



**REPORT OF THE NCAA DIVISION III
DIVERSITY AND INCLUSION WORKING GROUP
FEBRUARY 12, 2018, TELECONFERENCE**

ACTION ITEMS.

- None.

INFORMATIONAL ITEMS.

1. **Welcome and Roster.** The chair, Gerard Bryant, commenced the NCAA Division III Diversity and Inclusion Working Group teleconference at 2:02 p.m. Eastern time Monday, February 12, 2018. He welcomed the group and conducted a roll call.
2. **Report of November 2, 2017, Teleconference.** The working group reviewed the report and had no changes.
3. **Division III Mandatory Student-Athlete Graduation Rate Reporting.** Heather Benning and Nnenna Akotaobi shared feedback from the January Division III Management Council meeting. While the Council won't take formal action until its April meeting, it did provide feedback on the 2019 proposed legislation. In concept, it appears the Council supports the proposal. However, there were some concerns related to administrative burden and proposed consequences for noncompliance. Staff also discussed the topic at the Division III presidents and chancellors luncheon held during the 2018 NCAA Convention. Overall, the room appeared split on its support for the proposed legislation.

The working group supports the proposed legislation but recommends the submission date be moved to July 1 as some institutions are still in school in early June. [Note: After the teleconference, staff clarified that since the student-athlete cohort is for six years, a very small number of student-athletes are still in class by the June 1 submission date. Further, the June 1 date is consistent with institutions abiding by the mandatory IPED deadline to the Department of Education].

The working group also discussed solutions to the following questions and perceived hurdles:

What is the current Division III graduation rate reporting process?

- a. All Division III institutions are currently mandated to annually submit student body graduation rates. This information is public on NCAA.org and the Department of Education websites.
- b. Approximately 40 percent of the membership consistently submits the voluntary student-athlete graduation rates annually. The report is private and can only be viewed by the institution via the Academic Portal, a password-protected web-based application used by institutions to submit graduation rate and enrollment data.

- c. The data is incorporated into the NCAA's Institutional Performance Program (IPP) where institutions may view their student-body and student-athlete graduation rates as well as create anonymous peer groups for benchmarking.

Why does the working group want mandatory reporting?

- a. It will allow for the development of evidenced-based best practices. The existing voluntary data show retention rates of male African-Americans and football student-athletes have been considerably lower than other sports and race/ethnicity groups for eight consecutive years. Best practices may help institutions increase retention rates.
- b. Enhance usage of the NCAA's IPP.
- c. Enable the Division III membership to better tell its very positive academic story and highlight its unique philosophy. The current data show that Division III student-athletes graduate at a higher rate than the overall student-body, as well as student-athletes in other NCAA divisions.

What are the administrative requirements and burdens?

- a. Staff requested the working group members solicit testimonials regarding the reporting process, burdens and benefits. All information should be sent to staff not later than March 15. The testimonials will be shared on its April teleconference.
- b. The working group commented that there may be some concerns with how to count a student-athlete for the reporting process. [Note: after the teleconference, staff clarified with NCAA Research that any student-athlete that is on the roster on the first date of competition is counted for the purpose of the graduation rate report].

How will the data be used?

- a. Individual institution academic success rates reports will not be publicly released. They will only be available through the password-protected NCAA Academic Portal application.
- b. A division-wide aggregate report will be compiled and released.
- c. Individual institution data will be incorporated into the NCAA IPP for institutions to conduct a self-review and benchmark against anonymous peer groups to identify areas of needed improvement.

- d. If the data warrant, the working group will create a best practice resource to assist in improving retention rates.
4. **Student Immersion Participant Feedback.** Staff reviewed the feedback from the third annual Student Immersion Program held in conjunction with the 2018 NCAA Convention. Overall, the feedback was positive, and the participants provided suggestions for future programs.
 5. **Recognition Award.** The working group discussed the creation of a Division III specific diversity and inclusion award. After receiving feedback from the NCAA Minority Opportunities and Interest Committee as well as the leadership of the Minority Opportunities Athletic Association, the working group decided now was not the best time to create a division-specific award that would compete with the NCAA's Association-wide diversity award. However, the working group emphasized the importance of promoting the monthly Division III Diversity Spotlight Initiative. Monthly, this initiative recognizes and promotes outstanding diversity development projects, programming, and initiatives occurring on Division III campuses and in conference offices.
 6. **Hispanic and Latino Graduation Rates.** Staff shared graduation data of Division III Hispanic students and student-athletes. Key takeaways include:
 - a. Hispanic students represent almost eight percent of the student-body and six percent of student-athletes.
 - b. Hispanic student-athletes had a federal graduation rate of 59 percent; nine points below the overall student-athlete rate.
 - c. Male Hispanic student-athletes had a federal graduation rate of 53 percent while female had a 70 percent rate.

The working group noted that if the proposed student-athlete graduation rate reporting became a mandatory requirement, the data also would benefit the review of Hispanic student-athlete graduation/retention rates.

7. **Other Business.** There was no other business.

8. **Next Steps.** The chair summarized the working group’s next step that includes the submission of testimonials, by March 15, regarding the current reporting process, burden and benefits of student-athlete graduation rates. On the April teleconference, the working group will review the testimonials of the current voluntary student-athlete graduation rate reporting process; finalize its proposal for the April Council meetings; and review the Career Next Steps and Institute for Administrative Advancement rosters.

9. **Future teleconferences.** The next teleconference is scheduled for 2 p.m. Eastern time, Mon., April 2. Staff will send out a doodle for a mid-May teleconference.

10. **Adjournment.** The call adjourned at 3 p.m. Eastern time.

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

Teleconference date: February 12, 2018
Attendees:
Nnenna Akotaobi, Swarthmore College
Heather Benning, The Midwest Conference
Gerard Bryant, John Jay College of Criminal Justice
Jason Fein, Bates College
Kelsey Morrison, University of Valley Forge
Joe Onderko, Presidents Athletic Conference
Dan Schumacher, University of Wisconsin, Eau Claire
Jason Verdugo, Hamline University
Natalie Winkelfoos, Oberlin College
Nicolle Wood, Salem State University
Absentees:
Javier Cevallos, Framingham State University
NCAA Staff Support in Attendance:
Louise McCleary, Amy Wilson.
Other in Attendance:
None.