



Impact  
Conference  
Summary

April 2005

Turning Pro Young: The Business of Early Entry Into Professional Sports



Wharton Sports Business Initiative



**“Turning Pro Young: The Business of Early Entry Into Professional Sports”**

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After nine years of attempting to convince fans, the media and the players association that an increase in the age at which players become eligible for the National Basketball Association's entry draft would benefit all stakeholders, NBA commissioner David Stern finally succeeded in including a slight increase in the age and experience limit into the league's collective bargaining agreement. Players must now be at least 19-years-old and one year removed from the completion of high school to be drafted. The age limit has been the most heralded provision of the league's new collective bargaining agreement since its adoption in June. But the inaugural Wharton Sports Business Initiative (WSBI) Impact Conference—"Turning Pro Young: The Business of Early Entry Into Professional Sports"—spotlighted it two months before its official adoption.

The conference examined all professional sports, but the first panel pushed basketball to the forefront, with Temple University men's basketball coach John Chaney's focus on race and basketball setting the tone for much of the conversation. Race is necessarily part of the equation whenever age eligibility in the NBA is discussed, Chaney pointed out. Nearly 80% of the players are black, while all but one NBA owner is white.

The NBA originally sought to impose a 20-year age limit for entry into the league. Under that rule, NBA star and 2003-04 Rookie of the Year LeBron James would not have been eligible to play in the league until 2004-05. James, a Cleveland Cavalier, is merely the latest in a line of basketball players who've shown that at least a few high-school seniors are plenty ready for the NBA. Before James came such stars as Jermaine O'Neal, Kobe Bryant, Tracy McGrady and Kevin Garnett. All of them entered the NBA straight from high school, and all of them became All Stars. From 1975 to 2005, 46 high school players entered the NBA draft; 39 of them were selected, 28 in the first round. (See Appendix A for a list of the 46 players.)

Why then Stern's proposal? His stated

reason is that too many high schoolers delude themselves into thinking that the NBA offers a path to stardom and financial security and thus fail to pursue more realistic opportunities. But some commentators argue that he has less-altruistic underlying motives.

They say he's concerned that the NBA is losing its allure for broadcasters and advertisers. Many players come from poor inner-city neighborhoods and arrive to the league clad in the trappings of hip-hop culture. That look—and the gangsta-rap world it evokes—may put off suburban soccer moms (and dads) and conservative small-town folk. "A lot of the values that Red America embraces aren't readily apparent in today's NBA," says Len Elmore, a former NBA player who's now a lawyer and an ESPN analyst. "I think the league is simply concerned with improving the product." Delaying entry to the league and encouraging players to attend college would give them a few more years to mature.

In addition, college provides an opportunity for kids to continue improving their basketball skills. These days, some players arrive in the NBA able to throw down dunks that will be replayed on SportsCenter but unable to play defense or hit jump shots. "The league's concerned that the college game is passing them by," Elmore adds. "The buzz today is about the NCAA tournament, not the NBA finals."

Others say that Stern is just trying to save money for his bosses—the owners of NBA teams. "The pro leagues, especially the NBA, want to minimize labor costs and ensure financial certainty," says Charles Grantham, a senior fellow with the Wharton Sports Business Initiative and former executive director of the National Basketball Players Association. "An age limit just is a way to reduce labor costs over time." In theory, a limit would shorten players' careers and thus the period during which their salaries could grow.

Regardless of Stern's reasons, an age limit for NBA players will affect not only the league and its players but also colleges and

universities, where basketball generates big money, and even society at large. America lionizes professional athletes, plastering their faces on products and holding them out as heroes. And the NBA, along with the National Football League and Major League Baseball, sets an example that's noted, if not followed, by all sports leagues in America.

Besides Elmore and Grantham, the group that gathered at the Wharton School this spring to explore the pros and cons of age limits in professional sports included officials from pro leagues, team and player representatives, professors who study the economic and social implications of sports, college coaches and faculty members of the Wharton Sports Business Initiative. This paper summarizes their discussions and suggests next steps for WSBI research and both industry and societal action.

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### **Portraits in Black and White: Is an Age Limit Racist?**

Hanging over any discussion of an NBA age limit is the always-touchy topic of race. Jermaine O'Neal, an Indiana Pacer, highlighted the issue in April when he called an age limit racist. "As a black guy, you kind of think [race is] the reason why it's coming up. You don't hear about it in baseball or hockey," he pointed out in an interview. "If I can go to the U.S. Army and fight the war at 18, why can't you play basketball for 48 minutes."

Given that nearly four-fifths of the league's players are black, the age limit's application may be racist even if its intent isn't, says WSBI's Grantham. Only one white high schooler—Robert Swift, a 2004 selection by the Seattle SuperSonics—entered the NBA draft from 1975 to 2005, while 45 black high schoolers did.

But Elmore wonders whether discouraging athletes from attending college, a possible consequence of shepherding teens into the NBA, might be even worse.

"I'm not concerned about Kobe Bry-

ant," he says. "I'm concerned about the 999,000 kids who think they're Kobe, but they're not. If they try to go straight from high school and they fail, they have no options but the Continental Basketball Association, where they'd make no more than they would flipping burgers. Instead of holding out false hopes, we should be building a superhighway to college."

The numbers underscore Elmore's point. Few high school and college athletes will play in the NBA. Only 1.3 percent of college players reach the league, and only 0.03 percent of high schoolers do, according to the NCAA.

Trouble is, few youngsters understand that, says former NBA player Ira Bowman. Bowman initially played college basketball at Providence College but transferred to the University of Pennsylvania, where he earned his undergraduate degree from the Wharton School in 1996. "My freshman year, I think eight of my teammates thought they were going to make it to the NBA," he says. "I tell kids that they have a better chance of winning the Lotto."

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### **Money Talks: Incentives Created by NBA Collective Bargaining.**

In the movie "All the President's Men," the reporters played by Robert Redford and Dustin Hoffman hewed to the adage that, if you want to get to the bottom of a story, then follow the money. So it is with the recent influx of high-school players to the NBA, says Dan Rosenbaum, an economist at the University of North Carolina at Greensboro. Follow the money in the NBA, Rosenbaum says, and you can understand their motive for turning pro young.

Rosenbaum, in a study titled, "How the NBA Turned a Trickle of Underclassmen Leaving School Early into a Flood," finds that the NBA's rookie-wage scale—adopted in 1995 and extended in 1999 (and again in 2005)—spurred the rise in early entry. From 1986 through 1995, an average of 0.1 high

schoolers were selected in the first round of the NBA draft. From 1999 through 2003, the number jumped to 2.6 a year. The number of first-round picks among college freshman and sophomores rose similarly.

The rookie pay scale caps what players can earn during the first four years of their careers, no matter how well they perform. Rosenbaum argues that the league pushed for it in response to the hefty contracts signed after the 1994 draft by incoming rookies Glenn Robinson—\$80 million over 11 years—and Jason Kidd—\$65 million over 8 years.

Faced with earnings restrictions, players wanted to enter the league early to extend their careers, Rosenbaum says. Doing that lengthened the portion of their basketball career not covered by the caps. Rosenbaum estimates that a likely star sacrifices \$70 million to \$80 million (in present dollars) if he goes to college and stays for four years. Even an average player can lose as much as \$20 million.

Rosenbaum also says that the rookie pay scale reduced the incentive for players to try to move up in the draft and thus attend college or remain there another year or two. “Moving from the 10th pick to the first used to mean a lot for players’ salaries,” he says. “That’s not true with the rookie pay scale. So what’s the advantage of staying in college an extra year?”

At the same time, the rookie scale motivated teams to try to draft unproven players who might become big stars as opposed to less spectacular but also less risky college seniors. “There’s a \$12 million maximum for rookies, but some of those players will end up being worth \$20 million,” he explains. “So teams go younger and younger as a way to maximize profits.”

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### **Man-Child in the Promised Land: Are Most High Schoolers Ready for the NBA?**

Undoubtedly, a few players have no trouble with the transition from danc-

ing at the senior prom to dashing down the court at the Madison Square Garden. Witness LeBron James. Besides becoming an All Star as a rookie, he carries himself with a poise and charisma that have made him a favorite pitchman in corporate America. Nike, for example, signed him to a \$90 million endorsement contract.

But few players, in any sport, are as mature physically and emotionally as James.

In fact, some young players (or occasionally their parents) are so intent on stardom that they’re pushing themselves so hard that they may be stunting their development, says Dr. Nick DiNubile, orthopaedic surgeon for the Philadelphia 76ers. They may play for high school and American Athletic Union teams as well as attend camps and join recreational leagues during the summer. As a result, overuse injuries can interfere with their ability to reach their potential.

“What gets kids in trouble is playing on two to three teams, year round,” DiNubile says. “Playing 100 games a year, that’s brutal on a young body. Joint stresses accumulate.”

Emotional stresses do, too. Preparing a kid to head off both kinds of hurts requires a fully developed social network. It demands not only the involvement of coaches and trainers but also parents and occasionally even sports psychologists, says Tom Stafford, the parent of two aspiring professional tennis players.

“My kids showed me that they were interested in tennis,” he says. “I set up a support system for them and look at it as a business, and I’m the CEO,” he says. “I never try to be the coach. The coach designs the workout program. My job is to work with their heads. Nobody knows my kids better than I do.”

Young basketball players need the same sort of support, he insists. If their families or coaches aren’t providing it, someone else has to.

The NBA is trying to do its part, says Mike Bantom, the league’s senior vice presi-

dent for player programs. The league begins reaching out to potential players when they're in high school. Once drafted, athletes attend an education program that covers everything from sexual health to substance abuse. Staffers from Bantom's office even do home visits. "You might find out from one of those visits that a guy doesn't know how to cook and is eating fast food all the time," he says. "So you get him to take a cooking class or hire a chef. Sometimes, what we do is as simple as helping a guy open a checking account."

The league also tries to identify family members or friends who can act as stabilizers in a player's life, a combination of buddy and chaperone. Without such a person, a player can find himself with too much idle time and too little supervision. Combine that with a hefty NBA salary, and temptation beckons. "Most of the problems we see stem from immaturity and bad decision-making, so we try to help with those," Bantom says.

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### **Caps, Gowns and High Tops: Higher Education's Stake.**

Colleges and universities have as much stake in an NBA age limit—or an age limit in any moneymaking sport—as the NBA or the players association. But unlike the owners and players, college athletic departments did not have a seat at the negotiating table when Stern met with Billy Hunter, head of the players union.

You can bet that Roy Williams, men's basketball coach at the University of North Carolina at Chapel Hill, wishes he did. After his team won the 2005 NCAA Division I championship, four of the Tar Heels' top six players left school early to enter the NBA draft. The group even included Marvin Williams, a freshman sixth man who was the second player taken in the 2005 draft. Add in graduating seniors, and Williams is losing seven of his top 10 players, and all of his starters.

A similar predicament befell the Duke University men's basketball team in 1999, when three of its top players left early.

Still, examples such as these are the exception, not the rule. "I'm not convinced that this is the problem that it's being made out to be," says Wally Renfro, senior adviser to NCAA President Myles Brand. "Even if the number of kids doubles, I wonder if it's a problem. There's nothing wrong with people taking the opportunity to make money. If a kid leaves school early to go into music or computer science, we call it a success."

Yet some commentators argue that early entry is not only a problem but also one that the NCAA has a duty to help solve. After all, schools with highly ranked football and basketball teams benefit handsomely from the "cheap labor" provided by their student players, says Larry Bailey, a certified public accountant who counsels professional athletes.

The NCAA could lessen the risks for young players by loosening its scholarship eligibility rules. Under current rules, for example, a player relinquishes his right to play college basketball if he hires an agent or signs with a team. An alternative would be allowing players more latitude to change their minds and opt for school after initially entering the professional ranks.

Chaney, Temple's men's basketball coach, points out that doing that would just transfer the risk from players to university teams and their coaches. "I've got to hold that scholarship open while a kid's making up his mind," he says. A coach then misses the chance to recruit other players to fill that slot.

Phil Martelli, men's coach at St. Joseph's University in Philadelphia, puts it another way: "As a coach, when it comes to recruiting a guy who might go early to the NBA, you have to ask yourself, 'Am I building a team or a program?'" Nearly every coach at a prominent program faces pressure to win now. Sometimes, that pressure leads to foolish choices. "I think it cost a coach in this city his job because a kid came to his school just to play 25 games and get profiled in the

big magazines and newspapers.”

The 19 year-old age limit, of course, forces colleges and universities to continue to serve as a de facto minor league for the NBA. The NBA has tried to promote its own minor league, the National Basketball Developmental League, but so far it has attracted little notice from players or fans. But the league is trying to change this. The new collective bargaining agreement will create direct affiliations between NBA teams and teams in the recently re-branded NBA Developmental League. It also allows players to be placed on Developmental League teams in their first two seasons in the NBA. Interestingly, the agreement also lets players enter the Developmental League at age 18, in other words, a year earlier than the age at which NBA teams may draft them. As a result, this may prove to be another option for young players to enter professional basketball, albeit at much lower pay than in the NBA. The average D-League salary in 2004-05 was \$20,000, though players could conceivably earn money from endorsements and sponsorships. Other options for high schoolers who consider themselves “NBA-ready” but aren’t yet eligible for the NBA draft include playing overseas or at a basketball academy or attending prep school until they meet the NBA’s eligibility requirements.

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### **It’s a Small World After All: Age Policies in Other Sports**

In much of the sports world, early entry into professional ranks is the norm, not an aberration. Among the other major U.S. leagues, only the National Football League imposes a strict limit on entrants, requiring them to be at least three years removed from high school. The basis for the NFL rule is the league’s belief that teenagers are too physically immature to endure the pounding of pro football. That limit was challenged last year by former Ohio State running back Maurice Clarett, says Scott Rosner, a direc-

tor at the Wharton Sports Business Initiative. Clarett lost when a federal appeals court concluded that the NFL rule was exempt from antitrust laws because it originated in negotiations between the league and its players union.

Major League Baseball, in contrast, has a multi-tiered entry system; different players arrive in different ways. In the United States, players can opt for the draft straight out of high school and then head for the minor leagues, or they can go to college. If they choose college, they generally have to play at least three years before they’re eligible for the draft. Jerry Clothier, chief financial officer for the Philadelphia Phillies, points out that teams often offer college-scholarship money as an inducement when trying to sign high-school players. “It seems more important to the parents than to the players,” he says. “Only about 40 percent of the money gets used.”

In such Latin American baseball hotbeds as the Venezuela and the Dominican Republic, professional teams maintain baseball academies that typically sign players when they’re 16 or 17 years old, Clothier says.

Like baseball, the National Hockey League accepts both teens and college graduates. Though eligible to be drafted at 18, many pros enter NHL when they’re 20 to 22 years old, says Pierre Gauthier, director of pro scouting for the Montreal Canadiens. In the meantime, many of them either play in Canada’s junior league or attend college in Canada or the United States. Even European prospects join the Canadian junior league.

If a player opts for college, the drafting team retains the right to sign him for “four years plus one,” Gauthier says. “The kid goes to school and gets feedback from the drafting team even though he hasn’t signed with them.” Gauthier believes the system gives teams a vested interest in a player’s development. That, in turn, makes it more likely that he’ll reach the NHL, he says. In the off-season, both college and junior-league players attend developmental

camps sponsored by NHL teams.

Outside of the United States, soccer clubs, too, generally sign players as teens, says Sunil Gulati, executive vice president of the U.S. Soccer Federation. But in the U.S., far more players choose college, and very few of them leave school early to go pro. After all, Major League Soccer pays far less than other pro sports, Gulati points out. "It doesn't make sense to leave a scholarship at Duke University for \$30,000 a year in income," he says. A recent exception is Freddy Adu, who signed with D.C. United in Washington as a 14-year-old.

MLS has created a program to ensure that, if players do opt to leave college early, they'll be able to return, Gulati says. The league won't let a college player enter its draft unless a team guarantees that it will draft him. The player then receives a scholarship to cover the rest of his education and a two-year professional contract. The league's structure as a single entity and its resulting immunity from section 1 of the Sherman Antitrust Act give it a unique ability to do this. All of its player contract signings are controlled by the league office, not the individual teams.

Tennis players, especially women, typically begin their careers even earlier than players in team sports. "Jennifer Capriati was a millionaire by the time she was 14," points out Temple's Chaney.

Venus Williams also became a pro at 14, says Bailey, the CPA. Her sister, Serena, became one at 16. Both women went on to finish high school and attend the Florida Institute of Design. Occasionally, people in tennis have criticized them for skipping tournaments to focus on their studies. "People talk out of both sides of their mouths," says Bailey, who counts the Williams sisters among his clients.

But in response to concerns raised about the impact of professional play on the emotional, physical, social, and professional development of teenagers, the WTA Tour has adopted a policy that bans players under the age of 14 from its tournaments, and allows players from ages 14 through 18

to play in a gradually increasing number of events as they get older, with exceptions made for highly ranked athletes. The men's ATP Tour requires players to be 16, though players as young as 14 can play in a limited number of tournaments.

Like tennis, professional golf welcomes youngsters with some limitations. The LPGA has an 18 year-old age minimum, but lets amateurs as young as 15 play six events per year via sponsor exemptions. It also allows them to petition the tour commissioner for early membership. Thus far, Aree Song is the only player to petition successfully, in 2003.

But more players probably will do so in the coming years. The 2005 U.S. Women's Open was dominated by young amateurs, with 19-year-old Brittany Lang and 17-year-old Morgan Pressel tying for second behind 23-year-old Birdie Kim. Emerging star Michelle Wie, then 15, led the tournament heading into the final round and has played in both PGA and LPGA tournaments. Commentators have credited the LPGA Tour's recent popularity surge in significant part to the influx of younger players. The PGA Tour mandates that players be at least 18 to receive a Tour card but allows younger players to attend Tour qualifying school and participate in as many as 12 events per year via a sponsor's exemption or qualification to an open tournament. The rule was adopted in 2002 after two 17-year-olds turned pro in 2001.



## Games People Play: Sports and Society

Jameer Nelson, winner of multiple 2004 college basketball player of the year awards, got called a 'sucker' by some peers and younger athletes for staying at St. Joseph's University for his senior year, says his college coach, Phil Martelli. Nelson, who plays for the Orlando Magic, "wanted the college experience," Martelli says.

Few players have the maturity to make that sort of decision. "A lot of the kids are star struck by the NBA," Martelli says.

"Plus, so many of them are running from something—maybe from their home life, maybe from school. Some of them don't like school. They've been socially promoted and feel out of place."

At the same time, many of them are pressured to go pro by people who have a stake in their success. Sometimes, parents and other family members see a player as a vehicle to financial security. Other times, high school or AAU coaches want bragging rights for being able to say one of their players became a pro.

Indeed, the message that ball players are fools for staying in school and focusing on their education begins early, says Howard Stevenson, a University of Pennsylvania psychology professor based in the School of Education. "The problem begins long before the NBA draft," he says. "Kids are disidentifying with school in the 4th grade. For them, basketball isn't just a game. It's an identity spectrum." Along with hip-hop culture, basketball, for urban kids, is knotted up with notions of masculinity. "Sports and hip-hop—and the money that comes with them—provide an avenue to prove your manhood."

- Connect with other leaders in sports and academia to deepen understanding of the dynamics of early-entry for teams, leagues, colleges, and universities.
- Hold future conferences on the nexus of sports, economics and culture.
- Identify current and former pro athletes who are willing to inform youngsters about the risks and realities of trying to become a pro.

#### **Appendices:**

- A. Suggested Additional Readings
- B. List of High School Players Declaring for NBA Draft, 1975-2005
- C. Conference Participant List



#### **There is No Finish Line: Next Steps.**

Conference participants suggested the extension of the discussions of the Going Pro conference via the following steps by the appropriate stakeholders:

- Educate young athletes about the odds of reaching the professional ranks and the importance of seizing opportunities offered via college scholarships.
- Extend research on the links between incentives placed in collective-bargaining agreements in pro sports and young athletes' decisions to enter the professional ranks.
- Explore the social and psychological contexts in which young athletes make decisions about education and early-entry.

## Appendix A

### Suggested Additional Readings

1. Estimated Probability of Competing in Athletics Beyond the High School Interscholastic Level, National Collegiate Athletic Association, [www.ncaa.org](http://www.ncaa.org).
2. Stern Wants NBA Age Limit Raised to 20, [www.espn.com](http://www.espn.com), April 11, 2005.
3. The Fast Track (Karl Taro Greenfeld, *Sports Illustrated*, January 24, 2005).
4. Must Kobe Come Out and Play? An Analysis of the Legality of Preventing High School Athletes and College Underclassmen from Entering Professional Sports Drafts (Scott Rosner, *Seton Hall J. of Sports Law*; Vol. 8, No. 2, 1998).
5. Pro and Con of Permitting Teenage Pros in N.B.A.: THE AGENT; Proposed Age Limit Is Hollow Altruism (Arn Tellem, *N.Y. Times*, May 13, 2001).
6. Pro and Con of Permitting Teenage Pros in N.B.A.: THE COACH; Value of Education Must Be Considered (John Thompson, *N.Y. Times*, May 13, 2001).
7. Entering the Draft Early: A Risky Proposition ([www.nflpa.com](http://www.nflpa.com), M. J. Duberstein, NFLPA Director of Research, August 2000).
8. 2003 Underclass Players Entering the Draft, What Happened to the 2001 & 2002 Players and 1990-2002 Averages ([www.nflpa.com](http://www.nflpa.com), NFLPA Research documents).
9. How the NBA Turned a Trickle of Underclassmen Leaving School Early Into a Flood (Dan T. Rosenbaum, Dept. of Economics: University of North Carolina-Greensboro; September, 2003).
10. Age Requirements for Different Professional Sports (USA Today Research Data; September 24, 2003).
11. Teenager Handles Adult World with Poise (George Vecsey, *N.Y. Times*, November 20, 2003).
12. Child's Play: More and more, Pro Arena is Becoming a Teen Scene (Joe Burris, *Boston Globe*; June 27, 2004).
13. NBA a School of Hard Knocks for 2001 Draft's High School Class (Roscoe Nance, *USA Today*, February 24, 2005).
14. Turning Pro: It's Not Just for Basketball Players Anymore: Olympic athletes in sports like track and swimming are leaving college early, often for big bucks (Welch Suggs, *Chronicle of Higher Education*, August 13, 2004).
15. The Benchmark for Success in the NBA (Adrian Wojnarowski, *ESPN.com*, March 11, 2005).
16. Women's Tennis Energized by Young Blood (Doug Smith, *USA Today*, March 9, 1998).
17. Reality Show for NBA: High Schoolers Get Lowdown On League (Roger Rubin, *New York Daily News*, June 24, 2004).
18. NBA, NBPA Reach Agreement in Principle on New Collective Bargaining Agreement, June 21, 2005, available at [http://www.nba.com/news/cba\\_050621.html](http://www.nba.com/news/cba_050621.html)
19. Pete Thamel, Options Grow for Players After High School, *N.Y. Times*, July 10, 2005.
20. Jeff Rabjohns, College Coaches See Flaws in New NBA Eligibility Rules, *Indianapolis Star*, July 8, 2005.
21. Michael McCann, Illegal Defense: The Irrational Economics of Banning High School Players from the NBA Draft, *Virginia Sports & Entertainment Law Journal*, Spring 2004. Cite as: 3 VA. Sports & Ent. L.J. 113 (2004).
22. Louise Story, A Teenage Golfer May Also Be a Marketer's Dream, *N.Y. Times*, July 18, 2005, at C5.
23. Dan Rosenbaum, It Doesn't Pay to be Young in the NBA, September, 2003 (preliminary), available at <http://www.uncg.edu/bae/people/rosenbaum/youngnba1.pdf>

## Appendix B

### List of High School Players Declaring for NBA Draft, 1975-2005

Name	Year	High School	Round/(Overall)
Darryl Dawkins	1975	Maynard Evans (FL)	1/(5)
Bill Willoughby	1975	Dwight Morrow (NJ)	2/(19)
Kevin Garnett	1995	Farragut Academy (IL)	1/(5)
Kobe Bryant	1996	Lower Merion (PA)	1/(13)
Jermaine O'Neal	1996	Eau Claire (SC)	1/(17)
Taj McDavid	1996	Palmetto (SC)	Undrafted
Tracy McGrady	1997	Mt. Zion Christian (NC)	1/(9)
Al Harrington	1998	St. Patrick's (NJ)	1/(25)
Rashard Lewis	1998	Alief Elsik (TX)	2/(32)
Korleone Young	1998	Hargrave Military (VA)	2/(40)
Ellis Richardson	1998	Polytechnic (CA)	Undrafted
Jonathan Bender	1999	Picayune (MS)	1/(5)
Leon Smith	2000	King (IL)	1/(29)
Darius Miles	2000	East St. Louis (IL)	1/(3)
DeShawn Stevenson	2000	Washington Union (CA)	1/(23)
Kwame Brown	2001	Glynn Academy (GA)	1/(1)
Tyson Chandler	2001	Dominguez (CA)	1/(2)
Eddy Curry	2001	Thornwood (IL)	1/(4)
DeSagana Diop	2001	Oak Hill Acad. (VA)	1/(8)
Ousmane Cisse	2001	St. Jude (AL)	2/(47)
Tony Key	2001	Centennial (CA)	Undrafted
Amare Stoudemire	2002	Cypress Creek (FL)	1/(9)
DeAngelo Collins	2002	Inglewood (CA)	Undrafted
Lenny Cooke	2002	Mott Adult (MI)	Undrafted
LeBron James	2003	St. Mary/St. Vincent (OH)	1/(1)
Travis Outlaw	2003	Starkville (MS)	1/(23)
Ndudi Ebbe	2003	Westbury Christian (TX)	1/(26)
Kendrick Perkins	2003	Clifton J. Ozon (TX)	1/(27)
James Lang	2003	Central Pk. Christian (AL)	2/(48)
Dwight Howard	2004	SW Atlanta Christian Ac.(GA)	1/(1)
Shaun Livingston	2004	Peoria Central (IL)	1/(4)
Robert Swift	2004	Bakersfield (CA)	1/(12)
Sebastian Telfair	2004	New York City Lincoln (NY)	1/(13)
Al Jefferson	2004	Prentiss (MS)	1/(15)
Josh Smith	2004	Oak Hill Academy (VA)	1/(17)
J.R. Smith	2004	St. Benedict's Prep (NJ)	1/(18)
Dorell Wright	2004	Lawndale Leuzinger (CA)	1/(19)
Martell Webster	2005	Seattle Prep (WA)	1/(6)
Andrew Bynum	2005	St. Joseph HS (NJ)	1/(10)
Gerald Green	2005	Gulf Shores Acad. (TX)	1/(18)
C.J. Miles	2005	Skyline (TX)	2/(34)
Monta Ellis	2005	Lainier (MS)	2/(35)
Ricky Sanchez	2005	IMG Academy (FL)	2/(40)
Louis Williams	2005	South Gwinnett (GA)	2/(45)
Andray Blatche	2005	South Kent Prep (CT)	2/(49)
Amir Johnson	2005	Westchester (CA)	2/(56)

## Appendix C

### Conference Participant List

NAME	TITLE	AFFILIATION
Elijah Anderson	Professor	University of Pennsylvania
Larry Bailey	CPA	LDB Consulting
Mike Bantom	Senior VP, Player Programs	NBA
Ira Bowman	Former MBA Player	Penn Alumnus - Wharton '96
Brad Cashman	Executive Director	Pennsylvania Interscholastic Athletics Assoc. (PIAA)
John Chaney	Head Coach, Men's Basketball	Temple University
Chrysa Chin	Director, Player Programs	NBA
Jerry Clothier	Chief Financial Officer	Philadelphia Phillies
Rob DiGisi	Senior VP Sales and Marketing	Becker Group
Nick DiNuble, MD	Team Doctor	Philadelphia 76ers
John Doherty	VP, Private Wealth Management	Goldman, Sachs and Co.
Fran Dunphy	Head Coach, Men's Basketball	University of Pennsylvania
Todd Durbin	Senior Vice President	Major League Soccer
Len Elmore	Attorney	LeBoeuf, Lamb, Greene & MacRae, LLP
Joel Fish	Director	Center for Sport Psychology
Pierre Gauthier	Director of Pro Scouting	Montreal Canadiens
Charlie Grantham	Senior Fellow	Wharton Sports Business Initiative
Tim Gray (reporter)	Writer	Wharton Sports Business Initiative
Sunil Gulati	Executive Vice President	U.S. Soccer Federation
Janice Hilliard	Director, Player Programs	NBA
Jed Hughes	Consultant	Spencer Stuart
Phil Martelli	Head Coach, Men's Basketball	St. Joseph's University
Melissa Mertz	Assistant Executive Director	Pennsylvania Interscholastic Athletics Assoc. (PIAA)
Richard Motzkin	Co-founder	SportsNet LLC
Jeff Orleans	Executive Director	Council of Ivy Group Presidents (the Ivy League)
Wally Renfro	Senior Advisor to the President	NCAA
Leon Rose	Attorney	Sherman, Silverstein, Kohl, Rose & Podolsky, P.A
Dan Rosenbaum	Assistant Professor	University of North Carolina-Greensboro
Scott Rosner	Associate Director	Wharton Sports Business Initiative
Ken Shropshire	Director	Wharton Sports Business Initiative
Tom Stafford	CEO	Integrated Support Strategies
Howard Stevenson	Associate Professor	University of Pennsylvania
Mori Taheripour	Associate Director	Wharton Sports Business Initiative
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