at the next available opportunity.

12:01 a.m. on Sunday and ends at 11:59 p.m. the second following Saturday. During the suspension period, Williams may not participate in any athletics activities, including, but not limited to, management and distribution of team equipment during practice, games and meetings; team travel, practice, video study, recruiting and team meetings. Should Williams be hired as a coaching staff member, any employing institution may not utilize Bylaw 11.02.2.1 to replace Williams on a temporary basis during the period of suspension. The results of any contests from which Williams is suspended shall not count toward the coach's career record if he is in the role of a head coach at the time of suspension.

Additional Penalties for Level II – Standard Violations (Bylaw 19.12.9)

11. Public reprimand and censure through the release of the negotiated resolution agreement.

VI. OTHER AGREEMENTS

The parties agree that this case will be processed through the NCAA negotiated resolution process as outlined in Bylaw 19.10, and a hearing panel comprised of members of the Committee on Infractions will review the negotiated resolution. The parties acknowledge that the negotiated resolution contains agreed-upon findings of fact of NCAA violations and agreed-upon aggravating and mitigating factors based on information available at this time. Nothing in this resolution precludes the enforcement staff from investigating additional information about potential rules violations. The parties agree that pursuant to Bylaw 19.1.3 the violations identified in this agreement occurred and should be classified as Level II – Standard.

If a hearing panel approves the negotiated resolution, all parties agree that they will take every precaution to ensure that the terms of the penalties are observed. The institution and all parties acknowledge that they have or will impose and follow the penalties contained within the negotiated resolution, and these penalties are in accordance with those prescribed in Bylaws 19.12.7, 19.12.8, 19.12.9 and 19.12.10. The OCOI will monitor the penalties during their effective periods. Any action by Clark, Dryer, Heacock, Highland or Williams contrary to the terms of any of the penalties or any additional violations may be considered grounds for prescribing more severe penalties or may result in additional allegations and violations.

The parties acknowledge that this negotiated resolution may be voidable by the Committee on Infractions if any of the parties were aware or become aware of information that materially alters the factual information on which this negotiated resolution is based.

The parties further acknowledge that the hearing panel, subsequent to its review of the negotiated resolution, may reject the negotiated resolution. Should the hearing panel reject the negotiated resolution, the parties understand that the hearing panel will issue instructions for processing of the case pursuant to hearing resolution (Bylaw 19.8) or limited resolution (Bylaw 19.9) and prior agreed-upon terms of the rejected negotiated resolution will not be binding.

Should a hearing panel approve the negotiated resolution, the parties agree that they waive NCAA hearing and appellate opportunities.

VII. DIVISION I COMMITTEE ON INFRACTIONS APPROVAL

Pursuant to NCAA Bylaw 19.10.1, the panel approves the parties' negotiated resolution agreement. The panel's review of this agreement is limited. Panels may only reject a negotiated resolution agreement if the agreement is not in the best interests of the Association or if the agreed-upon penalties are manifestly unreasonable. *See* Bylaw 19.10.4. In this case, the panel determines the agreed-upon facts, violations, aggravating and mitigating factors, and classifications are appropriate for this process. Further, the parties classified this case as Level II-Standard Clark, Dryer, Heacock, Highland and Williams. The agreed-upon penalties align with the ranges identified for core penalties for Level II-Standard cases in Figure 19-1 and Bylaw 19.12.7 and the additional penalties available under Bylaw 19.12.9. Pursuant to Bylaw 19.10.6, this negotiated resolution has no precedential value.

The COI advises Clark, Dryer, Heacock, Highland and Williams that they should take every precaution to ensure that they observe the terms of the penalties. Any action by Clark, Dryer, Heacock, Highland or Williams contrary to the terms of any of the penalties or any additional violations shall be considered grounds for prescribing more severe penalties and/or may result in additional allegations and violations.

NCAA COMMITTEE ON INFRACTIONS PANEL
Norman Bay
Rich Ensor, chief hearing officer
Vince Nicastro