



**REPORT OF THE NCAA DIVISION III
DIVERSITY AND INCLUSION WORKING GROUP
APRIL 2, 2018, TELECONFERENCE**

ACTION ITEM.

1. Legislative Item.

- **Convention Legislation – Mandatory Student-Athlete Graduation Rate Reporting.**

- (1) Recommendation. That the Presidents Council sponsor Convention legislation to mandate the annual submission of student-athlete graduation rate data.
- (2) Effective Date. June 1, 2020.
- (3) Rationale. Currently, institutions are required to annually submit student-body enrollment and graduation information to the NCAA. Voluntary reporting of student-athlete graduation rates during the last eight years has reflected lower rates for male African-American student-athletes than their student-athlete peers, and that graduation rates for football student-athletes are lower than the student-body and other student-athlete rates. This proposal allows for the development of evidence-based best practices to improve the retention of male African-American and football student-athletes. Institution-specific rates will not be publicized; rather, institutions will be able to view their student-athlete graduation rates privately in the NCAA Institutional Performance Program (IPP) for assessment and benchmarking. A mandated division-wide submission will allow for the better promotion of Division III's positive academic success story. Currently institutional financial aid directors submit annual data on student-athletes, and consequently are already coding them on an annual basis. If institutional departments can share such information, data collection and submission will be less burdensome than currently perceived by the membership.
- (4) Budget Impact. Minimal initial campus-based reporting expenses for schools currently not reporting student-athlete graduation rates.
- (5) Student-Athlete Impact. Additional resources to focus on improving African-American and football student-athlete retention and enrollment management, as necessary.

2. Nonlegislative Items.

- **None.**

INFORMATIONAL ITEMS.

1. **Welcome and Roster.** The chair, Gerard Bryant, commenced the NCAA Division III Diversity and Inclusion Working Group teleconference at 2:05 p.m. Eastern time Monday, April 2, 2018. He welcomed the group and conducted a roll call.
2. **Report of February 12, 2018, Teleconference.** The working group reviewed the report and had no changes.
3. **Division III Mandatory Student-Athlete Graduation Rate Reporting.** The working group reviewed submitted institutional and conference testimonials detailing the student-athlete graduation rate submission process, including the benefits and hurdles. Overall, the testimonials confirmed that the key benefit was the data collection to increase retention rates and improve enrollment management processes. The primary administrative hurdle is time to create the reporting system and code the student-athletes. The working group noted that currently institutional financial aid directors submit annual data on student-athletes, and consequently are already coding them on an annual basis. If institutional departments can share information, this hurdle may be less than currently perceived by the membership. [See Action Item]

Staff also shared that the recent Division III Membership Survey noted that 97 percent of survey responses agree that student-athlete academic performance should be the same as the student body; 78 percent agree that voluntary reporting is important, and 62 percent had some level of agreement that the division should consider making this reporting mandatory.

The working group directed staff to develop a one-page educational resource detailing the process and benefits to student-athlete graduation rate reporting.

4. **Career Next Steps Roster.** Staff reviewed the Career Next Steps roster noting that 22 students, who had previously attended the Division III Student Immersion Program, will attend the May programming in conjunction with the NCAA Career in Sports Forum in Indianapolis.
5. **Institute for Administrative Advancement Roster.** Staff reviewed the Institute for Administrative Advancement roster noting that 30 mid-level administrators of color will attend the June programming in conjunction with the NCAA Regional Rules Seminar in Atlanta. Staff noted that it also invited head coaches of color seeking to become administrators to fill the 30 available slots. A concern with this year's cohort is the lack of female participants.
6. **Other Business.** There was no other business.

7. **Next Steps.** The chair summarized the working group's next steps that include preparing for the upcoming Council meeting and developing a one-page educational resource regarding student-athlete graduation rate reporting.

8. **Future teleconferences.** The next teleconference is scheduled for 1 p.m. Eastern time, Tues., June 12.

9. **Adjournment.** The call adjourned at 2:50 p.m. Eastern time.

Staff Liaisons: Louise McCleary, Division III Governance

Sonja Robinson, Office of Inclusion

Amy Wilson, Office of Inclusion

Teleconference date: April 2, 2018
Attendees:
Javier Cevallos, Framingham State University
Heather Benning, The Midwest Conference
Gerard Bryant, John Jay College of Criminal Justice
Kelsey Morrison, University of Valley Forge
Dan Schumacher, University of Wisconsin, Eau Claire
Jason Verdugo, Hamline University
Natalie Winkelfoos, Oberlin College
Nicolle Wood, Salem State University
Absentees:
Nnenna Akotaobi, Swarthmore College
Jason Fein, Bates College
Joe Onderko, Presidents Athletic Conference
NCAA Staff Support in Attendance:
Louise McCleary, Amy Wilson.
Other in Attendance:
None.