

Division III

2007-2008  
Annual Report



Vision Statement

Division III will be a dynamic and engaging group of colleges, universities and conferences of varying sizes and missions committed to an environment that encourages and supports diversity, values fairness and equity, and places the highest priority on the overall educational experience of the student-athletes in the conduct of intercollegiate athletics.

Released January 2009



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## Introduction



By NCAA President Myles Brand

I am pleased to introduce this first edition of the Division III Annual Report.

Its contents should prove useful as Division III – fresh from a difficult but productive conversation about its current and future structure – focuses on a significant opportunity to define and then reaffirm its distinctive place within intercollegiate athletics.

The following pages portray a membership that collaboratively offers high-quality competitive opportunities for student-athletes, while taking special care to ensure these activities are embedded within the educational purposes of our universities and colleges.

Taken collectively, the information here depicts a division that commits its resources not only to supporting the athlete, but shaping the student who embraces the educational opportunities and societal benefits provided through our fine universities and colleges.

The elements of this report are pieces of a story that Division III – now that its membership collectively has decided it will embrace its diversity of institutional missions and move forward together to address the challenges of continuing membership growth – must begin to assemble during the coming months.

I will explain why shortly. But first, judging from the ways reported in these pages in which Division III supports the major objectives of its strategic initiatives – sportsmanship, student-athlete well-being, and diversity and gender equity – I can state with confidence that one major piece of that story is solidly in place.

Our member conferences, having been asked to assume the leadership role in determining how Division III grants supporting these initiatives will be used, are devising and then sharing with each other creative means of empowering regional and campus student-athlete advisory committees to provide leadership, equipping administrators and coaches to achieve full compliance with membership obligations, and encouraging athletics programs to reach out in a spirit of service and engagement to local communities.

Especially laudable are the efforts the conferences have led in promoting sportsmanship, through the model division-wide **“Be Loud, Be Proud, Be Positive” campaign** and – consistent with Division III’s belief that the best practices are those whose outcomes are measurable – a Conduct Foul Program that tracks the actions of our student-athletes in the heat of competition.

**Also evident in these pages is Division III’s commitment to a longstanding purpose of the entire NCAA membership** – advocacy for the health and safety of student-athletes. This report offers a listing of the many resources the division supports in pursuit of that objective.

It should be noted that Division III thoughtfully is engaging in a pilot program to measure the impact on its campuses of one of the most serious health and safety issues confronting student-athletes today, namely, the abuse of performance-enhancing and street drugs and of alcohol. The Division III drug education and testing pilot program, now in its second year, should help determine the role that educational efforts can and should play – with or without drug testing – in deterring substance use.

This annual report also details Division III's efforts to address what I regard one of its biggest challenges in the near future – **achievement of greater diversity among our institutions' athletics administrators and coaches** and in the ranks of student-athletes. The division supports programs that encourage the development of promising young ethnic minorities and women as candidates for future consideration as athletics directors and head coaches. It is important, however, for our member institutions to ensure that these initiatives realize their potential, by looking to its beneficiaries as a means for addressing a hiring record that, frankly, demands improvement.

Both achievement and potential are present in this report, which helps tell the story of a unique approach to intercollegiate athletics that visitors to our campuses can actually see and feel when they set **foot in our member institutions' venues of competition.**

**There is, however, more to the story, and that narrative is being shaped not only through Division III's prudent management of resources in support of its championships and initiatives.** As I have suggested, the time has come to embrace an opportunity – a chance to build upon the desire made evident during **the past year by the division's membership to move forward in unity. By doing so, we can write the definitive answer to an important question: What is Division III?**

Division III's governance structure, led by its Presidents Council, recently started a new conversation that **like last year's restructuring debate might prove difficult, but absolutely also must be productive** if the division is to prepare itself to manage the projected addition of another 50 member schools during the coming years.

**The Council's members, looking to colleagues in presidents' offices at Division III institutions to lead this conversation, recently authored a series of "white papers" that challenge the membership to clearly identify the attributes that make the division distinctive in higher education and intercollegiate athletics.**

The membership begins this journey from high ground – its current philosophy statement, which also can be found in the pages of this report. The philosophy statement details several obvious elements of **Division III's story** – such as its position on athletically related financial aid. This commitment, earlier this decade, prompted the creation of a reporting process whose refinements and growing validity are detailed elsewhere in this publication. But the statement deserves close scrutiny in its entirety, first to ensure that it accurately represents the needs and wishes of the Division III membership, then to **make sure that it clearly expresses the division's collective will.**

From this starting point, Division III will be well-equipped to tackle specific issues raised in the white papers, ranging from practical matters such as protecting membership access to championships and to the variety of resources described throughout this report, to the preservation of its philosophical principles.

The philosophy statement and the other components of this first Division III Annual Report are building blocks for ensuring that Division III serves its student-athletes well – that it provides a holistic experience based on an athletics/academic/societal foundation that is unique in higher education.

Now, it is time to begin putting the pieces together.

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## Philosophy Statement

Colleges and universities in Division III place 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 in which coaches play a significant role as educators. They also seek to establish and maintain an environment that values cultural diversity and gender equity among their student-athletes and athletics staff. To achieve this end, Division III institutions:

- (a) 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;
- (b) Shall not award financial aid to any student on the basis of athletics leadership, ability, participation or performance;
- (c) Encourage the development of sportsmanship and positive societal attitudes in all constituents, including student-athletes, coaches, administrative personnel and spectators;
- (d) Encourage participation by maximizing the number and variety of athletics opportunities for their students;
- (e) Assure that the actions of coaches and administrators exhibit fairness, openness and honesty in their relationships with student-athletes;
- (f) Assure that athletics participants are not treated differently from other members of the student body;
- (g) 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;
- (h) Assure that athletics recruitment complies with established institutional policies and procedures applicable to the admission process;
- (i) Assure that academic performance of student-athletes is, at a minimum, consistent with that of the general student body;
- (j) Assure that admission policies for student-athletes comply with policies and procedures applicable to the general student body;
- (k) Provide equitable athletics opportunities for males and females and give equal emphasis to men's and women's sports;
- (l) Support ethnic and gender diversity for all constituents;
- (m) Give primary emphasis to regional in-season competition and conference championships; and
- (n) 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.

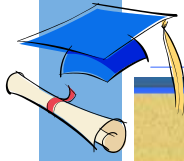
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## 2007-08 & 2008-09 Budgets

	2007-08 Actual	2008-09 Budget
<b>Revenue</b>		
Division III 3.18% Revenue Allocation	20,404,000	21,019,800
<b>Total Revenue</b>	20,404,000	21,019,800
<b>Expenses:</b>		
Championships	14,487,670	15,681,518
4% Inflationary and Enhancement increase		627,282
Championship Webcasting	23,519	30,000
Championship New Initiatives		-
Championships Overhead Allocation	247,400	247,400
<b>Total Championships Expense</b>	14,758,589	16,586,200
Strategic Initiative Conference Grant Program	1,746,960	1,852,250
Other Division III Strategic Initiatives		
NAD3AA Partnership	47,827	51,000
Conference Commissioners Meeting	5,398	15,000
Regional Seminar Planning	15,000	15,000
SWA Enhancement Grant Program (NACWAA/ HERS)	38,222	48,000
Division-wide Sportsmanship Initiative	11,000	15,000
Strategic Alliance Matching Grant	610,994	670,000
Women & Minority Intern Program	725,878	820,000
Financial Aid Education/Enforcement	0	10,000
S-A Regional Leadership Conference	643,307	680,000
Future of Division III	(2,100)	-
Drug and Alcohol Education	84,000	125,000
Drug Education and Testing Pilot (new initiative)	250,086	350,000
Town Hall Meeting*	13,622	-
Division III Financial Recovery Insurance	200,000	200,000
Overhead Allocation (including National Office staffing)	735,000	786,500
<b>Total Program Expenses</b>	5,125,194	5,637,750
<b>Total Division III Expenses</b>	19,883,783	22,223,950
Excess Revenue over Expense	520,217	(1,204,150)
Division III Reserve Balance**	12,462,791	11,258,641

\* The Town Hall meeting was established mid-year in 2007-08, thus there was no budget monies allocated for this purpose. The expenses are being covered through the Division III Reserve balance.

\*\*Division III Reserve balance carried forward from 2006-07 was 11,942,574. This amount plus the 2007-08 excess revenue of 520,217 equals 2007-08 reserve balance.



## Facts & Figures

NATIONAL COLLEGIATE ATHLETIC ASSOCIATION

### INSTITUTIONS

(Source: September 2008, Membership Breakdown)

**444 Total Members**

(429 Active & 15 Provisional)

20% Public Institutions/80% Private Institutions

### AVERAGE INSTITUTION ENROLLMENT

(Source: 2006 NCAA Graduation-Rates Summary)

Men ..... 965  
 Women ..... 1,283  
**TOTAL ..... 2,248**

### NCAA-SPONSORED CHAMPIONSHIPS

(Source: 2007-08 Division III Manual)

Men ..... 13 Championship Sports  
 BA, BB, CC, FB, GO, IH, LA, SO, SW, TE, TI, TO, WR

Women ..... 14 Championship Sports  
 BB, CC, FH, GO, IH, LA, RW, SO, SB, SW, TE, TI, TO, VB

National Collegiate Championships ..... 9

Men (3)..... GY, VB, WP  
 Women (3) ..... BW, GY, WP  
 Men and Women (3) ..... FN, RI, SK

### AVERAGE NUMBER OF MEN'S AND WOMEN'S SPORTS SPONSORED PER INSTITUTION

(Source: 1982-06 Sponsorship Participation Report)

Men ..... 7.8  
 Women ..... 8.5

### ATHLETICS PARTICIPANTS

Including Emerging Sports

(Source: 1982-06 Sponsorship Participation Report)

	Division III	All Divisions
Men	91,130 (58%)	230,259 (57%)
Women	64,978 (42%)	172,534 (43%)
<b>TOTAL</b>	<b>156,108 (100%)</b>	<b>402,793 (100%)</b>

### AVERAGE NUMBER OF PARTICIPANTS PER INSTITUTION

(Source: 1982-06 Sponsorship Participation Report)

Men ..... 210.5  
 Women ..... 149.4

### TOTAL OPERATING EXPENSES

(Source: 2005-06 EADA Data Submission)

	w/ Football	w/o Football
Men	\$822,000	\$355,000
Women	\$530,000	\$409,000
<b>TOTAL</b>	<b>\$2,312,000</b>	<b>\$1,406,000</b>

### PRIORITY INITIATIVES

(Source: Division III Strategic Plan)

Student-Athlete Well-Being/Community Service  
 Commitment to Diversity  
 Membership Education and Communication  
 Sportsmanship

### NCAA DIVISION III BUDGET ALLOCATIONS—3.18% OF NCAA OPERATING BUDGET

(Source: NCAA Division III Financial Statements)

	2006-07	2007-08	2008-09
Operating Budget (3.18 % revenue)	\$17,826,000	\$19,152,000	\$20,695,000
Championships Budget	\$15,286,984	\$16,096,567	\$16,556,182
Other Initiatives	\$4,646,000	\$5,216,300	\$5,637,750
Mandated Reserve	\$1,782,600	\$1,915,200	\$2,063,200
Unallocated Funds	\$7,263,081	\$5,073,772	\$8,266,171







## 2007–08 Division III National Champions



<u>Sport</u>	<u>Institution</u>	<u>Site Location</u>
Men's Cross Country	New York University	Northfield, Minnesota
Women's Cross Country	Amherst College	Northfield, Minnesota
Women's Field Hockey	Bowdoin College	Collegedale, Pennsylvania
Football	University of Wisconsin, Whitewater	Salem, Virginia
Men's Soccer	Middlebury College	Lake Buena Vista, Florida
Women's Soccer	Wheaton College (Illinois)	Lake Buena Vista, Florida
Women's Volleyball	Washington University (Missouri)	Bloomington, Illinois
Men's Basketball	Washington University (Missouri)	Salem, Virginia
Women's Basketball	Howard Payne University	Holland, Michigan
Men's Ice Hockey	St. Norbert College	Lake Placid, New York
Women's Ice Hockey	Plattsburgh State University	Plattsburgh, New York
Men's Swimming & Diving	Kenyon College	Oxford, Ohio
Women's Swimming & Diving	Kenyon College	Oxford, Ohio
Men's Wrestling	Wartburg College	Cedar Rapids, Iowa
Men's Indoor Track & Field	University of Wisconsin, La Crosse	Ada, Ohio
Women's Indoor Track & Field	Illinois Wesleyan University	Ada, Ohio
Men's Golf	<b>St. John's University (Minnesota)</b>	Braselton, Georgia
Women's Golf	Methodist University	Waverly, Iowa
Women's Lacrosse	Hamilton College	Salem, Virginia
Softball	University of Wisconsin, Eau Claire	Salem, Virginia
Men's Tennis	Washington University (Missouri)	Lewiston, Maine
Women's Tennis	Williams College	St. Peter, Minnesota
Baseball	Trinity College	Appleton, Wisconsin
Men's Lacrosse	Salisbury University	Foxborough, Massachusetts
Women's Rowing	Williams College	Sacramento, California
Men's Outdoor Track & Field	McMurry University	Oshkosh, Wisconsin
Women's Outdoor Track & Field	Illinois Wesleyan University University of Wisconsin, River Falls	Oshkosh, Wisconsin

## Conference Rosters

*Frostburg State University  
Hilbert College  
La Roche College  
Lake Erie College  
Medaille College  
Mount Aloysius College  
Penn State University, Altoona  
Penn State University, Erie, the  
Behrend College  
University of Pittsburgh, Bradford  
University of Pittsburgh,  
Greensburg*

### Allegheny Mountain Collegiate Conference



#### Conference Championships

Baseball	Softball
Basketball (M/W)	Swimming (M/W)
Cross Country (M/W)	Tennis (M/W)
<b>Men's Golf</b>	<b>Women's Volleyball</b>
Soccer (M/W)	

### American Southwest Conference



#### Conference Championships

Baseball	Soccer (M/W)
Basketball (M/W)	Softball
Cross Country (M/W)	Tennis (M/W)
Football	Track and Field (M/W)
Golf (M/W)	<b>Women's Volleyball</b>

*Concordia University Texas  
East Texas Baptist University  
Hardin-Simmons University  
Howard Payne University  
LeTourneau University  
Louisiana College  
McMurry University  
Mississippi College  
Schreiner University  
Sul Ross State University  
Texas Lutheran University  
University of Mary Hardin-Baylor  
University of the Ozarks  
(Arkansas)  
University of Texas at Dallas  
University of Texas at Tyler*

## Capital Athletic Conference



*Gallaudet University  
Hood College  
Marymount University (Virginia)  
Salisbury University  
St. Mary's College of Maryland  
Stevenson University  
University of Mary Washington  
Wesley College  
York College (Pennsylvania)*

### Conference Championships

Baseball	Soccer (M/W)
Basketball (M/W)	Softball
Cross Country (M/W)	Swimming (M/W)
Field Hockey	Tennis (M/W)
<b>Men's Golf</b>	Track and Field (M/W)
Lacrosse (M/W)	<b>Women's Volleyball</b>

*Bryn Mawr College  
Dickinson College  
Franklin and Marshall College  
Gettysburg College  
Haverford College  
Johns Hopkins University  
McDaniel College  
Muhlenberg College  
Swarthmore College  
Ursinus College  
Washington College (Maryland)*

## Centennial Conference



### Conference Championships

Baseball	Soccer (M/W)
Basketball (M/W)	Softball
Cross Country (M/W)	Swimming (M/W)
Field Hockey	Tennis (M/W)
Football	Track and Field (M/W)
Golf (M/W)	<b>Women's Volleyball</b>
Lacrosse (M/W)	Wrestling

## City University of New York Athletic Conference

*Baruch College*  
*Brooklyn College*  
*College of Staten Island*  
*Hunter College*  
*John Jay College of Criminal Justice*  
*Lehman College, City University of  
 New York*  
*Medgar Evers College*  
*New York City College of  
 Technology*  
*The City College of New York*  
*York College (New York)*



### Conference Championships

Baseball	Swimming (M/W)
Basketball (M/W)	Tennis (M/W)
Cross Country (M/W)	Track and Field (M/W)
Soccer (M/W)	Volleyball (M/W)
Softball	

## College Conference of Illinois and Wisconsin



*Augustana College (Illinois)*  
*Carthage College*  
*Elmhurst College*  
*Illinois Wesleyan University*  
*Millikin University*  
*North Central College*  
*North Park University*  
*Wheaton College (Illinois)*

### Conference Championships

Baseball	Swimming (M/W)
Basketball (M/W)	Tennis (M/W)
Cross Country (M/W)	Track and Field (M/W)
Golf (M/W)	<b>Women's Volleyball</b>
Soccer (M/W)	Wrestling
Softball	

## Colonial States Athletic Conference

(Formerly the Pennsylvania Athletic Conference)



*Baptist Bible College  
 Cabrini College  
 Cedar Crest College  
 Centenary College (New Jersey)  
 College of Notre Dame (Maryland)  
 Gwynedd-Mercy College  
 Immaculata University  
 Keystone College  
 Marywood University  
 Neumann College  
 Philadelphia Biblical University  
 Rosemont College*

### Conference Championships

Baseball	Soccer (M/W)
Basketball (M/W)	Softball
Cross Country (M/W)	Swimming (M/W)
Field Hockey	Tennis (M/W)
<b>Men's Golf</b>	<b>Women's Volleyball</b>
Lacrosse (M/W)	

*Alfred University  
 Elmira College  
 Hartwick College  
 Ithaca College  
 Nazareth College  
 Rochester Institute of Technology  
 St. John Fisher College  
 Stevens Institute of Technology  
 Utica College*

## Empire 8



### Conference Championships

Baseball	Soccer (M/W)
Basketball (M/W)	Softball
Cross Country (M/W)	Swimming (M/W)
Football	Tennis (M/W)
Field Hockey	Track and Field (M/W)
<b>Men's Golf</b>	<b>Women's Volleyball</b>
Lacrosse (M/W)	

*Albertus Magnus College*  
*Daniel Webster College*  
*Emerson College*  
*Emmanuel College (Massachusetts)*  
*Johnson and Wales University*  
*Lasell College*  
*Mount Ida College*  
*Norwich University*  
*Pine Manor College*  
*Rivier College*  
*Saint Joseph's College (Maine)*  
*Simmons College*  
*St. Joseph College (Connecticut)*  
*Suffolk University*

Great Northeast  
Athletic Conference



Conference Championships

Baseball	Softball
Basketball (M/W)	<b>Women's Swimming</b>
Cross Country (M/W)	Tennis (M/W)
<b>Women's Lacrosse</b>	<b>Women's Volleyball</b>
Soccer (M/W)	

Great South  
Athletic Conference



*Agnes Scott College*  
*Huntingdon College*  
*LaGrange College*  
*Maryville College (Tennessee)*  
*Piedmont College*  
*Spelman College*  
*Wesleyan College (Georgia)*

Conference Championships

Baseball	Softball
Basketball (M/W)	Tennis (M/W)
Cross Country (M/W)	<b>Women's Volleyball</b>
Soccer (M/W)	



## Heartland Collegiate Athletic Conference



*Anderson University (Indiana)*  
*Bluffton University*  
*College of Mount St. Joseph*  
*Defiance College*  
*Franklin College*  
*Hanover College*  
*Manchester College*  
*Rose-Hulman Institute of Technology*  
*Transylvania University*

### Conference Championships

Baseball	Softball
Basketball (M/W)	Swimming (M/W)
Cross Country (M/W)	Tennis (M/W)
Football	<b>Women's Volleyball</b>
Golf (M/W)	Wrestling
Soccer (M/W)	

## Iowa Intercollegiate Athletic Conference



*Buena Vista University*  
*Central College (Iowa)*  
*Coe College*  
*Cornell College*  
*Loras College*  
*Luther College*  
*Simpson College*  
*University of Dubuque*  
*Wartburg College*

### Conference Championships

Baseball	Softball
Basketball (M/W)	Swimming (M/W)
Cross Country (M/W)	Tennis (M/W)
Football	Track and Field (M/W)
Golf (M/W)	<b>Women's Volleyball</b>
Soccer (M/W)	Wrestling

## Landmark Conference

*Catholic University  
Drew University  
Goucher College  
Juniata College  
Moravian College  
Susquehanna University  
U.S. Merchant Marine Academy  
University of Scranton*



### Conference Championships

Baseball	Soccer (M/W)
Basketball (M/W)	Softball
Cross Country (M/W)	Swimming (M/W)
Field Hockey	Tennis (M/W)
<b>Men's Golf</b>	Track and Field (M/W)
Lacrosse (M/W)	<b>Women's Volleyball</b>

## Liberty League



*Clarkson University  
Hamilton College  
Hobart College  
Rensselaer Polytechnic Institute  
Skidmore College  
St. Lawrence University  
Union College (New York)  
University of Rochester  
Vassar College  
William Smith College  
Worcester Polytechnic Institute*

### Conference Championships

Baseball	Soccer (M/W)
Basketball (M/W)	Softball
Cross Country (M/W)	Swimming (M/W)
Field Hockey	Tennis (M/W)
Football	Track and Field (M/W)
<b>Men's Golf</b>	<b>Women's Volleyball</b>
Lacrosse (M/W)	



## Little East Conference



*Eastern Connecticut State University  
Keene State College  
Plymouth State University  
Rhode Island College  
University of Massachusetts, Boston  
University of Massachusetts, Dartmouth  
University of Southern Maine  
Western Connecticut State University*

### Conference Championships

Baseball	Softball
Basketball (M/W)	Swimming (M/W)
Cross Country (M/W)	Tennis (M/W)
Field Hockey	Track and Field (M/W)
Soccer (M/W)	<b>Women's Volleyball</b>

*Bridgewater State College  
Fitchburg State College  
Framingham State College  
Massachusetts College of Liberal Arts  
Massachusetts Maritime Academy  
Salem State College  
Westfield State College  
Worcester State College*

## Massachusetts State College Athletic Conference



### Conference Championships

Baseball	Soccer (M/W)
Basketball (M/W)	Softball
Cross Country (M/W)	Track and Field (M/W)
Field Hockey	<b>Women's Volleyball</b>
Football	

## Michigan Intercollegiate Athletic Association

*Adrian College  
Albion College  
Alma College  
Calvin College  
Hope College  
Kalamazoo College  
Olivet College  
Saint Mary's College (Indiana)  
Trine University (formerly  
Tri-State University)*



### Conference Championships

Baseball	Softball
Basketball (M/W)	Swimming (M/W)
Cross Country (M/W)	Tennis (M/W)
Football	Track and Field (M/W)
Golf (M/W)	<b>Women's Volleyball</b>
Soccer (M/W)	

## Middle Atlantic Conferences



*Albright College  
Alvernia College  
Arcadia University  
DeSales University  
Delaware Valley College  
Eastern University  
Elizabethtown College  
Fairleigh Dickinson University, Florham  
King's College (Pennsylvania)  
Lebanon Valley College  
Lycoming College  
Manhattanville College  
Messiah College  
Misericordia University  
Widener University  
Wilkes University*

### Conference Championships

Baseball	Soccer (M/W)
Basketball (M/W)	Softball
Cross Country (M/W)	Swimming (M/W)
Field Hockey	Tennis (M/W)
<b>Men's Golf</b>	Track and Field (M/W)
Lacrosse (M/W)	<b>Women's Volleyball</b>

## Midwest Conference



*Beloit College  
Carroll College (Wisconsin)  
Grinnell College  
Illinois College  
Knox College  
Lake Forest College  
Lawrence University  
Monmouth College (Illinois)  
Ripon College  
St. Norbert College*

### Conference Championships

Baseball	Soccer (M/W)
Basketball (M/W)	Softball
Cross Country (M/W)	Swimming (M/W)
Football	Tennis (M/W)
<b>Men's Golf</b>	Track and Field (M/W)

## Minnesota Intercollegiate Athletic Conference

*Augsburg College  
Bethel University (Minnesota)  
Carleton College  
College of St. Benedict  
College of St. Catherine  
Concordia College, Moorhead  
Gustavus Adolphus College  
Hamline University  
Macalester College  
Saint Mary's University of Minnesota  
St. John's University (Minnesota)  
St. Olaf College  
University of St. Thomas (Minnesota)*



### Conference Championships

Baseball	Soccer (M/W)
Basketball (M/W)	Softball
Cross Country (M/W)	Swimming (M/W)
Football	Tennis (M/W)
Golf (M/W)	Track and Field (M/W)
Ice Hockey (M/W)	<b>Women's Volleyball</b>

## New Engl and Smal I Col l ege Athl etic Conference

*Amherst College*  
*Bates College*  
*Bowdoin College*  
*Colby College*  
*Connecticut College*  
*Hamilton College*  
*Middlebury College*  
*Trinity College (Connecticut)*  
*Tufts University*  
*Wesleyan University (Connecticut)*  
*Williams College*



### Conference Championships

Baseball	Soccer (M/W)
Basketball (M/W)	Softball
Cross Country (M/W)	Squash
Field Hockey	Swimming (M/W)
<b>Men's Golf</b>	Tennis (M/W)
Ice Hockey	Track and Field
Lacrosse	<b>Women's Volleyball</b>
Rowing	

## NEW ENGLAND WOMEN'S AND MEN'S ATHLETIC CONFERENCE



*Babson College*  
*Clark University (Massachusetts)*  
*Massachusetts Institute of Technology*  
*Mount Holyoke College*  
*Smith College*  
*Springfield College*  
*U.S. Coast Guard Academy*  
*Wellesley College*  
*Wheaton College (Massachusetts)*  
*Worcester Polytechnic Institute*

### Conference Championships

Baseball	Soccer (M/W)
Basketball (M/W)	Softball
Cross Country (M/W)	Swimming and Diving (M/W)
Field Hockey	Tennis (M/W)
Lacrosse (M/W)	Track and Field (M/W)
Rowing	<b>Women's Volleyball</b>

New Jersey  
Athletic Conference



*Buffalo State College*  
*Kean University*  
*Montclair State University*  
*New Jersey City University*  
*Ramapo College*  
*Richard Stockton College of New Jersey*  
*Rowan University*  
*Rutgers, The State University of*  
*New Jersey, Camden*  
*Rutgers, The State University of*  
*New Jersey, Newark*  
*The College of New Jersey*  
*William Paterson University of*  
*New Jersey*

**Conference Championships**

Baseball	Soccer (M/W)
Basketball (M/W)	Softball
Cross Country (M/W)	<b>Women's Tennis</b>
Field Hockey	Track and Field (M/W)
Football	<b>Women's Volleyball</b>

North Atlantic  
Conference



*Bay Path College*  
*Becker College*  
*Castleton State College*  
*Elms College*  
*Husson College*  
*Johnson State College*  
*Lesley University*  
*Marine Maritime Academy*  
*Thomas College*  
*University of Maine, Farmington*  
*Wheelock College*

**Conference Championships**

Baseball	<b>Men's Lacrosse</b>
Basketball (M/W)	Soccer (M/W)
Cross Country (M/W)	Softball
Field Hockey	Tennis (M/W)
Football	<b>Women's Volleyball</b>
<b>Men's Golf</b>	

## North Coast Athletic Conference

*Allegheny College*  
*College of Wooster*  
*Denison University*  
*Earlham College*  
*Hiram College*  
*Kenyon College*  
*Oberlin College*  
*Ohio Wesleyan University*  
*Wabash College*  
*Wittenberg University*



### Conference Championships

Baseball	Soccer (M/W)
Basketball (M/W)	Softball
Cross Country (M/W)	Swimming (M/W)
Field Hockey	Tennis (M/W)
Football	Track and Field (M/W)
<b>Men's Golf</b>	<b>Women's Volleyball</b>
Lacrosse (M/W)	

## North Eastern Athletic Conference



*Cazenovia College*  
*D'Youville College*  
*Keuka College*  
*Penn State Berks College*  
*Penn State Harrisburg*  
*State University of New York*  
*Institute of Technology*  
*Wells College*  
*Wilson College*

### Conference Championships

Baseball	Soccer (M/W)
Basketball (M/W)	Softball
Cross Country (M/W)	Tennis (M/W)
<b>Men's Golf</b>	<b>Women's Volleyball</b>
Lacrosse (M/W)	

## Northern Athletics Conference



*Alverno College  
Aurora University  
Benedictine University (Illinois)  
Concordia University (Wisconsin)  
Concordia University Chicago  
Dominican University (Illinois)  
Edgewood College  
Lakeland College  
Maranatha Baptist Bible College  
Marian University (Wisconsin)  
Milwaukee School of Engineering  
Rockford College  
Wisconsin Lutheran College*

### Conference Championships

Baseball	Softball
Basketball (M/W)	Tennis (M/W)
Cross Country (M/W)	Track and Field (M/W)
Golf (M/W)	<b>Women's Volleyball</b>
Soccer (M/W)	

## Northwest Conference



*George Fox University  
Lewis and Clark College  
Linfield College  
Pacific Lutheran University  
Pacific University (Oregon)  
University of Puget Sound  
Whitman College  
Whitworth University  
Willamette University*

### Conference Championships

Baseball	Softball
Basketball (M/W)	Swimming (M/W)
Cross Country (M/W)	Tennis (M/W)
Football	Track and Field (M/W)
Golf (M/W)	<b>Women's Volleyball</b>
Soccer (M/W)	



## Ohio Athletic Conference

*Baldwin-Wallace College  
Capital University  
Heidelberg College  
John Carroll University  
Marietta College  
Mount Union College  
Muskingum College  
Ohio Northern University  
Otterbein College  
Wilmington College (Ohio)*



### Conference Championships

Baseball	Softball
Basketball (M/W)	Swimming (M/W)
Cross Country (M/W)	Tennis (M/W)
Football	Track and Field (M/W)
Golf (M/W)	<b>Women's Volleyball</b>
Soccer (M/W)	Wrestling

## Old Dominion Athletic Conference



*Bridgewater College (Virginia)  
Eastern Mennonite University  
Emory and Henry College  
Guilford College  
Hampden-Sydney College  
Hollins University  
Lynchburg College  
Randolph College  
Randolph-Macon College  
Roanoke College  
Sweet Briar College  
Virginia Wesleyan College  
Washington and Lee University*

### Conference Championships

Baseball	Soccer (M/W)
Basketball (M/W)	Softball
Cross Country (M/W)	Swimming (M/W)
Field Hockey	Tennis (M/W)
<b>Men's Golf</b>	Track and Field (M/W)
Lacrosse (M/W)	<b>Women's Volleyball</b>



**PRESIDENTS'**  
Athletic Conference



*Bethany College (West Virginia)*  
*Chatham University*  
*Geneva College*  
*Grove City College*  
*Saint Vincent College*  
*Thiel College*  
*Thomas More College*  
*Washington and Jefferson College*  
*Waynesburg University*  
*Westminster College (Pennsylvania)*

**Conference Championships**

Baseball	Softball
Basketball (M/W)	Swimming (M/W)
Cross Country (M/W)	Tennis (M/W)
Football	Track and Field (M/W)
Golf (M/W)	<b>Women's Volleyball</b>
Soccer (M/W)	Wrestling

Skyl ine Conference

*Bard College*  
*College of Mount St. Vincent*  
*Mount Saint Mary College (New York)*  
*Polytechnic University (New York)*  
*Purchase College, State University of New York*  
*St. Joseph's College (Long Island)*  
*State University College at Old Westbury*  
*State University of New York at Farmingdale*  
*State University of New York Maritime College*  
*The Sage Colleges*  
*Yeshiva University*



**Conference Championships**

Baseball	Soccer (M/W)
Basketball (M/W)	Softball
Cross Country (M/W)	Swimming (M/W)
<b>Men's Golf</b>	Tennis (M/W)
Lacrosse (M/W)	Volleyball (M/W)

## Southern California Intercollegiate Athletic Conference

*California Institute of Technology  
California Lutheran University  
Claremont McKenna-Harvey Mudd-  
Scripps Colleges  
Occidental College  
Pomona-Pitzer Colleges  
University of La Verne  
University of Redlands  
Whittier College*



<b>Conference Championships</b>	
Baseball	Softball
Basketball (M/W)	Swimming (M/W)
Cross Country (M/W)	Tennis (M/W)
Football	Track and Field (M/W)
<b>Men's Golf</b>	<b>Women's Volleyball</b>
Soccer (M/W)	Water Polo (M/W)

## Southern Col legiate Athl etic Conference



*Austin College  
Birmingham-Southern College  
Centre College  
Colorado College  
DePauw University  
Hendrix College  
Millsaps College  
Oglethorpe University  
Rhodes College  
Southwestern University (Texas)  
Trinity University (Texas)  
University of the South*

<b>Conference Championships</b>	
Baseball	Soccer (M/W)
Basketball (M/W)	Softball
Cross Country (M/W)	Swimming and Diving (M/W)
Field Hockey	Tennis (M/W)
Football	Track and Field (M/W)
Golf (M/W)	<b>Women's Volleyball</b>

## St. Louis Intercollegiate Athletic Conference



*Blackburn College  
Eureka College  
Fontbonne University  
Greenville College  
MacMurray College  
Maryville University of Saint Louis  
Principia College  
Webster University  
Westminster College (Missouri)*

### Conference Championships

Baseball	Soccer (M/W)
Basketball (M/W)	Softball
Cross Country (M/W)	Tennis (M/W)
<b>Men's Golf</b>	<b>Women's Volleyball</b>

## State University Of New York Athletic Conference

*Buffalo State College  
College of Brockport, State University of New York  
Plattsburgh State University of New York  
State University College at Cortland  
State University College at Fredonia  
State University College at Geneseo  
State University College at New Paltz  
State University College at Oneonta  
State University of New York at Morrisville  
State University of New York at Oswego  
State University of New York at Potsdam*



### Conference Championships

Baseball	Softball
Basketball (M/W)	Swimming (M/W)
Cross Country (M/W)	<b>Women's Tennis</b>
<b>Men's Ice Hockey</b>	Track and Field (M/W)
Lacrosse (M/W)	<b>Women's Volleyball</b>
Soccer (M/W)	

The Commonwealth Coast Conference

*Anna Maria College  
Colby-Sawyer College  
Curry College  
Eastern Nazarene College  
Endicott College  
Gordon College  
New England College  
Nichols College  
Regis College (Massachusetts)  
Roger Williams University  
Salve Regina University  
University of New England  
Wentworth Institute of Technology  
Western New England College*



**Conference Championships**

Baseball	Soccer (M/W)
Basketball (M/W)	Softball
Cross Country (M/W)	Tennis (M/W)
Field Hockey	<b>Women's Volleyball</b>
Lacrosse (M/W)	

University Athletic Association



*Brandeis University  
Carnegie Mellon University  
Case Western Reserve University  
Emory University  
New York University  
University of Chicago  
University of Rochester  
Washington University (Missouri)*

**Conference Championships**

Baseball	Softball
Basketball (M/W)	Swimming (M/W)
Cross Country (M/W)	Tennis (M/W)
Fencing	Track and Field (M/W)
Football	<b>Women's Volleyball</b>
<b>Men's Golf</b>	Wrestling
Soccer (M/W)	

USA South  
Athletic Conference



*Averett University*  
*Christopher Newport University*  
*Ferrum College*  
*Greensboro College*  
*Mary Baldwin College*  
*Meredith College*  
*Methodist University*  
*North Carolina Wesleyan College*  
*Peace College*  
*Shenandoah University*

**Conference Championships**

Baseball	Soccer (M/W)
Basketball (M/W)	Softball
Cross Country (M/W)	Tennis (M/W)
Football	<b>Women's Volleyball</b>
<b>Men's Golf</b>	
<b>Women's Lacrosse</b>	

Wisconsin Intercollegiate  
Athletic Conference



*University of Wisconsin, Eau Claire*  
*University of Wisconsin, La Crosse*  
*University of Wisconsin, Oshkosh*  
*University of Wisconsin, Platteville*  
*University of Wisconsin, River Falls*  
*University of Wisconsin, Stevens Point*  
*University of Wisconsin, Stout*  
*University of Wisconsin, Superior*  
*University of Wisconsin, Whitewater*

**Conference Championships**

Baseball	Soccer (M/W)
Basketball (M/W)	Softball
Cross Country (M/W)	Swimming (M/W)
Football	<b>Women's Tennis</b>
<b>Men's Ice Hockey</b>	Track and Field (M/W)
<b>Women's Golf</b>	<b>Women's Volleyball</b>
<b>Women's Gymnastics</b>	

## 2007-08 Independents

<i>Bethany Lutheran College</i>	<i>Newbury College</i>
<i>California State University, East Bay</i>	<i>Northland College</i>
<i>Chapman University</i>	<i>Northwestern College</i>
<i>College of New Rochelle</i>	<i>Rust College</i>
<i>College of Saint Elizabeth</i>	<i>Salem College</i>
<i>Crown College (Minnesota)</i>	<i>Southern Vermont College</i>
<i>Finlandia University</i>	<i>The College of St. Scholastica</i>
<i>Green Mountain College</i>	<i>Trinity College</i>
<i>Martin Luther College</i>	<i>(District of Columbia)</i>
<i>Menlo College</i>	<i>University of California, Santa Cruz</i>
<i>Mills College</i>	<i>University of Dallas</i>
<i>Nebraska Wesleyan University</i>	<i>University of Maine at Presque Isle</i>



Congratulations to the New England Collegiate Conference and the Upper Midwest Athletic Conference for gaining active member status on September 1, 2008.



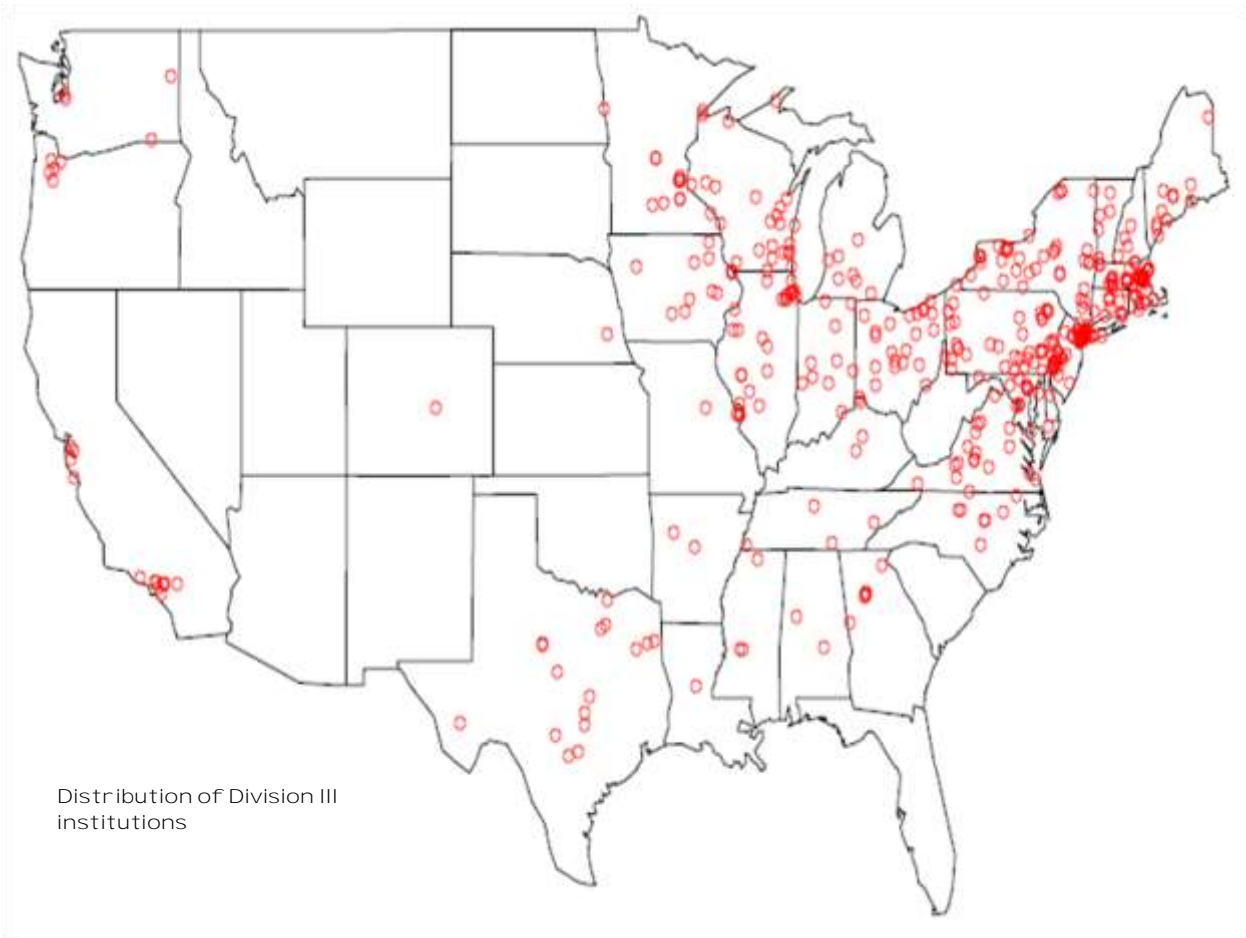
*Bay Path College*  
*Becker College*  
*Daniel Webster College*  
*Elms College*  
*Lesley University*  
*Mitchell College*  
*Newbury College*  
*Southern Vermont College*  
*Wheelock College*



*Bethany Lutheran College*  
*Crown College (Minnesota)*  
*Martin Luther College*  
*University of Minnesota, Morris*  
*Northland College*  
*Northwestern College*  
*Presentation College*  
*The College of St. Scholastica*



## NCAA Division III Campus Locations



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## NCAA Division III Strategic Initiatives Program

2007-08 marked the eighth year of the Division III Initiatives program developed by the Division III Initiatives Task Force and extended by the Division III Management Council and Presidents Council. The work of the Initiatives Task Force coincided with the Executive Committee's charge for each division to develop and submit by January 2001 a plan to allocate the new resources created by the Association's rights fee agreement that took effect in 2002-03. All initiatives are currently monitored by the Division III Strategic Planning and Finance Committee and focus on the key priorities identified in the Division III Strategic Plan: student-athlete well being, diversity, and membership education and communication.

Subsequent to the work of the Division III Initiatives Task Force, the Division III Presidents Council formally established a funding priority for the Division that maintains a minimum of 25% of the Division III budget to support the strategic initiatives program. In addition, some programs receive association-wide funding. Significant elements of the strategic initiatives program are listed below and summarized in the following section of this report.

Student-Athlete Leadership Conference

**Ethnic Minority and Women's Internship Grant**

Strategic Initiatives Conference Grant Program

Strategic Alliance Matching Grant

Conduct Foul Program

National Association of Division III Athletics Administrators Partnership

Senior Woman Administrator Enhancement Grant  
(Partnership with the National Association of Collegiate Women Athletics Administrators)





## Student-Athlete Leadership Conference

### Mission

The mission of the NCAA Division III Student-Athlete Leadership Conference is to prepare student-athletes for leadership in a diverse and dynamic society. Student-athletes, coaches and athletics administrators work together to facilitate critical dialogue, address Division III-specific issues and create the partnerships needed to impact positive change at the campus, conference and divisional level. This is a three-day, weekend conference and is provided at no cost to all institutions that are eligible to attend.

### What is the NCAA Division III Student-Athlete Leadership Conference?

Division III is committed to student-athlete well-being, a key priority of the Division III Strategic Plan. The divisional leadership conferences are designed to encourage student-athletes to become confident change agents on their campuses and in their communities and to provide a forum for student-athletes, coaches, administrators and faculty to build partnerships, develop leadership skills, and discuss Division III issues that impact student-athletes. As part of the divisional leadership conferences, participants from the same institution or conference office will work together in teams. They will use information presented at the leadership conference to develop plans for projects that can be implemented with the support of the Student-Athlete Advisory Committee and other campus leaders to promote positive change. This jam-packed, weekend conference allows Division III attendees to not only become change agents, but have fun and make new friends while doing it!

### How will this conference benefit my campus or conference?

The Division III Student-Athlete Leadership Conference was developed to provide all Division III student-athletes, coaches and administrators the opportunity to:

- Assess individual leadership skills through self assessment and peer feedback.
- Gain a better understanding of key practices of exemplary leaders.
- Meet with others from your conference to begin dialogue about the current state of

your campus or conference.

- Learn about the role of the SAAC as a student-athlete resource.
- Discuss Division III issues effecting student-athlete well being.
- Begin developing an action plan to create positive change on your campus, for your conference or within the community.

Not only will your team enhance their leadership skills and develop a plan to positively affect your campus; but they also will participate in numerous educational sessions which will impact the development and growth of the student-athlete experience at your campus or within your conference. Participants will attend sessions that further their understanding of the NCAA, Division III, Student-Athlete Advisory Committees and other critical Division III issues. When they return to their campus, they will use this knowledge to implement their project. The NCAA will follow up with an assessment to monitor the positive changes implemented during that year.

### Upcoming Leadership Conferences

#### Region 3 (Midwest)

January 23-25, 2009

#### Region 1 (South and West)

October 16-18, 2009

#### Region 2 (Northeast)

January 22-24, 2010

Web address:

[http://www.ncaa.org/wps/portal/home?WCM\\_GLOBAL\\_CONTEXT=/wps/wcm/connect/NCAA/Media+and+Events/Division+III/Regional+Leadership/index.html](http://www.ncaa.org/wps/portal/home?WCM_GLOBAL_CONTEXT=/wps/wcm/connect/NCAA/Media+and+Events/Division+III/Regional+Leadership/index.html)

Contact:

Sarah MacInnis, [smacinnis@ncaa.org](mailto:smacinnis@ncaa.org)

## 2007-08 PARTICIPANTS

### Region 2: October 19-21, 2007 (Boston, MA)

#### Commonwealth Coast Conference

- Curry College
- New England College
- Nichols College
- Regis College (Massachusetts)
- Roger Williams University
- University of New England
- Wentworth Institute of Technology

#### Empire 8

- Hartwick College
- Nazareth College
- Rochester Institute of Technology
- Stevens Institute of Technology

#### Great Northeast Athletic Conference

- Albertus Magnus College
- Daniel Webster College
- Emerson College
- Emmanuel College (Massachusetts)
- Johnson & Wales University
- Lasell College
- Mount Ida College
- Norwich University
- Pine Manor College
- Simmons College
- St. Joseph College (Maine)
- Suffolk University

#### Liberty League

- Skidmore College
- St. Lawrence University
- Union College (New York)
- Vassar College

#### Little East Conference

- Eastern Connecticut State University
- Rhode Island College
- University of Massachusetts, Boston
- University of Southern Maine

#### Massachusetts State College Athletic Conference

- Bridgewater State College
- Fitchburg State College
- Massachusetts College of Liberal Arts
- Massachusetts Maritime Academy
- Westfield State College
- Worcester State College

#### New England Small College Athletic Conference

- Colby College
- Hamilton College
- Tufts University
- Williams College

#### New England Women's and Men's Athletic Conference

- Clark University (Massachusetts)
- Massachusetts Institute of Technology
- Mount Holyoke College
- Smith College
- Springfield College
- Wellesley College

#### North Atlantic Conference

- Bay Path College
- Castleton State College
- Lesley University
- Thomas College

#### Provisional Members

- Mitchell College
- University of Maine at Presque Isle



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## 2007-08 PARTICIPANTS

### Region 1: January 25-27, 2008 Dallas, TX

#### American Southwest Conference

- Concordia University Texas
- Sul Ross State University
- University of Mary Hardin-Baylor
- University of the Ozarks (Arkansas)
- University of Texas at Dallas
- University of Texas at Tyler

#### Great South Athletic Conference

- LaGrange College
- Maryville College (Tennessee)
- Piedmont College
- Spelman College

#### Minnesota Intercollegiate Athletic Conference

- Augsburg College
- Carleton College
- College of St. Benedict
- College of St. Catherine
- Gustavus Adolphus College
- Hamline University
- **Saint Mary's University of Minnesota**
- Macalester College
- **St. John's University (Minnesota)**

#### Northwest Conference

- George Fox University
- Lewis & Clark College
- Linfield College
- Pacific Lutheran University
- Pacific University (Oregon)
- University of Puget Sound
- Whitman College
- Whitworth University

#### Old Dominion Athletic Conference

- Bridgewater College (Virginia)
- Eastern Mennonite University
- Emory and Henry College
- Guilford College
- Hampden-Sydney College
- Hollins University
- Lynchburg College
- Randolph College

- Randolph-Macon College
- Roanoke College
- Sweet Briar College
- Virginia Wesleyan College
- Washington and Lee University

#### Southern California Intercollegiate Athletic Conference

- California Lutheran University
- Claremont McKenna-Harvey Mudd-Scripps Colleges
- Occidental College
- Pomona-Pitzer Colleges
- University of La Verne
- University of Redlands
- Whittier College

#### Southern Collegiate Athletic Conference

- Austin College
- Colorado College
- DePauw University
- Oglethorpe University
- Rhodes College

#### University Athletic Association

- Brandeis University
- Carnegie Mellon University
- Case Western Reserve University
- Emory University
- New York University
- University of Chicago
- Washington University (Missouri)

#### USA South Athletic Conference

- Averett University
- Christopher Newport University
- Ferrum College
- Greensboro College
- Mary Baldwin College
- Meredith College
- Methodist University
- North Carolina Wesleyan College
- Shenandoah University

## ETHNIC MINORITY AND WOMEN'S INTERNSHIP GRANT

### Background and Purpose

In a study initiated by the NCAA Minority Opportunities and Interests Committee on the race demographics of the NCAA membership's athletics personnel, findings indicated that Division III has the lowest percentage of ethnic minority and female coaches and administrators among the three divisions of the NCAA (there has been a slight increase since the baseline of year 1995). In response to the study, the NCAA Division III Presidents and Management Councils decided to address the challenge directly.

The Division III Initiatives Task Force's vision for this program is now overseen by the NCAA Division III Strategic Planning and Finance Committee. The Ethnic Minority and Women's Internship Grant Program is an important initiative that supports Division III's stated mission of its institutions and conferences supporting ethnic and gender diversity for all constituents.

The goal of this grant is to prepare individuals for full-time employment in a leadership role in athletics administration, upon completion of this program.

### About the Grant

Division III funds two-year Ethnic Minority and Women's Internship Grants. These \$23,100 grants are designated for Division III institutions and conference offices to hire a 10-month full-time individual, give that person the opportunity for learning, and contribute in administration/coaching beginning the fall of 2008. It is the responsibility of the institution or conference office to provide administrative supervision and mentorship as a require-

ment of participation.

The selected individual should be included as part of the athletics department leadership team in order to gain a working knowledge of the department. Funding will cover the intern's salary (\$20,100) and \$3,000 to cover the cost of the intern attending professional development activities [e.g., NCAA Convention, Regional Rules Seminar, conference meetings or NACWAA/HERS Institute for Administrative Advancement]. The institution or conference office will be responsible for providing an additional in-kind contribution of at least \$3,700 per year. These funds should be applied towards the intern's personal living expenses [e.g., health coverage, housing, meals, additional stipends].

### Qualified Areas for Interns to Work

Selected institutions and conference offices will be responsible for advertising the position, hiring and selecting their own intern, not later than July 1. Interns are eligible to work in any active Division III institution or voting conference of the NCAA. The duties of the intern must include a substantial percentage of administrative responsibilities; i.e., involved in internal and external relations with senior staff members, exposure to contracts, search and screening processes and coach evaluations. The scope of work to be done should be realistic. Positions in sports information and community relations must be linked with other administrative responsibilities besides coaching. Positions should not be written for interns to serve as a head coach of any sport.

The following is a sample list of available opportunities; it is not all-inclusive.

- Academic Support Services/ Student-Athlete Support. (Should include more responsibilities than study table and identifying tutors.)
- Assistant Director of Athletics/ Athletics Department Administration. (May include operations, facilities, compliance, event management, budget, fundraising, scheduling and personnel/human resources.)
- Assistant Director of Sports Information/Community Relations Coordinator. (Must allow for interaction with other staff members; minimize Web design, media publications and data entry responsibilities.)
- Marketing, Promotions and Special Events/Championship Administrator. (May include game-day promotions, event management, internal or external operations.)
- Assistant Coach of Any Sport. (Must be linked to another administrative responsibility. For sport positions it is recommended that the sport not be specifically mentioned to broaden the pool of prospective applicants.)
- Assistant Commissioner. (May have sports information responsibilities.)
- Strength and Conditioning. (May include evaluation and training of employees, payroll, design of strength and conditioning programs, student-athlete well-being, health and safety, and nutrition programming.)

#### For more information:

Web address: [http://www1.ncaa.org/membership/governance/division\\_III/d3\\_initiatives/women\\_and\\_minorities](http://www1.ncaa.org/membership/governance/division_III/d3_initiatives/women_and_minorities);

or

Contact: Kim Ford, [kford@ncaa.org](mailto:kford@ncaa.org).

#### Class of 2007-09

##### Institutions

- *Calvin College*
- *Cedar Crest College*
- *Colorado College*
- *University of Dubuque*
- *Luther College*
- *North Central College*
- *College of Notre Dame (Maryland)*
- *State University of New York at Oswego*
- *University of Puget Sound*
- *Rutgers, The State University of New Jersey, Newark*
- *Wartburg College*
- *Washington and Jefferson College*
- *Wellesley College*

##### Conferences

- *Great Northeast Athletic Conference*
- *Old Dominion Athletic Conference*

## Strategic Initiatives Conference Grant Program

### Overview

The NCAA Division III Strategic Initiatives Conference Grant Program was formally approved by the Presidents and Management Councils during their October 2005 meetings. The program was also endorsed by the Division III Strategic-Planning Subcommittee and Division III Commissioners Association. Beginning in 2006-07, all NCAA Division III voting conferences and the Association of Division III Independents received an annual grant allowance. The allocation is reviewed annually as one part of the ongoing Division III Strategic Initiatives program.

The Strategic Initiatives grant program is intended to encourage collaboration and involvement of all Division III constituent group representatives in the planning, decision-making and accountability of programming to achieve the goals established in the **division's strategic plan**. The program offers Division III conference members and the Association of Independents the opportunity to determine at the local level how to achieve the clearly defined annual and cyclical broad areas of focus. Presidential oversight and accountability with the process and budget allocations, consistent with the legislated leadership role of presidents within conference governance, is paramount.

The program consists of annual grants that **target three strategic goals, or "Tiers":**

### Tier One – Professional Development, Education and Communication.

#### Annual Mandatory Funding Categories

- Student-Athlete Advisory Committee.
- Compliance and Rules Seminar Education.
- Faculty Athletic Representative Enhancement.
- SWA Enhancement.

- Sports Information Director Workshop (Bi-Annual).
- Academic/Chief Student Affairs Officer Education – NCAA Convention.
- Commissioners Meeting.

### Tier Two – Social Responsibility and Integration.

#### Four-Year Rotation Cycle

- Student-Athlete Well Being/Community Service Initiatives
- Diversity and Gender-Equity Initiatives.
- Sportsmanship Initiatives.

### Tier Three – Quality of the Participation Experience.

#### Strategic Enhancements (These are examples ONLY)

- Technology.
- Officiating Improvement.
- Training, Sports Medicine and Nutrition.
- Promotions and Marketing/Division III Identity.
- Championships Enhancements.
- Professional Development.

#### TOTAL 2007-08 ALLOCATION:

- \$35,000 - 54,000 per conference
- \$84,588 to the Association of Independents
- Amounts are based on total number of institutions

For more information, please visit:

Web address: [http://www1.ncaa.org/membership/governance/division\\_III/d3\\_initiatives](http://www1.ncaa.org/membership/governance/division_III/d3_initiatives); or

Contact: Leah Nilsson, [lnilsson@ncaa.org](mailto:lnilsson@ncaa.org); Dan Dutcher, [ddutcher@ncaa.org](mailto:ddutcher@ncaa.org); or Debbie Kresge, [dkresge@ncaa.org](mailto:dkresge@ncaa.org).



When conferences began administering the Division III Strategic Initiatives Grant Program in 2006, a commissioner who played a key role in creating the program predicted a ripple effect that would impact the entire membership.

**“Good projects and good plans are going to spread through the ranks,”** said the Ohio Athletic Conference’s Tim Gleason, who was president of the Division III Commissioners Association at the time.

Now, in the program’s third year, tides of creativity are washing through the division as member institutions – and more importantly, student-athletes – are benefitting from more than \$1.8 million in grants administered by conference offices and the Association of Division III Independents.

The impact is felt in programs at the conference and institutional level focusing on sportsmanship, student-athlete well-being/community service, and diversity/gender equity.

In a division that already has seen positive results from the commissioners association’s **“Be Loud, Be Proud, Be Positive”** campaign, member schools also are promoting sportsmanship through use of strategic initiatives grants.

The New England Small College Athletic Conference is focusing this year on sportsmanship, by funding campus speakers and promotional activities.

**“We hope through this programming that players, coaches, administrators and spectators – including the general student body and parents – will gain a greater understanding and appreciation for good sportsmanship and creating a positive environment as athletics events,”** said Andrea Savage, NESCAC executive director.

The Allegheny Mountain Collegiate Conference funded appearances on campuses of league members last fall by a national authority on teaching character through sports – an approach that enabled the speaker **“to make more personal contact on the issues, and respond to campus-specific issues in a more personal way,”** said AMCC Commissioner Donna Ledwin. The presentation at one school resulted in the development of an institutional code of conduct.

Concerns ranging from hazing to excessive drinking and alcohol use are the subject of grant-backed

programming that targets student-athlete well-being.

**“Our conference SAAC identified areas such as hazing, nutrition, health, body perception, drug awareness, etc., that may be beneficial to pursue educational programming, and where possible, practical programs,”** said North Coast Athletic Conference Commissioner Dennis Collins.

A school in the Michigan Intercollegiate Athletic Association sponsored an event that attacked alcohol abuse using an interactive approach – with **driving simulators, walking tests and “drinking goggles” to simulate the experience of alcohol impairment.**

Conferences also are generating noteworthy programs in the grant-focused area of diversity and gender equity.

The Old Dominion Athletic Conference sponsored a symposium on women in athletics last year that brought together current student-athletes and women leaders, and there are plans this year for a similar program for ethnic minorities.

**“It was an impressive group – a group that determined it needed similar sharing opportunities in the future,”** says ODAC Commissioner Brad Bankston of the assemblage at last year’s program.

The AMCC partnered with the Presidents’ Athletic Conference to sponsor a weekend seminar promoting careers for women in intercollegiate athletics.

**“Our goal was to encourage more young women to enter the fields of coaching and administration, and the expectation is that this program will help kick-start their career planning,”** Ledwin said.

The three-tiered strategic initiatives grant program also provides funds for purposes ranging from student-athlete leadership to membership rules education.

Funding for the programs in sportsmanship, student-athlete well-being and diversity generally come from **“Tier II” of the grant program, and with justification, many see those resources as being instrumental in helping Division III put its best foot forward.**

**“Tier II continues to be a bright spot in the conference grant program,”** the ODAC’s Bankston said.

## Strategic Alliance Matching Grant

The Strategic Alliance Matching Grant provides funding for Division III institutions and conference offices to enhance gender and ethnic diversity through full-time professional administrative/coaching positions in athletics administration.

Positions that include coaching responsibilities must include significant administrative responsibilities (i.e., hiring, budget, policy development and supervision of staff).

Positions requesting funding should be a part of the core decision-making process and have an active role on the leadership team.

Each Division III institution and conference office selected to receive a matching grant will be funded for three years, with diminishing contributions by the NCAA. The NCAA will fund 75 percent of the position during the first year, 50 percent the second year and 25 percent during the third year. Second- and third-year funding of the grant is contingent upon the submittal of a year-end status report from grant recipient and his/her institution and conference office supervisor, verifying the position and how the funds were used. All applicant institutions and conference offices must show a commitment to continuing the position beyond the three-year NCAA grant.

### Class of 2007-10

*Cazenovia College*

*Cedar Crest College*

*Meredith College*

*Regis College (Massachusetts)*

*Russell Sage College*

*Southwestern University (Texas)*

*University of Wisconsin, Whitewater*

For more information and an application, please visit:

Web address:

[http://www.ncaa.org/wps/portal/home?WCM\\_GLOBAL\\_CONTEXT=/wps/wcm/connect/NCAA/Legislation+and+Governance/Division+III/D3+Initiatives/strategic\\_alliance\\_grant](http://www.ncaa.org/wps/portal/home?WCM_GLOBAL_CONTEXT=/wps/wcm/connect/NCAA/Legislation+and+Governance/Division+III/D3+Initiatives/strategic_alliance_grant)

or

Contact:

Kim Ford, [kford@ncaa.org](mailto:kford@ncaa.org).



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## NCAA Division III Conduct Foul Program

Division III has completed its third year of sponsoring the Conduct Foul Program, in which data is collected and reports are compiled on occurrences of conduct fouls in Division III sports (e.g. red/yellow cards, personal fouls, ejections, etc.). The main objective of the program is to raise the level of awareness regarding some of the practical issues related to the topic of sportsmanship and ethical behavior. Information is submitted to conference offices that, in turn, review the results and use them throughout the season to address problems in an educational manner. The program is funded by the Division III Strategic Initiative budget and coordinated by its creator, Empire 8 Commissioner, Chuck Mitrano. Included below are the points of interest and suggestions for improvement generated with 2007-08 data.

### POINTS OF INTEREST

1. Real-time tracking for baseball and softball are not as effective since the national averages per member institution are below one ejection. This means that, on the average, an ejection occurs and is not repeated. One could assume that if a member is tracking real-time, the incident is immediately addressed but there is no data that could support this notion.
2. **The participation rate for baseball, men's lacrosse, and softball have increased significantly in the two-year period.**
3. All conferences formed over the past two years have participated in the program. This indicates that membership is eager to participate.

Real-time tracking continues to show its benefit. In addition, conferences who repeat participation consistently have lower incidences than new members because the program often compels conferences/institutions to engage and educate its participants.

### SUGGESTIONS FOR IMPROVEMENT

A few conferences simply have not participated in the program. They are well established and staffed with full-time conference executives. We should further consider and refine our system to outreach to these conferences.



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## National Association of Division III Administrators (NADIII) Partnership

This partnership between the NCAA and the NADIII supports professional development programming for Division III athletics administrators by funding grants and program expenses for the NADIII Summer Forum held in conjunction with NCAA Regional Seminars.

Division III athletics administrators that are members of the NADIII may apply for grants to support travel and lodging expenses.

For more information and an application, please visit:

Web address:

[http://www.uaa.rochester.edu/nadiii/  
index.html](http://www.uaa.rochester.edu/nadiii/index.html)

Contact:

Leah Nilsson, [lnilsson@ncaa.org](mailto:lnilsson@ncaa.org);  
Dan Dutcher, [ddutcher@ncaa.org](mailto:ddutcher@ncaa.org); or  
Debbie Kresge, [dkresge@ncaa.org](mailto:dkresge@ncaa.org).

NCAA Regional Rules Seminar hosting  
the forum:

June 1-2, 2009  
Anaheim, California  
NADIII Forum

Tuesday, June 2, 2009 (afternoon)  
Wednesday, June 3, 2009 (morning)



## Senior Woman Administrator Enhancement Grant

This grant in the form of a scholarship enhances the role of the Senior Woman Administrator (SWA) in Division III to support professional development. A partnership between the NCAA and NACWAA provides Division III women the opportunity to attend the annual NACWAA/Hers Institute for Administrative Advancement, a week-long professional development experience to enhance their knowledge and understanding of intercollegiate athletics. Funding will cover tuition, lodging, meals and a portion of travel. The application process is administered by NACWAA including a request for consideration of a Division III scholarship.

For more information and an application, please visit:

Web address:

[http://www1.ncaa.org/membership/governance/division\\_III/d3\\_initiatives/SWAenhancement](http://www1.ncaa.org/membership/governance/division_III/d3_initiatives/SWAenhancement)

Contact:

Jennifer Alley, NACWAA,  
[jalley@nacwaa.org](mailto:jalley@nacwaa.org); or

Leah Nilsson, [lnilsson@ncaa.org](mailto:lnilsson@ncaa.org).

### 2007-08 Recipients

- Anderson University
- Augsburg College
- Bowdoin College
- Concordia University Texas
- Defiance College (2)
- Johns Hopkins University
- Kalamazoo College
- Massachusetts Institute of Technology
- Medaille College
- Meredith College
- Milwaukee School of Engineering
- New Jersey City University
- Oberlin College
- Roger Williams University
- Smith College
- State University College at Cortland
- State University College at New Paltz (2)
- The University of Texas at Tyler
- Wesleyan College
- Wheelock College







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## **ETHNIC MINORITY AND WOMEN'S ENHANCEMENT** Postgraduate Scholarship for Careers in Athletics

The Ethnic Minority and Women's Enhancement Postgraduate Scholarship for Careers in Athletics programs was developed by the NCAA Committee on Women's Athletics and the NCAA Minority Opportunities and Interests Committee.

The NCAA awards 13 scholarships to ethnic minorities and 13 scholarships to female college graduates who will be entering their initial year of postgraduate studies. The applicant must be seeking admission or have been accepted into a sports administration or other program that will help the applicant obtain a career in intercollegiate athletics, such as athletics administrator, coach, athletic trainer or other career that provides a direct service to intercollegiate athletics.

### **2007-08 Division III Winners**

#### **Ethnic Minority Enhancement**

Guilford College

University of the Ozarks (Arkansas)

State University College at Brockport

Washington University (Missouri)

#### **Women's Enhancement**

Hope College

Lynchburg College

Messiah College

University of Redlands

Contact:

Clare Erickson,

[cerickson@ncaa.org](mailto:cerickson@ncaa.org).

## 2007-08 Postgraduate Scholarship Recipients

The NCAA awards up to 174 postgraduate scholarships annually, 87 for men and 87 for women. The scholarships are awarded to student-athletes who excel academically and athletically and who are in their final year of intercollegiate athletics competition.

The one-time grants of \$7,500 each are awarded for fall sports, winter sports and spring sports. Each sports season (fall, winter and spring), there are 29 scholarships available for men and 29 scholarships available for women. The scholarships are one-time, non-renewable grants.

### MISSION STATEMENT

The NCAA Postgraduate Scholarship was created in 1964 to promote and encourage postgraduate education by rewarding the Association's most accomplished student-athletes through their participation in NCAA championship and/or emerging sports. Athletics and academic achievements, as well as campus involvement, community service, volunteer activities and demonstrated leadership, are evaluated. An equitable approach is employed in reviewing each applicant's nomination form to provide opportunity to all student-athlete nominees to receive the postgraduate award, regardless of sport, division, gender or race. In maintaining the highest broad-based standards in the selection process, the program aims to reward those individuals whose dedication and effort are reflective of those characteristics necessary to succeed and thrive through postgraduate study in an accredited graduate degree program.

### FALL

Matthew Busche, Cross Country Luther College	Kelly Downs, Volleyball Elizabethtown College	Kyle Duchman, Football Wartburg College	Christopher Dunker, Cross Country Nebraska Wesleyan University
Kyle Elsasser, Football Nebraska Wesleyan University	Erin Fisher, Cross Country Elizabethtown College	Rachel Gross, Volleyball University of Puget Sound	Jefferson Highfill, Football Bridgewater College (VA)
Emily Hinchcliff, Volleyball Haverford College	Samantha Mitchell, Volleyball Mount Olive College	Janine Olthius, Soccer Smith College	Sarah Russell-Smith, Soccer Skidmore College
Frederick Safran, Football Mount Union College	Trent Sisson, Football Carnegie Mellon University	Andrew Smith, Football Hampden-Sydney College	David Swanson, Cross Country St. Olaf College
Andrew Taylor, Soccer Aurora University	Nicole Umhoefer, Cross Country Bethel University (MN)	Ashley VanVechten, Soccer University of Rochester	Sarah Zerzan, Cross Country Willamette University

### WINTER

Rachel Anderson, Track Illinois Wesleyan University	Brian Borchers, Wrestling Wartburg College	Holly Brydl-Andrews, Track Nebraska Wesleyan University	Margaret Dorer, Ice Hockey Gustavus Adolphus College
Jaryd Freedman, Swimming Lafayette College	Melanie Hageman, Basketball Concordia College, Morehead	Evan Knight, Track Nebraska Wesleyan University	Nicholas Lake, Swimming Emory University
Morgen Leonard-Fleckman, Track Washington University (MO)	Emily Leshner, Swimming Nazareth College	Michael Marr, Track Susquehanna University	Timothy McGlaston, Swimming Washington and Lee University
Joshua Mitchell, Swimming Kenyon College	Tarra Richardson, Basketball McMurry University	Troy Ruths, Basketball Washington University (MO)	Elissa Schmidt, Swimming Luther College
Priya Srikanth, Swimming Washington University (MO)	Tyler Winford, Basketball Mississippi College	Trevor Wittwer, Basketball Gustavus Adolphus College	Connor Ziegler, Swimming Gustavus Adolphus College

### SPRING

Hunter Abrams, Baseball Millsaps College	Susan Ackermann, Lacrosse Salisbury University	Nathan Anderson, Tennis Nebraska Wesleyan University	Elette Boyle, Track California Institute of Technology
Andy Bryan, Tennis Gustavus Adolphus College	Maria Bye, Softball University of St. Thomas (MN)	Natalie Calderon, Track University of Redlands	<b>Jane D'Addario, Track</b> Gettysburg College
Kristina Katz, Golf Illinois Wesleyan University	Lindsay Lange, Track Hope College	Kristina Miner, Track Trinity College (CT)	Francis Nugent, Track University of Redlands
Mark Price, Track Anderson University (IN)	Zach Rodgers, Track University of Chicago	Paul Schroder, Golf John Carroll University	Tyler Tate, Tennis Maryville University of Saint Louis
Philip Theisen, Track University of St. Thomas (MN)	Eric Wagar, Tennis University of Redlands	Josh Williams, Tennis Wheaton College (IL)	

Contact: Clare Erickson, [cerickson@ncaa.org](mailto:cerickson@ncaa.org).



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## Drug Education and Testing Pilot

In August 2006, the Division III Presidents Council voted to establish a pilot drug education and testing program during the 2007-08 and 2008-09 academic years. This significant initiative will help the division evaluate the long-term role that education and testing might play to ensure a safer and more equitable environment for our student-athletes.

### Pilot Purpose

- To enhance student-athlete well-being and competitive equity.
- To provide information about and experience with NCAA drug education and testing on campus.
- To assess the impact of education and testing on drug use.
- To enhance drug-use deterrence strategies.

### Testing Model

- 16-20 student-athletes per institution are tested. These individuals are randomly selected from one to three teams.
- Student-athletes are tested for performance-enhancing and street drugs.
- A campus level, aggregate report is provided to each participating institution. There are no sanctions for student-athletes and no individual results are reported.
- There will be a division-wide aggregate report by sport.

### Participants

- The pilot includes a representative sample of 116 Division III institutions. All sports are included in the testing sample.

### Evaluation

- Written surveys (pre-tests) were conducted to establish a baseline prior to the drug education and testing programs being implemented.
- A sample of sports was surveyed at each of the pilot schools. No more than 100 student-athletes were surveyed at each school.
- A post-test was conducted to measure the effect of and attitudes towards the drug-education and testing programs implemented during the 2007-08 academic year.
- Results of year one are scheduled to be released in the fall of 2008, with a final pilot report scheduled to be released in the fall of 2009.



## NCAA Health and Safety Programs

### ***NCAA Catastrophic Injury Insurance Program.***

The NCAA sponsors a Catastrophic Injury Insurance Program which covers the student-athlete who is catastrophically injured while participating in a covered intercollegiate athletic activity. The policy has a \$75,000 deductible and provides benefits in excess of any other valid and collectible insurance.

### ***NCAA Exceptional Student-Athlete Disability Insurance.***

The NCAA also sponsors a disability insurance program for exceptional student-athletes at NCAA institutions in the sports of football, men's and women's basketball, baseball and men's ice hockey. The program enables qualifying student-athletes, as approved by the program administrator, to purchase disability insurance contracts with preapproved financing, if necessary. This program will provide the student-athlete with the opportunity to protect against future loss of earnings as a professional athlete, due to a disabling injury or sickness that may occur during the collegiate career.

### ***NCAA Drug Testing at Division III Championships.***

The NCAA conducts drug testing for NCAA banned substances at Division III Championships; the schedule of events to be tested is approved in an annual championship testing plan. All student-athletes participating in Division III championships are subject to drug testing. Student-athletes who test positive during NCAA championship drug testing are subject to loss of eligibility.

### ***NCAA Division III Drug Education and Testing 2007-2009 Pilot Program.***

In August 2006, the Division III Presidents Council voted to establish a pilot drug education and testing program during the 2007-08 and 2008-09 academic years. This is a significant initiative that will help the division evaluate the long-term role that education and testing might play to ensure a safer and more equitable environment for our student-athletes.

### ***NCAA Health and Safety Speakers Grant.***

Any active NCAA member institution or conference is eligible to apply for a \$500 grant to help fund speaker fees for athletics department drug-education and wellness programs. The event for

which funding is requested must be part of a drug-education or wellness program targeted to student-athletes and/or athletics personnel; other students/groups are encouraged to participate. Approved topics are: alcohol, tobacco and other drugs/addictions; nutrition; stress management/mental health; sexual health; and hazing.

***APPLE Conference.*** The NCAA annually sponsors two APPLE Conferences - to Promote Student-Athlete Well-Being and Substance Abuse Prevention, conducted by the University of Virginia's Center for Alcohol and Substance Education (CASE). The goals of the conference are to enable the "prevention team" of students, athletics administrators, coaches, athletic trainers and alcohol and other drug abuse prevention personnel to analyze the current substance-abuse prevention efforts in their own athletics department, and to create an action plan for improving those efforts based upon the APPLE model. CASE provides ongoing assessment and follow-up on each institution subsequent to the conference.

***NCAA CHOICES Grant.*** Through a competitive application process, the CHOICES program provides funding (up to \$30,000 over three years) to NCAA member institutions and conferences to integrate athletics into campus-wide efforts to reduce alcohol abuse. CHOICES projects must partner athletics with other campus departments in the development and implementation of effective alcohol-education projects. Many of the alcohol-education programs that have been developed through CHOICES have used athletics, student-athletes or related events to deliver the educational program to the entire campus. Collaboration between the athletics department and other campus organizations involved in alcohol-education is a vital element of a CHOICES project.

***NCAA Injury Surveillance System (ISS).*** The ISS was developed in 1982 to provide current and reliable data on injury trends in intercollegiate athletics. Injury and exposure data are collected yearly from a sample of NCAA member institutions and the resulting data summaries are reviewed by the NCAA Sport Rules Committees and by the NCAA Committee on Competitive Safeguards and Medical Aspects of Sports. The web-

based system also allows individual schools to have a real time electronic injury record of their specific injuries. The goal continues to be reducing injury rates through suggested changes in rules, protective equipment or coaching techniques based on data provided by the ISS.

**NCAA Legislation related to risk minimization:**

**Mandatory Medical Examinations (Division III Bylaw: 17.1.5).** To require prospective student-athletes and student-athletes to undergo a medical examination administered or supervised by a physician prior to initial participation in any conditioning, practice or competition activities; further, to require an updated medical history each subsequent year the student-athlete participates.

**Football Preseason Period (Division III Bylaw: 17.11.2).** Preseason practice shall begin with a five-day acclimatization period for both first-time participants (e.g., freshman and transfers) and continuing student-athletes. All student-athletes, including those who arrive to preseason practice after the first day of practice, are required to undergo a five-day acclimatization period. Subsequent to the acclimatization period, an institution may not conduct multiple on-field practice sessions (e.g., two-a-days or three-a-days) on consecutive days; student-athletes shall not engage in more than three hours of on-field practice activities on those days during which one practice is permitted; student-athletes shall not engage in more than five hours of on-field practice activities on those days during which more than one practice is permitted; and on days that institutions conduct multiple practice sessions, student-athletes must be provided with at least three continuous hours of recovery time between the end of the first practice and the start of the last practice that day.

**NCAA Sport Rule Modifications related to risk minimization:**

**Ice Hockey (1995).** Analysis of concussion injuries in ice hockey led to rules changes and officiating emphasis on reducing hitting from behind and contact to the head in the sport.

**Wrestling Weight Management Program (1998).** The NCAA and other organizations created a joint resolution stating: “Eliminate from wrestling any and all weight control practices which could potentially risk the health of the participants.” The

NCAA weight management program guiding principles were to enhance safety and competitive equity; minimize incentives for rapid weight loss; emphasize competition, not weight control; and implement practical, effective and enforceable guidelines. The same year, The NCAA required all wrestling coaches covering practice or competition to be certified in first aid and CPR.

**Baseball (1998).** The NCAA established a wood-like standard for non-wood bats that protects the integrity of the game and the safety of the student-athletes.

**Pole vault (2002).** The NCAA Track and Field Committee implemented rules changes to minimize the risk of injury in the pole vault. Those changes included extending the landing area in the pit and adding additional padding around the standards.

**Women’s Lacrosse (2003).** The NCAA mandated the use of appropriate eye protection in women’s lacrosse to minimize the risk of catastrophic eye injury.

**Football - Head-Down Contact, Spearing Prevention, and Targeting a Defenseless Player (2005; 2008).** Due to concerns over continued head and neck injuries related to head-down contact and spearing in football, the NCAA Football Rules Committee changed the college football rules in both 2005 and then again in 2008 regarding spearing and head-down contact. In addition to the rule change, the NCAA focused on the education of student-athletes, coaches, officials and administrators regarding prevention of head and neck injuries through educational video and poster distribution.

**NCAA Best Practices Handbooks and Resources:** The NCAA provides handbooks and resources for its membership to develop policy and practices that help student-athletes make the proper choices for healthy lifestyles.

- Sports Medicine Handbook.
- Hazing Prevention Handbook.
- Managing Student Athletes' Mental Health Issues Handbook.
- Female Athlete Triad Prevention Handbook
- Safety in Student Transportation: A Resource Guide for Colleges and Universities.
- Nutrition & Performance Web Site.
- Skin Infection and MRSA Prevention Poster Series.

## Division III Membership Education and Communication Annual Program

Division III Governance and General NCAA Information															
	Program Description	Recurrence	Budget	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
	Questions regarding key governance initiatives are posed to a diverse group of membership constituents following each quarterly Management and Presidents Council meeting.	Quarterly	NCAA Governance												
	Council members visit conferences to provide updates on current issues, budget, championships, strategic initiatives and other topics.	Throughout year	NCAA Governance												
	Provides updates on the work of Division III and Association-Wide Committees and other significant issues.	Quarterly	NCAA Governance												
	Provides updates on governance, membership services and championships activities distributed to conference commissioners and the NADIIIAA listserve.	Monthly	NCAA Governance												
	This resource provides supporting information to conduct student-athlete compliance form meetings as well as inform key campus constituents of their role in NCAA and campus issues.	Annual	NCAA Membership Services												
	Annual calendar of events published. Includes committee meetings, initiative application and start dates, championship dates, and affiliate event dates.	Annual	NCAA Governance												

Compliance and Professional Development														
Program Description	Recurrence	Budget	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
NCAA Convention	Annual	Institutional and DIII strategic initiative conference grants												
NCAA Regional Rules Seminar	Two sites/dates per year	Institutional and DIII strategic initiative conference grants												
NADIIIAA Summer Forum	Annual	Institutional and DIII supported NADIIIAA grant												
Membership Services Conference Contact Program	Throughout year	NCAA Membership Services												
Membership Services Conference Contact Program	Annual	NCAA Membership Services												
Division III Rules Test	Annual	NCAA Membership Services												

## 2007-08 Financial Aid Reporting Process: Level I Review Results and Aggregate Findings

### Introduction

This report marks the completion of the Level I Review for the 2007-08 Division III Financial Aid Reporting Process. The first section of the report details the outcomes of the Division III Financial Aid Committee's 2007-08 Level I Review outcomes, including comparisons with the 2005-06 and 2006-07 Level I Review outcomes. The second section examines aggregate findings for all reporting institutions from each of the three reporting cycles – 2005-06, 2006-07 and 2007-08.

### Level I Review Determinations

At the Level I Review, the Division III Financial Aid Committee reviewed schools that triggered at least one of the following:

- a 2007-08 variance estimate above four percent;
- a 2007-08 difference in the proportion of need met by institutional gift aid between student-athletes and other students that exceeded 20.88 percent, considered a statistical outlier;
- a 2007-08 proportionality test outcome that exceeded 9.10 percent, considered a statistical outlier;
- three or more student-athlete statistical outlier cases in a single sport, or sports, were identified for three consecutive years;
- the institution was approved in the 2006-07 reporting process with conditions to be reviewed at Level I in 2007-08; or

- the institution was referred to Enforcement Services during the 2006-07 review process with automatic review at Level I Review in 2007-08.

*Table 1. Level I Reviews*

	2005-06		2006-07		2007-08	
	N	%	N	%	N	%
Total Cases	431	--	435	--	438	--
Cases Reviewed	60	13.9	91	20.9	95	21.7

Please note the three possible Level I Review outcomes that result from a formal committee vote: 1) approve; 2) approve with conditions; or 3) forward to Level II review and request a written justification (see Table 3). The 2007-08 Level I Review decisions were communicated by letter in early **December to your institution's President or Chancellor** and primary financial aid contact.

Across the three years, the Division III Financial Aid Committee has completed a Level I review of 120 institutions, or approximately 27 percent of the Division III membership. Additionally, 85 cases, or approximately 19 percent of the Division III membership, have been forwarded to the Level II Review, where the institution's financial aid policies and procedures, as well as justification for perceived inequities, have been assessed by the Division III Financial Aid Committee for compliance with relevant NCAA financial aid legislation. Of the 85 cases assessed at the Level II Review over the three years of reporting, 31 schools have been sanctioned for financial aid violations found by the Financial Aid Committee.

*Table 2. Level I Review Determinations*

	2005-06			2006-07			2007-08		
	N	% of Total (N=431)	% of Cases Reviewed (N=60)	N	% of Total (N=435)	% of Cases Reviewed (N=91)	N	% of Total (N=438)	% of Cases Reviewed (N=95)
Approve	2	0.5	3.3	23	5.3	25.3	64	14.6	67.4
Approve with Conditions	10	2.3	16.7	38	8.7	41.8	3	0.7	3.2
Forward to Level II	48	11.1	80.0	30	6.9	32.9	28	6.4	29.5



Table 3. Level II Review Determinations

	2005-06			2006-07			2007-08		
	N	% of Total (N=431)	% of Cases Reviewed (N=48)	N	% of Total (N=435)	% of Cases Reviewed (N=30)	N	% of Total (N=438)	% of Cases Reviewed (N=28)
Approve	19	4.4	39.6	25	5.7	83.3	15	3.4	53.6
Approve with Conditions	4	0.9	8.3	1	0.2	3.3	1	0.2	3.6
Forward to Enforcement	28	5.8	52.1	4	0.9	13.3	12	2.7	42.9

### Variance Estimate

The estimated variance is the result of a statistical model that tests for the dollar impact of student-athlete status—that is, a comparison of institutional financial aid received by student-athletes versus institutional financial aid received by other students with similar need. These estimated variances are reported with 95 percent statistical confidence. Therefore, an upper and lower boundary of confidence is reported. To calculate the variance estimate as a proportion, the lower confidence boundary in dollars is divided by the average financial need of the student-athletes at that institution. An acceptable variance estimate of positive four percent on the lower variance estimate has been established for all institutions. If the lower confidence boundary of the variance estimate exceeds four percent, the institution is subject to a Level I review by the Division III Financial Aid Committee. In other words, when a student-athlete can expect to receive four percent more institutional gift aid, on average, than a non-student-athlete with similar need, the institution is subject to a Level I Review.

The variance estimate is used as the first filter in the overall review process. A variance estimate above the four percent threshold does not, on its own, determine an institution's compliance with NCAA financial aid bylaws. Rather, a variance above four percent automatically triggers a Level I Review by the committee. Within the context of the financial aid reporting process, non-compliance with financial aid legislation can be determined **only through the assessment of the institution's variance estimate, the institution's report and the requested written justification.**

The following chart (Table 4) presents the median variance for Division III collectively for the 2005-06, 2006-07 and 2007-08 reporting cycles.

Table 4. Median Variance Estimate

	2005-06 (N=427)		2006-07 (N=434)		2007-08 (N=438)	
	%	\$	%	\$	%	\$
Estimate	-3.2	-432	-3.4	-509	-3.3	-513

The following chart (Table 5) allows institutions to determine the placement of their variance estimate within the distribution of estimates across institutions for the 2005-06, 2006-07 and 2007-08 reporting cycles.

Table 5. Variance Estimates by Percentile Rank

Percentile	2005-06 (N=427)		2006-07 (N=434)		2007-08 (N=438)	
	%	\$	%	\$	%	\$
10th	-15.6	-2,192	-17.2	-2,392	-15.7	-2,614
20th	-10.6	-1,395	-9.7	-1,387	-9.9	-1,478
30th	-6.8	-976	-7.0	-959	-6.9	-1,018
40th	-5.0	-630	-4.9	-691	-4.7	-761
50th	-3.2	-432	-3.4	-509	-3.3	-513
60th	-1.7	-220	-1.8	-247	-2.0	-307
70th	0.1	11	-0.1	-11	0.2	24
80th	2.7	396	2.3	347	2.5	367
90th	5.5	847	6.1	1,052	5.4	906

## Division III Legislative Activity Calendar

Entities Submitting or Reviewing Legislative Proposals	Timeline
Deadline for membership-sponsored proposals by primary sponsors.	July 15
Presidents Council review of membership-sponsored proposals.	August Presidents Council Meeting
Initial Publication of Proposed Legislation (IPOPL).	August 15
Membership sponsor modification period.	August 15 – September 15
Deadline for membership-sponsored proposals by co-sponsors.	September 1
Presidents Council sponsorship of legislative concepts.	September 1
Second Publication of Proposed Legislation (SPOPL).	September 23
Amendment-to-Amendment Period.	September 23 – November 1
Deadline for Presidents Council or membership-sponsored resolutions.	November 1
Publication of Official Notice.	November 15
Membership vote at annual NCAA Convention.	Second week of January
Amendment becomes effective.	August 1



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## NCAA Growth, Opportunities, Aspirations and Learning of Students in College Study: An Overview of NCAA Division III Findings

During the 2005-06 academic year, the NCAA research department conducted a comprehensive study of student-athletes who were participating at all levels of varsity competition. The study, "Growth, Opportunities, Aspirations and Learning of Students in college" (GOALS), has enabled a close examination into the athletics, academic and social experiences of student-athletes across all sports and NCAA divisions. The primary purpose was to investigate aspects of the experiences of college student-athletes not directly captured by current studies of academic performance (e.g., studies based on data collected as part of mandatory Division I and Division II reporting processes such as the Initial-Eligibility Clearinghouse or the Division I Academic Performance Census). The GOALS study provides NCAA policymakers and member institutions with detailed objective and attitudinal data from student-athletes on possible academic and social trade-offs and sacrifices they have made in order to participate in collegiate athletics. This information also helps to illuminate the "value-added" aspect of participation.

The survey asked respondents to provide information on seven broad areas including:

- Academic integration and success;
- Athletics experiences;
- Social experiences and integration;
- Career aspirations;
- Health and well-being;
- Attitudes and respect issues, and
- Student-athlete time commitments.

In total, almost 21,000 student-athletes responded to the GOALS survey, including more than 6,700 Division III student-athletes. The institutional response rate in Division III was 54 percent.

Provided here are selected findings from the Division III respondents.

1. College Choice.
  - a. When asked what the primary reason was for choosing their current institutions, more than 80 percent of student-athletes responded either "academic offerings/reputation" or "athletics participation." Of these, the majority indicated "academic offerings" as the primary motivator for choosing their institutions. The percent endorsing "academic offerings" in Division III was much higher than observed in either Division I or II.
  - b. More than three-quarters also responded that they likely still would have attended their institutions if a different coach had been there when they were being recruited or when they decided to enroll.
  - c. When asked if they would make the same decision again, 62 percent of Division III student-athletes reported that they "strongly agree" or "agree" that they would



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## 2. Campus Integration.

- a. When asked about participation in a variety of other campus activities (e.g., academic groups, student government, etc.), the responses varied from 13 to 62 percent indicating they currently participated or had plans to participate in each activity. Among those receiving little interest were media groups, student government and fraternities/sororities. Intramural sports received the greatest endorsement of interest with 62 percent reporting current or planned involvement.
- b. The student-athletes also were asked to respond if it was a lack of time or lack of interest that precluded them from participating. In every category with the exception of intramural sports, respondents indicated a lack of interest as their reason for not participating. With regards to intramural sports, those who reported no current or future participation were more likely to indicate a lack of time, as opposed to a lack of interest, as their reason.
- c. Overall, 85 percent of student-athletes believe their athletics participation has helped them socially.

## 3. Time Demands.

- a. Depending on the sport, on average, male student-athletes reported spending between approximately 27-35 hours per week on athletics activities, including physical (e.g., practicing, training, game time) and non-physical (e.g., team meetings) activities related to their sport. Female student-athletes reported, on average, approximately 24-32 hours per week.
- b. When comparing self-reported time spent on athletics versus academics, all sport groups within Division III, with the exception of men's ice hockey, reported spending more time on academics each week than athletics.

## 4. Future Plans.

- a. The NCAA research department is finalizing a report that will provide an overview of findings from the GOALS study, as well as a corresponding study of primarily former Division I student-athletes called the "Study of College Outcomes and Recent Experiences." The report is not intended to focus on specific experiences for student-athletes from any one membership classification. Future reports may focus on some of the differences among student-athletes of different genders, ethnicities, divisions, sport groups, etc.

*Prepared by: NCAA research staff.*

## Division III Governance Bodies 2008 Roster

### Presidents Council

**Livingston Alexander**  
University of Pittsburgh, Bradford

**Walter Bortz**  
Hampden-Sydney College

**F. Gregory Campbell**  
Carthage College

**Richard Flynn**  
Springfield College

**John Fry**  
Franklin & Marshall College

**Pamela Gann**  
Claremont McKenna-Harvey Mudd-  
Scripps Colleges

**James Harris**  
Widener University

**Catharine Hill**  
Vassar College

**David Joyce**  
Ripon College

**Marcia Kelzs**  
York College

**James G. Moseley**  
Franklin College

**Kathleen Owens**  
Gwynedd-Mercy College

**Morton Schapiro**  
Williams College

**Richard Torgerson**  
Luther College

**Paul Triple**  
Christopher Newport University



John Fry, Chair  
Franklin and  
Marshall College

### Management Council



Del Malloy, Chair  
New England  
Collegiate  
Conference

**Susan Chapman**  
Worcester State College

**Patricia Epps**  
Franklin & Marshall College

**Daniel Fulks**  
Transylvania University

**Timothy Gleason**  
Ohio Athletic Conference

**Stuart Gulley**  
La Grange College

**Kristen Hall**  
Bard College

**Rudy Keeling**  
Eastern College Athletic  
Association

**Lee McKinney**  
Fontbonne University

**Del Malloy**  
New England Collegiate  
Conference

**Lynn Oberbillig**  
Smith College

**Jack Ohle**  
Gustavus Adolphus College

**Garnett Purnell**  
Wittenberg University

**Rosalie Resch**  
University of Chicago

**Joan Sitterly**  
State University College at  
Cortland

**Kay Whitley**  
Sul Ross State University

**Rita Wiggs**  
USA South Athletic  
Conference

**Charlie Wilson**  
Olivet College



## Division III staff roster

### Division III Governance Staff

<b>Dan Dutcher</b>	Vice President for Division III ddutcher@ncaa.org	<b>Jay Jones</b>	Director of Membership Services DIII Governance Liaison jjones@ncaa.org
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### Committee Liaisons

#### Division III Committee/Council Liaisons:

Academic Issues Subcommittee: Azure Davey, Kristin Nesbitt

Administrative Committee: Dan Dutcher, Debbie Kresge, Leah Nilsson

Championships Committee: Keisha Campbell, John Williams

Convention-Planning Subcommittee: Jack Copeland, Azure Davey, Dan Dutcher, Debbie Kresge, Leah Nilsson

Financial Aid Committee: Eric Hartung, Jeff Myers, Kristin Nesbitt

Committee on Infractions: Jim Elworth

Interpretations and Legislation Committee: Jay Jones, Jeff Myers

Subcommittee on Legislative Relief: Vanessa Fuchs

Management Council: Dan Dutcher, Leah Nilsson

Membership Committee: Azure Davey, Katie Willett

### Committee Liaisons (Continued)

Nominating Committee: Sharon Tufano

Playing and Practice Seasons Subcommittee: Keisha Campbell, Jay Jones, Jeff Myers, Kristin Nesbitt

Presidents Council: Dan Dutcher, Leah Nilsson

Strategic-Planning and Finance Committee: Beth Barnett, Dan Dutcher, Eric Hartung, Jay Jones, Leah Nilsson, Andrea Worlock

Student-Athlete Advisory Committee: Azure Davey, Sarah MacInnis, Jason Montgomery

Student-Athlete Reinstatement Committee: Kelly Groddy, Jane Teixeira

#### **Association-Wide Committee Liaisons:**

Committee on Competitive Safeguards and Medical Aspects of Sports: David Klossner, Mary Wilfert

Honors Committee: Sharon Tufano

Minority Opportunities and Interests Committee: Joyce Thompson

Olympic Sports Liaison Committee: Wayne Burrow, Dan Calandro, Jobrina Perez

Postgraduate Scholarship Committee: Clare Erickson

Research Committee: Nicole Bracken

Committee on Sportsmanship and Ethical Conduct: Ty Halpin, Rachel Newman, Julie Roe

Walter Byers Scholarship Committee: Roberto Vicente



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