



Tips for Obtaining a Coach

Below you will find a list of do's and don'ts for clubs who are hiring and/or employing a coach. This is also a good resource for coaches who are looking for clarification on the hiring/employment process used by teams at FGCU.

Clubs SHOULD:

1. Create an "open" search by posting through university-sanctioned or other networks.
2. Have clearly defined specifications and duties that the position will entail.
3. Schedule phone interviews with any and all prospective candidates. After phone interviews, in-person interview all finalists for the position.
4. If compensation is agreed upon, do so in writing.
5. Create a system of evaluation, as well as a trial period, where open feedback/critiques can be given by the team. Allow for team evaluations to occur at least annually.
6. Create a clear level of communication between students and coaching staff.
7. Look for coaches who are willing to volunteer their time. University funding is *never* guaranteed for coaching compensations.
8. Remember that Sport Clubs are a student organization, and the students control the direction of the team.

Clubs SHOULD NOT:

1. Introduce a coach without having the input of all members of the team.
2. Discriminate when choosing a candidate based on a protected class, which is defined by FL law as the following: Age, Ancestry, Color, Criminal Record, Genetic Information, Learning Disability, Marital Status, Mental Disorder, Mental Retardation, National Origin, Physical Disability, Race, Religious Creed, Sex and/or Sexual Orientation.
3. Place the administrative duties of the club's officers on the coach – it is not his/her job unless something is specifically outlined in their contract.
4. Keep any kind of coaching staff without proper evaluation. You cannot release a coach without just cause or evaluations by the players on the roster – you need proof of poor performance or dissatisfaction to contractually relieve any coaching member.
5. Promise any form of compensation until it is approved through proper funding channels.
 - a. The Sport Clubs Council Executive Board treasurer will review all coaching contracts to ensure payment of coaches.
 - b. Coaching compensation has limits per team, per fiscal year. Anything over this amount must be subsidized from an additional source.
6. Compensate coaches before services have been fully rendered as outlined in your contract.
7. Apply for a coach's compensation mid-contract – funding must be dealt with prior to a contract being finalized.
8. Let coaches make all the administrative decisions, or select a candidate that may look to micro-manage your team – Sport Clubs are student run organizations!