

**REPORT OF THE NCAA DIVISION III
DIVERSITY AND INCLUSION WORKING GROUP
APRIL 13, 2017, TELECONFERENCE**

ACTION ITEMS.

- None.

INFORMATIONAL ITEMS.

1. **Welcome and roster.** The NCAA Division III Diversity and Inclusion Working Group commenced business at 1 p.m. Eastern time Thursday, April 13, 2017. Gerard Bryant, chair, commenced the teleconference. He welcomed the group and conducted a roll call.
2. **Report of February 2, 2017, teleconference.** The working group reviewed the report and had no changes.
3. **Division III voluntary graduation rates.** The NCAA research staff provided an update on the Division III graduation rates and graduation rates of football players and specifically African-Americans. Staff noted it was the seventh year of voluntary collection for Division III graduation rates, and 193 schools provided data in 2015. The federal graduation rate is a proportion – the number of student-athletes who graduate (B.A. or B.S.) in six years divided by the first year, degree seeking, full-time student-athletes with the removal of allowable exclusions. Transfers are not included in the federal graduation rate.

The data shows a correlation between football federal graduation rates and recruiting class size. The larger the recruiting class, the lower the graduation rate – especially with recruiting classes of 50 or more players. One item discussed is that Division III doesn't have any recruiting limitations so incoming classes have ranged from 10 to 100 new recruits. The latest graduation rate for football players was 53 percent.

Staff also noted that the graduation rate of African-American football student-athletes was 36 percent. This rate is 18 percentage points lower than Division I (54 percent). Two factors influencing the low graduation rate were discussed:

- a. Enrollment management strategies; and
- b. Shortcomings with the federal rate collection (i.e., no transfers).

The working group noted it will discuss the report on its July teleconference and determine next steps.

4. **Student Immersion Program feedback.** Staff reviewed the Student Immersion Program participant and mentor feedback. Overall the comments were positive. Key changes for the

2018 program include adding another session with the participants and mentors and discussing the unique professional hurdles faced by individuals of color.

5. **Career Next Steps update.** Staff noted that 84 former Student Immersion Program participants were invited to participate in the inaugural Career Next Steps program held in Indianapolis in conjunction with the NCAA Career in Sports Forum (May 31-June 4). After an application process, staff selected 18 individuals to participate in the day and half Division III-specific programming. The working group reviewed the draft agenda and provided feedback.
6. **Building Toward a Career in Collegiate Athletics resource.** The working group reviewed and endorsed the development of a draft resource to assist undergraduates into an athletics career. Working group members will send comments and edits to Heather Benning who will work with staff to finalize the resource.
7. **Recognition award.** Time did not permit this discussion so it was tabled until the July teleconference.
8. **Next steps.** The chair summarized the teleconference's discussions. On its July teleconference, the working group will determine next steps related to low graduation rates of Division III football players and African-Americans. It also will discuss the creation of a new resource to assist undergraduate students seeking an athletics career.
9. **Future teleconferences.** The working group's next teleconference is scheduled for 10 a.m. Eastern time Wednesday, July 26.
10. **Adjournment.** The call adjourned at 2 p.m. Eastern time.

*Staff Liaisons: Louise McCleary, Division III Governance
Sonja Robinson, Office of Inclusion
Amy Wilson, Office of Inclusion*

Teleconference date: April 13, 2017
Attendees:
Nnenna Akotaobi, Swarthmore College
Heather Benning, The Midwest Conference
Gerard Bryant, John Jay College of Criminal Justice

Javier Cevallos, Framingham State University
Jason Fein, Drew University
Joe Onderko, Presidents Athletic Conference
Dan Schumacher, University of Wisconsin, Eau Claire
Jason Verdugo, Hamline University
Nicolle Wood, Salem State University
Absentees:
Keith Brandon, Penn State University, Abington Jessica Jean, John Jay College of Criminal Justice Natalie Winkelfoos, Oberlin College
NCAA Staff Support in Attendance:
Eric Hartung, Louise McCleary, Sonja Robinson..
Other in Attendance:
None.