

Article VI Coaches and Captains

Section 1: Head Coach

- A) The UIMT shall have, at most, one (1) Head Coach at any given time.
- B) The Head Coach shall serve as the Chief Competitive Officer to the UIMT, and as such:
 - 1. Shall be allowed to view all tryouts.
 - 2. Shall be allowed to attend all official meetings of the Executive Council.
 - a. The Head Coach shall have the right to be recognized during discussions between officers of the Executive Council to voice opinions concerning issues under consideration by the Executive Council.
 - 3. Shall be responsible for all competitive decisions including, but not limited to:
 - a. Competitive members
 - b. Competitive rosters
 - c. Team composition
 - d. Part selection
 - e. Tournament attendance
 - 4. Shall be the presiding judge for any scrimmage between UIMT teams he or she chooses to judge.
 - 5. Shall be responsible for nominating the members of his or her Coaching Staff, subject to the provisions of Section 2 of this Article.
 - 6. Shall be UIMT's chief liaison and representative with the coaching staffs of other schools.
 - 7. Shall be UIMT's chief liaison and representative with AMTA.
 - 8. Shall have the right to serve as UIMT judge at any tournament attended by UIMT.
 - 9. Shall act in good faith, with a duty of loyalty towards UIMT, and with reasonable knowledge when making all competitive decisions.
 - a. "Good faith" shall be defined as actions taken honestly, in reasonable fairness, and lawful in purpose; concomitantly, it shall refer to actions taken with an absence of any intent to defraud, malicious intent, or intent to use the coaching position for unfair advantage.
 - b. "Duty of loyalty" shall be defined as a duty obligating the Head Coach from using their position to further their own interests rather than the competitive interests of the General Assembly and/or UIMT.
 - c. "Reasonable knowledge" shall be defined as knowledge obtained through firsthand experience and dialogue with the appropriate channels to make an informed decision based on reason, fairness, and prudence.
- C) The Head Coach shall be eligible to serve on any committee.
 - 1. The Head Coach may serve as the chair of an ad hoc committee.

- D) The Head Coach position is subject to a 5-year term.
1. The Election of the Head Coach position shall take place before the General Election.
 2. A person interested in the Head Coach position shall contact the Executive Council of their intentions.
 3. The Executive Council shall consider the candidate and then present the candidate for an election by the General Assembly.
 - a. Election requires a majority vote by the General Assembly.
 - b. 2/3 of the General Assembly must be physically present at the meeting for an election to take place.
 - 1) If a member is physically unable to attend the meeting, they must issue a Waiver of Voting Privileges and Objections to the Executive Council at least seven (7) days prior to the scheduled vote.
 4. At the end of each 5-year term, the Head Coach position shall come up for re-election by the General Assembly.
 - a. Re-election requires a majority vote by the General Assembly.
 - b. 2/3 of the General Assembly must be physically present at the meeting for a re-election to take place.
 - 1) If a member is physically unable to attend the meeting, they must issue a Waiver of Voting Privileges and Objections to the Executive Council at least seven (7) days prior to the scheduled vote.
 5. During the Head Coach's term of office he or she may be removed from the Head Coach position by:
 - a. A letter of resignation offered by the Head Coach to the Executive Council in writing, or
 - b. A 4/5 Vote of No Confidence by the General Assembly.
 - 1) A Vote of No Confidence must be initiated by a unanimous vote of the Executive Council.
 - 2) The Vote of No Confidence process shall require a severe violation of the policies and/or guidelines of the UIMT Constitution, AMTA, or the University of Iowa in order to be initiated.
 - 3) Every member of the General Assembly must be physically present at the meeting for a Vote of No Confidence against the Head Coach to take place.
 - a) If a member is physically unable to attend the meeting they must issue a Waiver of Voting Privileges and Objections to the Executive Council at least seven (7) days prior to the scheduled vote.

- 4) Initiation of the Vote of No Confidence process requires formal notice to the coach in question at least ten (10) days prior to the scheduled vote.
 - a) Such notice shall enumerate the violations and concerns which are the subject of the Vote of No Confidence by the Executive Council.
 - 5) A coach shall have the right to speak on his or her behalf before the General Assembly prior to the Vote of No Confidence.
- E) It is not necessary that the Head Coach position be filled at all times.
1. If UIMT has no Head Coach, Appendix A, Committee on Competitive Interests, shall govern
- F) The Executive Council shall not have the power to countermand a competitive decision made by the Head Coach.

Section 2: Assistant Coaches

- A) The UIMT shall have no limit on the number of Assistant Coaches it may have.
- B) Along with the Head Coach, Assistant Coaches shall comprise the Coaching Staff.
- C) An Assistant Coach shall serve as a Competitive Advisor to the Head Coach, and as such:
1. Shall be allowed to view all tryouts
 2. Shall be allowed to preside over any scrimmages between UIMT teams during which the Head Coach is absent.
 3. Shall have the right to serve as UIMT judge at any tournament attended by UIMT.
 4. Shall have the right to provide competitive advice to the Head Coach.
 5. Shall act in good faith, in the best interests of UIMT, and with reasonable knowledge when offering all competitive advice.
- D) An Assistant Coach shall be eligible to serve on any committee.
1. An Assistant Coach may serve as the chair of an ad hoc committee.
- E) The Assistant Coach position is subject to a 1-year term.
1. After a Head Coach nominates his or her coaching staff per Section 1 of this Article, the Assistant Coach candidate shall become an official member of the coaching staff unless:
 - a. The Executive Council issues a 4/5 Vote of No Confidence in the Assistant Coach candidate.
 - 1) This Vote must be presented in a timely manner and with sufficient explanation to the Head Coach.
 - b. There shall be no limit to the number of times a Head Coach may nominate an individual candidate for an Assistant Coach position.
 2. During the Assistant Coach's term of office he or she may be removed from the coaching staff by any of the following:

- a. A letter of resignation offered by the Assistant Coach to the Executive Council in writing,
 - b. A formal revocation of coaching rights by the Head Coach,
 - 1) A formal revocation must be in writing.
 - 2) A formal revocation must be delivered to the Assistant Coach in question, the Coaching Staff, and the Executive Council in a timely manner.
 - 3) A formal revocation is subject to an appeal in front of the Executive Council.
 - a. The revocation shall remain in effect barring a unanimous vote by the Executive Council that the revocation is without merit.
 - b. The appeal process shall require statements to be heard by all relevant and knowledgeable persons in front of the Executive Council.
 - c. A 4/5 Vote of No Confidence by the General Assembly.
 - 1) A Vote of No Confidence must be initiated by a unanimous vote of the Executive Council.
 - 2) The Vote of No Confidence process shall require a severe violation of the policies and/or guidelines of the UIMT Constitution, AMTA, or the University of Iowa in order to be initiated.
 - 3) Every member of the General Assembly must be physically present at the meeting for a Vote of No Confidence against the Assistant Coach to take place.
 - a. If a member is physically unable to attend the meeting they must issue a Waiver of Voting Privileges and Objections to the Executive Council at least seven (7) days prior to the scheduled vote.
 - 4) Initiation of the Vote of No Confidence process requires formal notice to the coach in question at least ten (10) days prior to the scheduled vote.
 - a. Such notice shall enumerate the violations and concerns which are the subject of the Vote of No Confidence by the Executive Council.
 - 5) A coach shall have the right to speak on his or her behalf before the General Assembly prior to the Vote of No Confidence.
- F) It is not necessary that the position of Assistant Coach be filled at all times.

Section 3: Captains

- A) Captains shall serve as a liaison between their respective team and the Coaching Staff.
 - 1. Captains shall be responsible for all administrative duties on their teams.
- B) UIMT shall have at least as many captains as it has teams.
 - 1. At least one captain, but no more than two captains, shall be assigned to each team.
 - 2. In the event that a team has co-captains, those co-captains shall share all administrative duties equally.
- C) A captain shall have no authority to countermand any action taken by the Coaching Staff, Executive Council, or any disciplinary committee concerning a member of his or her team.
- D) Captains shall have no authority, as captains, outside of their respective teams.