A G E N D A
The National Collegiate Athletic Association
Division III Presidents Council

Jesse Owens Room – Brand Building		October 26-27-2016
Indianapolis, IN

Wednesday, October 26 from 5:30 to 9 p.m.
Dinner begins at 5:30 p.m.

1. Welcome and announcements. (Al Cureton)

2. General information. (Cureton)
   a. Roster. [Supplement No. 1]
   b. Subcommittee assignments. [Supplement No. 2]

3. Division III Philosophy Statement and Strategic Positioning Platform. [Supplement Nos. 3a and 3b] (Dan Dutcher)

* 4. Sport Science Institute updates. (Brian Hainline/John Parsons)
   a. Independent Medical Care white paper. [Supplement No. 4]
   b. Second Safety in College Football Summit recommendations.

* 5. Board of Governors update. [Supplement No. 5a] (Mark Emmert/Donald Remy)
   a. Diversity Pledge. [Supplement No. 5b]
   b. Championships and event policy. [Supplement No. 5c]
   c. Resolution on Roles, Responsibilities and Composition. [Supplement No. 5d]

6. Institutional Performance Program (IPP). (Eric Hartung)

Thursday, October 27
Joint Divisional Breakfast/Meeting at 7:30 a.m.
[Grant Ballroom A]

Division III Presidents Council Meeting 9 a.m. to noon
[Jesse Owens Room - Brand Building]

Joint lunch
Noon to 1 p.m.
[Grant Ballroom A]
7. Reconcile and announcements. (Cureton)

8. Minutes, summaries and agendas. (Cureton)
   a. Summary of summer 2016 Quarterly Meeting. [Supplement No. 6]
   b. Administrative Committee actions. [Supplement Nos. 7a, 7b, 7c and 7d]

9. Division III Strategic Planning and Finance Committee. (Jay Lemons/Jeff O’Barr)
   a. 2015-16 final budget. [Supplement No. 8a]
   b. 2016-17 budget-to-actual. [Supplement No. 8b]
   c. Future projection. [Supplement No. 8c]


    a. Convention registration process. [Supplement No. 10a] (Louise McCleary)
    b. Review schedule. [Supplement No. 10b] (McCleary)

    a. Review and approve proposal groupings and voting method. [Supplement No. 11a]
       (Jeff Myers/Sarah Otey)
    b. Review proposed legislation, governance structure positions and speaker assignments.
       [Supplement No. 11b] (Myers/Otey)
    c. Presidential outreach regarding key proposals. (Dutcher)

13. Presidents Council Nominations Subcommittee. [Supplement No. 12] (Lex McMillan)

14. Division III initiatives and updates.
    • Diversity and Inclusion Working Group. [Supplement No. 13] (Dennis Shields)

15. Graduation Rate reporting. (Hartung)

16. Governmental Relations report. [Supplement No. 14 – Information only)
17. Future meetings. (Cureton)

   • January 19 – 7:30 to 9 a.m. – Joint PC/MC/SAAC breakfast.
   • January 19 – 9:15 to 11:15 a.m. – Presidents Council meeting.
   • January 19 – 11:30 to 1 p.m. – Chancellors/Presidents Forum and Luncheon.

   • April 25 – 5:45 to 9 p.m. – Presidents Council dinner/meeting.
   • April 26 – 7:30 to 9 a.m. – Joint presidential breakfast meeting.
   • April 26 – 9 a.m. to 12:30 p.m. – Presidents Council meeting.

c. August 8-9, 2017 – Indianapolis.
   • August 8 – 5:45 to 9 p.m. – President’s Advisory Group meeting.
   • August 9 – 7:30 to 9 a.m. – Joint presidential breakfast meeting.
   • August 9 – 9 a.m. to 12:30 p.m. – Presidents Council meeting.

d. October 24-25, 2017 – [UCLA Campus, California]
   • October 24 – 5:45 to 9 p.m. – Presidents Council dinner/meeting.
   • October 25 – 7:30 to 9 a.m. – Joint presidential breakfast meeting.
   • October 25 – 9 a.m. to 12:30 p.m. – Presidents Council meeting.

18. Other Business. (Cureton)

19. Adjournment.

@ Denotes key action items.

* Denotes key discussion topics.
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2016 PRESIDENTS COUNCIL COMMITTEE/SUBCOMMITTEE ASSIGNMENTS

Amott, Teresa [January 2018]
- Nominations Subcommittee
- BOG Commission to Combat Campus Sexual Violence

Cureton, Alan, chair [January 2018]
- Administrative Committee
- Board of Governors
- PC/MC Joint Legislative Steering Committee

Docking, Jeffrey [January 2018]
- Strategic Planning and Finance Committee

Drugovich, Margaret [January 2020]
- Strategic Planning and Finance Committee

Foley, Thomas [January 2018]
- Nominations Subcommittee
- Presidents & Commissioners Communication Strategies Subcommittee

Fritz, William [January 2020]
- Convention-Planning Subcommittee

Haring-Smith, Tori [June 2017]
- PC/MC Joint Legislative Steering Committee

Henderson, Sue [January 2019]
- Nominations Subcommittee

Hirsh, Sharon [January 2019]
- Convention-Planning Subcommittee

Huntington, Robert [January 2019]
- Nominations Subcommittee

Lemons, L. Jay, vice chair [June 2017]
- Administrative Committee
- Board of Governors
- Strategic Planning and Finance Committee, chair

McMillan, Lex [June 2017]
- PC/MC Joint Legislative Steering Committee
- Nominations Subcommittee

Murden McClure, Tori [January 2017]
- Nominations Subcommittee

Nunez, Elsa [January 2020]
- Nominations Subcommittee

Pantic, Zorica [January 2018]
- Nominations Subcommittee
- Infractions Appeals

Shank, Matthew [January 2017]
- Convention-Planning Subcommittee

Shields, Dennis [January 2017]
- Diversity and Inclusion Working Group

Wolk, Dave [January 2019]
- Strategic Planning and Finance Committee
DIVISION III PHILOSOPHY STATEMENT

Colleges and universities in Division III place the highest priority on the overall quality of the educational experience and on the successful completion of all students’ academic programs. They seek to establish and maintain an environment in which a student-athlete’s athletics activities are conducted as an integral part of the student-athlete’s educational experience, and an environment that values cultural diversity and gender equity among their student-athletes and athletics staff.

(a) Expect that institutional presidents and chancellors have the ultimate responsibility and final authority for the conduct of the intercollegiate athletics program at the institutional, conference and national governance levels;

(b) Place special importance on the impact of athletics on the participants rather than on the spectators and place greater emphasis on the internal constituency (e.g., students, alumni, institutional personnel) than on the general public and its entertainment needs;

(c) Shall not award financial aid to any student on the basis of athletics leadership, ability, participation or performance;

(d) Primarily focus on intercollegiate athletics as a four-year, undergraduate experience;

(e) Encourage the development of sportsmanship and positive societal attitudes in all constituents, including student-athletes, coaches, administrative personnel and spectators;

(f) Encourage participation by maximizing the number and variety of sport offerings for their students through broad-based athletics programs;

(g) Assure that the actions of coaches and administrators exhibit fairness, openness and honesty in their relationships with student-athletes;

(h) Assure that athletics participants are not treated differently from other members of the student body;

(i) Assure that student-athletes are supported in their efforts to meaningfully participate in nonathletic pursuits to enhance their overall educational experience;

(j) Assure that athletics programs support the institution’s educational mission by financing, staffing and controlling the programs through the same general procedures as other departments of the institution. Further, the administration of an institution’s athletics program (e.g., hiring, compensation, professional development, certification of coaches) should be integrated into the campus culture and educational mission;
(k) Assure that athletics recruitment compiles with established institutional policies and procedures applicable to the admission process;

(l) Exercise institutional and/or conference autonomy in the establishment of initial and continuing eligibility standards for student-athletes;

(m) Assure that academic performance of student-athletes is, at a minimum, consistent with that of the general student body;

(n) Assure that admission policies for student-athletes comply with policies and procedures applicable to the general student body.

(o) Provide equitable athletics opportunities for males and females and give equal emphasis to men’s and women’s sports;

(p) Support ethnic and gender diversity for all constituents;

(q) Give primary emphasis to regional in-season competition and conference championships; and

(r) Support student-athletes in their efforts to reach high levels of athletics performance, which may include opportunities for participation in national championships, by providing all teams with adequate facilities, competent coaching and appropriate competitive opportunities.

The purpose of the NCAA is to assist its members in developing the basis for consistent, equitable competition while minimizing infringement on the freedom of individual institutions to determine their own special objectives and programs. The above statement articulates principles that represent a commitment to Division III membership and shall serve as a guide for the preparation of legislation by the division and for planning and implementation of programs by institutions and conferences.
DIVISION III STRATEGIC POSITIONING PLATFORM

NCAA Mission
To govern competition in a fair, safe, equitable and sportsmanlike manner, and to integrate intercollegiate athletics into higher education so that the educational experience of the student-athlete is paramount.

DIII Positioning Statement
Follow your passions and discover your potential. The college experience is a time of learning and growth – a chance to follow passions and develop potential. For student-athletes in Division III, this happens most importantly in the classroom and through earning an academic degree. The Division III experience provides for passionate participation in a competitive athletics environment, where student-athletes push themselves to excellence and build upon their academic success with new challenges and life skills. And student-athletes are encouraged to pursue the full spectrum of opportunities available during their time in college. In this way, Division III provides an integrated environment for student-athletes to take responsibility for their own paths, follow their passions and find their potential through a comprehensive educational experience.

DIII Attributes
What we stand for

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- Continue to compete in a highly competitive athletics program and retain the full spectrum of college life.
- Focus on academic achievement while graduating with a comprehensive education that builds skills beyond the classroom.
- Access financial aid for college without the obligations of an athletics scholarship.
- Opportunities to play more than one sport.
- Be responsible for your own path, discover potential through opportunities to pursue many interests.

Audiences
Who we are addressing

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<th>Student-Athletes / Parents</th>
<th>DIII Internal Constituencies</th>
<th>General Public / Media</th>
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- Academics are the primary focus for student-athletes. Shorter practice and playing seasons, no red-shirting and regional competition minimize time away from their academic studies and keep student-athletes on a path to graduation.
- Student-athletes are integrated on campus and treated like all other members of the general student-body, keeping them focused on being a student first.
- Participation in athletics provides valuable "life lessons" for student-athletes (teamwork, discipline, perseverance, leadership, etc.), which often translate into them becoming better students and more responsible citizens.

Reasons to Believe
Supporting features of DIII

1. Comprehensive educational experience. Division III institutions develop student-athlete potential through a holistic educational approach that includes rigorous academics, competitive athletics and opportunity to pursue other interests and passions.
2. Integrated campus environment. About one-quarter of all students at Division III institutions participate in athletics. Those participating in athletics are integrated into the campus culture and educational missions of their colleges or universities:
   - Student-athletes are subject to admission and academic performance standards consistent with the general student body;
   - Student-athletes are not provided any special housing, services or support from their institution different from other students or student groups;
   - Athletics departments are regulated and managed through the same general procedures and practices as other departments of the institution.
   This integration of athletics allows the student-athletes to take full advantage of the many opportunities of campus life and their entire collegiate experience.
3. Academic focus. Student-athletes most often attend a college or university in Division III because of the excellent academic programs, creating a primary focus on learning and achievement of their degree. The division minimizes the conflicts between athletics and academics through shorter playing and practice seasons, the number of contests, no red-shirting or out-of-season organized activities, and a focus on regional in-season and conference play.
4. Available financial aid. Three-quarters of all student-athletes in Division III receive some form of grant or non-athletics scholarship. Student-athletes have equal opportunity and access to financial aid as the general student body – but are not awarded aid based on athletics leadership, ability, performance or participation.
   - Division III does not award athletics scholarships. Without the obligation of an athletics scholarship, student-athletes can emphasize academics, athletics and other opportunities of college life appropriate to the necessary commitment and their own passions.
5. Competitive athletics programs. Student-athletes do not receive any monetary incentive (athletics scholarship) to play sports in college. They play for the love and passion of the game and to push themselves to be their best, creating an intense, competitive athletics environment for all who participate.
6. National championship opportunities. Division III has more than 170,000 student-athletes competing annually, with access to 38 different national championships. These competitions provide an opportunity for student-athletes to compete at the highest level and fulfill their athletics potential.
7. Commitment to athletics participation. Division III institutions are committed to a broad-based program of athletics because of the educational value of participation for the student-athlete. The division has a higher number and wider variety of athletics opportunities on average than any other division in the NCAA, emphasizing both competitive men's and women's sports.

Balance Learning Spirit Character Fair Play Community
NCAA Brand Attributes
Passion:
Comprehensive Learning:
Responsibility:
Sportsmanship:
Citizenship:

Variety of athletics opportunities on average than any other division in the NCAA, emphasizing both competitive men's and women's sports.
Proposed Divisions II and III Legislation: Independent Medical Care

A white paper submitted by:
The Committee on Competitive Safeguards and Medical Aspects of Sports
NCAA Sport Science Institute

October 2016
EXECUTIVE SUMMARY

What is the purpose of the white paper?
The white paper explains the origins, rationale and key components of the proposed independent medical care legislation. It also discusses the potential impact of the legislation on athletics health care delivery at Divisions II and III member schools.

Who should read this document?
This white paper is intended for individuals who will vote on the 2017 NCAA Division II [No. 2-1 (1-1)] and Division III [No. 2-1] proposed legislation on independent medical care.

What is Independent Medical Care and why is it important?
Independent medical care refers to an environment in which primary athletics health care providers, defined as the team physician and athletic trainer, may make medical decisions for student-athletes free of pressure or influence from non-medical factors. This approach empowers team physicians and athletic trainers to have final decision-making authority with regard to the diagnosis, management and return-to-play determinations for student-athlete care without influence exerted by non-medical professionals, such as a coach or director of athletics.

What are the proposed legislative requirements?
The proposed independent medical care legislation includes two primary requirements:

*Administrative Structure:* The proposal requires an administrative structure that provides for the “unchallengeable autonomous authority” of primary athletics health care providers (defined as the team physicians and athletic trainers) to have final decision-making authority with regard to the diagnosis, management and return-to-play determinations for student-athlete care.

*Athletics Health Care Administrator:* The proposal also requires the designation of an “athletics health care administrator” to oversee a school’s athletic health care administration and delivery. While primary athletics health care providers will retain unchallengeable autonomous authority to determine medical management and return-to-play decisions, the athletics health care administrator will play an administrative role serving as the primary point of contact to assure schools are compliant with NCAA health and safety legislation and interassociation recommendations.

What considerations are there for implementation?
To implement the proposed legislation, schools must provide an administrative structure that ensures there is no interference with medical decision-making, and specifically ensures that “no coach serve as the sole supervisor for any medical provider, nor have sole hiring, retention and dismissal authority over the provider” and that schools designate an “athletics health care administrator.”
Purpose
The primary purpose of this white paper is to explain the origins and rationale for the proposed Divisions II [No. 2-1 (1-1)] and III legislation [No. 2-1] on independent medical care, and to clarify the main components of the proposal.

The secondary purpose is to discuss the potential impact of the legislation on both the structure and process of athletics health care delivery in Divisions II and III member institutions.

Who Should Read This?
This paper is intended primarily for those who will vote on the proposals at the 2017 NCAA Convention. However, it is also written for those with responsibility to comply with the legislation in the event the proposals are adopted.

Stakeholders include:
- Presidents and Chancellors
- Directors of Athletics
- Senior Woman Administrators
- Head Coaches
- Primary Athletics Health Care Providers (i.e., athletic trainers and team physicians)
- Other Medical Providers (e.g., psychologists, dieticians, medical specialists)
- Compliance Staff
- Faculty Athletic Representatives
- Student-Athletes

What is Independent Medical Care and Why Is It Important?
Independent medical care occurs in an environment in which medical professionals make reasoned and appropriate decisions for the medical management of patients, free of complication, pressure or influence from non-medical factors. In such an environment, medical providers are more capable of practicing “patient-centered care,” which refers to care that is solely focused on the needs of the patient, and which is the gold standard of medical care. Patient-centered care delivered to student-athletes in an athletic environment has been called “athlete-centered medicine.” Consequently, independent medical care is important to member institutions because it facilitates the delivery of athlete-centered medicine, which maximizes the opportunity for quality medical care, and by extension, student-athlete health and well-being.

Independent medical care is also important because in recent years, the public has grown more aware of, and more concerned with, conflicts of interest in the medical decisions made for student-athletes. Conflict arises when influence is exerted by non-medical professionals (e.g.,
coach, athletics directors) on the medical decisions of primary athletics health care providers. This conflict is enhanced when those non-medical personnel have supervisory authority over medical personnel, and use that authority to either influence medical decision-making, or to punish for unpopular medical decisions.

For example, the Chronicle of Higher Education\(^2\) published the results of a survey of team physicians and athletic trainers, which demonstrated that nearly half of athletic trainers polled reported being pressured by a coach to return a concussed athlete to participation prematurely. In 2014, the Journal of Athletic Training published interassociation consensus recommendations on best practices for sports medicine management, which called for institutions to establish a clear line of unchallengeable authority for team physicians and athletic trainers.\(^1\) A subsequent 2015 survey\(^3\) documented higher levels of pressure from coaches on athletic trainers and team physicians when athletics health care departments were directly supervised by the athletics department. At the same time, some have called for a reconsideration of the organizational and administrative structure of athletic health care units and their relationship to athletics departments.\(^3\)\(^-\)\(^5\)

**History of Independent Medical Care Policy and Legislation**

The NCAA and its partner sports medicine organizations formerly established their commitment to principles of independent medical care in the 2014 document, *Inter-association Consensus: Independent Medical Care for College Student-Athletes Guidelines*, which was the product of the first Safety in College Football Summit held in January of 2014.\(^6\) That document was recently reviewed during the Second Safety in College Football Summit (February 2016), and an updated and endorsed interassociation document is expected for public distribution in the fall of 2016 or early 2017.

At the 2016 NCAA convention in San Antonio, the five NCAA Division I conferences with autonomy passed Proposal 2015-15 (independent medical care), which reflected the interassociation guidelines referenced in the previous paragraph. Division I Constitution 3.2.4.17 (independent medical care) became effective for the Division I conferences with autonomy on August 1, 2016, while the 27 non-autonomy Division I conferences are currently considering its adoption. At its June 2016 meeting in Dallas, the Committee on Competitive Safeguards and Medical Aspects of Sport (CSMAS) recommended sponsorship of similar independent medical care legislation to both Divisions II and III.

Existing Division II legislation (Constitution 17.01.2) gives unchallengeable authority to the sports medicine staff, in preseason practice and regular and postseason activities, and allows sports medicine staff to cancel or modify workouts for health and safety reasons. But that legislation does not address the day-to-day medical management of student-athletes. Additional Divisions II (Constitution 3.3.4.17) and III legislation (Constitution 3.2.4.18) mandates the designation of a team physician, who “shall be authorized to oversee the medical services for injuries and illnesses incidental to a student-athlete's participation in intercollegiate athletics,” but this legislation contains no other provisions in support of independent medical care.
Proposed Independent Medical Care Legislative Requirements

The primary focus of the legislation is on two related but distinct issues: 1) an administrative structure conducive to independent medical care; and 2) the designation of an athletics health care administrator.

**Administrative Structure**

The proposed legislation requires an administrative structure that both provides for independent medical care and “affirms the unchallengeable autonomous authority of the ‘primary athletics health care providers,’” which is defined as the team physician and athletic trainer. This designation reflects the central role the physician and athletic trainer play as the foundation of health care delivery for college athletes.

This role reflects the training and credentialing of physicians and athletic trainers, as well as their duty to the daily management of student-athlete health and safety. Such responsibility must be coupled with clear authority with regard to the diagnosis, management and return-to-play determinations for student-athlete care. There are other members of the sports medicine team (e.g., strength and conditioning coach, dietician, psychologist) who work with the primary athletics healthcare providers in an integrative and consultative manner. However, the primary athletics health care providers should ultimately be empowered to make final decision-making to both ensure appropriate medical controls and to avoid confusion.

The legislation is silent as to the specific nature or characteristics of the administrative structure. Implementation considerations will be discussed below.

**Athletics Health Care Administrator**

The proposed legislation also requires the designation of an “athletics health care administrator.” Per the proposal, this individual will “oversee the institution’s athletic health care administration and delivery.” As the proposal has no budgetary impact, compliance with the proposal would not require the creation of a new position. Designation of an existing employee of the institution is acceptable.

The athletics health care administrator position is, as the name implies, administrative in nature. It is intended that this position become the primary point of contact for communication and
dissemination of health and safety legislation, educational material and interassociation guidelines and best practices. The designation of such a position will, for the first time, provide a primary point of contact within a member school to work directly with the NCAA Sport Science Institute. This also means that the athletics health care administrator will have some responsibility for helping to ensure that the administrative structure allows for the delivery of independent medical care.

A real-world analogy for this position is that of a medical office manager who works in a physician’s office. The typical medical office manager has administrative and clinical knowledge, skills in business and administration and clinical management. The medical office manager is also responsible for the operations of the medical practice. Importantly, medical office managers are not dictating the care delivered by the physician. Instead, they are ensuring that the care is being delivered in an organizational environment that reflects relevant laws, rules and regulations. This analogy is not meant to suggest a standard set of responsibilities for the athletics health administrator, but instead; to clarify how that role integrates with existing health care operations.

It is also important to note that the athletics health care administrator position lies outside of the normal medical hierarchy required for the lawful delivery of medical care. Physicians sit atop of that hierarchy, and a team physician/medical director is ultimately responsible for the care being delivered at all member institutions. In fact, existing legislation in all three divisions requires the designation of a team physician who “shall be authorized to oversee the medical services for injuries and illnesses incidental to a student-athlete’s participation in intercollegiate athletics” (NCAA Constitution 3.2.4.16 (Division I), Constitution 3.3.4.17 (Division II), Constitution 3.2.4.18 (Division III)). Team physician authority is the linchpin for independent medical care of student-athletes (cite Interassociation Consensus: Independent Medical Care for College Student-Athlete Guidelines).

In this way, the athletics health care administrator is a necessary complement to the team physician. Where the team physician has responsibility for providing medical services, the athletics health care administrator will have responsibility for administration and delivery of those medical services. One position doesn’t necessarily answer to the other as they have separate but related responsibilities to the whole of athletics health care services.

Considerations for Legislative Implementation

To implement this proposed legislation, schools must ensure that primary athletics healthcare providers have unchallengeable autonomous authority to determine medical management and return-to-play decisions of student-athletes. This means that the institutions must ensure that
there is no interference with medical decision-making from coaches or other members of the athletics staff.

**Administrative Structure**

Member institutions would have flexibility to determine the best strategies for “establishing an administrative structure that provides independent medical care and affirms the unchallengeable autonomous authority of primary athletics health care providers.”

The only explicit requirement, as stated in the proposal rationale, is that “no coach serve as the sole supervisor for any medical provider, nor have sole hiring, retention and dismissal authority over the provider.” In other words, the coach must be completely de-coupled from medical decision-making, and primary athletics healthcare providers must be in an environment in which making such decisions are free of any threat from coaches. This may pose a challenge for some schools with athletics directors who also serve as coaches, and to whom a primary athletics health care provider solely reports. Effective solutions to this particular challenge may focus on the development of shared supervisory relationships for athletics health care providers, or on the creation of appeal or oversight mechanisms, external to the athletics department, for the evaluation of the merits of negative employment decisions against athletics health care providers.

Additional considerations can be found in the Inter-association Consensus: Independent Medical Care for College Student-Athlete Guidelines. For example, schools may evaluate their administrative structure to ensure that an athletic trainer’s professional qualifications and performance evaluations, especially performance in the delivery of care and medical decision-making, are not primarily or solely judged by administrative personnel without health care knowledge or expertise. Ensuring such an arrangement may imply that lines of supervisory authority should reflect both administrative and medical responsibilities, and that where medical responsibilities exist, team physicians play the central role.

**Athletics Health Care Administrator**

The proposal does not specify who must or can be designated as the athletics healthcare administrator. As stated above, the proposal has no budgetary impact, so member schools may choose to designate an existing employee. Appropriate professionals to serve in this role include physicians, athletic trainers, other health care professionals with administrative backgrounds or administrative personnel who have experience managing health care matters.

Importantly, the designation of the athletic health care administrator must be made in a manner that respects the stated administrative requirements structure.

For example, athletic trainers deliver health care under the direction of a licensed physician. However, an athletic trainer could serve as the athletics healthcare administrator, which is an administrative position. While primary athletics health care providers will retain unchallengeable autonomous authority to determine medical management and return-to-play decisions, the athletics healthcare administrator will play an administrative role in the delivery of athletics
health care. This administrative role may include assuring that schools are compliant with all pertinent NCAA health and safety legislation and with interassociation consensus statements and education that impact student-athlete health and safety.
REFERENCES


KEY ITEMS.

- None.

ACTION ITEMS.

- None.

INFORMATIONAL ITEMS.

1. **Welcome and announcements.** NCAA Board of Governors Interim Chair Jay Lemons, convened the meeting at 2 p.m. and requested members of the Board of Governors to make introductions. NCAA staff confirmed that a quorum was present. Lemons specifically welcomed new members Bud Peterson of Georgia Institute of Technology and Samuel Stanley of Stony Brook University to their first in-person Board of Governors meeting. He thanked for their service, Gene Block of the University of California, Los Angeles, Harris Pastides of the University of South Carolina, Columbia and Stan Albrecht of Utah State University who were attending their last meeting, as well as David Leebron (in absentia) of Rice University. And, he welcomed Eli Capilouto of the University of Kentucky and Steven Leath of Iowa State University, as well as Eric Kaler (in absentia) of the University of Minnesota and Philip DiStefano (in absentia) of the University of Colorado, Boulder, who were invited to observe and will begin their service on the Board of Governors immediately following the meeting.

2. **Matters unanimously approved by way of the Consent Agenda.** Without discussion, the Board of Governors members reviewed the report of its April 2016 meeting and receipt of the written regulatory affairs priorities and written sports wagering update (including a letter from Las Vegas Events regarding potential bids for NCAA Championship events). It was moved and properly seconded; and

   "It was unanimously VOTED."

3. **NCAA President's report.** NCAA President Mark Emmert further thanked outgoing members of the Board of Governors and reflected on the fact that most of the governors were relatively new to the body and only one was present when certain discussions were had on key policy issues four years ago. President Emmert briefly described the progress that has occurred in college sport over the last several years recognizing that further improvements were underway. He provided a summary of his views of key issues on the current agenda of the Board of Governors.

   President Emmert then facilitated a discussion of the Board of Governors around the global, national and regional societal issues that impact intercollegiate athletics. The issues included a need for understanding, planning and advancement in the areas of race relations and representation, gender identity tolerance, protection against relationship violence and appreciation for differences in the membership including religious, secular and financial. Specifically, he focused the group on
the various roles at the national, conference and campus levels, recognizing that each had a role to play.

Lastly, President Emmert reflected on his recent international engagement and indicated that he planned for the Association to provide more information globally about the value of the American intercollegiate athletic system.

4. **Creation of an Association-wide Student Athlete Advisory Committee.** NCAA Executive Vice President Donald M. Remy and NCAA Chief of Staff Cari Van Senus presented to the Board of Governors a concept to create an Association-wide ad hoc committee focused on the facilitation of dialogue within the student-athlete community and providing student input on issues, policy, and the execution of key initiatives that cut across all three divisions. Remy and Van Senus described the need for such a committee, the involvement of a former Division I SAAC member in its inception and creation, and the next steps. It was moved and properly seconded; and

*It was unanimously VOTED.*

“The NCAA Board of Governors requests that the proposal to create and appoint members to a new Board of Governors Association-wide Student Athlete Advisory Committee be discussed by each of the divisional Student Athlete Advisory Committees and an initial recommendation on structure and role be provided to the Board of Governors by January 2016.”

5. **Law, policy and governance strategic discussion.** Facilitated by NCAA Executive Vice President and Chief Legal Officer Donald M. Remy.

a. **Policies and procedures.** The Board of Governors discussed the Policies, Procedures and Legislative Authority Manual. Remy provided a historical perspective on the development of the document and highlighted specific provisions including fiduciary duties, voting procedures, secure board communications, Association-wide governance structure and committees, policymaking authority, delegations of authority, conflicts of interest, and defense and indemnification. Upon request, staff committed that a full briefing on the defense, indemnification and insurance coverage and policies would occur at a subsequent meeting. It was moved and properly seconded; and

*It was unanimously VOTED.*

“The NCAA Board of Governors approves as final the August 2016 draft of the NCAA Board of Governors Policies, Procedures & Legislative Authority Manual. The NCAA Board of Governors authorizes NCAA staff to make administrative edits to the Manual to place in the proper style and format, as well as to correct any non-substantive inconsistencies or typographical errors. The manual will be reviewed by the Board of Governors for update on an annual basis at each August Meeting.”

b. **Government relations.** The Governors received a brief verbal report to supplement the written materials on government relations activity. Remy noted that consistent with the instructions of
the governors, significant progress had been made on the passage of daily fantasy sports laws across the country that prohibited competition on college sports. Further, Remy commented on the progress of discussions with members of Congress and their staffs on the NCAA positions regarding the health, safety and wellness of student athletes.

c. **Sport Science Institute.** Remy commented on the strategic priorities of the Sports Science Institute: cardiac health; concussion; doping and substance abuse; mental health; nutrition, sleep and performance; overuse injuries and periodization; sexual assault and interpersonal violence, athletics health care administration; and data-driven decisions. He indicated that NCAA Chief Medical Officer Brian Hainline, would present at the Presidential Breakfast on August 4, 2016 and each Governor would be able to ask questions of him at that time.

d. **Legal and litigation.** Managing Director and General Counsel Scott Bearby facilitated a strategic privileged discussion regarding four matters of ongoing litigation. It was requested and agreed that staff would publish Frequently Asked Questions (FAQ) regarding the contact information production obligations required by the court in the preliminarily approved settlement in the Arrington case.

6. **NCAA Board of Governors Finance and Audit Committee report.** Finance and Audit Committee Chairman President Daniel Papp, resigned his seat on the Board of Governors effective June 20, 2016, when he retired from his presidency at Kennesaw State University. Interim Chair of the Board of Governors, Jay Lemons, was appointed acting chair of the Finance and Audit Committee and presented the report of the Committee.

   a. **FY 2016-17 external and internal audit plan.** President Lemons described the Deloitte (external) financial audit plan for the 2015-16 fiscal year and the internal audit plan presented to the committee by internal audit Director Jim Brown, and indicated the committee had no concerns with the materials presented. The committee sought and received the Board’s acceptance of the plans. It was moved and properly seconded; and

   It was unanimously **VOTED**.

   “To accept the external audit plan from Deloitte for the 2016-2017 fiscal year.”

   It further was unanimously **VOTED**

   “To approve the internal audit plan from the internal audit Director for the 2016-2017 fiscal year.”

   b. **NCAA Presidents recommendations and requests for FY 2016-17 budget.** President Lemons outlined the criteria by which the FY2016-17 budget requests were allocated, including President Emmert’ s goals of maintaining championships, supporting student-athlete initiatives and maximizing productivity and services to the membership. He then reported on the Association’s proposed budget for 2016-17. The proposed total budget is $945,645,239, which includes requests presented to the committee by Chief Financial Officer Kathleen McNeely, of $38, 429,735.
President Lemons highlighted the following areas of the budget, indicating that the full details were included in the written materials.

- A $14.9 million increase to the Division I distribution.
- Increases to the Division II and Division III allocation of $2.7 million.
- Division I championship spend increased $3.5 million.
- A $13 million upward adjustment to better reflect 3rd party legal fees. This moves the 3rd party legal fees budget to $20 million, consistent with trends in costs and spend. This adjustment is made counter to an adjustment in ticket sales allocation which have historically been budgeted low.
- Total compensation increases of $3.8 million. For the fourth year in a row the NCAA is maintaining 514 full-time positions.

President Lemons reflected that the Committee approved the budget as proposed and recommended approval by the full board. It was moved and properly seconded; and

\[ \text{\textit{It was unanimously VOTED.}} \]

\[ \text{\textit{"To approve the fiscal year 2016-2017 budget."}} \]

c. **NCAA Quasi-Endowment Policy amendment.** President Lemons presented information on the Quasi-Endowment Policy. Based upon a prior action of the Board of Governors funding for the one-time $200 million Division I distribution in the spring of 2017 will be drawn from the NCAA Quasi-Endowment. As such, President Lemons reported that the Finance and Audit Committee recommends adding language to the Quasi-Endowment policy to explicitly authorize approaches to execute on this action. It was moved and properly seconded; and

\[ \text{\textit{It was unanimously VOTED.}} \]

\[ \text{\textit{"To add the following language to the NCAA Quasi-Endowment Policy}} \]

\[ \text{\textit{“The NCAA anticipates making a $200 million distribution to Division I member institutions in the spring of 2017. The NCAA may choose to incrementally raise cash needed to make this distribution over the course of up to 12 months prior to the distribution. Any cash that is raised and earmarked for the distribution will be excluded when considering the Quasi-Endowment’s actual asset allocation relative to the target allocation and permissible ranges outlined in the policy.”}} \]

d. **Third quarter fiscal year 2015-16 budget-to-actual review.** President Lemons reported together with the Chief Financial Officer that the committee reviewed a comparison of actual
revenues and expenses versus budgeted revenues and expenses during the third quarter of the current fiscal year (2014-15) and advised that the Association is on track to meet budget. President Lemons reported that the Committee understood all significant variances and had no concerns.

7. **Campus Sexual Violence report.** Hainline and Van Senus provided a report on various initiatives regarding the Association’s efforts to combat campus sexual violence through engagement, education and action. Specifically, they reported on meetings they had with Brenda Tracy and Darius Adams regarding their petition on Change.Org. Hainline and Van Senus then provided the Governors with an update on the work of the Sexual Violence Task Force, including an upcoming tool kit to be released this fall. They gave insight into the development and publication of the NCAA Handbook - “Addressing sexual assault and interpersonal violence: athletics role in supporting healthy and safe campuses.” And, they facilitated a discussion of the Governors on the creation of an Ad hoc Committee on Sexual Violence to include members internal and external to the membership. It was properly moved and seconded; and

*It was unanimously VOTED*

“To create an Ad hoc Committee focused on issues of sexual violence on college campuses. The Committee will be composed of college presidents and chancellors, experts in the fields of student services and assault prevention, student athletes, athletics administrators and other leaders. Among its tasks, the Committee will focus on strategies for prevention and continued education about sexual violence at colleges and universities, defining the role of the NCAA, conferences and campuses in these efforts, and specifically examine the issue of eligibility for competition of student-athletes who have been perpetrators in incidents of sexual violence.”

The Committee must provide its first report at the January 2017 meeting of the Board of Governors.

Further discussion ensued about potential legislative action for the Association led by the NCAA President. The Board expressed a consensus reaffirmation of the 2014 resolution of the then Executive Committee and directed that the same be republished as a current expression of the views of the Governors. Specifically, it also was noted that the resolution included expectations that campuses:

- Comply with campus authorities and follow campus protocol for reporting incidents of sexual violence.
- Educate student-athletes, coaches and staff about sexual violence prevention, intervention and response.
- Assure compliance with all federal and applicable state regulations related to sexual violence prevention and response.
Cooperate with, but not manage, direct, control or interfere with college or university investigations into allegations of sexual violence, ensuring investigations involving student-athletes and athletics department staff are managed in the same manner as all other students and staff on campus.

After discussion, the Board concluded that portions of the resolution should be considered for adoption into binding NCAA legislation. It was properly moved and seconded; and

*It was unanimously VOTED*

“To request that each of the divisions consider passage of consistent legislation that would place into NCAA by-laws expectations from the 2014 Executive Committee resolution.”

8. **Ad hoc Committee on Structure and Composition.** President Judy Bense reported on the successful work of the committee and discussed the report of its August 1 meeting. After discussions with each of the divisional bodies on a possible change in composition of the Governors, the Ad hoc Committee proposed that the governors endorse a resolution that reflects the sense of the divisional leadership and a path forward. It was moved and properly seconded; and

*It was unanimously VOTED*

“To accept the August 1, 2016 Report of the Ad hoc Committee on Structure and Composition.”

Further, it was unanimously **VOTED**

“That the NCAA Board of Governors adopts the following Resolution:

**Board of Governors Resolution on review of its roles, responsibilities and composition.**

WHEREAS the NCAA Division I Board of Directors and NCAA Divisions II and III Presidents Councils recognize the critical role the Board of Governors plays in the governance of intercollegiate athletics on behalf of the entire Association; in particular, the Governors’ role in providing final approval and oversight of the Association’s budget and strategic planning, identifying core issues that affect the Association, acting on behalf of the Association by adopting and implementing policies to resolve core issues, initiating and settling litigation, and employing the NCAA president; and

WHEREAS the Board of Governors (previously “NCAA Executive Committee”) began a recent examination of the role, function, purpose and structure of the Governors in 2013; and
WHEREAS the early results of the examination included a name change to the Board of Governors to be more aligned with similar bodies that oversee higher education matters, the creation and election of a vice chair from a division different than the chair, and the adoption and publishing of an integrity model of duties that better reflected the values underlying the constitutional duties of the Board of Governors; and

WHEREAS the Board of Governors recognized the need for an ongoing assignment to also evaluate its composition, the Governors re-established an Ad hoc Committee on Structure and Composition to conduct this examination; and

WHEREAS the composition of the Ad hoc Committee was balanced across divisions, consisting of two representatives from each division (chair and vice chair) and the Board of Governors chair; and

WHEREAS the Ad hoc Committee’s work was instrumental in evaluating and gathering input on possible new structures of the Governors, including through a membership survey and a related forum at the 2016 NCAA Convention; and

WHEREAS discussions around the possible new structures resulted in a reaffirmation that all divisions must support the Board of Governors’ role in addressing core issues impacting the Association, and that this role is best served when all divisions provide meaningful input and perspectives to address and resolve the core issues impacting intercollegiate athletics; and

WHEREAS these discussions also reaffirmed that the responsibility to identify core issues that affect the Association, and act on behalf of the Association by adopting and implementing policies to resolve core issues, should always remain with a divisionally-diverse Board of Governors; and

WHEREAS these discussions resulted in a recognition that divisional differences within the Board of Governors responsibilities should be accounted for when appropriate, particularly in the area of Division I oversight for its budget and financial matters disproportionately impacting Division I; and

WHEREAS any changes to the composition and structure to the Board of Governors should be considered in conjunction with a continued review of the issues as noted above.

NOW THEREFORE, IT IS RESOLVED that the Board of Governors ask the Division I Board of Directors, and Divisions II and III Presidents Councils to provide an initial report to the Ad hoc Committee on Structure and Composition not later than October 2016 and that the Ad hoc Committee continue to work with the Board and Councils and provide a follow up report to the Governors in January 2017 and that final reports be presented in April 2017 that addresses the following items:
- Evaluate the integrity model of the Board of Governors and identify any areas or sub-areas within the Board of Governors’ responsibilities that may be best left to each divisional structure to address (either within the Board of Governors structure or through the Division I Board of Directors and Divisions II and III Presidents Councils).

- Having identified these issues, provide recommendations to the Ad hoc Committee to better reinforce the Association-wide commitment to addressing and resolving core issues while providing for divisional decision-making delegated authority when appropriate.

- Having identified these issues, provide recommendations to the Ad hoc Committee as to changes in the compositional structure that considers the appropriate (and potential increased) representation from Divisions I, II and/or III on the core issues.

- Recommendation as to whether the Board of Governors would be strengthened if some or all of the Board of Governors’ membership were “untethered” from the divisional presidential bodies (Division I Board of Directors, Divisions II and III Presidents Councils), thus potentially increasing the number presidents in the governance of intercollegiate athletics, while allowing for a more focused engagement in the governance structure.

BE IT FURTHER RESOLVED that a final recommendation be considered by the Board of Governors not later than April 2017.

President Lemons commented that the work of the Ad hoc Committee would continue to implement this resolution and noted that it was important to have continuity on the committee, including possibly asking members Presidents Pastides and Bense to continue to serve as ex-officio members even though their term on the Governors had expired.

9. **Ad hoc Committee to Promote Cultural Diversity and Equity.** President Lemons, reminded the body of the Ad hoc Committee’s Association-wide leadership and composition. In addition to President Lemons, Susquehanna University (Division III), Chancellor Deborah Ford, University of Wisconsin, Parkside (Division II) and President Michael Drake, The Ohio State University (Division I) serve as co-chairs. In his reflections to the Governors, President Lemons described the progress of the Ad hoc Committee initiatives. One of those initiatives is to seek broad-based support for a voluntary membership pledge. The objective of the pledge is to promote diversity, gender equity and inclusion in hiring practices across the membership and the national office.

NCAA Chief Inclusion Officer Bernard Franklin discussed the feedback received from the membership on the pledge and the support for the current version. Franklin further discussed the planned process for the rollout of the pledge. He facilitated a conversation of the Governors, receiving additional favorable input and requests that they each be given immediate opportunities...
to subscribe to the pledge as representatives of their colleges and universities. It was moved and properly seconded; and

_It was unanimously VOTED_

_The NCAA Board of Governors formally adopts the following “NCAA Pledge and Commitment to Promoting Diversity and Gender Equity in Intercollegiate Athletics” as the position of the Association with an expectation that each NCAA chief executive assure that his/her institution commits and adheres to its principles and values._

_“Consistent with our mission and values, [NAME OF NCAA MEMBER HERE], a member institution of the National Collegiate Athletic Association (NCAA), pledges to specifically commit to establishing initiatives for achieving ethnic and racial diversity, gender equity and inclusion with a focus and emphasis on hiring practices in intercollegiate athletics to reflect the diversity of our membership and our nation._

_“We recognize and value the experiences individuals from diverse backgrounds bring to intercollegiate athletics. To that end, we will strive to identify, recruit and interview individuals from diverse backgrounds in an effort to increase their representation and retention as commissioners, athletics directors, coaches and other athletics leadership positions. As part of this commitment we will also engage in a regular diversity, inclusion and equity review to inform campus policy and diversity initiatives._

_“We understand this to be a collective responsibility we owe to student-athletes, staff, our athletics programs and the entire campus community.”_

10. **Championship host bidding criteria.** The Governors received a report from NCAA Executive Vice President Mark Lewis and Bearby on actions taken by the Ad hoc Committee to Promote Cultural Diversity and Equity, meeting the Governors requirement that when awarding contracts to host events, the selection process will include as one of many criteria that each bidder must provide a statement certifying its ability to deliver and maintain an environment that is safe, healthy and free of discrimination.

Lewis and Bearby described the questionnaire that had been issued to bidders and the process for its completion together with the planned process for completion of a similar requirement for those who previously have been awarded bids to host championships and other NCAA non-championship events. Lewis facilitated a discussion of the planned methodology to review bids, including the role of the staff, the championships committees and the Ad hoc Committee. It was noted that some of the decisions on access to championships may require the input of the full board of governors.
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11. **Report from the Executive Committee and election of new chair.** President Lemons reported on matters considered and concluded in the Executive Committee meeting earlier in the day including management’s performance and compensation plans. Further, he reported that the Executive Committee unanimously nominated President Bud Peterson to serve as the next chair of the Board of Governors. Taking the Executive Committee’s nomination as a motion,

> It was unanimously **VOTED**

> That President Bud Peterson of Georgia Institute of Technology, having met all requirements, will serve as the chair of the board of governors commencing immediately for a period of two years thereafter unless otherwise modified.

12. **Executive session.** The Governors concluded its meeting in executive session to discuss various administrative matters.

13. **Adjournment.** The meeting was adjourned at approximately 6 p.m.

14. **Future meeting dates.**

   - October 26, 2016, NCAA national office.

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**Board of Governors interim chair:** Jay Lemons, president of Susquehanna University.  
**Staff liaisons:** Donald M. Remy, law, policy and governance.

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<tr>
<th>Attendees- Board of Governors Only</th>
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<tr>
<td>Stan Albrecht, Utah State University</td>
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<td>Alan Cureton, University of Northwestern</td>
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<td>Mark Emmert, NCAA</td>
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<td>Dianne Harrison, California State University, Northridge</td>
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<td>Glendell Jones, Jr., Henderson State University</td>
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<td>L. Jay Lemons, Susquehanna University</td>
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<td>Rod McDavis, Ohio University</td>
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<td>Jacqie McWilliams (Non-Voting), Central Intercollegiate Athletic Association</td>
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<td>Harris Pastides, University of South Carolina, Columbia</td>
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<td>Baker Pattillo, Stephen F. Austin State University</td>
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<td>Bud Peterson, Georgia Institute of Technology</td>
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<td>Jim Phillips, Northwestern University</td>
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<td>Tracey Ranieri, State University of New York, Oneonta</td>
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<td>Kirk Schulz, Kansas State University</td>
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<td>Steve Scott, Pittsburg State University</td>
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<td>Samuel Stanley, Stony Brook University</td>
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*Report is not final until approval of the Board of Governors*
### Other Participants

- Scott Bearby, NCAA staff
- Greg Boylan, United States Military Academy
- Eli Capilouto, University of Kentucky
- Lynn Durham, Georgia Institute of Technology
- Dan Dutcher, NCAA staff
- Kimberly Fort, NCAA staff
- Bernard Franklin, NCAA staff
- Terri Steeb Gronau, NCAA staff
- Terry "Neal" Hilderbrand, U.S. Military Academy
- Steven Leath, Iowa State University
- Kevin Lennon, NCAA staff
- Mark Lewis, NCAA staff
- Oliver Luck, NCAA staff
- Kathleen McNeely, NCAA staff
- Donald M. Remy, NCAA staff
- Cari Van Senus, NCAA staff
- Dave Schnase, NCAA staff
- Amy Schwarb, NCAA staff
- Cory Stamp, U.S. Military Academy
Consistent with our mission and values, [NAME OF NCAA MEMBER HERE*], a member institution of the National Collegiate Athletic Association (NCAA), pledges to specifically commit to establishing initiatives for achieving ethnic and racial diversity, gender equity and inclusion with a focus and emphasis on hiring practices in intercollegiate athletics to reflect the diversity of our membership and our nation.

We recognize and value the experiences individuals from diverse backgrounds bring to intercollegiate athletics. To that end, we will strive to identify, recruit and interview individuals from diverse backgrounds in an effort to increase their representation and retention as commissioners, athletics directors, coaches and other athletics leadership positions. As part of this commitment we will also engage in a regular diversity, inclusion and equity review to inform campus policy and diversity initiatives.

We understand this to be a collective responsibility we owe to student-athletes, staff, our athletics programs and the entire campus community.

_________________________________
Member Institution Chancellor/President

Endorsed by the National Association of Collegiate Women Athletics Administrators (NACWAA)
Based on the NCAA's commitment to fairness and inclusion, the Association will relocate all seven previously awarded championship events from North Carolina during the 2016-17 academic year. The NCAA Board of Governors made this decision because of the cumulative actions taken by the state concerning civil rights protections.

In its decision Monday, the Board of Governors emphasized that NCAA championships and events must promote an inclusive atmosphere for all college athletes, coaches, administrators and fans. Current North Carolina state laws make it challenging to guarantee that host communities can help deliver on that commitment if NCAA events remained in the state, the board said.

“Fairness is about more than the opportunity to participate in college sports, or even compete for championships,” said Mark Emmert, NCAA president. “We believe in providing a safe and respectful environment at our events and are committed to providing the best experience possible for college athletes, fans and everyone taking part in our championships.”

The board stressed that the dynamic in North Carolina is different from that of other states because of at least four specific factors:

- North Carolina laws invalidate any local law that treats sexual orientation as a protected class or has a purpose to prevent discrimination against lesbian, gay, bisexual or transgender individuals.
- North Carolina has the only statewide law that makes it unlawful to use a restroom different from the gender on one’s birth certificate, regardless of gender identity.
- North Carolina law provides legal protections for government officials to refuse services to the LGBT community.
- Five states plus numerous cities prohibit travel to North Carolina for public employees and representatives of public institutions, which could include student-athletes and campus athletics staff. These states are New York, Minnesota, Washington, Vermont and Connecticut.

“As representatives of all three divisions, the Board of Governors must advance college sports through policies that resolve core issues affecting student-athletes and administrators,” said G.P. “Bud” Peterson, Board of Governors chair and Georgia Institute of Technology president. “This decision is consistent with the NCAA’s long-standing core values of inclusion, student-athlete well-being and creating a culture of fairness.”

These seven championship events will be relocated from North Carolina for 2016-17:

- 2016 Division I Women’s Soccer Championship, College Cup (Cary), Dec. 2 and 4.
- 2016 Division III Men’s and Women’s Soccer Championships (Greensboro), Dec. 2 and 3.
- 2017 Division I Men’s Basketball Championship, first/second rounds (Greensboro), March 17 and 19.
2017 Division I Women’s Golf Championships, regional (Greenville), May 8-10.
2017 Division III Men’s and Women’s Tennis Championships (Cary), May 22-27.
2017 Division I Women’s Lacrosse Championship (Cary), May 26 and 28.
2017 Division II Baseball Championship (Cary), May 27-June 3.

Emmert said the NCAA will determine the new locations for these championships soon.

“The NCAA Constitution clearly states our values of inclusion and gender equity, along with the membership’s expectation that we as the Board of Governors protect those values for all,” said Susquehanna University President Jay Lemons, vice chair of the Board of Governors and chair of the ad hoc committee on diversity and inclusion. “Our membership comprises many different types of schools – public, private, secular, faith-based – and we believe this action appropriately reflects the collective will of that diverse group.”

Historically, the Association has taken steps to ensure its championship environment is consistent with its values. The NCAA bans championships in states where governments display the Confederate battle flag or authorize sports wagering and at schools that use hostile and abusive Native American imagery.

The only championship events that can be hosted in North Carolina this academic year are those that are decided when student-athletes earn the opportunity to play a championship on their own campus. The Board of Governors said this decision to allow these championships – called nonpredetermined sites – to be played in North Carolina is consistent with the NCAA’s commitment to student-athletes.

Based on an April directive from the Board of Governors, which represents all three divisions, cities interested in hosting future NCAA championships completed a questionnaire this summer that required sites to provide information about any local anti-discrimination laws; provisions for refusal of services; and other facility-specific information.

A group of representatives from NCAA schools will continue to evaluate these responses to determine which locations can host future championships. These decisions, typically announced in early December, will be delayed until next year, Emmert said.

**Media Contact**

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NCAA Division III Presidents Council Review of the NCAA Board of Governors’ Roles and Responsibilities

-Discussion Document-

**Background.**

During its August meeting, the Board of Governors approved a resolution (Attachment A) reaffirming that the Association is best served when all divisions provide meaningful input and perspectives to address and resolve the core issues impacting intercollegiate athletics. In addition, the resolution states that the responsibility to identify core issues that affect the Association and act on behalf of the Association by adopting and implementing policies to resolve those issues should always remain with a divisionally-diverse Board of Governors.

This resolution also reaffirmed that divisional differences within the Board of Governors responsibilities should be accounted for when appropriate, particularly in Division I oversight for its budget and in financial matters disproportionately impacting Division I.

The resolution set in motion a commitment by all three divisions and the Governors to a more thorough review of the Governors’ roles and composition. This document outlines for consideration the process, timeline and issues that should be addressed for the Administrative Committee to consider.

**Review Process and Timeline.**

1. A Board of Governors ad hoc committee will oversee the Association-wide review and will issue a final report to Governors for their April 2017 meeting. Division I is represented on the ad hoc committee by Eric Kaler (NCAA Division I Board of Directors chair), Dianne Harrison (Board of Directors vice chair) and Bud Peterson (in his role as the chair of the Governors). Broader representation on the ad hoc committee will be along divisional lines: 2-2-2 + 1 (Governors chair).

   a. Division I members on the ad hoc committee will be informed and assisted by the Administrative Committee which shall review the issues and offer concepts for consideration and, potentially, a legislative proposal for vetting by the Governors.

   b. As outlined in the resolution, the initial focus will be on Division I duties related to the roles and responsibilities of the Governors, and after this focus, attention will turn to compositional issues.
2. Any legislative change will require an Association-wide vote at the 2018 NCAA Convention. Legislative changes to dominant provisions (including changes to the Governors’ responsibilities or composition) can only be sponsored by the Governors. Two-thirds of the voting members of all three divisions present at the Convention are required to adopt the proposed legislation.

3. Timeline.
   a. Generate initial Division I report to Governors ad hoc committee by October 2016.
   b. Follow-up report to ad hoc committee and Governors by January 2017.

Throughout this process, periodic updates will be provided to NCAA Divisions II and III Presidents Councils in an effort to better coordinate divisional reviews. Divisions II and III are also conducting divisional reviews and the Governors will collate all divisional ideas and recommendations in formulating a final recommendation.

Areas of Review.

The resolution provides the framework from which the review should take place.

1. Roles and Responsibilities of the Board of Governors. The current roles and responsibilities of the Board of Governors are provided in Attachment B. Attachment C begins to frame issues around roles and responsibilities.

2. Composition of the Board of Governors. What should the composition of members be? Attachment D provides the current Board of Governors composition. Should all the Board of Governors members be members of the divisional presidential bodies, as they are currently, or could some (or all) members be “untethered” and not be required to also serve on the Division I Board of Directors or Divisions II or III Presidents Councils? Attachment E contains various compositional options that have been under discussion.

Summary.

Attachment F provides a pictorial draft concept of current and potential Governors’ responsibilities.
NCAA Board of Governors Resolution on Review of its Roles, Responsibilities and Composition

WHEREAS the NCAA Division I Board of Directors and NCAA Divisions II and III Presidents Councils recognize the critical role the NCAA Board of Governors plays in the governance of intercollegiate athletics on behalf of the entire Association; in particular, the Governors’ role in providing final approval and oversight of the Association’s budget and strategic planning, identifying core issues that affect the Association, acting on behalf of the Association by adopting and implementing policies to resolve core issues, initiating and settling litigation, and employing the NCAA president; and

WHEREAS the Board of Governors (previously “NCAA Executive Committee”) began a recent examination of the role, function, purpose and structure of the Governors in 2013; and

WHEREAS the early results of the examination included a name change to the Board of Governors to be more aligned with similar bodies that oversee higher education matters, the creation and election of a vice chair from a division different than the chair, and the adoption and publishing of an integrity model of duties that better reflected the values underlying the constitutional duties of the Board of Governors; and

WHEREAS the Board of Governors recognized the need for an ongoing assignment to also evaluate its composition, the Governors re-established an NCAA Board of Governors Ad Hoc Committee on Structure and Composition to conduct this examination; and

WHEREAS the composition of the Ad Hoc Committee was balanced across divisions, consisting of two representatives from each division (chair and vice chair) and the Board of Governors chair; and

WHEREAS the Ad Hoc Committee’s work was instrumental in evaluating and gathering input on possible new structures of the Governors, including through a membership survey and a related forum at the 2016 NCAA Convention; and

WHEREAS discussions around the possible new structures resulted in a reaffirmation that all divisions must support the Board of Governors’ role in addressing core issues impacting the Association, and that this role is best served when all divisions provide meaningful input and perspectives to address and resolve the core issues impacting intercollegiate athletics; and

WHEREAS these discussions also reaffirmed that the responsibility to identify core issues that affect the Association, and act on behalf of the Association by adopting and implementing policies to resolve core issues, should always remain with a divisionally-diverse Board of Governors; and

WHEREAS these discussions resulted in a recognition that divisional differences within the Board of Governors responsibilities should be accounted for when appropriate, particularly in the area
of Division I oversight for its budget and financial matters disproportionately impacting Division I; and
WHEREAS any changes to the composition and structure to the Board of Governors should be
considered in conjunction with a continued review of the issues as noted above.

NOW THEREFORE, IT IS RESOLVED that the Board of Governors ask the Division I Board of
Directors, and Divisions II and III Presidents Councils to provide an initial report to the Ad Hoc
Committee on Structure and Composition not later than October 2016 and that the Ad Hoc
Committee continue to work with the Board and Councils and provide a follow up report to the
Governors in January 2017 and that final reports be presented in April 2017 that addresses the
following items:

- Evaluate the integrity model of the Board of Governors and identify any areas or sub-areas
  within the Board of Governors’ responsibilities that may be best left to each divisional
  structure to address (either within the Board of Governors structure or through the
  Division I Board of Directors and Divisions II and III Presidents Councils).

- Having identified these issues, provide recommendations to the Ad Hoc Committee to
  better reinforce the Association-wide commitment to addressing and resolving core issues
  while providing for divisional decision-making delegated authority when appropriate.

- Having identified these issues, provide recommendations to the Ad Hoc Committee as to
  changes in the compositional structure that considers the appropriate (and potential
  increased) representation from Divisions I, II and/or III on the core issues.

- Recommendation as to whether the Board of Governors would be strengthened if some or
  all of the Board of Governors’ membership were “untethered” from the divisional
  presidential bodies (Division I Board of Directors, Divisions II and III Presidents
  Councils), thus potentially increasing the number presidents in the governance of
  intercollegiate athletics, while allowing for a more focused engagement in the governance
  structure.

BE IT FURTHER RESOLVED that a final recommendation be considered by the Board of
Governors not later than April 2017.
Duties and Responsibilities of the NCAA Board of Governors

4.1.2 Duties and Responsibilities. [*] The Board of Governors shall: (Revised: 1/9/96 effective 8/1/97, 8/5/99, 11/1/01, 3/8/06, 1/12/08, 8/7/14, 10/30/14)

(a) Provide final approval and oversight of the Association's budget;

(b) Employ the NCAA president, who shall be administratively responsible to the Board of Governors and who shall be authorized to employ such other persons as may be necessary to conduct efficiently the business of the Association;

(c) Provide strategic planning for the Association as a whole;

(d) Identify core issues that affect the Association as a whole;

(e) Act on behalf of the Association by adopting and implementing policies to resolve core issues and other Association-wide matters;

(f) Initiate and settle litigation;

(g) Convene at least one combined meeting per year of the three divisional presidential governing bodies;

(h) Convene at least one same-site meeting per year of the Division I Council and the Division II and Division III Management Councils;

(i) Forward proposed amendments to Constitution 1 and 2 and other dominant legislation to the entire membership for a vote;

(j) Call for a vote of the entire membership on the action of any division that it determines to be contrary to the basic purposes, fundamental policies and general principles set forth in the Association's constitution. This action may be overridden by the Association's entire membership by a two-thirds majority vote of those institutions voting;

(k) Call for an annual or special Convention of the Association;

(l) Review and coordinate the catastrophic-injury and professional career insurance (disabling injury/illness) programs; and

(m) Compile the names of those individuals associated with intercollegiate athletics who died during the year immediately preceding the annual Convention.
Roles and Responsibilities of the NCAA Board of Governors
Discussion Document

NOTE: This discussion document prepared for the Division I Board of Directors

In reviewing the NCAA integrity model that outlines the roles and responsibilities of the NCAA Board of Governors, the following Governors responsibilities are divided into two categories for purposes of discussion: (1) Areas that could be considered as “core issues” appropriately addressed via a divisionally-diverse Board of Governors; and (2) Others that may be better addressed by the specific divisional structure (either as a divisional subgroup of the Governors or placed with the divisional presidential body) or areas that should be added to the Board of Governors responsibilities.

1. Areas within the Board of Governors responsibilities that could be considered “core issues” include the following:

   a. Integrity – National Office.

      (1) Recruit, appoint, support and evaluate the NCAA president.

      (2) Charge the NCAA president with the authority to employ such other persons as many be necessary to conduct efficiently the business of the Association.

      (3) Oversee and annually review national office performance metrics.

      (4) Oversee risk management assessment.

   b. Integrity – Ethical.

      (1) Regulatory function/enforcement oversight.

      (2) Conduct the business of the Governors in an exemplary fashion and with appropriate transparency adhering to the highest ethical standards.

      (3) Periodically assess the performance of the Governors.

   c. Integrity of Collegiate Model.

      (1) Promote the relationship of healthy life/athletics/academics.

      (2) Engage in strategic planning for the Association.

      (3) Identify and adopt policy to address core Association-wide issues.
(4) Convene one same-site meeting of the NCAA Division I Council, and NCAA Divisions II and III Management Councils.

(5) Call for a vote of the membership on the action of any division determined to be contrary to the basic purposes, policies or principles in the NCAA Constitution.

(6) Call for an annual special Convention.

d. Integrity – Fiscal.

   • Provide final approval and oversight of audit functions and investment recommendations.

**Question:** Should these areas be considered “core” and therefore must appropriately be addressed by the Board of Governors?

2. Areas that may be better addressed by a specific divisional structure or should now be added to the Governors responsibilities.

   a. Integrity – Fiscal. (See Addendum for addition information.)

      • Provide final approval and oversight of the Association’s budget, including integrity of the Association’s financial statements; its compliance with legal and regulatory requirements and any financial policies.

**Discussion topics:**

1. Is it appropriate for Division I to provide increased oversight and establish Division I priorities for its budget and financial matters that disproportionately impact Division I?

2. In the event of increased Division I oversight and decision-making in this area, is this role best served by the Division I members of the Governors or Division I Board of Directors?

   b. Integrity of Collegiate Model.

   (1) Health and safety issues.
Discussion of NCAA Board of Governors’ Roles and Responsibilities
Page No. 3

Discussion topics:

1. Are there areas involving the health and safety of all student-athletes that should be under the purview of the Governors?

2. What criteria could be established to distinguish those areas requiring an Association-wide approach versus divisional differences?

(2) Amateurism issues and potential impacts on the 21st century student-athlete.

Discussion topics:

1. Are there acceptable differences within the principle of amateurism that could be made within the collegiate model to better address issues of the 21st century student-athlete?

2. What criteria could be established to distinguish those areas requiring an Association-wide approach versus divisional differences?

c. Integrity – Ethical.

- Initiate/settle litigation.

Discussion topics:

1. Is the initiation and settlement of litigation, even when the litigation disproportionately impacts Division I, always a core issue?

2. What about decisions related to payment options and determination of funds to be utilized for settlement purposes when Division I members are the primary or only defendants?
NOTE: This the discussion document prepared for the Division I Board of Directors

Current Responsibilities.

1. Provide final approval and oversight of the NCAA Association’s strategic financial plan and annual budget, including review and approval of the Association’s financial statements and annual tax return; its compliance with legal and regulatory requirements, and significant financial policies relating to reserves.

2. Provide final approval and oversight of audit functions and investment recommendations.

Potential Options for Execution of Responsibilities.

1. Final approval and oversight of budgetary matters is limited to Association-wide issues (e.g., FTE management, governance committees, NCAA Convention, championship operational support, regulatory affairs, legal affairs, communications, education and community engagement, administrative services.).

   a. Each divisional presidential body has oversight and approval authority of budgetary matters that directly affect its division (e.g., divisional championships).

   b. NCAA Board of Governors would review each division’s final budget for informational purposes with the opportunity to provide feedback.

2. Divisional subgroups of the Board of Governors provide approval of their respective divisional budgets.

   a. A divisional subgroup will include the members of the Board of Governors from the particular division and may include additional members from the division’s presidential body (e.g., Presidents Council).

   b. The full Board of Governors would review each division’s final budget for informational purposes.

Discussion.

- Budget priorities.

  a. How does the division provide input and direction to Division I budget “priorities?”

     (1) Championships programming.
(2) Grants.

(3) Scholarships.

(4) Revenue distribution.

The Division I role with these priorities is to work within the parameters of available funds for all four priorities to make sure all programs are being funded according to the values of Division I, that the programs continue to add value to membership, and to allocate funds appropriately based on the need and vision for each activity.

b. How can Division I (either as subgroup of Governors or as NCAA Division I Board of Directors) provide meaningful help into establishing priorities?

(1) Annual reports from championships as to suggested priorities.

(2) Approval of a multi-year rolling plan that aligns with the Board of Governors’ ten-year financial plan, developed by the chief financial officer, for the entire budget, including Divisions I, II and III spend and allocations.

Fiscal Responsibilities of the Divisional Presidential Bodies.

Division I Board of Directors:

1. Approve an annual Division I budget.

2. Approve regulations providing for the expenditure of funds and the distribution of income consistent with the provisions of NCAA Constitution 4.01.2.2.

NCAA Division II Presidents Council:

1. Develop and approve the budget and the use of funds allotted to Division II.

2. Approve regulations providing for expenditures for Division II.

NCAA Division III Presidents Council:

1. Develop and approve the budget and the use of funds allotted to Division III.

2. Approve regulations providing for expenditures for Division III.
Fiscal Responsibilities that would remain with Board of Governors.

1. Provide final approval of the Association’s 10-year strategic financial plan encompassing all components of expenditures and establishing the parameters of the annual budget.

2. Provide final approval and oversight of the NCAA Association-wide budget, which includes all activity that is not directly related to programs segregated for Divisions I, II and III as outlined in this document. Association-wide includes all decisions regarding personnel positions and benefits.

3. Provide oversight for the integrity of the Association’s financial statements and audit; its compliance with legal and regulatory requirements and any financial policies related to all reserves.

4. Review and approve the Association’s annual 990 tax return.

5. Provide final approval and oversight of external and internal audit functions.

6. Provide oversight and final approval of policies regarding investments as laid out in the charter of the NCAA Board of Governors Finance and Audit Committee Investment Subcommittee.
Composition of the NCAA Board of Governors

4.1.1 Composition. The Board of Governors shall consist of 20 members. The NCAA president and the chairs of the Division I Council and the Division II and Division III Management Councils shall be ex officio nonvoting members, except that the NCAA president is permitted to vote in the case of a tie among the voting members of the Board of Governors present and voting. The other 16 voting members of the Board of Governors shall include: (Adopted: 1/9/96 effective 8/1/97, Revised: 3/8/06, 12/15/06, 11/1/07 effective 8/1/08, 8/7/14, 10/30/14)

(a) Eight chancellors or presidents from the Division I Board of Directors from Football Bowl Subdivision institutions;

(b) Two chancellors or presidents from the Division I Board of Directors from Football Championship Subdivision institutions;

(c) Two chancellors or presidents from the Division I Board of Directors from Division I Subdivision institutions;

(d) Two Division II chancellors or presidents from the Division II Presidents Council; and

(e) Two Division III chancellors or presidents from the Division III Presidents Council.
NCAA Board of Governors Compositional Options

Current Composition.

20 members:

- 12 Division I chancellors/presidents (eight Football Bowl Subdivision (FBS), two NCAA Football Championship Subdivision (FCS), two Division I).
- Two chancellors/presidents Division II.
- Two chancellors/presidents Division III.
- Three ex officio/nonvoting members (chairs of NCAA Division I Council, and NCAA Divisions II and III Management Councils).
- NCAA President – ex officio, nonvoting, unless needed as a tie breaker.

Options.

Note: Option Nos. 1-5 and 8 maintain the same four ex officio/nonvoting members as noted in the current model; No. 6 gives the divisional ex-officio members a vote.

1. **EQUAL REPRESENTATION: 7+7+7 +3+1 (25 members).**

   Points to Consider:

   - Equal representation of voting members across the divisions (7 Divisions I, II and III); increases diversity.
   - Increases number to 25; reduced Division I seats means reduced Division I subdivision representation (FBS, FCS, Division I).

2. **GREATER DIVISION II, DIVISION III REPRESENTATION: 8+4+4 +3+1 (20 members).**

   Points to Consider:

   - Greater representation of other divisions among members (chancellors/presidents: 8 Division I, 4 Division II, 4 Division III).
   - Reduced Division I seats means reduced Division I subdivision representation (FBS, FCS, Division I).
3. **INCREASED REPRESENTATION-A**: 12+4+4+3+1 (24 members).

Points to Consider:

- Maintains Division I seats and adds diversity from Division II and Division III; doubles the number of Division II, Division III representatives.
- Increases number to 24.

4. **INCREASED REPRESENTATION-B**: 12+5+5+3+1 (26 members).

Points to Consider:

- Maintains Division I seats; may achieve greater divisional balance.
- Increases number to 26.

5. **INCREASED REPRESENTATION-C**: 12+6+6+3+1 (28 members).

Points to Consider:

- Maintains Division I seats; may achieve greater divisional balance and may have division wide support.
- Increases number to 28.

6. **ALL VOTING MEMBERS**: 13+3+3+1 (20 members).

Points to Consider:

- By allowing Divisions I, II and III Council/Management Council chairs to vote, formally incorporates athletics administrators in NCAA matters.
- Maintains current size.

7. **UNTETHERED**: Members would be untethered to governance bodies, except current chairs of Division I Board of Directors, and NCAA Divisions II and III Presidents Councils (who would be tethered to their terms). Number of members to be determined. Starting point could be 12+4+4 (20 members).
Points to Consider:

- Would need to determine criteria for selection (e.g., previous service on Board of Directors or Presidents Council, former presidents/chancellors).
- May reduce redundancy and allow for more efficiency in governance meetings.
- Allows for separate meeting schedule and staggered terms.
- NCAA president would be an ex-officio member.
- Excludes voice of athletics administrators (“practitioners”).

8. **UNTETHERED PLUS:** Members would be untethered to governance bodies, except current chairs of Division I Board of Directors, and Divisions II and III Presidents Councils; and the chairs of the Division I Council, and Divisions II and III Management Councils (who would be tethered to their terms). Number of members to be determined. Starting point could be 12+5+5+3+1 (26 members).

Points to Consider:

- Would need to determine criteria for selection (e.g., previous service on Board of Directors or Presidents Council, former presidents/chancellors).
- Maintains current Division I membership.
- Provides greater divisional balance with tethered/untethered governance body for Association-wide policy and strategic decision making.
- May reduce redundancy.
- Members include chairs of existing bodies in each division to ensure legislative and policy agenda align.
- Increases size to 26 members.
• Recruit, appoint, support and evaluate the NCAA President.
• Charge the NCAA President with the authority to employ such other persons as may be necessary to conduct efficiently the business of the Association.
• Oversee and annually review national office performance metrics.
• Oversee risk management assessment.

• Regulatory function/enforcement oversight.
• Initiate/settle litigation.
• Conduct the business of the Board of Governors in an exemplary fashion and with appropriate transparency, adhering to the highest ethical standards.
• Periodically assess the performance of the Board of Governors.

• Promote the relationship of healthy life/athletics/academics.
• Serve as advocates for the collegiate model of sports.
• Engage in strategic planning for the Association.
• Identify, and adopt policy to address, core Association-wide issues.
• Convene combined meeting of the three divisional presidential bodies.
• Convene one same-site meeting of the Division I Council and Divisions II and III Management Councils.
• Call for a vote of the membership on the action of any division determined to be contrary to the basic purposes, policies or principles in the Constitution.
• Call for annual or special Convention.

• Provide final approval and oversight of the Association’s budget, including integrity of the Association’s financial statements and its compliance with legal and regulatory requirements and any financial policies.
• Provide final approval and oversight of audit functions and investment recommendations.
- Recruit, appoint, support and evaluate the NCAA President.
- Charge the NCAA President with the authority to employ such other persons as may be necessary to conduct efficiently the business of the Association.
- Oversee and annually review national office performance metrics.
- Oversee risk management assessment.
- Monitor and provide direction in health and safety matters.
- Promote the relationship of healthy life/athletics/academics.
- Monitor and provide direction for the collegiate model of amateurism.
- Engage in strategic planning for the Association.
- Identify, and adopt policy to address, core Association-wide issues.
- Convene combined meeting of the three divisional presidential bodies.
- Convene one same-site meeting of the Division I Council and Divisions II and III Management Councils.
- Call for a vote of the membership on the action of any division determined to be contrary to the basic purposes, policies or principles in the Constitution.
- Call for annual or special Convention.
- Provide final approval and oversight of audit functions and investment recommendations.
- Regulatory function/enforcement oversight.
- Conduct the business of the Board of Governors in an exemplary fashion and with appropriate transparency, adhering to the highest ethical standards.
- Periodically assess the performance of the Board of Governors.
KEY ACTION/DISCUSSION ITEMS:

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Baseball Two-Period Model.............................................................Page No. 8
Membership Committee – Provisional & Reclassifying Class Size Limit........Page No. 13
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<td>Alan Cureton, University of Northwestern, chair</td>
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<td>Brad Bankston, Old Dominion Athletic Conference</td>
<td>Jeff Docking, Adrian College</td>
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[Note: This summary reflects only actions (formal votes or “sense of meeting”) in accordance with the established policy governing minutes of all NCAA entities. The only discussion included is that ordered by the chair or a member of the group.]

1. **WELCOME AND ANNOUNCEMENTS.**

   **July 18-19 Management Council.** The meeting was called to order at 8:08 a.m. July 18 and 8:20 a.m. July 19, by the chair, Tracey Ranieri. The chair welcomed the Council and reviewed the agenda.

   **August 4 Presidents Council.** The meeting was called to order at 9:15 a.m. by the chair, President Alan Cureton. The chair welcomed the Council and reviewed the agenda.

2. **REVIEW OF RECORDS OF PREVIOUS MEETINGS.**

   a. **Management Council Meetings – April 18 and 19, 2016.**

      **Management Council.** The Management Council approved the summary of its April 18 and 19, 2016, meetings.

      **Presidents Council.** No action necessary.

   b. **Presidents Council Meeting – April 27 and 28, 2016.**

      **Management Council.** No action necessary.

      **Presidents Council.** The Presidents Council approved the summary of its April 27 and 28, 2016, meetings.

3. **COMMITTEE RECOMMENDATIONS AFFECTING DIVISION III.**

   a. **Division III Joint Presidents Council/Management Council Committees or Subcommittees.**

      (1) **Convention-Planning Subcommittee.**

         (a) **2017 NCAA Convention - Educational Session Topics.**

         **Management Council.** The Council reviewed the subcommittee’s report regarding potential educational session topics. It endorsed the following recommendations:

         - Athletics department policies, best practices and handbooks (NADIIIAA sponsored).
         - Title IX compliance and role of the Senior Woman Administrator (SWA).
         - Human resource issues (e.g., FLSA, conducting a successful search).
(b) 2017 Convention Schedule.

Management Council. The Council reviewed and approved the draft schedule noting new dates and times for several Association-wide sessions. To avoid conflicts, staff moved several Division III specific sessions. Key changes include the Honors Dinner slated for Wednesday evening and the Association luncheon moving to Friday.

Presidents Council. No action was necessary.

(c) Division III Governance Related Sessions.

Management Council. The Council reviewed the subcommittee’s report noting the following governance related sessions for the 2017 Convention:

- Special Olympics unified sports activity. The activity will be an indoor unified event and has been moved to mid-day Thursday, instead of Wednesday afternoon, to allow more membership constituents to attend.
- Athletics Direct Report (ADR) Institute. The institute will begin Wednesday afternoon, January 18. The earlier start will allow participants to attend the Honors Celebration dinner.
- Division III Student Immersion Program. The application process is open in Program Hub from August 15 until October 1. The program will start a day earlier, which will allow attendees to attend the Honors Celebration dinner.

Presidents Council. No action was necessary.

(d) Issues Forum Format and Proposed Discussion Topics.

Management Council. The Council reviewed the subcommittee’s report noting the following town hall and Q & A forum presentation topics:

- Presidents Council chair update on key hot topics.
- NCAA Sport Science Institute’s health and safety priorities.
- Convention legislative proposals.

Presidents Council. No action was necessary.

(2) Strategic Planning and Finance Committee.

(a) Proposed Updates to the Division III Strategic Plan.

Management Council. The Council approved the proposed updates to the 2016-17 Strategic Plan and initiatives. Highlighted initiatives include supporting the Eligibility Center’s transition to a free registration process.
for Division III prospective student-athletes; continued growth of the Special Olympics partnership; continued collaboration and enhancement of athletics communication directors; re-engaging faculty athletics representatives (FARs) and producing a best practices resource document; promote the Chancellor and Presidents outreach program; working with the Division III Commissioners Association (D3CA) to distribute a new best practices communication resource to enhance the relationship between presidents and conference commissioners; collaborate with the Office of Inclusion to develop LGBTQ programming; partner with the Sport Science Institute (SSI) regarding priority health and safety issues; creating specific programming for student-athletes attending the Convention; working with DIII Sportsmanship and Game Environment Working Group to identify best practices and provide tools and resources; focusing on graduation rates of teams and demographic groups that are lower than their counterparts; planning and implementing a Conference Rules Seminar for the summer of 2017 in New England; developing models to address the long-term use of the budget’s surplus; and continue to monitor championships policies.

Presidents Council. The Presidents Council approved the Management Council’s recommendation.

(b) Division III Budget.

Management Council. The Council reviewed the 2015-16 budget-to-actual as of June 30, 2016, the 2016-17 budget, and the future budget model. The 2016-17 budget reflects approved increases for both championship expenses as well as Division III initiatives.

Presidents Council. No action was necessary.

(c) Discussion of Punitive Measures Related to Restricted Membership Status.

Management Council. The Council noted the committee approved a policy change, submitted by the Membership Committee, that when a member institution is on restricted membership status, the Strategic Planning and Finance Committee would not change the denominator used for calculating the total amount of conference grant funding that a conference would receive in that year. Rather, the committee would direct the conference commissioner to prohibit any of the grant funding from being provided directly to the institution on restricted status, as required in the legislation.

Presidents Council. No action was necessary.
(d) **Funding Newly Elected Incoming Student-Athlete Advisory Committee (SAAC) Members Funding to Attend Convention.**

Management Council. The Council noted the committee reviewed a recommendation from SAAC regarding a policy change that would allow elected national SAAC members beginning their term following the conclusion of the Convention to receive funding to attend the Convention. The Strategic Planning and Finance Committee discussed this recommendation in detail and did not approve the recommendation. The committee noted the nominations timeframe will be earlier, thus allowing commissioners to use Tier One conference grant dollars to fund SAAC appointees to attend the Convention. The committee will reevaluate this recommendation, as well as the overall SAAC budget, during its June 2017 teleconference.

Presidents Council. No action was necessary.

(3) **Joint Legislative Steering Subcommittee.**

(a) **Membership-Sponsored Proposals.**

Presidents Council. The Joint Legislative Steering Subcommittee reviewed seven membership-sponsored proposals. The Presidents Council approved the subcommittee’s recommendation for the following membership-sponsored proposal to be included in the presidential grouping:

- **Eligibility – Graduate and Postbaccalaureate Transfers.** This proposal would permit a graduate student to participate in intercollegiate athletics at the institution of his or her choice. Current legislation permits a graduate or postbaccalaureate student to participate only at the institution from which the student-athlete received his or her undergraduate degree.

  The Presidents Council noted this proposal still needs to fully satisfy the sponsorship requirements by September 1 or it will be withdrawn.

- **Playing and Practice Seasons – Baseball and Softball – Establishing an Optional Fall Competition Period.** This proposal would provide member institutions with the option, in the sports of baseball and softball, of: (1) continuing to conduct a nontraditional segment in the fall and a traditional segment in the spring; or (2) establishing a two-period model that allows for traditional segment practice and competition during the fall.

  The Council agreed to reconsider in October whether this proposal should be included in the presidential grouping. The Council noted this proposal still needs to fully satisfy the sponsorship requirements by September 1 or it will be withdrawn.
(b) Governance-Sponsored Proposals.

Presidents Council. The Joint Legislative Steering Subcommittee reviewed four governance-sponsored proposals. The Presidents Council noted the following two proposals were identified by the subcommittee to be presidential in nature.

- NCAA Membership – Conditions and Obligations of Membership – Independent Medical Care. This proposal would specify that an active member institution shall: (1) establish an administrative structure that provides independent medical care and affirms the unchallengeable autonomous authority of primary athletics health care providers (team physicians and athletic trainers) to determine medical management and return-to-play decisions related to student-athletes; and (2) designate an administrator to oversee the institution’s athletic health care administration and delivery.

  The Presidents Council agreed to sponsor this proposal. The Administrative Committee will review the proposal in final legislative format on its teleconference in August.

- Financial Aid – Financial Aid from Outside Sources in Excess of $1,000. This proposal was to amend the limitations of outside financial aid awards as follows: (1) An institution shall not be required to review outside aid awards received by a student-athlete for compliance with Bylaw 15.2.3.5 unless the total aid received from outside sources exceeds $1,000; and (2) Outside aid awards that consider athletics leadership, ability, participation or performance, may not be used by a student-athlete if it restricts the recipient to attend a specific institution.

  The Presidents Council modified this legislation by removing the minimum monetary restriction and agreed to sponsor the proposal as modified. The Administrative Committee will review the revised proposal in final legislative format on its teleconference in August, and the Council will review again during its October meeting.

b. Management Council Subcommittees.

(1) Subcommittee for Legislative Relief.

Management Council. The subcommittee had no formal report. No action was necessary.

Presidents Council. No action was necessary.
(2) **Playing and Practice Seasons Subcommittee.**

(a) **Review Standardization of Contest Exemptions Concept.**

Management Council. The Council agreed to sponsor legislation for the 2017 Convention to standardize annual contest exemptions. The proposal maintains existing conference and season-ending championships exemptions, and allows each sport two discretionary annual contest exemptions (e.g., scrimmage, exhibition or joint practice). All other standard and sport-specific contest exemptions would be eliminated.

Presidents Council. No action was necessary.

(b) **Review Baseball Two-Period Model Concept.**

Management Council. The Council noted that the subcommittee is still collecting and analyzing data and is not prepared to propose 2017 Convention legislation regarding the concept of a potential split season for baseball. The subcommittee will collaborate with the baseball committee on a survey to all baseball coaches, athletics directors and commissioners to collect additional information. The subcommittee also noted that a membership proposal has been submitted for the 2017 Convention which would allow a split season in baseball and softball.

Presidents Council. No action was necessary.

c. **Division III Committees.**

(1) **Championships Committee.**

(a) **Wrestling Committee Composition.**

Management Council. The Council approved the committee’s recommendation that the Division III Wrestling Committee increase from four to six members.

In 2011, a regional format was established that created six competitive regions, which resulted in two regions not having representation on the four-member committee. The request to add two committee members aligns wrestling with other Division III sports in terms of having one committee member per region.

Both the Management and Presidents Councils previously supported this recommendation and its associated expense as part of other championships budget recommendations.

Presidents Council. No action was necessary.
(b) Selection Criteria – Results versus Ranked Opponents.

Management Council. The Council approved the committee’s recommendation that the selection criteria be adjusted to include consideration of the data from the final ranking and the preceding ranking when considering results versus ranked opponents, rather than the current criterion, which allows consideration for only the results versus teams ranked at the time of selection.

Presidents Council. No action was necessary.

(c) Selection Criteria – Nonconference Strength of Schedule.

Management Council. The Council approved the committee’s recommendation that nonconference strength of schedule be added to secondary selection criteria.

The strength of a team’s conference influences its strength of schedule (SOS). A separate comparison of SOS outside of conference competition gives sport committees a strong indicator of how teams are competing and scheduling beyond their guaranteed conference contests. As a secondary criterion, the data point supplements the current SOS calculation that considers all contests (both conference and nonconference play), and helps sport committees evaluate teams for regional rankings and select them for at-large berths.

Presidents Council. No action was necessary.

(d) Allocation of Berths for Championship Selection.

Management Council. The Council noted the committee’s continued discussion of Pool B berths for championship selection. Ultimately, the committee denied the original recommendation from the men’s and women’s tennis committees to combine all Pool B and C berths for at-large selections. The committee remained particularly sympathetic to independent schools and those that are in conferences that sponsor the sport but do not have enough schools to meet the automatic qualification requirements. Alternatively, the committee suggested that sport committees adopt a Pool B national ranking to be published in conjunction with the final weekly ranking. The committee will seek feedback on the idea of a Pool B ranking during its September 2016 in-person meeting with sport committee chairs.

Presidents Council. No action was necessary.
(e) **Charter Seat Review.**

**Management Council.** The Council noted the NCAA staff reviewed results of the charter flight pilot program implemented in 2015-16. The pilot program provides a fixed ticket cost for student-athletes, staff or others affiliated with the participating team who do not fit within the reimbursable travel party size. Many of the institutions traveling by charter flight took advantage of the fixed ticket cost, particularly for football; as a result, the pilot program has not incurred any expense. The committee will monitor the results from the spring championship season to further evaluate the program.

**Presidents Council.** No action was necessary.

(f) **Women’s Basketball Consolation Game.**

**Management Council.** The Council noted that the committee approved the recommendation to eliminate the consolation game during the Division III Women’s Basketball Championship. After receiving feedback, the women’s basketball committee believes that the consolation game does not enhance the student-athlete experience.

**Presidents Council.** No action was necessary.

(2) **Committee on Infractions.**

- **NCAA Administrative Bylaw 32.6.8 – Enforcement Policies and Procedures – Notice of Allegations – Deadline for Submission of Written Material.**

  **Management Council.** The Council agreed to adopt an administrative regulation to amend the deadline for receipt of written material to be considered by the NCAA Committee on Infractions from 10 days to 30 days prior to the date of the hearing.

  **Presidents Council.** No action was necessary.

(3) **Financial Aid Committee.**

**Management Council.** The committee had no formal report. No action was necessary.

**Presidents Council.** No action was necessary.

(4) **Infractions Appeals Committee.**

**Management Council.** The committee had no formal report. No action was necessary.

**Presidents Council.** No action was necessary.
(5) **Interpretations and Legislative Committee (ILC).**

(a) **Approval of Official Interpretation – Voluntary Out-of-Season Institutional Fundraising Events Involving Athletics Ability.**

Management Council. The Council approved the following official interpretation:

*Voluntary Out-of-Season Institutional Fundraising Events Involving Athletics Ability (III).* The committee confirmed that student-athletes are not permitted to practice or compete under the guise of a fundraising event outside of the playing and practice season. As such, coaching staff members may not assess or provide instruction to student-athletes as part of a permissible fundraising event that occurs outside of the playing season.

Additionally, a student-athlete may not compete as part of a team in the student-athlete’s sport if the fundraising event is organized, administered by, or benefits the athletics department (in individual sports, such units as golf foursomes, doubles tennis teams and relay teams in track and field are not considered to be team competition). Student-athletes are permitted, however, to participate in out-of-season fundraising events: (1) as an individual in an individual sport (e.g., Institutional 5K, golf outing); (2) that are administered outside of athletics and do not benefit the athletics department; or (3) in a sport other than the sport(s) in which the student-athlete participates at the institution.

[References: NCAA Division III Bylaws 17.02.1.1 (athletically related activities); 17.02.1.1.1 (exceptions) and 17.02.8 (intercollegiate competition)]

This interpretation was developed from the 2016 Question and Answer document addressing Question Nos. 2 and 3 for NCAA Division III Proposal No. 2016-6. The interpretation provides guidance on the types of fundraising activities that are exempt from the athletically related activities legislation based on the adoption of Proposal No. 2016-6.

Presidents Council. No action was necessary.

(b) **Approval of Official Interpretation – Varsity Coach Involvement with Institutional Club Team.**

Management Council. The Council approved to archive an official interpretation (12/12/1994, Item No. 14) and approve the following official interpretation:

*Varsity Coach Involvement with Institutional Club Team (III).* The committee determined that a member institution’s coach may not be involved in any capacity outside the declared playing and practice season with an institutional club team, in any sport, if the institutional club team includes a student-athlete from that coach’s sport.
[References: NCAA Division III Bylaws 17.1.5 (out-of-season athletically related activities), 17.1.5.2.1 (involvement of coaching staff) and an Official Interpretation (12/121994, Item No. 14), which has been archived.]

Presidents Council. No action was necessary.

(c) Approval of Official Interpretation – Conference Membership for Retention of the Automatic Qualification via the Grace Period.

Management Council. The Council approved the following official interpretation:

Conference Membership Requirements for Retention of the Automatic Qualification via the Grace Period (III). The committee confirmed that provisional and reclassifying members neither count toward the four institutions necessary to retain the automatic qualification via the grace period nor toward the seven institutions necessary to retain the automatic qualification at the expiration of the grace period.

[References: NCAA Division III Bylaws 3.3.1.2.4 (grace period) and 31.3.3.1.3 (grace period)].

This interpretation was developed from the 2016 Question and Answer document addressing Question No. 1 for NCAA Division III Proposal No. 2016-9. The interpretation provides clarification that provisional and reclassifying members do not count towards retaining an automatic qualification via the grace period.

Presidents Council. No action was necessary.

(d) Approval of Official Interpretation – Conference Membership for Retention of the Automatic Qualification via the Grace Period.

Management Council. The Council approved the following official interpretation:

Conference Membership Requirements for Establishing a New Automatic Qualification (III). The committee confirmed that a conference must have a minimum of seven active Division III member institutions (as opposed to provisional or reclassifying institutions) participating in a specific sport to be eligible for an automatic qualification for the NCAA championship in that sport. Therefore, while a conference may count provisional or reclassifying members toward the requisite number of conference members necessary to begin the two-year waiting period, the conference would not be eligible for the automatic qualification until the two-year waiting period has been satisfied and those members have been granted active member status.
[References: NCAA Division III Bylaws 31.3.3.1.1 (additional requirements – multisport conference) and 31.3.3.1.2 (additional requirements – single-sport conferences)]

This interpretation was developed from the 2016 Question and Answer document addressing Question No. 2 for NCAA Division III Proposal No. 2016-9. The interpretation provides clarification that while a provisional or reclassifying institution may be used to satisfy the requisite number of conference members necessary to begin the two-year waiting period, the conference would not be eligible for the automatic qualification until the two-year waiting period has been satisfied and those members have been granted active member status.

**Presidents Council.** No action was necessary.

(e) **Discussion of Division III Institutions that Sponsor Division I Sports.**

**Management Council.** The Council noted the committee discussed the requirement that Division III institutions that sponsor a Division I sport must apply the rules of both divisions, or the more stringent rule if both divisions have a rule concerning the same issue for that particular sport. The committee recognized that the burden of explaining the legislative distinctions amongst sports at the same institution (Division I sport versus Division III sports) would be on the individual institutions. [See Page No. 14, Item (6) (c)]

**Presidents Council.** No action was necessary.

(6) **Membership Committee.**

(a) **Class Size Limit – NCAA Bylaw 20.3.2 (Class Size and Assignment).**

**Management Council.** The Council approved the committee’s recommendation to sponsor Convention legislation to modify the limitations on the number of institutions admitted to the provisional or reclassifying membership program to indicate that “there shall be a maximum of four institutions admitted in any one year, with no more than 12 total institutions participating in all years of the provisional or reclassifying program.”

In setting an overall limit on the number of schools in the new membership process at any time, the Membership Committee aims to improve the quality of attention and service provided to each new member institution. Limiting the number of institutions in the process to 12 will allow each school to have an experienced mentor, and allow new members to spend one year on the committee before becoming a mentor. Institutions in the exploratory year would not be included in the limit calculation.

**Presidents Council.** No action was necessary.
(b) **Elements – Bylaw 20.3.2 (Class Size and Assignment).**

*Management Council.* The Council approved the committee’s recommendation to sponsor noncontroversial legislation to clarify that the four legislated elements to be reviewed during an institution’s evaluation for acceptance and placement in the provisional/reclassifying membership process are each items for consideration that are not ordered by priority, and to add an institution’s current provision of athletics aid as an additional element to be considered during evaluation.

Each legislated criterion the Membership Committee reviews when conducting candidacy evaluations is evaluated in conjunction with the others, with no one element favored over another. When taken as a whole, these attributes are predictive of an incoming member institution’s membership success, and, are not reviewed independent of each other. In addition, the committee has noted over time that whether a membership candidate institution offers athletically related financial aid has an impact on future membership success. These revisions to the legislation will clarify how the committee evaluates candidate institutions.

*Presidents Council.* No action was necessary.

(c) **Multi-division Institutions.**

*Management Council.* The Council noted the committee discussed the legislated requirement that Division III institutions that sponsor a Division I sport must apply the rules of both divisions, or the more stringent rule if both divisions have a rule concerning the same issue for that particular sport. Committee members noted the legislation can cause restrictions that detrimentally impact Division III transfer student-athletes when compared to their Division I counterparts. [See Page No. 13, Item (5) (e)]

The committee agreed not to take immediate action, but instead to solicit information from the institutions directly impacted by this legislation, with the intent to determine if those 12 institutions are in consensus on the direction that should be taken with this legislation and to discuss the feedback at a later meeting.

*Presidents Council.* No action was necessary.

(d) **Active and Provisional/Reclassifying Membership.**

*Management Council.* The Council noted that the Membership Committee elected the following institutions to active Division III membership per Constitution 3.2.3.3:

- Houghton College;
- Southern Virginia University; and
- University of Valley Forge.
The Membership Committee also approved the advancement of the following provisional and reclassifying institutions currently in the provisional/reclassifying process as follows, effective September 1, 2016:

**Year one to year two:**
- Belhaven University.

**Year two to year three:**
- Alfred State College;
- Illinois Institute of Technology (conditional approval);
- Iowa Wesleyan College; and
- McMurry University.

**Year two to year four (received waiver of year three):**
- Berea College;
- Bryn Athyn College; and
- Pennsylvania College of Technology.

The Membership Committee rejected the annual program assessment from Rust College and will place the institution on restricted status effective September 1, 2016, as a result of its second failure to meet sports sponsorship requirements during the 2015-16 academic year. Additionally, while the committee approved Trinity Washington University’s program assessment, the institution also failed to satisfy overall sports sponsorship for a second consecutive year and will automatically be placed on restricted status.

Finally, the Council heard the committee’s recommendation to have more presidential involvement to foster intervention processes and ultimately mitigate the number of institutions that fail to meet sport sponsorship requirements.

**Presidents Council.** No action was necessary.

(7) **Nominating Committee.**

- **Governance Committee Appointments.**

  **Management Council.** The Council approved the following committee appointments:

  - Committee on Competitive Safeguards and Medical Aspects of Sports – Josh Ellow, alcohol/other drugs counselor and educator, Swarthmore College.
  - Division III Nominating Committee (immediate vacancy replacing Sharon Beverly) – Andrea Belis, senior woman administrator, Becker College.

  **Presidents Council.** No action was necessary.
(8) **Student-Athlete Advisory Committee (SAAC).**

(a) **2017 Convention – Potential Polar Plunge.**

Management Council. The Council noted the committee discussed the logistics of conducting a polar plunge in Nashville during the 2017 Convention. The committee would like to see this activity conducted on-site at Convention if possible. If an on-site event is not possible, the committee would forego a polar plunge and instead conduct a unified sports activity as has been done in previous years.

Presidents Council. No action was necessary.

(b) **Committee Goals, Partnerships and Communications for 2016-17.**

Management Council. The Council noted the committee discussed it goals and priorities for the 2016-17 academic year and determined it should focus on three primary items: (1) funding for SAAC leaders at Convention; (2) sportsmanship and game environment; and (3) mental health.

Presidents Council. No action was necessary.

(9) **Student-Athlete Reinstatement Committee.**

- **Noncontroversial Legislation – Hardship Waiver Numerator.**

Management Council. The Council approved the committee’s recommendation to sponsor in concept noncontroversial legislation to clarify that, in order to qualify for a hardship waiver or a season of participation while eligible waiver, a student-athlete may not have participated in more contests or dates of competition than a number equivalent to one-third of the standard denominator, where the standard denominator is determined by adding one contest or date of competition to the maximum number of contests or dates of competition.

This proposal would amend the legislative language to more clearly reflect the intended method of calculating one-third of the maximum contests or dates of competition plus one contest or date of competition.

Presidents Council. No action was necessary.

d. **Association-Wide Committees.**

(1) **Competitive Safeguards and Medical Aspects of Sports (CSMAS).**

- **NCAA Constitution 3 – NCAA Membership – Conditions and Obligations of Membership – Independent Medical Care.**

Management Council. The Council approved the committee’s recommendation that the Presidents Council sponsor legislation. [See Page No. 7, Item (3) (b)]
Presidents Council. The Presidents Council approved the Management Council’s recommendation.

(2) Committee on Sportsmanship and Ethical Conduct.

Management Council. The committee had no formal report. No action was necessary.

Presidents Council. No action was necessary.

(3) Committee on Women’s Athletics (CWA).

(a) NCAA Ethnic Minority and Women Enhancement Postgraduate Scholarship Increase.

Management Council. The Council endorsed the recommendation from CWA and the Minority Opportunities Interest Committee (MOIC) for an inflationary increase from $7,500 to $8,500 for each ethnic minority and women enhancement scholarship award. The increase mirrors the recent request by the Postgraduate Scholarship Committee. The increase would add $26,000 to the current $195,000 annual Association-wide budget, which constitutes approximately a 12 percent increase.

Presidents Council. No action was necessary.

(b) Emerging Sports for Women Process Guide.

Management Council. The Council noted the committee had an extensive discussion on the latest version of the new process guide. The guide provides more comprehensive information on the emerging sport process, from required content for proposals to be considered for the list to the potential legislative recommendation to each divisional body. The committee discussed the appropriate reporting timeline for current emerging sports on the list to ensure that emerging sports are progressing toward the minimum number of 40 varsity programs to be eligible for an NCAA championship. The updated process guide will be distributed to the committee and further discussion will take place in an early summer teleconference. The committee’s goal is to make the finalized process guide available to the leadership of Divisions I, II and III governance committees this summer and to the entire membership this fall.

Presidents Council. No action was necessary.

(4) Honors Committee

Management Council. The committee had no formal report. No action was necessary.

Presidents Council. No action was necessary.
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(5) Minority Opportunities and Interests Committee (MOIC).

(a) NCAA Ethnic Minority and Women Enhancement Postgraduate Scholarship Increase.

Management Council. See CWA report, Page No. 17, Item (3) (a).

Presidents Council. No action was necessary.

(b) Committee Structure, Policy and Procedures.

Management Council. The Council noted 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 engagement and voice within the governance structure. As there are other Association-wide committees with student-athlete representation that have 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.

Presidents Council. No action was necessary.

(6) Olympic Sports Liaison Committee (OSLC).

Management Council. The committee had no formal report. No action was necessary.

Presidents Council. No action was necessary.

(7) Playing Rules Oversight Panel.

• Division I Sport Oversight Committees.

Management Council. The Council heard an update on proposed models from the Division I Men’s and Women’s Basketball and Football Oversight Committees. The oversight committees continue to discuss alternative ways to increase the Division I influence on the playing rules in those sports. The oversight committees received feedback from the Division II and III Management Councils in April to work within the
current structure and take a proactive approach with the playing rules committees. The oversight committees made three new requests: (1) Increase the Division I representation by two on the Playing Rules Oversight Panel (PROP); (2) Increase the Division I representation by two on the Football, Men’s Basketball and Women’s Basketball Playing Rules Committees; and (3) Require the chair of PROP be from a Division I institution.

The Council maintained its position of no support for a change that would increase the number of Division I members on PROP and the respective sport rules committees. The Council emphasized that it favored continued divisional collaboration, communication and maintenance of the shared responsibility for the image of the game and the navigation of future challenges that impact these sports within the existing committee structure.

Presidents Council. No action was necessary.

(8) Postgraduate Scholarship Committee.

- Budget Approval Process.

Management Council. The Council reviewed the committee’s report noting the budget approval process with regard to the increase of scholarship money from $7,500 to $8,500. Currently this award allows for deferment for up to three years and individuals can’t receive the money until enrolled in grad school. The Council heard that a significant number of recipients defer, with the money going unused. The Council also recommended staff research other prestigious postgraduate scholarships deferment policies.

Presidents Council. No action was necessary.

(9) Research Committee.

Management Council. The committee had no formal report. No action was necessary.

Presidents Council. No action was necessary.

(10) Walter Byers Scholarship Committee.

Management Council. The Council reviewed the report. No action was necessary.

Presidents Council. No action was necessary.

4. PROPOSED LEGISLATION FOR THE 2017 CONVENTION.

a. Review noncontroversial legislation approved by the Management Council.

Management Council. The Council approved noncontroversial legislation to clarify that the existing provision that allows a student to practice while a Division III Subcommittee for Legislative Relief waiver is pending only suspends the season of participation legislation and does not permit the student to practice if the student is not otherwise eligible for practice.

Presidents Council. No action was necessary.

(2) NC-2017-3 – Awards and Benefits – Competition While Representing Institution on a Foreign Tour.

Management Council. The Council approved noncontroversial legislation to specify that an institution may provide the cost of round-trip transportation for a student-athlete to travel from campus to the locale of the institutional foreign tour and back to campus even if the student-athlete does not travel with the team on an institutional foreign tour.

Presidents Council. No action was necessary.

(3) NC-2017-4 – Membership – Conditions and Obligations of Membership – Self-Study Guide.

Management Council. The Council approved noncontroversial legislation to remove from the legislation, the identification of subjects to be covered by the Conference Self-Study Guide and Institutional Self-Study Guide.

Presidents Council. No action was necessary.


Management Council. The Council approved noncontroversial legislation to clarify that Division III member institutions may satisfy the Division III Regional Rules Seminar attendance requirement by attending a Division III Conference Rules Seminar.

Presidents Council. No action was necessary.

(5) NC-2017-6 – Membership – Credit for Time Served in the Provisional or Reclassifying Membership Period.

Management Council. The Council approved noncontroversial legislation to remove the requirement that an institution’s previous time in the provisional or reclassifying membership process must be completed within the last 10 years in order to be eligible for a waiver of a portion of the provisional or reclassifying membership period.

Presidents Council. No action was necessary.
b. **Review of Membership-Sponsored Legislation.** [NOTE: The Joint Legislative Steering Subcommittee reviewed on its July 26 teleconference all membership-sponsored legislation properly submitted by the July 15 deadline; however, not all proposals had been properly sponsored for Convention vote.]

1. **Organization – Board of Governors – Increase Division II and Division III Representation.** This proposal is to increase, from two to four each, the number of Division II and III voting representatives (chancellors or presidents) on the NCAA Board of Governors.

   **Management Council.** The Council reviewed the membership-sponsored proposal and did not forward it to any committee within the substructure for review noting this is an issue of presidential concern.

   **Presidents Council.** The Presidents Council was informed that this proposal would be withdrawn as a single division may not propose an amendment to a dominant provision. Rather, only the Board of Governors can sponsor an amendment to a dominant provision. No action was necessary.

2. **Legislative Authority and Process – Amendment Process – Reconsideration – Eliminate Window of Reconsideration and Prohibit Additional Reconsideration.** [NOTE: This proposal has until September 1 to satisfy proper sponsorship or it will be withdrawn.] This proposal would eliminate the opportunity to reconsider an amendment following confirmation of an affirmative or negative vote on that amendment by the presiding officer.

   **Management Council.** The Council reviewed the membership-sponsored proposal and forwarded it to the Interpretations and Legislative Committee (ILC) to recommend an official position.

   **Presidents Council.** No action was necessary.

3. **Recruiting – Tryouts and Camps and Clinics – Deregulating Camps and Clinics.** This proposal would deregulate the tryout events and camps and clinics legislation to allow institutions to host or conduct events involving prospective student-athletes, provided those events are: (1) open to the general public; (2) do not offer free or reduced admission to prospective student-athletes.

   **Management Council.** The Council reviewed the membership-sponsored proposal and forwarded it to ILC and the Student-Athlete Advisory Committee (SAAC) to recommend an official position.

   **Presidents Council.** No action was necessary.

4. **Eligibility – Graduate and Postbaccalaureate Transfers.** [NOTE: This proposal has until September 1 to satisfy proper sponsorship or it will be withdrawn.] This proposal would permit a graduate student to participate in intercollegiate athletics at the institution of his or her choice.
Management Council. The Council reviewed the membership-sponsored proposal and forwarded it to ILC, Subcommittee for Legislative Relief and SAAC to recommend an official position.

Presidents Council. No action was necessary.

(5) Playing and Practice Seasons – Baseball and Softball – Establishing an Optional Fall Competition Period. [NOTE: This proposal has until September 1 to satisfy proper sponsorship or it will be withdrawn.] This proposal is to provide member institutions with the option, in the sports of baseball and softball, of: (1) continuing to conduct a nontraditional segment in the fall and a traditional segment in the spring; or (2) establishing a two-period model that allows for traditional segment practice and competition during the fall.

Management Council. The Council reviewed the membership-sponsored proposal and forwarded it to the Playing and Practice Seasons Subcommittee (PPSS), SAAC, Baseball and Softball Committees and the Committee on Competitive Safeguards and Medical Aspects of Sports (CSMAS) to recommend an official position.

Presidents Council. No action was necessary.

(6) Playing and Practice Seasons – General Playing Season Regulations – Required Day Off for Track and Field Indoor/Outdoor and Swimming and Diving. This proposal is to eliminate the requirement that the mandatory day off for track and field and swimming and diving programs be the same day for every student-athlete.

Management Council. The Council reviewed the membership-sponsored proposal and forwarded it to PPSS, SAAC, Track & Field Committees and Swimming and Diving Committees to recommend an official position.

Presidents Council. No action was necessary.

(7) Playing and Practice Seasons – Field Hockey and Lacrosse – Preseason Joint Practice, Scrimmage or Exhibition – Exemption from Maximum Contest and Date of Competition Limitations. [NOTE: This proposal has until September 1 to satisfy proper sponsorship or it will be withdrawn.] This proposal is to allow field hockey and lacrosse teams to conduct an exempted scrimmage, exhibition or joint practice with outside competition prior to the first permissible contest or date of competition.

Management Council. The Council reviewed the membership-sponsored proposal and forwarded it to PPSS, SAAC and the Field Hockey and Lacrosse Committees to recommend an official position.

Presidents Council. No action was necessary.
5. **CHAIR AND VICE CHAIR ELECTIONS.**

   a. **Management Council Elections for 2017.**

      Management Council. The Council elected Brit Katz, vice president and dean of student life, Millsaps College as chair for 2017 and Shantey Hill, assistant vice president and senior director of athletics, St. Joseph’s College as vice chair.

      Presidents Council. No action was necessary.

   b. **Presidents Council Leadership.**

      Presidents Council. All potential leadership candidates were encouraged to forward their interest to staff. The Presidents Council Nominations Subcommittee will discuss recommendations in September and forward a report to the Council at its October meeting.

6. **DIVISION III INITIATIVES AND UPDATES.**

   a. **Diversity and Inclusion Working Group.**

      Management Council. The Council received an update on the recent work and next steps of the working group, in particular three new diversity initiatives recently approved by the Strategic Planning and Finance Committee (SPFC):

         1. Additional programming for ethnic minority students that could model the NCAA’s Leadership Institute (e.g., a three- to four-day intensive professional development program in Indianapolis in June for ethnic minority students selected to attend the Convention. Participants must show a high level of interest in pursuing a Division III athletics career.)

         2. Senior woman administrator (SWA) professional development. Enhance the current programming offered in conjunction with the annual NACWAA Convention in October (e.g., expand the program from a half-day to a day and a half professional development opportunity).

         3. Conference grant funding specifically for programming and/or internships. Separate from the Conference Grant Program, provide funding to conference offices, on request, to fund either internships or programming for ethnic minority and female students (e.g., the North Coast Athletic Conference’s Branch Rickey Program).

      Further, the working group anticipates creating and distributing a hiring best practices guide by the 2017 Convention.

      Presidents Council. No action was necessary.
b. Sportsmanship and Game Environment Working Group.

Management Council. The Council received an update on the working group’s six proposed learning modules:

- Introduction;
- An assessment tool;
- The Division III fan experience – cultivating a daily championship mindset;
- Assistance with conflict resolution or bystander intervention;
- A campus action plan; and
- Student-athlete input and resources.

Presidents Council. No action was necessary.

c. 360 Proof and NASPA Collaborative.

Management Council. The Council received an update noting there are 191 institutions currently registered for 360 Proof. The results from the Program Assessment will be reviewed to see how best to implement within the program. In addition, the committee has begun discussions to hire a marketing firm to further promote this initiative.

Presidents Council. No action was necessary.

d. Division III Identity Initiative.

Management Council. The Council received a status report on the Division III Identity Initiative including an update on the new assistant director for governance communications, Division III Week, branding initiatives, DIII/D3SIDA Recognition Award, social media, Special Olympics and the Purchasing Website.

Presidents Council. No action was necessary.

e. 2016 Governance Scorecard.

Management Council. The Council reviewed the results of the 2015-16 governance scorecard. The scorecard is a tool that allows Division III committee members to evaluate how well NCAA staff liaisons performed specific tasks and how important those tasks were to committee members. Based on a five-point scale, the overall performance rating was 4.64.

Presidents Council. The Presidents Council reviewed the results of the 2015-16 governance scorecard.

f. Institutional Performance Program (IPP) Update.

Management Council. The Council received an update on IPP noting the target launch date for Division III is October 1. Both the institutional and conference level versions will be released at that time, with promotional materials distributed in August and September through the Monthly Update.

Presidents Council. No action was necessary.
g. **Faculty Athletics Representatives (FAR) Engagement.**

Management Council. The Council continued its discussion on ways for FARs to be more engaged at the institutional and conference levels. Two stated concerns were (1) Presidents selecting FARs without input from the athletics director, and (2) A high percentage of FARs not receiving release time or a stipend. Both concerns hinder the relationship between the FAR and athletics director. Next steps include creating a work group with representation from the Council, Faculty Athletics Representative Association (FARA) Division III leadership, and other membership constituents; conducting a survey of current Division III FARs; developing a best practices resource; and collaborating with conference commissioners.

Presidents Council. No action was necessary.

h. **Presidents and Commissioners Communication Guide.**

Management Council. The Council received a final version of the best practice guide noting that hard copies were mailed to all Division III presidents and commissioners, with electronic correspondence to athletics directors and athletics direct reports.

Presidents Council. No action was necessary.

i. **Feedback from Conference Meetings.**

Management Council. The Council reviewed reports from conference visits. No action was necessary.

Presidents Council. No action was necessary.

7. **ASSOCIATION-WIDE UPDATES AND ISSUES.**

a. **Board of Governors Update.**

(1) **Board of Governors (BOG) Composition.**

Management Council. The Council received an update on on-going discussions related to the board’s composition.

Presidents Council. The Council noted that the Board of Governors passed a resolution that continues its ongoing evaluation of the Board’s composition and responsibilities. Using feedback from all three divisions, the Board’s Ad Hoc Committee on Structure and Composition will craft a recommendation regarding the Board’s composition – currently, 12 members from Division I and two each from Divisions II and III – and responsibilities no later than April 2017.
(2) **Ad Hoc Committee on Cultural Diversity and Equity.**

Management Council. The Council received an update on the Board of Governors Ad Hoc Committee on Cultural Diversity and Equity.

Presidents Council. The Presidents Council received an update on the Board of Governors Ad Hoc Committee on Cultural Diversity and Equity noting that presidents and chancellors at NCAA member colleges and universities will be encouraged to sign the “Pledge and Commitment to Promoting Diversity and Gender Equity in Intercollegiate Athletics” to achieve ethnic and racial diversity and gender equity in college sports hiring practices.

(3) **Fair Labor Standards Act.**

Management and Presidents Councils. The Councils received information on the Fair Labor Standards Act [FLSA].

b. **Sport Science Institute (SSI) updates.**

Management Council. The Council received an update on the draft year-round football practice contact recommendations from February’s Second Safety in College Football Summit. SSI anticipates sending these recommendations to the membership no later than September.

c. **Litigation Update.**

Management Council and Presidents Council. The Councils received a litigation update. No action was necessary.

d. **Governmental Relations Report.**

Management and Presidents Councils. The Councils accepted the Governmental Relations Report. No action was necessary.

8. **OTHER BUSINESS AND OPEN FORUM.**

- **Vice Chair of the Management Council.**

Management Council. Dennis Leighton, current vice chair of the Management Council, resigned from his vice chair position for the remainder of 2016.

9. **ADJOURNAMENT.**

Management Council. The Council meeting adjourned at 4:03 p.m. Monday, July 18 and 11:45 a.m. Tuesday, July 19.

Presidents Council. The Presidents Council meeting adjourned at 8:57 p.m. Wednesday, August 3 and 12:10 p.m. Thursday, August 4.
REPORT OF THE NCAA DIVISION III
ADMINISTRATIVE COMMITTEE
AUGUST 3, 2016

ACTION ITEM.

• None.

INFORMATIONAL ITEMS.

• Management Council Vice Chair. The Administrative Committee, while attending the
President’s Advisory Group meeting, formally approved the appointment of Brit Katz as vice chair
for the remainder of 2016 and through the 2017 Convention.

Committee Chair:  Alan Cureton, University of Northwestern
Staff Liaisons:    Dan Dutcher, Division III Governance
                  Jay Jones, Division III Governance
                  Debbie Kresge, Division III Governance
                  Louise McCleary, Division III Governance

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<th>Attendees:</th>
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<tr>
<td>Alan Cureton, University of Northwestern, chair.</td>
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<td>Jay Lemons, Susquehanna University.</td>
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<td>Tracey Ranieri, State University of New York at Oneonta.</td>
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<td>Troy VanAken, Thiel College.</td>
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<th>NCAA Staff Support:</th>
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<tr>
<td>Dan Dutcher, Jay Jones, Debbie Kresge and Louise McCleary</td>
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ACTION ITEM.

- None.

INFORMATIONAL ITEMS.

1. **2017 NCAA Convention Legislation.** The Administrative Committee reviewed and approved, as written or amended, the following 2017 NCAA Convention legislative drafts sponsored by the NCAA Division III Presidents and Management Councils, consistent with the September 1 deadline.

   a. **NCAA Membership – Conditions and Obligation of Membership – Independent Medical Care.** This proposal would specify that an active member institution shall: (1) establish an administrative structure that provides independent medical care and affirms the unchallengeable autonomous authority of primary athletics health care providers (team physicians and athletics trainers) to determine medical management and return-to-play decisions related to student-athletes; and (2) designate an athletics healthcare administrator to oversee the institutions athletics health care administration and delivery.

      The committee updated the rationale statement to read that a coach shouldn’t serve as the sole supervisor for any medical provider, nor have sole hiring, retention, and dismissal authority over that provider. Further clarification will be included in the Q&A document written by ILC; as well as a white paper from the Sports Science Institute.

   b. **Financial Aid from Outside Sources that Consider Athletics Leadership, Ability, Participation or Performance – Restriction on Recipient’s Choice of Institutions.** This proposal would amend the limitations of outside financial aid awards to preclude the donor of an outside aid award that considers athletics leadership, ability, participation or performance from restricting the recipient to attend a specific institution.

   c. **Playing and Practice Seasons – General Playing Season Regulations – Standardization of Annual Contest and Date of Competition Exemptions.** This proposal would standardize annual contest and date of competition exemptions. Specifically, it would allow each sport to exempt participation in the following: (1) conference championship; (2) season-ending tournament; and (3) two scrimmages, exhibitions or joint practices. Additionally, the proposal would allow the two scrimmages, exhibitions or joint practices to occur prior to the first permissible contest date in all sports other than wrestling.

   d. **Membership – Provisional or Reclassifying Membership – Class Size and Assignment – Provisional Program Size Limit.** This proposal would limit the total number of participants in the provisional or reclassifying membership program to not more than 12 institutions.

In addition, the committee noted there were seven membership-sponsored proposals submitted by the July 15 deadline; however, one has since been withdrawn by the sponsors and only five had been properly cosponsored as of August 29, 2016. The deadline for proposals to be properly sponsored is 5 p.m. September 1.
2. **Board of Governors Ad hoc Committee on Structure and Composition.** The Administrative Committee received an update regarding the Board of Governors (BOG) Ad Hoc Committee on Structure and Composition noting the resolution charges each of the three divisional presidential bodies to report back by its October meeting on the structure, the BOG’s scope of charge and integrity model. The BOG anticipates having a final recommendation by April 2017, with a membership vote occurring at the 2018 Convention.

3. **Update on Board of Governors Ad hoc Committee on Sexual Violence Prevention.** The Administrative Committee received an update regarding the BOG Ad hoc Committee on Sexual Violence Prevention noting the Executive Committee adopted, in 2014, a sexual violence prevention and complaint resolution. The Board is currently establishing a task force to look at the legislative principles surrounding this resolution.

4. **Adjournment.** The teleconference commenced at 1:56 p.m. Eastern time.

**Committee Chair:** Alan Cureton, University of Northwestern  
**Staff Liaisons:** Dan Dutcher, Division III Governance  
Jay Jones, Division III Governance  
Debbie Kresge, Division III Governance  
Louise McCleary, Division III Governance

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<tr>
<th>August 29, 2016</th>
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<tbody>
<tr>
<td>Brit Katz, Millsaps College</td>
<td>Alan Cureton, University of Northwestern</td>
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<td>Jay Lemons, Susquehanna University</td>
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<td>Tracey Ranieri, State University of New York at Oneonta</td>
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<td>Troy VanAken, Elmhurst College</td>
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<tr>
<td>NCAA staff: Dan Dutcher</td>
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<tr>
<td>Reed Fogle</td>
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<td>Jay Jones</td>
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<tr>
<td>Jeff Myers</td>
<td></td>
<td></td>
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<tr>
<td>Sarah Otey</td>
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ACTION ITEMS.

- None.

INFORMATIONAL ITEMS.

- **NCAA Board of Governors Composition and Membership Requirements.** Per the resolution adopted by the NCAA Board of Governors in August, the committee met to discuss potential changes to the responsibilities, composition and membership requirements of the NCAA Board of Governors.

  In this regard, the committee reviewed a summary of this issue prepared by the Division I governance staff. In particular, the document described four potential modifications to the current Board of Governors integrity model: (1) budget oversight; (2) health and safety; (3) amateurism; and (4) litigation. The committee noted that, as a dominant provision, any changes to the role and responsibility of the Board would require approval by two-thirds of the membership. The same legislative standard applies to change the composition and membership requirements of the Board.

  The committee also noted the NCAA constitution guarantees national office programs and services at least at the level provided in 1996. The committee expressed interest in the concept of including presidents who do not serve on the presidential bodies in the divisional governance structures to otherwise be eligible to serve on the Board (i.e., “untethered”), while retaining some governance structure leadership.

  The committee noted that likelihood of a meeting of the Board’s Ad Hoc Committee on Structure and Composition in early November. The committee agreed that the Division III Management Council and Presidents Council should be updated regarding these discussions, with an opportunity for input, during their upcoming October meetings.

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**Committee Chair:** Alan Cureton, University of Northwestern  
**Staff Liaisons:** Dan Dutcher, Division III Governance  
Jay Jones, Division III Governance  
Debbie Kresge, Division III Governance  
Louise McCleary, Division III Governance

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**Attendees:**  
Alan Cureton, University of Northwestern, chair.  
Tracey Ranieri, State University of New York at Oneonta.  
Troy VanAken, Thiel College.

**Absent:**  
Brit Katz, Millsaps College  
Jay Lemons, Susquehanna University

**NCAA Staff Support:**  
Dan Dutcher, Jay Jones and Louise McCleary
ACTION ITEM.

• None.

INFORMATIONAL ITEMS.

• Extend Term on Division III Committee on Infractions. The Administrative Committee approved the extension of Amy Hackett’s term to April 15, 2017, on the Committee on Infractions. The committee noted the request provides continuity with facilitating a resolution of a major infractions case, with an anticipated hearing date in February 2017.

Committee Chair: Alan Cureton, University of Northwestern
Staff Liaisons: Dan Dutcher, Division III Governance
              Jay Jones, Division III Governance
              Debbie Kresge, Division III Governance
              Louise McCleary, Division III Governance

<table>
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<tr>
<th>NCAA Division III Administrative Committee</th>
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<tr>
<td>October 11, 2016</td>
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### Expenses:

#### Championship Expenses

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<th>2015-16</th>
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<td></td>
<td>Budget</td>
<td>Actual</td>
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<tr>
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<td>Difference</td>
<td>Charter</td>
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<tr>
<td>Total Championships</td>
<td>10,283,940</td>
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<tr>
<td></td>
<td>(763,070)</td>
<td>1,290,258</td>
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<tr>
<td>Women's Championships</td>
<td>10.6%</td>
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#### Men's Championships

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<th>2014-15</th>
<th>2015-16</th>
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<td>Year-to-date</td>
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<td>Difference</td>
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<tr>
<td>Basketball</td>
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<td>(350,818)</td>
<td>365,474</td>
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<td></td>
<td>1,339,458</td>
<td>365,474</td>
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<tr>
<td>Basketball Anniversary</td>
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<tr>
<td>Cross Country</td>
<td>543,870</td>
<td>547,004</td>
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<td></td>
<td>(3,134)</td>
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<td>Field Hockey</td>
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<td>429,240</td>
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<td>770,838</td>
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<td>(81,686)</td>
<td>(74,089)</td>
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<td>(592,001)</td>
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<td>(88,324)</td>
<td>866,324</td>
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<td>794,328</td>
<td>(88,324)</td>
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<td>1,009,244</td>
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<td>963,017</td>
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<td>21,830,206</td>
<td>432,031</td>
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#### Charting

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<th>2015-16</th>
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<td>Difference</td>
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## Expenses (continued):

### Non-Championship Expenses

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<th>2013-14 Actual</th>
<th>Difference</th>
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<td>13,445</td>
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<td>360 Proof (formerly Drug Education and Research)</td>
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<td>(257,349)</td>
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<td>-</td>
<td>-</td>
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<td>35,000</td>
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<td>(967)</td>
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<td>-</td>
<td>0</td>
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<tr>
<td>Division-wide Sportsmanship Initiative</td>
<td>15,000</td>
<td>17,500</td>
<td>(2,500)</td>
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<td>Co-SIDA Partnership</td>
<td>44,000</td>
<td>43,061</td>
<td>939</td>
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<td>Special Olympics Partnership</td>
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<td>28,000</td>
<td>22,000</td>
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<td>SWA Enhancement Grant Program (NACWAA/HERS)</td>
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<td>(2,667)</td>
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<td>Academic Reporting Honorarium</td>
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<td>24,797</td>
<td>203</td>
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<td>Other Working Groups</td>
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<td>20,877</td>
<td>123</td>
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<td>23,757</td>
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<td>DIII Administrator and Commissioner Meeting</td>
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<td>Sickle Cell Trait Testing Reimbursement Program</td>
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<td>211,729</td>
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<td>Non-Championships Expense</td>
<td>6,203,400</td>
<td>5,833,599</td>
<td>369,801</td>
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<tr>
<td>Overhead Allocation</td>
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<td>1,064,100</td>
<td>9,000,000</td>
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<td>Total Non-Championships Expenses</td>
<td>7,267,500</td>
<td>6,897,699</td>
<td>369,801</td>
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</table>

### Total Division III Expenses

| 2013-14 Total Division III Expenses                                       | 28,063,280     | 28,727,905   | (664,625)  |

### Excess Revenue over Expense

| 2013-14 Excess Revenue over Expense                                       | 27,459,400     | 26,293,076   | 1,166,324  |

### Total Division III Projects

| 2013-14 Total Division III Projects                                       | 28,267,000     | 26,185,112   | 2,081,888  |

W/01 Presidents Council/2016 Meetings/October/Supplements/sup_08a_2015-16 final budget(2) at "DIII B to A (NonChamp)" tab
Updated: 10/25/2016 6:33 AM
### Revenue:

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<tr>
<th>Description</th>
<th>Budget</th>
<th>Actual</th>
<th>Difference</th>
<th>Year-to-date</th>
<th>Actual</th>
<th>Difference</th>
<th>Year-to-date</th>
<th>Actual</th>
<th>Difference</th>
<th>Year-to-date</th>
<th>Actual</th>
<th>Difference</th>
</tr>
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<tbody>
<tr>
<td>Division III 3.18% Revenue Allocation</td>
<td>27,117,000</td>
<td>29,639,760</td>
<td>2,522,760</td>
<td>3,638,651</td>
<td>28,543,863</td>
<td>30,140,829</td>
<td>1,596,966</td>
<td>3,685,921</td>
<td>-</td>
<td>-</td>
<td>29,695,153</td>
<td>3,797,405</td>
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<tr>
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<td>106,715</td>
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<td>N/A</td>
<td>N/A</td>
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<tr>
<td><strong>Total Revenue</strong></td>
<td>27,117,000</td>
<td>29,739,770</td>
<td>2,627,770</td>
<td>3,638,651</td>
<td>28,543,863</td>
<td>30,247,544</td>
<td>1,703,681</td>
<td>3,685,921</td>
<td>-</td>
<td>-</td>
<td>29,695,153</td>
<td>3,797,405</td>
</tr>
</tbody>
</table>

### Expenses:

#### Championship Expenses

**Men's Championships**

- **Baseball**
  - Budget: 1,825,000
  - Actual: 1,824,027
  - Difference: -973
- **Basketball**
  - Budget: 959,900
  - Actual: 922,236
  - Difference: -107,664
- **Cross Country**
  - Budget: 519,000
  - Actual: 528,141
  - Difference: 9,141
- **Football**
  - Budget: 1,747,000
  - Actual: 1,736,777
  - Difference: -10,223
- **Golf**
  - Budget: 523,000
  - Actual: 537,671
  - Difference: 14,671
- **Ice Hockey**
  - Budget: 303,000
  - Actual: 266,829
  - Difference: -36,171
- **Lacrosse**
  - Budget: 431,000
  - Actual: 460,983
  - Difference: 29,983
- **Soccer**
  - Budget: 1,008,000
  - Actual: 992,540
  - Difference: -7,460
- **Swimming & Diving**
  - Budget: 496,000
  - Actual: 547,966
  - Difference: 51,966
- **Tennis**
  - Budget: 592,000
  - Actual: 572,733
  - Difference: -19,267
- **Track, Indoor**
  - Budget: 546,000
  - Actual: 639,425
  - Difference: 93,425
- **Track, Outdoor**
  - Budget: 744,000
  - Actual: 785,329
  - Difference: 40,329
- **Wrestling**
  - Budget: 367,500
  - Actual: 377,109
  - Difference: 9,609
- **Championship Other**
  - Budget: 3,214 (3,214)
  - Actual: 857
  - Difference: -2,357

**Total Men's Championships**

- Budget: 10,225,600
  - Actual: 10,301,887
  - Difference: 76,287

**Women’s Championships**

- **Basketball**
  - Budget: 1,250,900
  - Actual: 946,040
  - Difference: -304,860
- **Basketball Anniversary**
  - Budget: -
  - Actual: 107,364
  - Difference: 107,364
- **Cross Country**
  - Budget: 538,000
  - Actual: 517,154
  - Difference: -10,846
- **Field Hockey**
  - Budget: 416,500
  - Actual: 374,311
  - Difference: -42,189
- **Golf**
  - Budget: 311,000
  - Actual: 328,608
  - Difference: 17,608
- **Ice Hockey**
  - Budget: 273,000
  - Actual: 180,427
  - Difference: -92,573
- **Rowing**
  - Budget: 1,182,000
  - Actual: 1,025,336
  - Difference: -156,664
- **Softball**
  - Budget: 1,369,000
  - Actual: 1,259,431
  - Difference: -109,569
- **Swimming & Diving**
  - Budget: 508,000
  - Actual: 527,694
  - Difference: 19,694
- **Tennis**
  - Budget: 294,000
  - Actual: 317,709
  - Difference: 23,709
- **Track, Indoor**
  - Budget: 592,000
  - Actual: 609,185
  - Difference: 17,185
- **Track, Outdoor**
  - Budget: 778,000
  - Actual: 773,955
  - Difference: -4,045
- **Wrestling**
  - Budget: 963,000
  - Actual: 925,596
  - Difference: -37,394
- **Championship Other**
  - Budget: 3,214 (3,214)
  - Actual: 857
  - Difference: -2,357

**Total Women’s Championships**

- Budget: 9,785,400
  - Actual: 9,360,183
  - Difference: -415,217

### 2016-17

- **Revenue:** 3,685,921
- **Difference:** 0
- **Charter:** 0

- **Expenses:** 3,797,405
- **Difference:** 0
- **Charter:** 0

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<th>Actual</th>
<th>Year-to-date</th>
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<th>Difference</th>
<th>Year-to-date</th>
<th>Actual</th>
<th>Difference</th>
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**Updated: 10/26/2016 3:17 PM**

http://intra.ncaa.org/sites/gov/DIIICommittees/01PresidentsCouncil/2016Meetings/October/Supplements/sup_08b_Budget-to-Actual-2016-17 at "DIII B to A (Champ)" tab
### Expenses (continued):

#### Non-Championships Expenses

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<th>Difference</th>
<th>Budget</th>
<th>Actual</th>
<th>Difference</th>
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<tr>
<td>Division-wide Sportmanship Initiative</td>
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<td>4,500</td>
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<td></td>
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<td>Special Olympics Partnership</td>
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<td>109,000</td>
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<td>4,563</td>
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<td>824,293</td>
<td>3,966,473</td>
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### Total Division III Expenses

| Total Division III Expenses                                                  | 27,459,400 | 26,293,076 | 1,166,324 | 4,025,284 | 28,267,000 | 26,187,869 | 2,079,131 | 5,232,953 | 29,256,709 | 4,273,359 | 24,983,350 |

### Excess Revenue over Expense

| Excess Revenue over Expense                                                  | (342,400) | 3,446,694 |         | 276,863  | 4,059,675 |         | 438,444 | (4,273,359) |

### Total Fund Balance (Funds Available for Reserve/Future Use)

| Total Fund Balance (Funds Available for Reserve/Future Use)                  | 17,968,154 | 21,757,248 |         | 22,034,111 | 22,034,111 | 22,034,111 | 22,034,111 | 22,034,111 | 22,034,111 | 22,034,111 |

### Total Funds Available for Contingency/Future Use

| Total Funds Available for Contingency/Future Use                             | 9,409,654  | 13,198,748 |         | 12,762,180 | 16,544,992 |         | 12,624,979 | 7,913,176 |

### Less: Mandated Reserve Funds Needed (Note 1)

| Less: Mandated Reserve Funds Needed (Note 1)                                 | (13,558,500) | (13,558,500) | (14,271,932) | (14,271,932) | (14,847,577) | (14,847,577) | 16,004,000 | 8,123,000 |

### Total Division III Projected Unallocated Funds

| Total Division III Projected Unallocated Funds                                | 9,409,654  | 13,198,748 |         | 12,762,180 | 16,544,992 |         | 12,624,979 | 7,913,176 |
### Division III Budget Projections

#### 2014-15
- **Actual**
- **Actual**
- **Budget**
- **Projection**
- **Projection**
- **Projection**
- **Projection**

#### Revenue:
- **Division III 3.18% Revenue Allocation**
  - 29,639,760
- **Draw from DIII Reserve**
  - -
- **Additional Revenue from Membership Dues Increase**
  - -
- **Division III Other Revenue**
  - 100,013

#### Total Revenue
- 20,738,779

#### Expenses:
- **Championships Game Operations**
  - 4,134,762
- **Championships Committee**
  - 306,635
- **Championships Team Transportation**
  - 9,107,272
- **Championships Per Diem**
  - 6,117,380
- **Championships Overhead Allocation**
  - 325,000

#### Total Championships Expenses
- 19,993,969

#### Non-Championships Base Budget
- 5,379,107

#### Non-Championships Overhead Allocation
- 920,010

#### Total Non-Championships Expenses
- 6,339,117

#### Supplemental Non-Championships Spending from reserve
- 325,000

#### Total Supplemental Spending
- -

#### Total Division III Expenses
- 36,762,086

### Net Change in Fund Balance
- 2,216,894

### Projected Revenue Increase
- 4.9%

### Notes:
- *In process of closing 2015-16 fiscal year. Amounts are not finalized (particularly revenue and overhead allocation).
- 1 Mandatory reserve is 50% of the annual DIII revenue allocation, including $5M insurance policy coverage beginning in fiscal year 2014-15.

### Adjusted Percentages
- **Division III Spend - Championships**
  - 76%
- **Division III Spend - Non-Championships**
  - 24%

### DIII Champs Assumption Analysis 16-17
- 3.0%
- 0.0%
- 4.0%

### The National Collegiate Athletic Association
The Division III Management Council conducted its October 17-18 meeting in Indianapolis. Listed below are specific recommendations for review and consideration by the Presidents Council.

**ACTION ITEMS**

The following Management Council recommendations require action by the Presidents Council:

1. **Convention Proposal Grouping and Voting Method for 2017.**
   
a. **Recommendation.** Designate that votes for all proposals at the 2017 Convention be taken using the roll-call method, regardless of the proposal’s grouping (Presidents Council or general) and approve the voting order and groupings as set forth in Supplement No. 11a.
   
b. **Effective Date.** Immediate.
   
c. **Rationale.** Management Council endorsed the Interpretations and Legislation Committee’s recommendation noting that electronic voting units and technology permit the recording of all votes in an expeditious manner. Conducting roll-call votes for all proposals (Presidents Council and general grouping) provides transparency for the membership. The Management Council also endorsed the voting order and grouping as recommended by the committee.
   
d. **Budget Impact.** None.
   
e. **Student-Athlete Impact.** None.

2. **2017 Convention Proposal No. 2-4 (1-3): Eligibility – Graduate and Postbaccalaureate Transfers.**
   
   
b. **Effective Date.** August 1, 2017.
   
c. **Rationale.** The Council emphasized the importance of reviewing the proposal with primary emphasis on enhancing academic and athletic opportunities for high achieving student-athletes. The Council agreed that postgraduate education is increasingly necessary in today’s job market and that allowing student-athletes with eligibility remaining to continue participation at any institution following completion of a baccalaureate degree allows those student-athletes to make academic and athletic choices that are in their best interests. While the Council recognized that the proposal may preferentially impact Division III institutions with the most robust graduate programs, this competitive advantage is outweighed by the benefits to the deserving student-athlete. Lastly, the Council noted that allowing post-baccalaureate participation does not conflict with the Division III philosophical tenet that promotes athletic participation as **primarily** a four-year, undergraduate experience, as athletics participation in the division will remain **primarily** an undergraduate experience.
d.  **Budget Impact.**  None.

e.  **Student-Athlete Impact.**  None.

**NO ACTION REQUIRED**

The following Management Council actions do not require formal action by the Presidents Council and are being reported for informational purposes only.

1. **2017 Convention.**  The Convention Planning Subcommittee reported the following programming for presidents and chancellors:

a.  **Presidents and Chancellors Engagement Program.**  This session is open to all chancellors and presidents in Divisions I, II and III. The session will take place Thursday, January 19, from 8 to 9:30 a.m. All presidents and chancellors within the first 12 months of their presidency will receive a $200 honorarium.

b.  **Division III Presidents and Chancellors Forum and Luncheon.**  This session is open to all Division III presidents and chancellors and will take place Thursday, January 19, from 11:30 a.m. to 1 p.m.

c.  **Division II and III Joint Session.**  Staff cancelled this session as it conflicted with an Association-wide session on Social Justice Issues On-Campus, Thursday, January 19, 2:30-4 p.m., which will be of interest for presidents and chancellors.

d.  **Association-wide Session.**  The NCAA’s Office of Legal Affairs will conduct a session on Thursday, January 19, 2:30-4 p.m., that will address social issues on campus and its impact on athletics and student-athletes.

2. **2017 Legislation.**  The Management Council reviewed the 2017 Convention legislative slate that totals nine proposals (five membership and four governance sponsored). The Council took a position on each of the membership sponsored proposals in the general grouping.

a.  **Field Hockey and Lacrosse -- Preseason Joint Practice, Scrimmage or Exhibition -- Exemption from Maximum Contest and Date of Competition Limitations.**  The Council supports this proposal. The Council agreed that field hockey and lacrosse are similar, in nature, to soccer and women’s volleyball and should be treated accordingly. Because this proposal would create consistency between similar sports, the proposal would ease administrative and tracking burden on campuses.

b.  **Required Day Off for Track and Field Indoor/Outdoor and Swimming and Diving.**  The Council supports this proposal. The Council noted that the sports of track and field and swimming and diving are unique in that they are individual sports with multiple disciplines and that student-athletes competing in one discipline may require a
training/rest cycle that is entirely distinct from student-athletes within another discipline of the same sport. The flexibility allowed by this proposal would help student-athletes in these sports receive better training and attention from their coaches. The Council also noted that the proposal would establish permissive legislation; thus, any institution concerned about the monitoring burden and/or the work-life balance impact on coaches could elect to require that its track and field and swimming and diving teams apply the “day off” legislation as a team.

c. **Deregulating Camps and Clinics.** The Council supports this proposal. The Council agreed that the current legislation is difficult to interpret and oftentimes draws arbitrary distinctions between two similar events involving prospective student-athletes. Current legislation also burdens institutions to vet outside organizations prior to renting out institutional facilities. The Council also recognized the reality that prospective student-athletes and their parents are often seeking opportunities to participate on institutional campuses for the sole purpose of establishing a recruiting relationship with that institution; the requirement in current legislation that coaches avoid recruiting conversations during these events necessitates that the conversations occur during another time, which is unnecessarily burdensome on both the coaches and the prospective student-athletes.

d. **Eliminate Window of Reconsideration and Prohibit Additional Reconsideration.** The Council supports this proposal. The Council agreed that the window of reconsideration is unnecessary given the amount of time institutions have to prepare for the initial vote, and that reconsideration votes may not accurately represent the division’s interests because some delegates depart before those votes are cast.

3. **Baseball Survey Summary.** The Playing and Practice Seasons Subcommittee shared feedback from a survey distributed by the Division III Baseball Committee regarding the concept of an optional two period model for Division III baseball. The subcommittee noted that the baseball committee has also reviewed the survey results and elected to solicit additional feedback from the baseball coaches’ association at its Convention in January. The baseball committee agreed that such an approach would be appropriate based on the fact that the membership-sponsored proposal that would establish an optional two period model did not receive appropriate co-sponsorship and will not be voted on at the 2017 NCAA Convention. The subcommittee agreed to delay additional conversation on this topic, pending feedback from the baseball committee following the coaches’ association convention.

4. **Championships Committee Budget Recap and Future Planning.** The Council received an update on the committee’s review of a budget-to-actuals report by sport (committee expense, game expense, team per diem, and team travel); a summary of projected revenue and expenses for Division III; and the results of the 2015-16 pilot program to establish a fixed cost for charter seat air travel for additional members of team travel parties. In addition, the sport chairs discussed areas for future budget support and emphasized priority for: continued bracket expansion based on the legislated access ratio; increased travel party size for team sports; reimbursement for local ground transportation for schools that travel by air; a day of rest in between rounds at the finals site for team sports; increased officials’ fees; and sport-specific requests.
5. **NCAA International Pilot Program.** The Membership Committee provided an update related to the NCAA International Pilot Program for NCAA membership. The Council heard the history of the pilot, which began in 2007, and permits each division to autonomously allow membership from institutions in Canada and Mexico. It is incumbent on each division to first adopt enabling legislation if there is interest in admitting international members. Division II is currently the only division that has legislation permitting international members, and is the only division with an international member. The Council affirmed that each division should maintain its autonomy to govern international membership in the NCAA. Further, it noted that if an international school was interested in Division III membership, there is an established two-step process. This process first requires the Division III membership, in its entirety, to adopt enabling legislation to permit applications from international institutions. If approved by the membership, international institutions then would be required to participate in the division’s provisional membership process.

6. **Membership Committee.** The Council heard that for 2016-17, Trinity Washington University was placed on restricted membership status for failure to meet sports-sponsorship requirements. Trinity Washington joins Rust College as restricted members for the 2016-17 academic year.

7. **Committee Appointments.** Management Council approved the following governance committee reappointments.

   a. **Division III Financial Aid Committee.** Richard Dunsworth, president, University of the Ozarks (Arkansas), two-year term. Ronald Noborikawa, senior associate director of financial aid, Pacific Lutheran University, four-year term;

   b. **Division III Student-Athlete Reinstatement Committee.** Brian Williams, associate director of athletics, State University of New York at New Paltz (four-year term).

Management Council approved the following governance committee appointments.

   a. **Division III Financial Aid Committee.** Steve Taylor, vice president of student life, Concordia University, Wisconsin;

   b. **Division III Committee on Infractions.** Christopher Bledsoe, assistant vice president of student affairs/director of athletics, New York University;

   c. **Division III Interpretations and Legislation Committee.** Alexandra Fox, assistant director of athletics, Mills College;

   d. **Division III Management Council.** Heather Benning, executive director, Midwest Conference; Laura Mooney, director of athletics, Massachusetts College of Liberal Arts; Kandis Schram, director of athletics/head volleyball coach, Maryville College (Tennessee); Michael Vienna, director of athletics, Emory University; Denise Udelhofen, director of athletics, Loras College; and Joseph Walsh, commissioner, Great Northeast Athletic Conference.
e. Division III Membership Committee. Jessica Huntley, assistant executive director, Centennial Conference; Kristyn King, director of athletics, Rockford University.

f. Division III Nominating Committee. Keri Luchowski, executive director, North Coast Athletic Conference;

g. Division III Student-Athlete Advisory Committee. Great Northeast Athletic Conference – Ryan Paul Booth, Norwich University; Independents (immediate vacancy) – Kelsey Morrison, University of Valley Forge; Iowa Intercollegiate Athletic Conference – Parker Hammel, Wartburg College; Liberty League (immediate vacancy) – Matthew Knigge, Vassar College; Midwest Conference – Mikayla Greenwood, Illinois College; Old Dominion Athletic Conference – Madison Brewer Burns, Randolph-Macon College; St. Louis Intercollegiate Athletic Conference – Christopher Pakeltis, MacMurray College;

h. Division III Student-Athlete Reinstatement Committee. Angela Marin, assistant director of athletics, University of Texas at Dallas.

8. Diverse Hiring Best Practices Resource. The Council heard an update on the Diversity and Inclusion Working Group’s efforts to develop and write a diverse hiring best practices resource. The Council noted no concerns with the resource and endorsed the working groups efforts to date.

9. Diversity Initiatives. In October, the governance staff offered a new professional development program for Division III Senior Woman Administrators (SWAs), and provided funding for 30 SWAs to participate. Offered at the beginning of the NACWAA National Convention, this one and half-day workshop was specifically designed for senior women administrators and in particular, those interested in becoming Division III athletics directors.

For the second year, Division III will support 44 ethnic minority students to attend the 2017 NCAA Convention. At the Convention, the students will be exposed to Division III, its members and the governance process. In addition to the scheduled Division III programming, there will be welcome and debrief meetings and each student will be partnered with a mentor administrator. The goal is to build a pipeline of talented ethnic minority candidates, with an interest in Division III coaching and/or administration, in an effort to ultimately diversify the division’s athletic administration.

10. LGBTQ Initiative. The Council endorsed a proposal to establish a working group to examine the current and potential programming, resources, and recognition of the LGBTQ community and its allies in Division III; to increase engagement and collaboration at the institutional, conference and national levels. Possible outcomes include the examination of the current involvement and role of athletics departments related to LGBTQ resources and programming; creating a best practices resource; and collaboration with the Office of Inclusion to develop programming, as needed.
11. **Transgender Student-Athlete/Season of Participation.** The Council approved a recommendation from the Committee on Women’s Athletics (CWA) for NCAA Division III staff to establish waiver guidelines that would allow Division III transgender female (transitioning from male to female) student-athletes to practice during their first year of testosterone suppression without using a season of participation. The NCAA’s transgender student-athlete participation policy requires that a student-athlete who is transitioning from male to female undergo a minimum one year of testosterone suppression before she is eligible to compete on a women’s team. Because Division III legislation requires that a student-athlete use a season of participation for practice following the first date of competition, a transgender female student-athlete does not have the opportunity to practice with the women’s team without using a season of participation. The Council recognizes that “no redshirting” is a core tenet for Division III, but determined that a student-athlete should not lose a season of participation because she is fulfilling NCAA policy requirements for transgender student-athlete participation. After staff develops the waiver guidelines, they will be presented to the Council.

12. **Academic Misconduct.** The Council received an update on the academic misconduct legislation recently adopted in Division I and proposed for Division II. The Division III Interpretations and Legislative Committee (ILC) recognized that the concept of academic misconduct as distinguished from an extra benefit warrants additional review. ILC will seek input from national SAAC and FARA. ILC will consider the feedback at its February 2017 meeting and discuss recommending legislation for the 2018 Convention.

13. **Faculty Athletics Representative (FAR) Working Group.** At the request of the Division III Management Council, staff created a Faculty Athletics Representative (FAR) Working Group. The working group’s objective is to increase the engagement of Division III FARs utilizing data (both historical and newly collected) and the expertise of the working group and others to:

- Better define the components of engagement.
- Determine the metrics to measure engagement.
- Establish appropriate benchmarks to assess engagement.
- Develop best practices resources to enhance and sustain engagement.
- Collaborate with key groups to ensure consistency, effectiveness and accountability.

The working group roster includes FARs, athletics directors, commissioners and student-athletes from Division III.

14. **Assistant Director for Division III Governance Communications.** Adam Skaggs was introduced to the Council as the new assistant director for Division III governance communications. Adam joined the Division III governance team in August, and his duties include oversight of the Identity Initiative; management of the Division III social media platforms and website; and liaison for the Special Olympics partnership. Adam was a Trinity College (CT) student-athlete and graduate; he received his master’s in management with a concentration in communication at Simmons College; and was an assistant sports information director and marketing coordinator at Simmons College.
Good morning:

An email blast regarding registering for the 2017 NCAA Convention in Nashville, Tennessee will be sent **Monday, September 12**. Please keep in mind that, as a member of the Division III Presidents Council, you must register by October 11 to obtain the early bird registration fee and to reserve your hotel room, both of which are paid for by the NCAA.

There are a couple of things you must do in order to be recognized as a "Presidents Council" member.

1. When you click on the link to register, please make sure that you select Division III as your division. Please select ‘Committee’ as your choice when the next screen appears, after which you will enter the password: **2017committee**. Please do not share this password with other institutional members, as it is for our Presidents Council members only. Once you enter the password, please proceed to enter all information as requested by the system.

   **Included with your Convention registration:**

   - Delegates Reception, 6 to 7:30 p.m., Thursday, January 19.
   - Association Luncheon, 11:30 a.m. to 1 p.m., Friday, January 20. [Note: This will be held in place of the Keynote Luncheon, which was previously held on Thursday of Convention week].
   - Delegates breakfasts, 7 to 8 a.m., Friday, January 20 and Saturday, January 21.

   **All special event tickets must be purchased by you and will not be reimbursed by the NCAA** (e.g., the Honors Celebration). The date has been changed to Wednesday, January 18 from 6 to 9 p.m. and tickets are $20.

2. Please note that room reservations will be accepted ONLY through the online system. As a member of the Division III Presidents Council, your room and tax for Wednesday, January 18, through Saturday, January 21, will be charged to the NCAA master account. **I will not be sending a separate room-reservation form later so please make your room reservations when you register.**

3. Your travel is in the Short's Travel Portal. No later than October 15, please schedule your flight by calling the toll-free number at 866/655-9215. Your flight to and from Nashville, Tennessee will be charged to the NCAA master account.

4. As you are making your reservations, please note that most of you will need to be in Nashville no later than Wednesday, January 18, as our Joint Presidents Council/Management Council/SAAC breakfast begins bright and early Thursday morning, January 19. The business session is scheduled for Saturday, January 21, and should conclude no later than noon.

   **[NOTE: Presidents Cureton and Lemons only]** According to the latest Convention core schedule, the following meetings are occurring **Wednesday, January 18:**

   - Board of Governors Finance and Audit Subcommittee (President Lemons) 9 to 10 a.m.;
   - Board of Governors Executive Committee (Presidents Cureton and Lemons) 10:30 a.m. to 12:30 p.m.; and
   - Board of Governors 1:30 to 5 p.m. (Presidents Cureton and Lemons).

Please register for Convention as soon as possible, especially if you are interested in attending the special events.

If you should have any additional questions, please let me know.
<table>
<thead>
<tr>
<th>TIME</th>
<th>DIVISION III</th>
<th>ASSOCIATION-WIDE</th>
<th>ROOM LOCATION</th>
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<tr>
<td><strong>Thursday, January 19</strong></td>
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<td>7:30 to 9 a.m.</td>
<td>PC/MC/SAAC Breakfast</td>
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<td>[Must be a member of these committees to attend]</td>
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<td>8 to 9:30 a.m.</td>
<td>Presidents and Chancellors Engagement</td>
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<td>8:30 to 9:30 a.m.</td>
<td>[Division III Education Session – Role of the SWA]</td>
<td>Association-Wide Programming</td>
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<td>9:15 to 11:15 a.m.</td>
<td>Division III Presidents Council Meeting</td>
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<td>[Must be a member of this committee to attend]</td>
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<tr>
<td>9:45 to 11:15 a.m.</td>
<td>[Division III Education Session – Conducting a Successful Search]</td>
<td>Association-Wide Programming</td>
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<td>11:30 a.m. to 1 p.m.</td>
<td>Division III Chancellors/Presidents Forum and Luncheon</td>
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<td>1 to 2:15 p.m.</td>
<td>Special Olympics Unified Sports Activity</td>
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<td>1:15 to 2:15 p.m.</td>
<td>Association-wide Programming - Sexual Assault</td>
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<td>2:30 to 4 p.m.</td>
<td>[NADIIIAA Division III Education Session]</td>
<td>Association-wide Programming – Social Justice Issues</td>
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<td>4:30 to 6 p.m.</td>
<td>State of the Association and Business Session</td>
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<td>[Doors open at 4:15 p.m.]</td>
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<td>6 to 7:30 p.m.</td>
<td>Delegates Reception</td>
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<td><strong>Friday, January 20</strong></td>
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<td>7 to 8 a.m.</td>
<td>Division III Delegate Breakfast</td>
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<td>8 to 11 a.m.</td>
<td>Division III Issues Forum</td>
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<tr>
<td>11:30 to 1 p.m.</td>
<td>Association Luncheon</td>
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<tr>
<td>1 to 5:30 p.m.</td>
<td>Conference Meetings</td>
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<td>6 to 7 p.m.</td>
<td>Presidents &amp; Chancellors Reception</td>
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<td><strong>Saturday, January 21</strong></td>
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<tr>
<td>7 to 8 a.m.</td>
<td>Division III Delegates Breakfast</td>
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<tr>
<td>8 to 11 a.m.</td>
<td>Division III Business Session</td>
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Proposed Voting Grouping and Order

**Presidents Grouping.**

1. NCAA Membership -- Conditions and Obligations of Membership -- Independent Medical Care.
2. Eligibility -- Graduate and Postbaccalaureate Transfers.
3. Financial Aid from Outside Sources That Consider Athletics Leadership, Ability, Participation or Performance -- Restriction on Recipient's Choice of Institutions.

**General Grouping.**

4. Playing and Practice Seasons -- General Playing Season Regulations -- Standardization of Annual Contest and Date of Competition Exemptions.
5. Playing and Practice Seasons -- Field Hockey and Lacrosse -- Preseason Joint Practice, Scrimmage or Exhibition -- Exemption from Maximum Contest and Date of Competition Limitations.
6. Playing and Practice Seasons -- General Playing Season Regulations -- Required Day Off for Track and Field Indoor/Outdoor and Swimming and Diving.
8. Membership -- Provisional or Reclassifying Membership -- Class Size and Assignment -- Provisional Program Size Limit.
October 2016 Presidents Council  
Convention Legislation for 2017 Convention

This chart will serve two purposes during the October NCAA Division III Presidents Council (PC) meeting:

1. It details the feedback on positions from various committees which were assigned to review the proposals sponsored by the membership. The Presidents Council should use the committee feedback to develop the Council’s official position on the membership sponsored proposals.

2. It details the tentative speaker assignments for all proposals that will be voted upon during the business session at the 2017 NCAA Convention. The assignments are tentative and the Council members should verify their willingness to speak the governance structure’s official position on the assigned proposal. If a Council member chooses not to speak on the proposal assigned, another member will be chosen.

### NCAA MEMBERSHIP -- CONDITIONS AND OBLIGATIONS OF MEMBERSHIP -- INDEPENDENT MEDICAL CARE

**Intent:** To specify that an active member institution shall: (1) establish an administrative structure that provides independent medical care and affirms the unchallengeable autonomous authority of primary athletics health care providers (team physicians and athletic trainers) to determine medical management and return-to-play decisions related to student-athletes; and (2) designate an athletics healthcare administrator to oversee the institution's athletic health care administration and delivery.

**Source:** NCAA Division III Presidents Council [Management Council (Committee on Competitive Safeguards and Medical Aspects of Sports)].

**Effective Date:** August 1, 2017.

**Rationale:** The NCAA Principle of Health and Safety makes it the responsibility of institutions to protect the health of, and provide a safe environment for student-athletes. As a continuum of Inter-Association Consensus: Independent Medical Care for College Student-Athlete Guidelines, this proposal supports this principle and requires further administrative controls in the delivery of integrated sports medicine and athletic training services. Specifically, this proposal addresses the issue of medical providers at institutions having unchallengeable autonomous authority to determine medical management and return-to-play decisions of student-athletes. Further, the administrative structure should ensure that no coach serve as the sole supervisor for any medical provider, nor have sole hiring, retention, and dismissal authority over that provider. This is an issue facing institutions that directly impacts the health and well-being of student-athletes and this proposal will help ensure that appropriate medical care controls and authority exist.

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<tr>
<th>Proposed Speakers:</th>
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<tbody>
<tr>
<td>PC (move and support): Jay Lemons</td>
</tr>
<tr>
<td>PC (support): Tori Murden McClure</td>
</tr>
<tr>
<td>MC (support): Stevie Baker-Watson</td>
</tr>
</tbody>
</table>
## ELIGIBILITY -- GRADUATE AND POSTBACCALAUREATE TRANSFERS

**Intent:** To permit a graduate student to participate in intercollegiate athletics at the institution of his or her choice.

**Source:** Wisconsin Intercollegiate Athletic Conference and Little East Conference.

**Effective Date:** August 1, 2017.

**Rationale:** Current legislation permits a graduate or postbaccalaureate student to participate only at the institution from which the student-athlete received his or her undergraduate degree. This legislation is overly restrictive in that it prohibits student-athletes who have already achieved the primary goal of collegiate enrollment (i.e., the attainment of an undergraduate degree) from continuing to pursue athletics endeavors while simultaneously progressing toward a postgraduate degree and the ultimate fulfillment of their academic and career goals. Currently, student-athletes on the verge of earning a baccalaureate degree with both seasons of participation and terms of attendance remaining must either delay graduation or potentially enroll in a graduate program that is not consistent with their career aspirations in order to continue their athletics participation.

<table>
<thead>
<tr>
<th>Proposed Speakers:</th>
<th>Committee Positions:</th>
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<tbody>
<tr>
<td>PC: Jeffrey Docking</td>
<td>Management Council: The Council recommends a position of support for this proposal. While the Council noted that the proposal may preferentially impact Division III institutions with the most robust graduate programs, it emphasized the importance of reviewing the proposal with primary consideration for enhanced academic and athletic opportunities for high achieving student-athletes. The Council agreed that postgraduate education is increasingly necessary in today’s job market and that allowing student-athletes with eligibility remaining to continue participation at any institution following completion of a baccalaureate degree allows those student-athletes to make academic and athletic choices that are in their best interests. Lastly, the Council noted that allowing postbaccalaureate participation does not conflict with the Division III philosophical tenet that promotes athletic participation as primarily a four-year, undergraduate experience.</td>
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<td>PC: Sharon Hirsh</td>
<td>Subcommittee for Legislative Relief: The subcommittee did not recommend a position for this proposal. Rather, the subcommittee recognized arguments both in support of and in opposition to the proposal, which included the following: (1) The proposed change would provide student-athletes an opportunity to continue their education while simultaneously pursuing athletic opportunities at other institutions; (2) The Division III Philosophy Statement focuses on intercollegiate athletics as a four-year undergraduate experience; and (3) The proposal could potentially create a competitive advantage for institutions with graduate programs.</td>
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<tr>
<td>MC (support)*: Brit Katz</td>
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<tr>
<td>MC (support)*: Dennis Leighton</td>
<td></td>
</tr>
<tr>
<td>[*if the PC position differs from the MC position then there will not be speakers from MC]</td>
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</tbody>
</table>
The committee recommends a position of support for this proposal. The committee agreed this proposal would allow student-athletes to make academic and athletic choices that are in their best interests. The committee also recognized that a student-athlete who has already earned his or her degree should not be restricted to stay at the same institution to further his or her education if they want to compete. Although recommending a position of support, the committee expressed the following concerns with the proposal: (1) lack of accountability to ensure student-athletes complete a second baccalaureate or graduate degree; (2) institutions without graduate programs may be at a disadvantage compared to institution with graduate programs; and (3) teams may use the rule as a loophole to stack rosters with talented graduate transfers.
FINANCIAL AID FROM OUTSIDE SOURCES THAT CONSIDER ATHLETICS LEADERSHIP, ABILITY, PARTICIPATION OR PERFORMANCE -- RESTRICTION ON RECIPIENT'S CHOICE OF INSTITUTIONS

**Intent:** To amend the limitations of outside financial aid awards to preclude the donor of an outside aid award that considers athletics leadership, ability, participation or performance from restricting the recipient to attend a specific institution.

**Source:** NCAA Division III Presidents Council [Management Council (Financial Aid Committee)].

**Effective Date:** August 1, 2017.

**Rationale:** Current legislation allows Division III student-athletes to receive a financial aid award from an outside source that considers athletics leadership, ability, participation or performance, provided a variety of conditions are met. One of those conditions precludes the student-athlete's choice of institutions from being restricted, in any way, by the donor of the aid. This requirement precludes a student-athlete from receiving such an award that must be used within the student-athlete's home state or even within Division III. Amending that requirement to allow these outside awards, as long as the student-athlete is not restricted to attend a single institution allows student-athletes additional flexibility to receive outside awards without subverting the integrity of the outside aid legislation.

**Proposed Speakers:**
PC (move and support): Tori Haring-Smith
MC (support): Terry Wansart
PLAYING AND PRACTICE SEASONS -- GENERAL PLAYING SEASON REGULATIONS -- STANDARDIZATION OF ANNUAL CONTEST AND DATE OF COMPETITION EXEMPTIONS

**Intent:** To standardize annual contest and date of competition exemptions. Specifically, to allow each sport to exempt participation in the following: (1) conference championship; (2) season-ending tournament; and (3) two scrimmages, exhibitions or joint practices. Additionally, to allow the two scrimmages, exhibitions or joint practices to occur prior to the first permissible contest date in all sports other than wrestling.

**Source:** NCAA Division III Management Council.

**Effective Date:** August 1, 2017.

**Rationale:** Current annual contest and date of competition exemptions vary dramatically from one sport to the next, which creates an administrative burden for institutional staff charged with overseeing compliance with playing seasons legislation. Allowing each sport to continue to exempt conference and season-ending championship (e.g., NCAA championship) participation would maintain the most commonly used annual exemptions. Eliminating all other annual and sport-specific exemptions while permitting each sport to exempt two scrimmages, exhibitions or joint practices would standardize contest and date of competition exemptions across sports, without negatively impacting the sports that use those current exemptions. Sports with a nontraditional segment would continue to be permitted to exempt an alumni contest occurring during the nontraditional segment; the alumni contest would be the only exemption permitted during the nontraditional segment and those institutions would be required to count the alumni contest as one of their two scrimmages, exhibitions or joint practices. Lastly, allowing the scrimmages, exhibitions or joint practices to occur prior to the first contest date allows institutions to use those competitions as preparation for the regular season. Wrestling would continue to be precluded from competing prior to its first permissible contest date based on the rationale for Proposal 2011-12.

**Proposed Speakers:**
MC (move and support): Chris Ragsdale
MC (support): Dennis Leighton
**Playing and Practice Seasons -- Field Hockey and Lacrosse -- Preseason Joint Practice, Scrimmage or Exhibition -- Exemption from Maximum Contest and Date of Competition Limitations**

<table>
<thead>
<tr>
<th><strong>Intent:</strong></th>
<th>To allow field hockey and lacrosse teams to conduct an exempted scrimmage, exhibition or joint practice with outside competition prior to the first permissible contest or date of competition.</th>
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</thead>
<tbody>
<tr>
<td><strong>Source:</strong></td>
<td>Middle Atlantic Conferences, Empire 8 and Great Northeast Athletic Conference.</td>
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<tr>
<td><strong>Effective Date:</strong></td>
<td>August 1, 2017.</td>
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<tr>
<td><strong>Rationale:</strong></td>
<td>At the 2015 Convention, the membership adopted Proposal 2015-13, which established an exempted preseason scrimmage, exhibition or joint practice in the sports of soccer and women’s volleyball. Because the conference sponsor of Proposal 2015-13 does not sponsor lacrosse or field hockey, neither of those two sports were included in the proposal. Field hockey and lacrosse are very similar to soccer and should be treated in the same fashion. Thus, field hockey and lacrosse should be afforded the opportunity for a preseason exemption that is already available to soccer. This proposal creates consistency between similar sports, which will ease administrative and tracking burden on institutional campuses.</td>
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| **Proposed Speaker:** | MC (support): Terry Small |
| **Committee Positions:** | |
| Management Council: | The Council supports this proposal. The Council agreed that field hockey and lacrosse are similar, in nature, to soccer and women’s volleyball and should be treated accordingly. Because this proposal would create consistency between similar sports, the proposal would ease administrative and tracking burden on campuses. |
| Championships Committee: | The committee recommends a position of support based on the rationale for support from the Field Hockey, Men’s Lacrosse and Women’s Lacrosse Committees. |
| Field Hockey: | The committee recommends a position of support for this proposal. Having more opportunities for practice competition provides a greater opportunity for success and a more positive experience for student-athletes. Fall sports have fewer opportunities to prepare than winter and spring sports. Further, field hockey is similar to both soccer and lacrosse, and consistency amongst the three sports would ease compliance burden on campus. |
| Men’s Lacrosse: | The committee recommends a position of support for this proposal. Men’s lacrosse is similar to soccer and should be treated in the same fashion. This proposal creates consistency between similar sports which would ease compliance burden on campus. |
| Women’s Lacrosse: | The committee recommends a position of support for this proposal. This proposal creates consistency between similar sports and creates opportunities for student-athletes. |
| **Playing and Practice Seasons Subcommittee:** | The subcommittee recommends a position of support for this proposal. The subcommittee agreed that field hockey and lacrosse are similar, in nature, to soccer and should be treated in the same fashion. Because this proposal would create consistency between similar sports, the proposal would ease the administrative and tracking burden on campuses. |
PLAYING AND PRACTICE SEASONS -- GENERAL PLAYING SEASON REGULATIONS -- REQUIRED DAY OFF FOR TRACK AND FIELD INDOOR/OUTDOOR AND SWIMMING AND DIVING

**Intent:** To eliminate the requirement that the mandatory day off for track and field and swimming and diving programs be the same day for every student-athlete.

**Source:** Minnesota Intercollegiate Athletic Conference and Heartland Collegiate Athletic Conference.

**Effective Date:** Immediate.

**Rationale:** Currently, the required day off must apply to each team as a whole. Division III indoor and outdoor track and field and swimming and diving teams have difficulty accommodating the number of different disciplines within the sports and the distinct training regimens amongst those disciplines. A number of variables go into planning practices and athletically related activities for these two sports. Allowing institutions, the flexibility to schedule athletically related activities independently for each student-athlete will minimize challenges such as limited facility availability, staffing concerns, and student-athlete class schedule conflicts without increasing the time demands on individual student-athletes. Additional flexibility to accommodate each student-athlete’s individual schedule and training requirements will also prevent injuries. An immediate effective date will allow institutions to take advantage of more appropriate scheduling practices during the spring of 2017.

**Proposed Speaker:**
- MC (support): Brad Bankston

**Committee Positions:**
- Management Council: The Council supports this proposal. The Council noted that the sports of track and field and swimming and diving are unique in that they are both individual sports with multiple disciplines and that student-athletes competing in one discipline may require a training/rest cycle that is entirely distinct from student-athletes within another discipline of the same sport. The flexibility allowed by this proposal would undoubtedly help student-athletes in these sports receive better training and attention from their coaches. The Council also noted that the proposal would establish permissive legislation; thus, any institution concerned about the monitoring burden and/or the work-life balance impact on coaches could elect to require that its track and field and swimming and diving teams apply the “day off” legislation as a team.
- Championships Committee: The committee recommends a position of support for this proposal based on the rationale for support from the Track & Field and Swimming & Diving Committees.
- Track & Field: The committee recommends a position of support for this proposal. While institutions could benefit from additional information regarding how administrators and coaches will track days off for each student-athlete, the flexibility afforded by this proposal would undoubtedly help student-athletes receive better training and attention from coaches.
- Swimming & Diving: The committee recommends a position of support for this proposal. While institutions could benefit from additional information regarding how administrators and coaches will ensure compliance with the day off legislation, this proposal would undoubtedly help student-athletes receive better training and attention from coaches.
Playing and Practice Seasons Subcommittee: The subcommittee recommends a position of opposition to this proposal. The subcommittee noted concerns with monitoring days off for each individual student-athlete as well as concerns for the work-life balance of coaches and athletic trainers. Additionally, the subcommittee agreed that the proposal could impose additional facility and scheduling concerns at institutions where facility usage is already at a premium. Lastly, while the subcommittee acknowledged the potential physiological and training benefits associated with allowing the day off to apply to each individual student-athlete, the subcommittee agreed that those benefits would apply across all sports and should not be isolated to the two sports identified in the proposal.
RECRUITING -- TRYOUTS AND CAMPS AND CLINICS -- DEREGULATING CAMPS AND CLINICS

**Intent:** To deregulate the tryout events and camps and clinics legislation to allow institutions to host or conduct events involving prospective student-athletes, provided those events are: (1) open to the general public; and (2) do not offer free or reduced admission to prospective student-athletes.

**Source:** North Coast Athletic Conference, Landmark Conference and Middle Atlantic Conferences.

**Effective Date:** Immediate.

**Rationale:** Camps and clinics provide benefits to institutions and conveniences to prospective student-athletes; they are one of the most effective recruiting tools for any institution. Additionally, athletic departments and athletics staff can realize revenue and income from these events. Much confusion exists surrounding the application of the existing legislation and the nuances in the legislation do little to minimize recruiting advantages or demand on prospective student-athletes. This proposal would allow for instruction, practice-type activities and competition amongst prospective student-athletes without the unnecessary restrictions that exist in the current legislation. This proposal would continue to require that events involving prospective student-athletes are open to the general public and could not offer free or reduced admission to prospective student-athletes. Additionally, institution-hosted events would continue to be precluded from offering recruiting or scouting services. Maintaining those limited restrictions while eliminating all other existing criteria related to camps and clinics will make it easier for institutions to productively host events involving prospective student-athletes without opening the door for abuse. An immediate effective date will allow institutions to take advantage of the more reasonable restrictions beginning in 2017.

**Proposed Speakers:**
MC (support): Shantey Hill  
MC (support): Bobby Davis

**Committee Positions:**
Management Council: The Council supports this proposal. The Council agreed that the current legislation is difficult to interpret and oftentimes draws arbitrary distinctions between two similar events involving prospective student-athletes. Current legislation also burdens institutions to vet outside organizations prior to renting out institutional facilities. The Council also recognized the reality that prospective student-athletes and their parents are often seeking opportunities to participate on institutional campuses for the sole purpose of establishing a recruiting relationship with that institution; the requirement in current legislation that coaches avoid recruiting conversations during these events necessitates that the conversations occur during another time, which is unnecessarily burdensome on both the coaches and the prospective student-athletes.

ILC: The committee recommends a position of support for this proposal. The committee agreed that the current legislation burdens institutions to vet outside organizations prior to renting out institutional facilities and that many prospective student-athletes attend camps for recruiting purposes. The committee also recognized that this proposal provides more flexibility for coaches and institutions to conduct events involving prospective student-athletes.
### MEMBERSHIP -- PROVISIONAL OR RECLASSIFYING MEMBERSHIP -- CLASS SIZE AND ASSIGNMENT -- PROVISIONAL PROGRAM SIZE LIMIT

**Intent:** To limit the total number of participants in the provisional or reclassifying membership program to not more than 12 institutions.

**Source:** NCAA Division III Management Council (Membership Committee).

**Effective Date:** August 1, 2017.

**Rationale:** Setting a maximum limit on the number of institutions in the provisional or reclassifying membership process will improve the quality of attention and service provided to each participating institution. Limiting the number of institutions in the process to 12 will allow each institution to have an experienced mentor by allowing new membership committee members the opportunity to spend one year on the committee before being assigned to mentor an institution in the provisional program. The change also eliminates the need to average class sizes at four per year if, at any time, a waiver for more than four institutions is granted. Participant institutions in the exploratory year would not be included in calculations of the limit. A waiver of the class or program limits would still be available in special circumstances.

**Proposed Speaker:**
MC (move and support): Chris Kimball
**LEGISLATIVE AUTHORITY AND PROCESS -- AMENDMENT PROCESS -- RECONSIDERATION -- ELIMINATE WINDOW OF RECONSIDERATION AND PROHIBIT ADDITIONAL RECONSIDERATION**

<table>
<thead>
<tr>
<th><strong>Intent:</strong></th>
<th>To eliminate the opportunity to reconsider an amendment following confirmation of an affirmative or negative vote on that amendment by the presiding officer.</th>
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<tbody>
<tr>
<td><strong>Source:</strong></td>
<td>Minnesota Intercollegiate Athletic Conference and Southern California Intercollegiate Athletic Conference.</td>
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<tr>
<td><strong>Effective Date:</strong></td>
<td>August 1, 2017.</td>
</tr>
<tr>
<td><strong>Rationale:</strong></td>
<td>The window of reconsideration for items just debated and voted on is unnecessary. Voting delegates have ample time to research and determine their institutional opinion, debate the merits, and cast informed final votes on proposals. Allowing any additional opportunity to discuss and revote on a previously decided proposal is superfluous. The window of reconsideration provides opportunities for unethical voting. Many delegates may depart after an initial vote on Convention proposals; as a result, a delegate could strategically vote on the prevailing side of a proposal with the intent to use the window of reconsideration to take advantage of the change in the composition of the room and reverse the outcome on the proposal. Removing the window of reconsideration and any additional opportunity to request a revote will be a positive change and will streamline the business session at Convention.</td>
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**Proposed Speakers:**
- MC (support): Brit Katz
- MC (support): Troy VanAken

**Committee Positions:**
- Management Council: The Council supports this proposal. The Council agreed that the window of reconsideration is unnecessary given the amount of time institutions have to prepare for the initial vote, and that reconsideration votes may not accurately represent the division’s interests because some delegates depart before those votes are cast.
- ILC: The committee recommends a position of support for this proposal. The committee agreed that the window of reconsideration is unnecessary given the amount of time institutions have to prepare for the initial vote, and that reconsideration votes may not accurately represent the division’s interests because some delegates depart before those votes are cast. However, the committee recommended that the proposals be discussed in more depth during the issues forum at Convention prior to the business session taking place to allow institutions additional time to research and ask questions regarding the proposals.
ACTION ITEM

1. Legislative Items.
   • None.

2. Nonlegislative Items.
      (1) **Recommendation.** Approve the following reappointments to the Presidents Council for a four-year term (January 2017 – January 2021).
      
         • Matthew Shank, Marymount University (Virginia) [Capital Athletic Conference].
         • Tori Murden McClure, Spalding University [St. Louis Intercollegiate Athletic Conference].
      
      (2) **Effective Date.** January 2017.
      
      (3) **Rationale.** The subcommittee recommends both reappointments due to their current service on the Council, as well as their effective prior service on the Presidents/Chancellors Advisory Group (PAG).
   
   b. 2017 Presidents Council Appointment.
      (1) **Recommendation.** Approve the following appointment to the Presidents Council for a four-year term (January 2017 – January 2021).
      
         • Javier Cevallos, Framingham State University [Massachusetts State Collegiate Athletic Conference].
      
      (2) **Effective Date.** January 2016.
      
      (3) **Rationale.** The subcommittee recommends President Cevallos to the Council due to his effective service on the Division III Membership Committee and prior service on the Division II Presidents Council.
c. **2017 Presidents Council Chair.**

   (1) **Recommendation.** Appoint Jay Lemons to serve as chair of the Presidents Council effective January to June 2017.

   (2) **Effective Date.** January 2017, upon adjournment of the NCAA Convention.

   (3) **Rationale.** President Lemons has provided excellent leadership and service to the Presidents Council and NCAA Board of Governors over the past years. In an effort to keep strong Division III representation on the Board of Governors, especially related to the on-going discussions regarding the Board’s duties and composition, the subcommittee feels it would be in the division’s best interest to allow Jay Lemons to serve as chair until his planned departure.

d. **2017 Presidents Council Vice Chair.**

   (1) **Recommendation.** Appoint Al Cureton to serve as vice chair of the Presidents Council effective January to June 2017.

   (2) **Effective Date.** January 2017, upon adjournment of the NCAA Convention.

   (3) **Rationale.** President Cureton has provided excellent leadership and service to the Presidents Council and NCAA Board of Governors over the past years. Our policies and procedures prohibit him from serving a third consecutive term as chair. However, the subcommittee believes it best to allow him to retain a leadership role on the Board of Governors, especially related to the on-going discussions regarding the Board’s duties and composition. This appointment also will enable him to move into the chair role upon Jay Lemons’ departure in June and keep consistent Division III representation on the Board.

e. **Presidents Council Leadership/Extension of Term.**

   (1) **Recommendation.** Appoint Jeff Docking as vice chair elect and extend his term for an additional year.

   (2) **Effective Date.** June 2017.
Rationale. President Docking has provided excellent service to the Presidents Council and related committees (e.g., Strategic Planning and Finance Committee) over the past years. The subcommittee recommends extending his term by one year to allow him potentially to continue in a leadership role on the Council during 2018.

INFORMATIONAL ITEMS

1. Other Business. The subcommittee noted that the Council will have three vacancies in June 2017. President Jay Lemons will take another position outside of the Association, with both Presidents Haring-Smith and McMillan retiring. A teleconference will be scheduled during the end of February/beginning of March to recommend replacements. The subcommittee’s goal is to have recommendations for the Council at its April meeting.

2. 2018 Leadership. During 2017, the subcommittee will forward potential leadership recommendations for 2018. The subcommittee’s focus will include the goal of diversifying the Council’s leadership, if possible.

Staff Liaisons: Dan Dutcher; Louise McCleary; Jay Jones, Debbie Kresge and Sharon Tufano

<table>
<thead>
<tr>
<th>September 29, 2016</th>
<th>Attendees</th>
<th>Absentees</th>
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<tbody>
<tr>
<td>Teresa Amott, Knox College</td>
<td>Sue Henderson, New Jersey City University</td>
<td>(recused)</td>
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<td>Tom Foley, Mount Aloysius College</td>
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<td>Rob Huntington, Heidelberg University</td>
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<td>Lex McMillan, Albright College</td>
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<td>Tori Murden McClure, Spalding University</td>
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<tr>
<td>Elsa Nunez, Eastern Connecticut State University</td>
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<td>Zorica Pantic, Wentworth Institute of Technology</td>
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<tr>
<td>Other Participants:</td>
<td>Dan Dutcher, NCAA</td>
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<td></td>
<td>Jay Jones, NCAA</td>
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<td></td>
<td>Debbie Kresge, NCAA</td>
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<td>Louise McCleary, NCAA</td>
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<td>Sharon Tufano, NCAA</td>
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REPORT OF THE NCAA DIVISION III
DIVERSITY AND INCLUSION WORKING GROUP
SEPTEMBER 27, 2016, TELECONFERENCE

INFORMATIONAL ITEMS

1. **Welcome and roster.** The NCAA Division III Diversity and Inclusion Working Group commenced business at 12:05 p.m. Eastern time Tuesday, September 27, 2016. Chancellor Dennis Shields welcomed the group. Staff conducted a roll call.

2. **Report of August 16, 2016, teleconference.** The working group reviewed the report and had no changes.

3. **Discuss best practices resource.** Each subgroup provided an update on its recent teleconference and best practices hiring resource written report:
   a. **Developing a diverse candidate pool.** Working group feedback included:
      (1) Providing the resources within a single URL; and
      (2) For document formatting consistency, adding “questions to consider” to the section headers as well as numbering each section.
   b. **Search committee.** Working group feedback included:
      (1) For document formatting consistency, adding “questions to consider” to the section headers;
      (2) Highlight the search committee’s role in relation to the hiring manager; and
      (3) Convert the checklists into graphic boxes.
   c. **Search process and engagement with search firms.** Working group feedback included:
      (1) Adding questions to consider to the job description section;
      (2) Adding a question to the Search Firm section that highlights the possible ease of work burden on the athletics department; and
      (3) For document consistency, adding numbering to each section.
   d. **Retention and exit interview training.** Working group feedback included:
      • For document formatting consistency, adding “questions to consider” to the section headers as well as numbering each section.
4. Division III Student Immersion Program selections. Staff noted that the application process closed Friday, Sept. 30, and anticipated there would be 60 applications for the 40 available slots. Staff also provided the application review timeline for the three working group members that volunteered to be reviewers.

5. Next steps. The working group asked staff to combine the work of the four subgroups into one document [Attachment]. This new best practices hiring document will be shared with Division III Management and Presidents Councils. The working group will be seeking feedback and endorsement. In addition to having two NCAA outside contractors review the document, each working group member will review and provide feedback in preparation for its November teleconference.

6. Other business. Staff noted that a graduate student at a Division III institution requested the working group review her design proposal related to Division III student-athletes. The working group was in favor of participating in the review.

7. Adjournment. The call adjourned at 1 p.m. Eastern time.

Staff Liaisons: Louise McCleary, Division III Governance
Nicole Hollomon, Research
Sonja Robinson, Office of Inclusion
Sarah Sadowski, Leadership Development
Amy Wilson, Office of Inclusion

| Teleconference date: September 27, 2016 |
| Attendees: |
| Heather Benning, The Midwest Conference |
| Keith Brandon, Penn State University, Abington |
| Gerard Bryant, John Jay College of Criminal Justice |
| Valerie Cleary, Willamette University |
| Jason Fein, Drew University |
| Callie Olson, Lakeland College |
| Joe Onderko, Presidents Athletic Conference |
| Dennis Shields, University of Wisconsin-Platteville |
| Natalie Winkelfoos, Oberlin College |
| Nicolle Wood, Salem State University |
| Absentees: |
| Nnenna Akotaobi, Swarthmore College |
| Nicole Monick, Johnson State College |
| NCAA Staff Support in Attendance: |
| Reed Fogle, Nicole Hollomon, Louise McCleary, Sonja Robinson, and Sarah Sadowski. |
Get a head start
Don’t wait until an opening occurs. There are several steps an athletics department can take to prepare for openings to assist in encouraging diversity and inclusion when an opportunity does become available.

Institutional and departmental policies
It’s important that hiring managers regularly develop and review institutional and departmental policies. These should articulate the school’s position on creating a diverse workplace/community and be readily available as part of the recruitment process.

Assess the campus and the department
Know your school and departmental demographics. Familiarize yourself with campus resources and programming that support an inclusive environment and celebrate diversity. Take a serious look at what your institution and community have to offer candidates of varied cultural heritage.

Websites and written materials
Review your school and department websites to ensure they reflect your institution, athletics department and community. Incorporate images, descriptions and text that display examples of existing diversity. Be sure that the institution’s and department’s policies and mission statements are also prominently posted.

Establish relationships
Build and maintain relationships with individuals who would be strong candidates for future openings at your institution. Begin conversations with them about what makes your institution a desirable employer and start to better understand what top candidates might seek in a position and an institution. If your institution or department have gaps, work to fill those before you enter your next search (or at least be in a position to explain how your institution is working toward filling those gaps).

Supervisors should develop internal candidates.
- Internships are an excellent way of field-testing quality candidates. They provide an opportunity to watch candidates in action in the position.
- Student-athletes and student-support personnel should be encouraged to look at athletics administration and coaching as a profession.
- To contribute to diversity in top management positions, young staff and coaches must be encouraged to move ahead in the profession.
- Encourage current staff to always be on the lookout for quality people who would make great candidates.

Hiring managers should also strive to constantly expand their contacts by:
- Networking with women and minorities in the industry
- Building relationships with professional organizations; and
- Identifying students who may be interested in a career in intercollegiate athletics.
When an opening occurs
Hiring managers in Division III athletics department have the responsibility of keeping diversity and inclusion top-of-mind when they find themselves with opening on their staff. Whether the position be for an associate athletics director or a part-time coach, several factors should be considered even before a position opens.

Job descriptions
An accurate, detailed job description leads to a full understanding of job requirements, qualifications and expectations. While qualifications must not unnecessarily prevent or lessen employment opportunities for any class of applicants, the job description provides an opportunity for the institution and athletics department to tell potential applicants how they will be supported throughout the job search and their employment.

Create job announcements shaped to attract diversity. The job announcement is the single most effective tool in recruiting anyone, including the quality diverse applicants. If candidates read that working with multicultural or otherwise diverse groups of people is a required qualification, the diverse candidate then is more likely to be interested and confident in researching the position.

Criteria
The criteria for the position should be set in writing and agreed on before the start of the search process. A good job description should also include:
- Reporting relationship.
- Required skills and abilities;
- Expectations and outcomes;
- Education and experience requirements;
- Required job competencies.

Helpful information
It’s important that the job description also contain helpful information to gain the attention of candidates who may, or may not, be actively searching for a new job. This may include:
- A brief history and the current state of the school;
- An overview of the athletics department, it’s values and vision for success;
- An explanation of Division III’s values; and
- A list of expectations and outcomes for the position.

Compliance statement
A compliance statement on the campus-wide policy of nondiscrimination should be included at the end of the job description. Written statements that encourage diversity, developed either by the campus or the department, should be included. For example, “…is committed to providing a diverse and inclusive culture to best support our student-athletes. Women and minorities are encouraged to apply.”

Questions to consider when developing a job description:
- Does the description explain how the individual would be supported once they arrive on campus?
- Does the description unnecessarily prevent or lessen employment opportunities for any class of applicants or potential applicants?
- Have you consulted with the human resources department regarding the job description?
- Does the job description accurately reflect the responsibilities of the position?
- Do full-time and part-time job posting accurately reflect the job’s responsibilities?
• Would an interested candidate clearly understand the required knowledge and experience needed to execute the job responsibilities?

Advertising the opportunity
Advertising is a crucial step in the search for qualified and diverse candidate pool. Athletics departments must be committed to creatively targeting as many diverse sources as possible when they have a vacancy.

Traditional advertisements
Be sure to post job advertisements on various websites, especially those that encourage diversity and identify individuals who may be interested in a career in intercollegiate athletics. See the reference section for a list of websites that hiring managers may consider when posting a job. Place advertisements in appropriate print publications and trade journals.

Recruit beyond the job posting
Another way to increase the diversity of candidate pools is to recruit beyond paper. Through consistent networking, an institution can begin to develop and maintain candidate lists to aid its present and future searches. For example, athletics departments can engage in these ways:
• Networking with people who may know of qualified applicants, particularly minorities and women.
• Maintain contact with women and minority graduates interested in athletics careers. They may be future candidates for positions at your university and they also may have women and minorities among their colleagues who are potential candidates for open positions.
• Requesting nominations from professional organizations and associations.

Campus resources
Familiarize yourself with campus resources and programming that support an inclusive environment and celebrate diversity.
• Know your school and departmental demographics.
• Take a serious look at what your institution and community have to offer candidates of varied cultural heritage.
• Identify colleagues from diverse backgrounds to contact personally regarding openings or to solicit nominations.
• Attend and encourage other individuals who will be attending conferences, particularly ones that attract large numbers of women and minority attendees, to combine your visits with recruitment efforts for present and future positions.

Questions to consider when advertising an opening:
• Have you purposefully expanded your contacts by networking with women and minorities in the industry?
• Have you built relationships with professional organizations?
• Have you identified students who may be interested in a career in intercollegiate athletics?
• Have you considered posting the job description on specific website that would encourage a more diverse candidate pool?
The Search Committee

It is important that the search committee reflect the institution’s goals for diversity. Women and minorities should be represented on the committee. It may be important to consider the power differentials when selecting members so that people will feel free to share opinions. All members should be specifically chosen for their strengths and talents (e.g., experience and understanding of the position or their current partnership within the department) so the best candidate is hired.

Search committee composition

When selecting individuals to serve on the search committee, athletics departments should consider diverse representation even outside the specific department or unit of the position being searched.

Diverse search committee members can bring can be as valuable as those within the department as those who are the “subject matter experts.” Schools or departments that is not yet highly diverse should also be sensitive to not asking the same faculty and staff to sit on every search committee.’

Standardizing committee composition

The institution may consider a standard format for search committee membership (e.g., the number of faculty members, coaches, staff, students, student-athletes, athletics administrators, campus administrators, boosters and alumni).

The diversity of gender and ethnicity on the search committee is essential to a successful search. It is important to consider including at least one senior member of the faculty and/or staff.

Senior members are able to communicate campus history and philosophy and the importance of athletics to the university.

The chair or human resource office should also designate a school official who will serve on the committee and ensure that best practices in regards to diversity, gender equity and equal opportunity hiring practices are followed. Individuals to consider for this role may include either the Title IX/Equal Employment Opportunity officer.

Search committee roles and responsibilities

Clarifying the roles and responsibilities of search committee members can assist in the recruitment in selection process. Each role also plays an important role encouraging diversity and inclusion throughout the search.

The chair

The first step in the search process is to identify a committee chair. The chair is responsible for the overall conduct of the search, including emphasizing the importance of recruiting and considering individuals from diverse backgrounds for the position. Selecting the ideal chair will benefit the search process, as the chair’s relationships with on-campus partners will help identify committee members who will bring a diverse perspective to the committee. Keep in mind, however, that the chair may not be the final hiring manager/official.

Below are additional key search committee chair responsibilities. [put in graphic box]

- Organize the committee.
- Serve as liaison between committee and hiring official/human resources.
- Coordinate recruiting, advertising and networking (with Human Resources).
- Communicate with applicants.
• Evaluation criteria/selection of finalists.
• Preparing the committee for the interviews.
• Oversee reference checks.
• Coordinate and schedule committee meetings.
• Develop a candidate evaluation sheet.
• Assist applicants during the submission process.
• Coordinate candidate interview arrangements and schedule.
• Process human resource transactions.
• Complete search documentation and close the search.

Search committee members
Search committee members serve in an advisory capacity for the identification and selection of candidates. The search committee member performs a variety of tasks under the direction of the search chair and should make every attempt to assure that the pool of applicants includes qualified candidates from diverse backgrounds. The entire committee then should review all qualified applications, striving for a diverse pool of qualified candidates.

The hiring manager/official
The hiring manager/official reviews the finalists for the positions as advised by the search committee and is ultimately responsible for the selection of the final candidate.

Utilizing a search firm
The use of search firms also can be an effective way to build a strong candidate pool. When choosing a firm, it is important to investigate each firm’s commitment to diversity. Much can be said about a firm’s commitment by looking at its demographics. In addition, one should consider the firm’s track record of past hires to see how diverse its previous selections have been. A firm that is truly interested in finding qualified, diverse candidates most likely will have a diverse staff of its own.

Before hiring a search firm, schools may want to consider:
• Does the profile of the warrant the use of a search firm?
• Does the department’s budget support cost of hiring a search firm?

If it is determined that a search firm should be hired, be sure to:
• Clarify expectations of the search
• Identify the roles the search firm will have in the process
• Explain the importance of a diverse candidate pool when recruiting candidates.

Questions to considered when developing a search committee:
• Who is involved with the search committee?
• What is the gender and ethnic diversity of the search committee?
• Does the search have a realistic time frame?
• Is the search consistent with the institution’s affirmative action principles?
Search committee policies and expectations
With the creation of every search committee, there should be a set of policies and guidelines that will outline baseline expectations and expected search committee conduct such as using a campus officer to ensure diversity policies are being followed and data collection is occurring.

Search committee policies and expectations
In order to objectively review each candidate, the department should provide the search committee with policies for evaluating the candidates based on the advertised skills and abilities.

Policies
Applicable policies can vary. Be sure to work with human resources to identify ones specific to your school. You may, at least, consider the following:

- Equal Employment Opportunity vs. Affirmative Action. A high-level understanding of the differences between the EEO and AA may be beneficial to the search committee. The EEO prohibits discrimination based on any prohibited characteristic. The AA requires additional proactive measures to ensure equal employment opportunity; these measures require good faith efforts to recruit women, minorities, veterans, and persons with a disability.
- Highlight and Publicize Diversity Growth. It is important for institutions and conferences to talk about its successes with diversity and provide concrete examples.

Expectations
Search committee expectations should reflect the institution’s campus-wide personnel policies. The athletics department also may want to develop its own expectations to compliment the campus policies.

This may include:

- Confidentiality of the search (including identity of candidates, resumes and schedules).
- Ensuring the legality of questions for interviewees.
- Identity of the search spokesperson.
- Charge to the committee (e.g., forward three names unranked with comments from the group).
- Unauthorized reference checks (e.g., soliciting information from applicant’s current employer without permission).

Strategies to avoid bias.
The search chair, search committee members and the hiring manager/official should evaluate their personal judgments and consider whether unintentional bias may have played a role throughout the search process such as if women or minority applicants subject to higher expectations. Ensuring careful and fair treatment of all applicants at each stage of the selection process is important.

To ensure consistent evaluation of all applicants by spending sufficient time reviewing each applicant search committee members should also:

- Evaluate each candidate’s entire application.
- Avoid depending too heavily on only one element such as letters of recommendation, or the prestige of the degree-granting institution or post-doctoral program.
- Be able to defend every decision for eliminating or advancing a candidate through documentation of decisions.

See the Resources section for more information about best practices to avoid biases.
Checklist and timeline
The checklist and timeline are valuable tools in documenting and recording due process in the search and ensuring that a thorough, equitable and legal search occurs. Institutions should have systematic reviews of hiring practices with meaningful consequences for decision-makers to maintain accountability. All departments should be required to document the ethnicity and gender of all staff members, along with the dates hired.

Search checklist
In the instructions to the search committee, human resources should provide a checklist of tasks to be done and a timeline to be followed.

The checklist minimally should include the following items:
- Selection of committee chair and committee members.
- Search committee training session.
- Job description review and update.
- Advertisement in appropriate venues.
- Deadlines (or will the process remain open until the position is filled?).
- Review of the diversity of the candidate pool by an appropriate university or college official. If diversity is not met, the search remains open and effort is made to diversify.
- Review of applications using policies and guidelines adopted by the search committee.
- Discussion of candidate’s evaluations.
- Document the reason for any candidate dropped from the viable candidate pool.
- Selection of finalist candidates.
- Background checks.
- Invitations for interviews.
- Interview arrangements.
- Interviews.
- Search committee review of interviews.
- Written evaluations (e.g., candidate evaluation sheet) to the hiring official.
- Notification of selection.
- Notification to other candidates not hired.
- Thank you to committee and others involved.

Timeline
A timeline that helps the institution obtain the desired candidate pool should be distributed to all committee members and each item also should have an assigned committee member. The timeline can be adjusted as needed, but the checklist itself should not change from search to search.
The selection process
There are several steps the search chair, the search committee and the hiring manager/official must take once a candidate pool has been finalized.

First search committee meeting
During the first search committee meeting should occur as soon, if not before, the job description is posted. At this meeting, the search committee chair should:

- Review policies and expectations of search committee members.
- Review the job description, defining the position and needed qualifications.
- Discuss applicant recruitment strategies and brainstorming.
- Introduce the diversity advocate and conduct an Affirmative Action or Equal Employment Opportunity discussion.
- Discuss how to avoided biases.
- Emphasize the importance of confidentiality.
- Identify conflicts of interest.
- Evaluation criteria for screening applicants, including how to use the candidate evaluation sheet.
- State the charge from hiring official/manager (e.g., the person making the official offer).

Search committee training
A search committee training session should be provided by the campus human resources department or office of affirmative action at the committee’s first meeting. The search committee should be informed and provided copies of any campus, state or federal affirmative action or equal opportunity policies at this meeting. An explanation and discussion of subtle and covert forms of discrimination also should occur to ensure that all committee members are educated in this area.

A formal training will assist committee members with:

- Guiding the committee to make certain that the search process is free of bias or stereotyping of applicants in verbal or written communication.
- Ensuring that candidates are evaluated fairly.
- Working to ensure diversity of the applicant pool.

Interview training
To assistant search committee members in conducting optimal searches, the human resources and the chair should:

- Develop a set of core questions to be asked of each candidate.
- Be sure all interviewers are aware of what questions are inappropriate.
- Determine the interview structure and schedule.
- Include a campus visit that provides similar opportunities for each candidate and follows interview procedures which treats all applicants consistently.
- Carefully prepare interview questions.
- Avoid biased questions.
- Justification for hire must be based on qualifications, experience, references and interview.

Depending on the profile of the position, there may be several rounds of interviews including phone screenings, Skype interviews and on-campus finalist interviews. Trainings in some fashion may be valuable at each stage. See the Resources section for more information on interview best practices.
Selecting a candidate
Once all interviews have been conducted the search committee and chair should make their recommendations to the hiring manager/official. Before making their recommendations the committee should evaluate:

- Do each of the finalists meet the position’s qualifications?
- Were biases avoided throughout the process?
- Do the recommended finalists provide diverse options to the hiring manager/official and reflect the overall candidate pool?

Making an offer
The hiring manager should take the search committee’s recommendations into consideration before making a final selection. Once a final candidate has been selected, the hiring manager/official should work with human resources to make the job offer and conduct any necessary negotiations. They should also ensure that the search process was documented accurately.

The hiring manager should also identify ways to support the new employee in his or her transition to campus and the job responsibilities through a retention plan.
Retaining employees from diverse backgrounds
Educating people of all backgrounds, beliefs and cultures takes a diverse academic workforce. Increasing and maintaining employee diversity is not only the right thing to do, but also essential to achieving the academic missions of higher education institutions and their athletics departments.

On-boarding
Organizational leadership must engage in adequate planning for consistent integration of the new employee and must reach beyond an initial orientation process. Employers should:
- Make sure the employee is connected to key players in the organization.
- Familiarize the employee with campus and the local community.
- Brief the employee on “organizational language” and culture

Most important is for the employer to understand the workplace integration is not temporary; there must be a short-term and long-term plan to orient an individual until they have developed a level of comfort, and adapted to workplace expectations and institutional/organizational culture.

Retention
Showing a strong commitment to diversity and inclusion principles sends a clear message to coaches and administrators that their identity and contributions are valued, and that one’s worth to the organization will not be limited by negative perceptions about background, sexual orientation, race, or gender identity or expression.

Commitment to diversity and inclusion
Organizational commitment to diversity and inclusion practices must also be pervasive meaning every individual in the organization plays a role in retention for those from underrepresented backgrounds. After all:
- The hiring process can be costlier than retaining qualified and motivated employees.
- The loss of organizational knowledge and experience could result in a large learning curve and delayed effectiveness for new hires.
- An employee’s sense of fair and equitable treatment for themselves and others is a key element of an inclusive environment.
- An organization where employees want to stay enhances the recruitment of competitive and productive talent.

Salary and compensation
Employers must ensure that fair and equal pay for comparable work across the department is a consistent and embedded practice, and that all employees benefit from this practice. Employees must also have a clear and transparent understanding about how professional development (including educational attainment, improved skills, or undertaking additional responsibilities) may or may not impact their benefits and compensation. Employers should regularly work with their Human Resources colleagues or other comparable units to engage in market surveys to make sure salaries are comparable to industry averages.

Benefits
Orientation and education about benefits is an essential element to retention. Employees must clearly understand the variables that impact a benefits including directed guidance on what is available to the employee and their dependents.
Nonmonetary benefits and support
Oftentimes budget restrictions and financial commitments hinder an organization’s ability to continuously adjust salary offerings to employees as a means of retention. Capitalizing on the intrinsic rewards that employees glean from high performance and mission-oriented environments – such as athletics – departments can find other ways to provide support for employees that lessen their own needs for additional financial outlay.

Providing child care, flex hours and alternative work settings can assist employees find creative ways to counter long hours and family commitments. Formal and informal mentoring relationships can also provide assistance for employees, as they help individuals create a support network for their various psychological, social, and physical needs.

Professional development and career advancement opportunities
Informal and formal mentorship is key to retention. Proactive assistance and advisement on how the employee can advance, improve skills, and take on additional responsibilities may increase the likelihood of retention.

A transparent process of promotion also allows the employee to establish goals and have a clear understanding of what is expected in order to achieve career advancement. In addition, making professional development opportunities and resources accessible to employees allows them to seek opportunities that best align with their career goals.

Campus and departmental culture/climate
A department can establish a culture and environment that welcomes diversity and inclusion even when the desired level of diverse demographical representation has yet to be achieved. If fact, one of the main reasons that employees are not retained is a lack of “fit” – or a lack of match with the organization’s culture. Great consideration should be given to the creation and maintenance of a culture that is congruent with departmental values as manifested through communication processes, the system of rewards and recognitions, the history behind traditions and rituals, public statements and visible signage.

A departmental diversity plan and statement of philosophy is one way to exhibit serious thought and commitment to creating an inclusive and supportive environment, where all employees are welcomed and valued for their productivity and contribution.

Resources and opportunities for engagement
Engaging with other resources across campus reaps multiple benefits. On one hand, cost savings might be realized with the addition of other departments’ employees when purchasing bulk products or services (such as childcare). On the other hand, the campus may already offer support programs that would benefit employees in their day-to-day lives, both work-related and not. An employer should be proactive in offering multiple options of engagement outside of the athletics department, assisting employees in making connections in the greater town or city community as well.

Many times, connections lacking on campus can be enhanced by expanding the outreach beyond the campus walls. Departments may facilitate these opportunities to connect by crediting employees with continuing education, community service, flexible assignments, encouragement to participate in outside events, and leadership positions on campus cabinets and councils.
**Evaluation**

A continuous effort to take the pulse of the climate and employees needs will help a department remain aware and proactive in its retention efforts. The implementation of a systematic annual review, with results disaggregated by identity groups as they relate to hiring, promotion, turnover and performance trends can highlight the areas of success and challenge for a department, and signify if employee groups are being impacted differently.
The Exit Interview
Exit interviews are conducted with employees once they have resigned and before they leave the institution. These interviews are helpful tools that can:

- Determine why employee is leaving position.
- Distinguish strengths and weaknesses of department, administration and staff.
- Discuss overall position responsibilities.
- Establish a plan for department improvements.

Administering exit interviews
Exit interviews are typically conducted by a human resources professional or an objective person not directly involved with the departing employee. This allows for impartiality and provides the chance for the departing employee to voice his or her experiences and opinions honestly and free of judgment. Exit interviews can be conducted face-to-face, through a survey (written or electronic) or conducted over the phone.

Potential exit interview questions may include:

- Why have you decided to leave the organization?
- Did anything trigger your decision to leave?
- Was a single event responsible for your decision to leave?
- Have you shared concerns with anyone in the company prior to deciding to leave?
- Did anyone in this organization discriminate against you, harass you, or cause hostile working conditions? (important to follow up if response is ‘yes’)
- How did the job match your expectations?
- Did you feel that the work you were doing aligned with your personal goals and interests?
- Did you have the tools and resources you needed to effectively do your job?
- Would you recommend this as a place for a friend to work?
- What could have been done for you to remain employed here?
- If you could change anything about your job or the company, what would you change?
- Did you feel a welcome part of the campus community?
- Were you able to connect with peer or mentors within the department? Outside of outside of the department?

How exit interviews may be helpful
The interview responses should be accurately reported to human resources may be used as a tool to evaluate recruitment, selection and retention practices.
Resources

Organizations
Industry and division-specific organizations can be helpful resources before, during and after a search.

General administration

National Collegiate Athletic Association
ncaa.org
The National Collegiate Athletic Association is a member-led organization dedicated to the well-being and lifelong success of college athletes. The membership is comprised of about 1,100 colleges and universities, 100 athletics conferences, and 40 sports organizations devoted to the sound administration of intercollegiate athletics.

National Association of Collegiate Directors of Athletics
nacda.com
The National Association of Collegiate Directors of Athletics is the largest association of collegiate athletics administrators. Members include athletics directors, associate and assistant athletics directors, conference commissioners and affiliate individuals or corporations. NACDA’s partner organizations including:

- National Association of Division III Athletic Administrators (NADIIIIA)
- Division III Conference Commissioners Association (DIIICCA)
- Minority Opportunities Athletic Association (MOAA)
- College Sports Information Directors of America (CoSIDA)
- National Association of Collegiate Marketing Administrators (NACMA)
- National Association of Athletic Development Directors (NAADD)
- National Association for Athletics Compliance (NAAC)
- Collegiate Event and Facility Management Association (CEFMA)
- National Association of Academic Advisors for Athletics (N4A)

Division-specific administration

Division III Commissioners Association
diiicomm.org
The focal point of the Division III Commissioners Association is for the membership to learn together and share with each other by working closely with affiliated organizations such as the NCAA, NACDA, NADIIIIA, NACWAA, and the Division III Independents, creating a national synergy that allows all memberships to work in concert to improve communications and ultimately, service student-athletes.

National Association of Division III Athletic Administrators
nadiiiaa.org
NADIIIIA is comprised of more than 700 athletics administrators from over 350 institutions and conferences competing at the NCAA Division III level. The Association encourages the continued development of athletics programs focused on the student-athlete and based on sound educational principles and the Division III philosophy.
**Diversity and inclusion focused**

**Advocates for Athletic Equity**  
[aaesports.org](http://aaesports.org)  
Advocates for Athletic Equity’s mission is to advocate and promote ethnic minority coaches for positions of leadership at all levels of sport. Through events, programming, professional development, mentoring and networking the AAE will work to increase the number of ethnic minority head coaches in the coaching industry and strive to make a difference for its membership and for future generations who want to pursue careers in coaching.

**Chronicle of Higher Education**  
[chronicle.com](http://chronicle.com)  
*The Chronicle of Higher Education* is the number one source of news, information, and jobs for college and university faculty members and administrators. Online, *The Chronicle* is published every weekday and is the top destination for news, advice, and jobs for people in academe. In print, *The Chronicle* is published in two sections: Section A, which contains news and jobs, and *The Chronicle Review*, a magazine of arts and ideas.

**National Association of Collegiate Women Athletics Administrators**  
[nacwaa.org](http://nacwaa.org)  
The National Association of Collegiate Women Athletics Administrators is the premier leadership organization that empowers, develops, assists, celebrates, affirms, involves and honors women working in college sports and beyond. NACWAA takes a pro-active role in advancing women into positions of influence and powerfully shapes the landscape of women leaders.

**National Association of Diversity Officers in Higher Education**  
[nadohe.org](http://nadohe.org)  
The National Association of Diversity Officers in Higher Education serves as the preeminent voice for diversity officers in higher education by supporting collective efforts to lead institutions toward: producing and disseminating empirical evidence through research to inform diversity initiatives; identifying and circulating exemplary practices; providing professional development for current and aspiring diversity officers; informing and influencing national and local policies; and creating and fostering networking opportunities.

**NCAA leadership development**  
[ncaa.org/leadershipdevelopment](http://ncaa.org/leadershipdevelopment)  
NCAA leadership development provides education and training for college athletes, coaches and administrators to assist with the transition to life after college sports, to foster the growth of the next generation of leaders and to encourage athletics administrators to translate lessons learned through competition. Training sessions are also available for athletics administrators and coaches that provide opportunities to enhance their skills and advance their careers.

**Coaching organizations**
- Amateur Softball Association of America/USA Softball
- American Baseball Coaches Association
- American Football Coaches Association
- American Hockey Coaches Association
- American Volleyball Coaches Association
- College Swimming Coaches Association of America
• Collegiate Rowing Coaches Association
• Golf Coaches Association of America
• Intercollegiate Men's Lacrosse Coaches Association
• Intercollegiate Tennis Association
• National Association of Basketball Coaches
• National Association of Collegiate Gymnastics Coaches/Women
• National Fastpitch Coaches Association
• National Golf Coaches Association
• National Soccer Coaches Association of America
• National Strength and Conditioning Association
• National Wrestling Coaches Association
• U.S. Fencing Coaches Association
• U.S. Intercollegiate Lacrosse Association
• U.S. Track & Field and Cross Country Coaches Association
• U.S. Tennis Association
• USA Basketball
• USA Track & Field, Inc.
• USA Volleyball
• Women’s Basketball Coaches Association

**Best practices**

**Interview dos and don’ts.**

**How to avoid biased interview questions.**
Sample documents

Sample candidate evaluation sheet.
Sample job description (Full-time position)

INSTITUTION X

POSITION TITLE: Associate Director of Athletics

DEPARTMENT: Athletics

REPORTS TO: Director of Athletics

Institution X seeks applicants for an associate director of athletics. This position is responsible for the campus, conference and NCAA compliance of our 18 athletics programs and ensuring academic standards are maintain through campus services for our diverse group of 250 student-athletes. The successful candidate will report directly to the director of athletics and serve as an integral member of the senior management team, providing leadership and support in the areas of student services and compliance.

This individual works closely with the director of athletics, the faculty athletics representative, coaches and student-athletes and is expected to have experience working with multiple, diverse groups at one time.

Found in 1890, Institution X is located in City, ST and is a member of the Athletics Conference. Institution X provides almost 2,500 students with a well-rounded educational experience grounded in liberal arts and supports the growth of all its employees through employee resource groups, professional development opportunities and on- and off-campus engagement opportunities. Institution X is also committed to providing a diverse and inclusive culture to best support our student-athletes and departmental goals. Women and minorities are encouraged to apply.

Responsibilities: Monitoring institutional, conference and national policies; attending campus and conference meetings and serving on committees; meeting with campus academic liaisons; monitoring recruiting practices; serving as a sports team liaison; and other duties as assigned.

Education/Experience: Candidates must have a bachelor’s degree (a master’s degree is preferred) and a high-level of knowledge and a demonstrated experience of NCAA rules and academic oversight. Additionally, candidates should have evidence of effective leadership and the ability to manage others, especially those from diverse backgrounds include women, minorities and individuals with disabilities.

The successful candidate must complete a background check prior to being hired. Interested candidates should visit www.institutionx.edu/apply to submit an application. Review of candidates will begin immediately and continue until the position is filled.
Sample job description (Part-time position)

INSTITUTION X

POSITION TITLE: Assistant Men’s and Women’s Swimming Coach (Part time)

DEPARTMENT: Athletics

REPORTS TO: Head Men’s and Women’s Swimming Coach

Institution X seeks applicants for an assistant men’s and women’s swimming coach. This position is responsible for assisting the head coach with the swimming program on a part-time basis. This individual works closely with the head coach and student-athletes and is expected to have experience working with multiple, diverse groups at one time.

Found in 1890, Institution X is located in City, ST and is a member of the Athletics Conference. Institution X provides almost 2,500 students with a well-rounded educational experience grounded in liberal arts and supports the growth of all its employees through employee resource groups, professional development opportunities and on- and off-campus engagement opportunities. Institution X is also committed to providing a diverse and inclusive culture to best support our student-athletes and departmental goals. Women and minorities are encouraged to apply.

Responsibilities: Teach the skills necessary for a successful athletics program; assist in team practices and game day preparations; assist in the evaluation and recruitment of qualified prospective student-athletes; comply with all NCAA, Athletic Conference and Institution X rules and regulations and help to ensure all student-athletes do the same; work independently; be able to work evenings and weekends; travel locally, regionally and nationally to find prospective student-athletes is required and the candidate must have the ability to transport teams by van as needed.

Education/Experience: Bachelor’s degree and collegiate playing experience preferred. Knowledge of NCAA, Athletic Conference and Institution X rules and regulations preferred. Individuals must possess the skills and abilities or be able to teach and demonstrate all aspects of the sport they are assisting in perform all other essential functions of the job, with or without accommodation, using some other combination of skills and abilities.

Licenses: Current and valid driver’s license required. Successful completion of Institution X Van License A.

The successful candidate must complete a background check prior to being hired. Interested candidates should visit www.institutionx.edu/apply to submit an application. Review of candidates will begin immediately and continue until the position is filled.
Congressional Overview

Following an extended recess, which included the Democratic and Republican National Conventions, lawmakers returned to Washington on September 6, 2016. With a significant focus on the upcoming general election, Congress is scheduled to again recess at the end of September and will not return to Washington until November 14th. Before departing for the campaign trail, lawmakers are expected to approve a three-month continuing resolution to fund the government until December 9, 2016. Congress must pass this stopgap measure by September 30th, when the current fiscal budget is scheduled to end.

Members of Congress and staff have continued their interest in college athletics. In addition to inquiring on a variety of eligibility matters, policymakers have continued to express a desire to stay informed about research and related efforts to enhance the overall health and safety of student-athletes.

Federal Issues

Medical Professional Liability Insurance

On February 12, 2015, Rep. Brett Guthrie (R-KY) introduced H.R. 921, the Sports Medicine Licensure Clarity Act. H.R. 921 clarifies medical liability rules and ensures that sports medicine professionals who travel outside their primary licensed state to provide care for athletes will be covered by their medical malpractice insurance. When addressing liability, health care services provided by a covered athletic trainer or sports medicine professional to an athlete in a secondary state will be deemed to have occurred in the professional’s primary state of licensure. A companion measure, S. 689, was introduced by Sen. John Thune (R-SD) on March 10, 2015. The NCAA, along with the professional sports leagues, have pledged their support for this legislation. H.R. 921 was passed by the House Energy and Commerce Committee on July 13, 2016 by voice vote. On September 12, 2016, the proposal was approved by the House of Representatives by voice vote and has been referred to the Senate Committee on Health, Education, Labor, and Pensions. With a limited number of days remaining in the 2016 legislative calendar, the NCAA office of government relations will continue to support these important proposals and closely monitor future movement.

The Standardization of Collegiate Oversight of Revenues and Expenditures Act (SCORE) Act

On July 14, 2016, Rep. David Price (D-NC) introduced H.R. 5791, the Standardization of Collegiate Oversight of Revenues and Expenditures Act (SCORE Act). The proposal would amend the Higher Education Act of 1965 and require public and private colleges and universities, athletic conferences and the NCAA to make public, standardized revenue and expenditure reports. Institutions would be prohibited from being a member of an intercollegiate athletics association or participating in any national intercollegiate athletics competition, if an association or a university fails to make public the requested revenue and expenditure information.
H.R. 5791 does not currently have any cosponsors and has been referred to the House Committee on Education and the Workforce. NCAA government relations staff will continue to monitor this proposal and the movement of any related legislation that would be a part of the process to reauthorize the Higher Education Act.

**Better On-line Ticket Sales (BOTS) Act of 2016**
On April 28, 2016, Rep. Marsha Blackburn (R-TN) introduced H.R. 5104. This bill, titled the Better On-line Ticket Sales Act of 2016, seeks to prevent the use of software applications—known as “bots”—that are designed to buy tickets to events in large quantities so they can later be resold at a premium. This software circumvents ticket vendor software that limits the number of tickets a single user can purchase. The legislation would make using this software, or knowingly selling tickets that were obtained using this software, an unfair or deceptive act or practice under the Federal Trade Commission Act. A person injured as a result of another violating these prohibitions may also bring a civil action.

Currently, H.R. 5104 has 18 cosponsors—nine Democrats and nine Republicans. On September 12, 2016, the bill passed the House of Representatives and was referred to the Senate Committee on Commerce, Science and Transportation. The NCAA office of government relations will continue to monitor this legislation going forward.

**Congressional College Football Caucus (CCFC)**
On September 14, 2016, Rep. Roger Williams (R-TX) and Rep. Terri Sewell (D-AL) partnered with the National Football Foundation (NFF) to launch the Congressional College Football Caucus (CCFC). CCFC was created to promote the values and principles developed through participating in football—hard work, teamwork, discipline and perseverance, among others. The goal of the caucus is to educate Congress and the public on the vital role college football plays in the United States and promote college football academic scholarships. The CCFC will work to raise awareness of the overall good that the sport offers America’s youth and the game’s ability to bring people together.

**State Issues**

**Daily Fantasy Sports**
Daily fantasy sports remain an area of interest in the states. Throughout the last several months, the legality of the activity has been a subject that many states have examined with little federal intervention. State action has included prohibiting the contests due to questions surrounding its legality, taxing the activity or regulating it. Due to concern that these contests impact the integrity of athletic competitions and the well-being of student-athletes, the NCAA has worked with the membership and other interested parties to ensure legislative proposals include a carve-out that prohibits the inclusion of contests that involve college, high school or youth athletes.

In total, around 35 states have introduced legislation to regulate the industry. Thus far, eight states have enacted bills regulating daily fantasy sports (Colorado, Indiana, Massachusetts, Mississippi,
Missouri, New York, Tennessee, Virginia). Out of the enacted bills, all but Virginia contain a student sports carve-out prohibiting daily fantasy sports involving youth, high school and/or collegiate athletics. Although we foresee limited activity on this matter for the remainder of the year, we can expect states to reintroduce and consider regulation in next year’s session.

The NCAA office of government relations will continue to work with NCAA member institutions and other interested parties to ensure that daily fantasy sports regulations provide proper protections for college, high school and youth athletes.

**Higher Education Associations**
NCAA government relations staff continues to build strong relationships with various higher education associations. The American Council on Education (ACE), the Association of Public and Land-grant Universities (APLU), the Association of American Universities (AAU) and the National Association of College and University Business Officers (NACUBO), among others, continue to provide guidance and support on issues of common interest. The NCAA government relations staff looks forward to continuing these mutually beneficial relationships to better formulate and further the NCAA’s legislative goals.