



**REPORT OF THE NCAA DIVISION III  
DIVERSITY AND INCLUSION WORKING GROUP  
NOVEMBER 2, 2017, TELECONFERENCE**

**ACTION ITEMS.**

- None.

**INFORMATIONAL ITEMS.**

1. **Welcome and Roster.** The NCAA Division III Diversity and Inclusion Working Group commenced business at 12:04 p.m. Eastern time Thursday, November 2, 2017. The chair, Gerard Bryant, commenced the teleconference. He welcomed the group and conducted a roll call.
2. **Report of September 13, 2017, Teleconference.** The working group reviewed the report and had no changes.
3. **Division III Voluntary Graduation Rates.** The working group heard that both the Management and President Councils endorsed its exploration of 2019 NCAA Convention legislation to require annual mandatory student-athlete graduation rate reporting. Staff also reviewed the 2017 student-athlete graduation rates. Key data highlights included the following:
  - a. Two hundred (200) institutions submitted data. The academic success rate was 87 percent.
  - b. Football consistently has the lowest federal graduation rate at 51 percent; a rate six percentage points lower than the male student-body. African-American student-athletes consistently have the lowest federal graduation rates of any race/ethnicity group at 46 percent and African-American football players have a graduation rate of 36 percent.
  - c. Fifty (50) percent of football players are leaving their institutions; 19.4 percent not in good academic standing. Additionally, 66 percent of African-American football players are leaving with 31.6 percent not in good academic standing.
  - d. The average football cohort size of new incoming players was 44. However, 25 percent had cohorts of 56 or greater. The average federal rate of these larger cohorts was an average of 40 percent.

Next steps include staff drafting 2019 proposed legislation to share with the Councils at their January meetings. The working group also will continue to discuss talking points on how to overcome perceived burdens while simultaneously focusing on the positives of mandatory reporting (e.g. academic success story, higher retentions equate to a better institutional business model, valid and reliable data better supports evidenced-based policies).

4. **Recognition Award.** The working group tabled this discussion until its next teleconference.
5. **Student Immersion Program Update.** Staff thanked the working group subcommittee for its work on selecting the 2018 Student Immersion Program participants. Staff is currently working on the program's agenda and logistics.
6. **Building Toward a Career in Collegiate Athletics Resource.** The working group reviewed the final version of the resource. Staff noted that the resource was shared via the Division III Monthly Update and will be distributed at the Student-Athlete Leadership Forum and the NCAA Convention.
7. **Other Business.** Staff noted that the Division III Management Council requested the working group research the recruiting and retention of Hispanic and Latino student-athletes. The working group directed staff to share graduation rate data as well as share recently completed Division II research related to Hispanic Serving Institutions on its next teleconference.
8. **Next Steps.** The chair summarized the working group's next steps that include 2019 Convention legislation regarding student-athlete mandatory graduation rate reporting; discussing a Division III-specific diversity recognition award; reviewing the Student Immersion Program outcomes; and starting to review data related to Hispanics and Latinos.
9. **Future teleconferences.** Staff will send out a doodle for teleconferences in February, early April and mid-May.
10. **Adjournment.** The call adjourned at 1p.m. Eastern time.

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

Teleconference date: November 2, 2017
<b>Attendees:</b>
Nnenna Akotaobi, Swarthmore College
Heather Benning, The Midwest Conference
Gerard Bryant, John Jay College of Criminal Justice
Javier Cevallos, Framingham State University
Jason Fein, Bates College
Dan Schumacher, University of Wisconsin, Eau Claire
Jason Verdugo, Hamline University
<b>Absentees:</b>
Chris Deddo, New York Maritime College
Joe Onderko, Presidents Athletic Conference
Natalie Winkelfoos, Oberlin College
Nicolle Wood, Salem State University
<b>NCAA Staff Support in Attendance:</b>
Louise McCleary.
<b>Other in Attendance:</b>
Eric Hartung.