REPORT OF THE  
NCAA MINORITY OPPORTUNITIES AND INTERESTS COMMITTEE  
APRIL 14-15, 2016 MEETING  

**ACTION ITEMS.**

1. Legislative items.
   - None.

2. Nonlegislative items.
   - NCAA Ethnic Minority and Women Enhancement Postgraduate Scholarship Increase.
     (1) **Recommendation.** The committee recommends an increase in the Ethnic Minority and Women Enhancement Postgraduate scholarship from $7,500 to $8,500 for each award.
     (2) **Effective date.** September 2016 for possible dispersal in February 2017.
     (3) **Rationale.** The committee considers the alignment of this scholarship’s missive with the NCAA Board of Governors resolution reaffirming commitment to diversity and inclusion as a key effort in developing ethnic minorities and women for careers in athletics. The committee also determined an overall increase in higher education tuition and fees and the recent proposal for a matching increase in the NCAA Postgraduate Scholarship as support for a request to increase scholarship awards. The committee therefore recommends an increase from $7,500 to $8,500 for each scholarship award. If approved, the earliest the funds would be available is September 2016 for possible dispersal in February 2017.
     (4) **Estimated budget impact.** The increase will add $26,000 to the current $195,000 budget annually, which constitutes a 12 percent increase.
     (5) **Student-athlete impact.** An increase in the scholarship amount increases the overall value of the scholarship for each recipient thereby creating more educational opportunities.

**INFORMATIONAL ITEMS.**

1. **Welcome and announcements.** The Minority Opportunities and Interests Committee vice chair, Nnenna Akotaobi, opened the meeting and called roll of the members in attendance. Ralph Bertrand, Brady Bramlett, Robert Head, Francesca Ceppi, Robert Head, China Jude, and Julie Muller were acknowledged for their service to the committee in recognition of the end of
their terms. Catherine Ragon, Division I SAAC representative, was recognized as a new member to the committee. It was noted that she was unable to attend the meeting, and Liz Wood was welcomed as her substitute. The committee was informed that a schedule conflict prevented Jon Duncan from visiting with the group and would be rescheduled for the Fall 2016 meeting.

2. **Approval and review of meeting reports.** The committee approved the report of the February 3, 2016 teleconference with no changes, and reviewed the Committee on Women’s Athletics September 15-16, 2015 report.

3. **Committee structure, policy and procedures.** The committee discussed the demographic composition of the current roster and acknowledged the need for greater participation of individuals from various underrepresented populations. Committee members suggested intentional recruitment of individuals to help diversify the representation of minority identities as referenced in the MOIC mission statement. The committee also discussed the current composition of the committee as it relates to student athlete representation and voice. The committee weighed the possibility of allowing the three student-athlete representatives to vote independently. Currently, the student-athletes have one combined vote. The proposed change would create 18 voting members instead of 15 individual votes and one combined student-athlete vote. In addition, the change supports the Association’s desire to increase student-athlete engagement and voice within the governance structure. As there are other Association-wide committees with student-athlete representation that have a similar composition, the committee charged staff with researching the possibility of changing the legislation to allow each student-athlete to have one vote and discussing with these other committees whether there is an interest in changing this legislation across the board.

4. **Division II update.** Maritza Jones, director of Division II, discussed the division’s six-year strategic plan and shared that diversity is one of the five areas of emphasis. An update was provided related to the different initiatives/strategies the division sponsors in this area. There are three grants aimed at hiring and retaining ethnic minorities and women: the Coaching Enrichment Grant, the Strategic Alliance Matching Grant, and the Ethnic Minority and Women’s Internship Grant. The committee requested follow up on data tracking the number of individuals who persist in their positions after the third, and final, year of funding through the Strategic Alliance Matching Grant. Division II also has partners with affiliate members to promote diversity. The Division provides grant funding for an individual to attend governance academies facilitated by the Minority Opportunities Athletics Association (MOAA) and the National Association of Collegiate Women Athletic Administrators (NACWAA). The division also sponsors a mentor program for 10 participants annually.

5. **Division III update.** Louise McCleary, director of Division III, provided an update on the division’s diversity initiatives, particularly on the work of the Division III Diversity and Inclusion Working Group. The working group recently entered its second year of existence and has been charged with exploring data and the challenges around underrepresented populations in the division. Guided by the working group’s efforts, Division III has funded
programs intended to grow the pipeline, including a program that provided grants for 40 ethnic minority students and student-athletes to attend the 2016 NCAA convention, and an allocation of $2 million in grants to assist member institutions in increasing diversity in their coaching and administrative positions. The division has created a database of ethnic minority and female candidates from Division III that can be shared with hiring managers. Division III also sponsors the Institute for Administrative Advancement for up to 30 minority mid-level administrators. The Institute is a professional development program held in conjunction with a Regional Rules Seminar. The importance of retention as an element of increasing diversity was discussed. The division continually communicates with former participants through quarterly newsletters highlighting personal profiles and opportunities for career advancement and NCAA committee involvement.

6. **Academic Misconduct.** Kathy Sulentic, associate director of enforcement and head of the Academic Integrity Unit, reported on the new academic misconduct legislation. Sulentic provided the committee with a memo from the vice president of enforcement that was sent to the Division I membership regarding NCAA Division I Proposal 2015-66 (Academic Integrity). The memo explained that the enforcement staff would not be involved with policies and procedures regarding academic misconduct at the institutional level, and clarified the consideration of violation levels applied to school representatives by proximity to the sport program. Information about the areas of focus under the new legislation were shared with the committee and members were informed that while it is largely believed that academic misconduct is primarily a Division I issue, it touches all three NCAA divisions and has a heightened impact on HBCUs. The focus areas of the new legislation include: pre-enrollment, student-to-student misconduct, the definition of an institutional staff member, the three elements that constitute academic misconduct, impermissible academic assistance, and manipulation of the APP process.

7. **Discussion of membership updates and current issues.** The committee discussed its role in providing education and advocacy to, and on behalf of, the membership. MOIC recognized its ability to assist membership groups distinguish between legislated and non-legislated acts regarding policies that impact diverse and underrepresented communities. The committee determined that it will give attention to the review of institutions on lists connected to the Confederate Flag and Native American Mascot policies. The committee requested that staff provide historical context and updated data regarding these policies and suggested the MOIC and the SAAC representatives as vehicles to help educate student-athletes on the reason these policies exist.

8. **Update from Bernard Franklin, NCAA Executive Vice President for Education and Community Engagement and Chief Inclusion Officer.** The committee received an update regarding new initiatives by the office of inclusion, including a LGBTQ/HBCU pilot program which was conducted with four schools, a grant funding female coaches from HBCUs to attend programming offered by the Alliance of Women Coaches, and the release of the revised inclusion website. Franklin presented demographic data about the three divisions and emphasized the low representation of ethnic minority females in positions of athletics
leadership. He then shared an update on the NCAA Board of Governors resolution and the Ad
Hoc Committee to Promote Cultural Diversity and Inclusiveness. Priority areas for the ad hoc
committee were identified as: gaining presidential support of a pledge toward diversity and
inclusion on individual campuses, developing a digital database for candidate promotion and
exposure, increasing impact in developing the hiring pipeline, implementing a diversity and
inclusion recognition metric, and engaging minority-serving institutions. While the ad hoc
committee recognized that the Association could not mandate a requirement such as the NFL’s
Rooney Rule, it suggested a voluntary alternative that could be connected to the
aforementioned pledge. The MOIC shared concerns about accountability for campuses
regarding diversity metrics and supported the initiatives related to creating opportunities for
minority candidate exposure to hiring managers.

9. Office of Inclusion update. The committee received an update on the Office of Inclusion’s
programming held in conjunction with the Men’s and Women’s Final Fours and the current
initiatives led by staff. The committee learned of the forthcoming update to the transgender
guide, the scheduling of campus diversity reviews, the plans for a hiring best practices guide,
and the agenda for the 2016 NCAA Inclusion Forum.

10. Ethnic Minority and Women Enhancement Postgraduate Scholarship. The committee
suggested that the EMWE postgraduate scholarship be raised from $7,500 to $8,500 in parity
with the proposed amount being considered for the NCAA Postgraduate Scholarship (see
Nonlegislative Action Item).

11. Strategic plan discussion. The committee spent time brainstorming about their 2016-18 action
plan, placing consideration on alignment of their strategic initiatives with the Board of
Governors resolution. Specifically, the committee suggested the following strategic priorities
be integrated as the MOIC leadership finalizes the plan in the summer:

a. Providing recommendations on grant funding, programs and partnerships related to the
   hiring and development of ethnic minority coaches, administrators and student-athletes.

b. Collaborating with appropriate NCAA and higher education entities in the creation of
evidenced-based best practice toolkits supporting inclusive campus environments.

c. Assist in the creation, review and tracking of diversity and inclusion plans among member
   institutions.

d. Participate in efforts to create educational resources for senior leadership.

The committee discussed its mission and the expanded focus that was approved in April 2015.
The language of the current statement identifies LGBTQ communities and individuals with
disabilities as additional areas of the committee’s focus. The committee will continue to define
if the purview of the committee encompasses those groups as a whole or on issues impacting
racial/ethnic minority members within those communities as subgroups.

Committee Chair:  Mark Alnutt, University of Memphis, Conference
Staff Liaison(s):  Sahar Abdur-Rashid, Championships and Alliances
                  Derrick Crawford, Enforcement
                  Sonja Robinson, Inclusion

| NCAA Minority Opportunities and Interests Committee Meeting |
|-----------------|--------------------------------------------------|
| **Attendees:**   |                                                  |
| Nnenna Akotaobi, Swarthmore College; Centennial Conference. |
| Ralph Bertrand, Colorado College; Southern Collegiate Athletic Conference. |
| Sharon Brummell, Georgetown University; Big East Conference. |
| Thomas Bullock, University of the District of Columbia; East Coast Conference |
| William Burnett Bynum Jr. Mississippi Valley State University; Southwestern Athletic Conference |
| G. Anthony Grant, Metropolitan State University of Denver; Rocky Mountain Athletic Conference. |
| Ashley Hodges, Southern Vermont College; New England Collegiate Conference. |
| China Jude, Queens College, The City University of New York; East Coast Conference. |
| Robert Minnix, Washington State University; Pac-12 Conference. |
| Julie Muller, North Atlantic Conference. |
| Angela Red, McKendree University; Great Lakes Valley Conference. |
| Nona Richardson, University of Utah; Pac-12 Conference. |
| **Absentees:**   |                                                  |
| Mark Alnutt, The University of Memphis; American Athletic Conference. |
| Catherine Ragon, Tiffin University; Great Lakes Intercollegiate Athletic Conference. |
| Greg Woods, Springfield College; Great Lakes Intercollegiate Athletic Conference. |
| **Guest(s) in Attendance:** |
| Elizabeth Wood, The University of Maine, Orono; America East Conference. |
| **NCAA Staff Liaisons in Attendance:** |
| Sahar Abdur-Rashid, Derrick Crawford and Sonja Robinson. |
| **Other NCAA Staff Members in Attendance:** |
| Kina Davis, Bernard Franklin, Maritza Jones, Louise McCleary, Kathy Sulentic and Brittany Washington. |