



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

ACTION ITEM.

- None.

INFORMATIONAL ITEMS.

1. **Welcome and Roster.** The chair, Gerard Bryant, commenced the NCAA Division III Diversity and Inclusion Working Group teleconference at 1:05 p.m. Eastern time Monday, June 12, 2018. He welcomed the working group and conducted a roll call.
2. **Report of April 2, 2018, Teleconference.** The working group reviewed the report and had no changes.
3. **Division III Mandatory Student-Athlete Graduation Rate Reporting.** President Javier Cevallos provided an update from the April Division III Presidents Council. He noted that the Council had a robust discussion prior to its decision to sponsor 2019 NCAA Convention legislation related to annual mandatory student-athlete graduation rate reporting. Staff noted that at the recent NCAA Regional Rules Seminar (RRS) it received the following feedback:
 - a. There is still a concern with the administrative burden (e.g., collecting the cohort names). Staff reiterated that the financial aid office is already collecting the cohort names for the annual financial aid report. Therefore, the administrative burden should be mitigated for institutions.
 - b. There is still a fear that the information will become public. Staff reminded the RRS participants that the data is private and is to be used by the school for its own self-assessment via the Institutional Performance Program. Further, staff noted that the division's overall academic success rate is very high at 87 percent.
 - c. A concern that student-athletes who are no longer playing will be incorporated in the data. Student-athletes who practice after the first contest will be included in the cohort; same as the current financial aid collection cohort. However, the data is private and will allow institutions to evaluate if all student-athletes, including those who stop playing, are leaving in poor academic standing.
 - d. The working group also noted that a higher retention/graduation rate of student-athletes lends itself to a better enrollment management business model.

Finally, staff noted that the NCAA Research staff is willing to conduct an educational webinar with any institution or conferences that wants more information and a better understanding of the process. The working group recommended Management Council members assist in promoting this educational service when they attend conference meetings.

- 4. Division III Membership Survey.** Staff reviewed the 2018 Division III membership survey's feedback related to diversity and inclusion. Overall, the feedback was positive, and it appears the membership is aware of and using diversity and inclusion grant funding, as well as participating in newly developed diversity and inclusion programming. The working group centered its discussion on the membership's feedback related to the Division III Diverse Workforce resource and the Association's Presidential Pledge. The survey results indicated that less than 40 percent of the respondents somewhat agree/disagree with the recent focus and efforts of diversifying candidate pools via the Diverse Workforce resource and the Presidential Pledge. Another 14 percent reported being unfamiliar with the resources. The working group noted that it is difficult to come to any concrete reasoning for this feedback without more in-depth research. However, the working group discussed the following next steps:

 - a. Collaborate with the NCAA office of inclusion to keep the Presidential Pledge relevant and keep institutions that signed the pledge accountable to the pledge's commitment.
 - b. Engage presidents, chancellors and athletics direct reports on the usefulness of the Diverse Workforce and the Presidential Pledge. The working group noted a need for more qualitative data regarding the narrative of diverse hiring. President Cevallos suggested a discussion at the August meeting with the Presidents Advisory Group.
- 5. Other Business.** Staff provided a brief update on the recently held Career Next Steps Program in Indianapolis as well as the Institute for Administrative Advancement held in Atlanta. Both programs received very positive feedback from the participants.
- 6. Next Steps.** The chair summarized the working group's next steps that include continuing to educate the membership on the student-athlete graduation rate reporting proposed legislation, and in particular, access to an educational webinar. The working group also will collaborate with the office of inclusion and engage Division III campus leadership regarding the promotion of the Presidential Pledge and the Division III Diverse Workforce.
- 7. Future teleconferences.** Staff will send out a doodle for a late September teleconference.
- 8. Adjournment.** The call adjourned at 1:58 p.m. Eastern time.

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

NCAA Division III Diversity and Inclusion Working Group Teleconference date: June 12, 2018	
Attendees:	
Nnenna Akotaobi, Swarthmore College	
Javier Cevallos, Framingham State University	
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:	
None.	
NCAA Staff Support in Attendance:	
Louise McCleary, Sonja Robinson and Amy Wilson.	
Other in Attendance:	
None.	