

KEVIN FITE, M.S.

COMPLIANCE PROFESSIONAL

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Accomplished compliance professional with significant experience that spans three decades within athletics administration in NCAA intercollegiate athletics. Recognized as a strong leader and trusted advisor who not only meets but exceeds both client and company expectations. Demonstrated success in managing, training, and developing top-performing teams. Extensive background leading the overall development, implementation, and review of the institution's NCAA compliance program. Well-versed in the maintenance of systems and mechanisms for rules monitoring, staff education, and the reporting of violations should they occur as well as providing a timely and accurate system of completing mandated forms, reports, assessments, and audits as required by various agencies. Excels at communicating with various types of people and personalities which has aided in cultivating professional relationships, diffusing situations, and having positive interactions with colleagues. Currently seeking a role within an organization that will view my skill set as beneficial and a valuable addition to their team.

AREAS OF EXPERTISE:

Intercollegiate Athletics Administration | Team Leadership | Research & Analysis | Investigation Report Writing | Policy Writing & Enforcement | Risk Management | Operations Management | Compliance & Eligibility | Budgeting | NCAA Rules & Regulations | Strategic Communications | Presentations | Program Management | Relationship Development & Management | Conflict Resolution & Problem Solving | Process Improvement | Record Management & Documentation | Administrative Oversight | Event Management

CAREER HIGHLIGHTS:

- Served in a leadership role that contributed to Oklahoma State University being ranked between 13th and 42nd nationally in the Learfield Director's Cup standings during a twelve-year period (2011-2023). During this same period, Oklahoma State University was ranked in the top three in the Big 12 Conference Learfield Director's Cup standings on seven occasions and finished in the top five each year.
- Became nationally recognized as a leader in the athletics compliance industry, establishing two highly respected Division I compliance programs that served the needs of their respective athletic programs.
- Functioned as lead athletics department administrator in the investigation and processing of two major infractions cases, including coordinating interviews, gathering requested documentation, processing eligibility matters, evaluating facts, interpreting NCAA rules, preparing, and presenting responses to allegations before the NCAA Division I Committee on Infractions (COI) involving Oklahoma State University. Efforts resulted in the institution avoiding findings of Lack of Institutional Control and Failure to Monitor each of these cases.
- Assisted in the planning and opening of the **\$70M** O'Brate Stadium, Oklahoma State University's state-of-the-art collegiate baseball facility.
- Developed a graduate-level sports administration course on athletics compliance for Texas A&M University (2015).

SELECTED QUALIFICATIONS:

- Extensive background at the NCAA national office serving in two separate roles.
- Demonstrated successes in hiring, training, and managing professional staff in multiple areas of administration.
- Served in leadership roles, demonstrating a commitment to rules compliance, academic accountability, gender equity, and fiscal integrity within an athletics program.
- Spearheaded and implemented comprehensive compliance programs at two Division I institutions.
- Administrative experience in event management as the primary administrator spanning more than 15 Division I baseball seasons.
- Excels at cultivating relationships with campus entities to enhance communication with the athletics department.
- Well-versed in developing relationships with student-athletes, coaches, institutional leaders, and athletics administrators to foster positive and productive work and educational environments and outcomes.

PROFESSIONAL BACKGROUND:

SENIOR ASSOCIATE ATHLETICS DIRECTOR FOR COMPLIANCE

OKLAHOMA STATE UNIVERSITY, STILLWATER, OKLAHOMA (04/2010-06/2023)

- Directed all aspects of a comprehensive athletics compliance program consisting of seven (7) full-time staff members serving the needs of seventeen sports programs, approximately 500 student-athletes, and the entire University community.

- Established and implemented a service philosophy with a focus on rules education, monitoring all aspects of athletics operations, and providing support through interpretive guidance and waiver submission.
- Authored and implemented the use of extensive compliance policies and procedures manual utilized by the entire athletics department and updated and published on an annual basis.
- Employed the use of monitoring and recordkeeping software to enhance the program's efficiency.
- Investigated potential instances of non-compliance.
- Served as the Athletics Department's chief liaison to the NCAA national office and the Big 12 Conference regarding all compliance and governance matters.
- Oversaw and managed the submissions of all waivers and self-reports of violations to the Big 12 Conference and/or the NCAA.
- Spearheaded strategies to improve each sports program's NCAA Academic Progress Rate to promote retention and graduation and minimize the risk of APR penalties.
- Established the department's first Name, Image, and Likeness (NIL) policy and worked as a member of the department's NIL committee to revise policy during this transitional period and educated the group and department on evolving NCAA rules/policies.
- Orchestrated the hiring process for all athletics compliance positions, adhering to institutional hiring practices and policy.
- Served as a senior member of the department's leadership team.

**ASSOCIATE ATHLETICS DIRECTOR/COMPLIANCE AND ELIGIBILITY
UNIVERSITY OF HOUSTON, HOUSTON, TEXAS (02/2001-03/2010)**

- Led and oversaw all aspects of a comprehensive athletics compliance program consisting of four full-time staff members serving the needs of sixteen sports programs, approximately 400 student-athletes, and the entire University community.
- Developed compliance policies and procedures to provide structure and consistency for the compliance program and the entire athletics department. These policies and procedures also assisted the process of regularly conducted compliance audits meant to improve the efficiency of the program.
- Created the program's first structured rules education program for the coaching staff and select administrative areas, intended to minimize the risk of potential violations.
- Coordinated the institution's certification of the eligibility process, serving as a liaison between the Office of the Registrar and the Faculty Athletics Representative in the evaluation of student-athletes eligibility to participate in practice and competition.
- Managed all compliance-related records on student-athlete participation, eligibility, financial aid, recruiting, and coaching staff limitations.
- Acted as the primary administrator in evaluating proposed NCAA legislation, determining the institutional position on such proposals, and providing a rationale for these positions.
- Served as a key member of the athletics department's senior management team, advising the Director of Athletics on compliance-related issues and other matters as needed.

ENFORCEMENT REPRESENTATIVE

NATIONAL COLLEGIATE ATHLETIC ASSOCIATION, INDIANAPOLIS, INDIANA (08/1999 -02/2001)

- Conducted investigations of institutional involvement in potential major violations of NCAA legislation at the Division I level.
- Documented information gathered during investigations for analysis by the NCAA Enforcement Staff and the NCAA Division I Committee on Infractions.
- Analyzed evidence to determine if allegations of major violations were warranted when applying NCAA-relevant legislation to the facts of the case.
- Prepared letters of official inquiry, case summaries, and other appropriate correspondence to member institutions and other involved parties.
- Conducted verbal presentations on information gathered and corresponding allegations to the NCAA Division I Committee on Infractions during infractions hearings.

Prior Employment Available Upon Request

EDUCATION:

Iowa State University, Ames, Iowa

Master of Science, Professional Studies in Education-Higher Education

The University of Northern Iowa, Cedar Falls, Iowa

Bachelor of Arts, History Education with a Coaching Minor