



**REPORT OF THE NCAA DIVISION I
WOMEN'S BASKETBALL OVERSIGHT COMMITTEE
APRIL 18, 2023, VIDEOCONFERENCE**

ACTION ITEMS.

- *None.*

INFORMATIONAL ITEMS.

1. **Update from NCAA Division I Council's April 2023 Meeting.** The NCAA Division I Women's Basketball Oversight Committee received an update from last week's NCAA Division I Council meeting. The Women's Basketball Oversight Committee did not move the request to change the effective date of NCAA Proposal No. 2022-30 Athletics Personnel and Recruiting – Limitations on the Number of Coaches and Off-Campus Recruiters – Basketball from July 1 to June 1, 2023. In addition, the Women's Basketball Oversight Committee was informed about the adopted legislation related to official visits, a process for a federated playing rules process in all sports and the legislative moratorium that was adopted for conference-sponsored concepts for 2023-24.
2. **Initial update from the 2023 NCAA Division I Women's Basketball Championship.** An informational update and overview of the 2023 NCAA Division I Women's Basketball Championship was provided and an in-depth review will occur at the NCAA Division I Women's Basketball Committee's May meeting. Highlights of the Division I Women's Basketball Championship were reviewed, including Selection Sunday viewership, broadcast viewership from each round, social media engagements and attendance at ancillary events. An overview of the new and enhanced initiatives that took place surrounding 2023 championship were provided along with the feedback shared by the membership. Key topics such as events and/or opportunities that will continue enhancing and growing women's basketball were overviewed with the Women's Basketball Oversight Committee. Lastly, the Vice President of Women's Basketball noted that an assessment of the officiating program, including both regular season and postseason, will take place over the next several months. The review will include an evaluation of recruitment, retention, development, role of regular season on championship program, structure and accountability strategies. The Women's Basketball Oversight Committee's Competition Committee will provide direct oversight of the review with the final report being provided to the Women's Basketball Oversight Committee and the Women's Basketball Committee. Finally, it was requested that a Women's Basketball Coaches Association member be appointed to serve in an ex-officio capacity for this purpose to the Competition Committee. The Women's Basketball Oversight Committee endorsed the officiating program review and directed the vice president to proceed, including obtaining endorsement for the review from the Women's Basketball Committee.
3. **Update on the implementation of the 2023 College Basketball Academy.** The Women's Basketball Oversight Committee received an update on the planning and development of

the academy for women's basketball that will occur in July 2023. The update included information on team selection, educational sessions and the academy's staffing.

4. **College Basketball Summer Initiative Working Group update.** An overview of the concept and timeline for the review and consideration by the Division I membership was provided to the Women's Basketball Oversight Committee. The working group has conducted four videoconferences since last fall and will reconvene in early May to hear the feedback received to date and to finalize the next steps. A feedback survey will be sent later this spring to the men's and women's basketball coaches associations, student-athletes and campus administrators. It is expected that the working group will have a final concept for the full oversight committee to consider at the June meeting.
5. **Update on the new 32-team Division I women's basketball postseason event.** A status update was provided on the planning and development of the new women's basketball 32-team postseason event to be launched in postseason 2024. In anticipation of the launch, an update on progress with staffing, broadcasting rights opportunities, projected competition sites and governing model was provided to the Women's Basketball Oversight Committee.
6. **NCAA coach well-being study.** The Women's Basketball Oversight Committee was provided an overview of the results from the most recent study conducted on coach well-being. The study presented was specific to the sport of women's basketball and was shared on a nationwide level. The WBCA plans to share the results with their coaches in order to inform them of the study and to determine next steps and any helpful initiatives. [Attachment]
7. **Review of proposed playing rules changes for the 2023 playing season and beyond.** The Women's Basketball Oversight Committee reviewed the NCAA Division I Women's Basketball Rules Committee's proposed rules changes for the upcoming season. Specifically, the Women's Basketball Oversight Committee did not have any feedback to share on the key proposals – transmission of live video to the bench, collaborative replay, restricted area and lower defensive box and flopping. Additionally, an overview of what will be discussed at the Rules Committee upcoming meeting was provided.
8. **NCAA Division I Women's Basketball Oversight Committee Competition Committee report.** The Women's Basketball Oversight Committee received an update from the most recent meeting of the Competition Committee. The focus was on providing feedback on the proposed playing rules for the upcoming cycle.
9. **NCAA Division I Women's Basketball Oversight Committee's March 1 videoconference report.** The Women's Basketball Oversight Committee reviewed and approved its March 1, 2023, videoconference report.

10. Other business. The Women's Basketball Oversight Committee expressed its continued support for the examination of revenue distribution units for women's basketball like the structure in place for men's basketball and as part of the Division I revenue distribution model. In addition, the Women's Basketball Oversight Committee stressed the importance of staff resources and inquired if the overall infrastructure has been and if it continues to be responsive to the of the growth and execution of the championship, new initiatives (e.g., CBA, 32-team postseason championship) and gaps in support by external entities compared to services available and provided to men's basketball. The Women's Basketball Oversight Committee emphasized the resource investment made by NCAA must continue to be assessed and the assessment must include human capital appropriately to support the aggressive growth and strategic goals. The oversight committee will share these sentiments with the new NCAA leadership.

11. Future teleconferences.

- April 21, 2023, videoconference – 1-3 p.m. Eastern (joint with NCAA Division I Men's Basketball Oversight Committee).
- May 10, 2023, videoconference – 2-4 p.m. Eastern.

Committee Chair: Jamie Boggs, Grand Canyon University
Staff Liaisons: Meredith Cleaver, Championships and Alliances
Lynn Holzman, Championships and Alliances
Binh T. Nguyen, Academic and Membership Affairs

NCAA Division I Women's Basketball Oversight Committee Meeting April 18, 2023
Attendees:
Patricia Anumba, Towson State University (nonvoting member).
Ketra Armstrong, University of Michigan (nonvoting member).
Kelly Barsky, University of California, Santa Barbara.
Jamie Boggs, Grand Canyon University.
Jackie Carson, Furman University.
Danielle Donehew, Women's Basketball Coaches Association (nonvoting member).
Rich Ensor, Metro Atlantic Athletic Conference.
Darrice Griffin, University of Georgia.
David Harris, University of Northern Iowa.
Julie Roe Lach, Horizon League.
Kathy Meehan, St. John's University (New York).
Jill Shields, Kansas State University (nonvoting member).

Absentees:
Irma Garcia, St. Francis College Brooklyn.
Olivia Summiel, Wake Forest University.
Guest(s) in Attendance:
None.
NCAA Staff Liaisons in Attendance:
Meredith Cleaver, Lynn Holzman and Binh Nguyen.
Other NCAA Staff Members in Attendance:
Lynne Andrew, Zandria Conyers, Karlee Curtis, Meghan Durham, Jenn Fraser, Jon Levinson, Kelsi Mahoney, Courtney Moore, Amy Reis, Jenn Samble, Natalie Steger, and Kelsey Gurganus-Wright.

NCAA Coach Well-Being Study

Findings Specific to Women's Basketball Coaches



RESEARCH

Methods

- ▶ Online survey examined coach mental well-being, as well as how coaches are adapting to current recruiting and roster management challenges. Designed and distributed by NCAA Research.
- ▶ Survey opened March 2, 2022, and closed April 17, 2022.
- ▶ 6,113 NCAA coach staff members took the survey.

	Total	Division I	Division II	Division III
Head Coaches	4,258	1,471	958	1,808
Asst./Assoc. Coaches	1,627	952	261	406
Other (Director of Ops, GAs, etc.)	228	137	52	38
<i>WBB Head Coaches</i>	<i>372</i>	<i>126</i>	<i>80</i>	<i>166</i>
<i>WBB Asst./Assoc. Coaches</i>	<i>170</i>	<i>109</i>	<i>23</i>	<i>38</i>

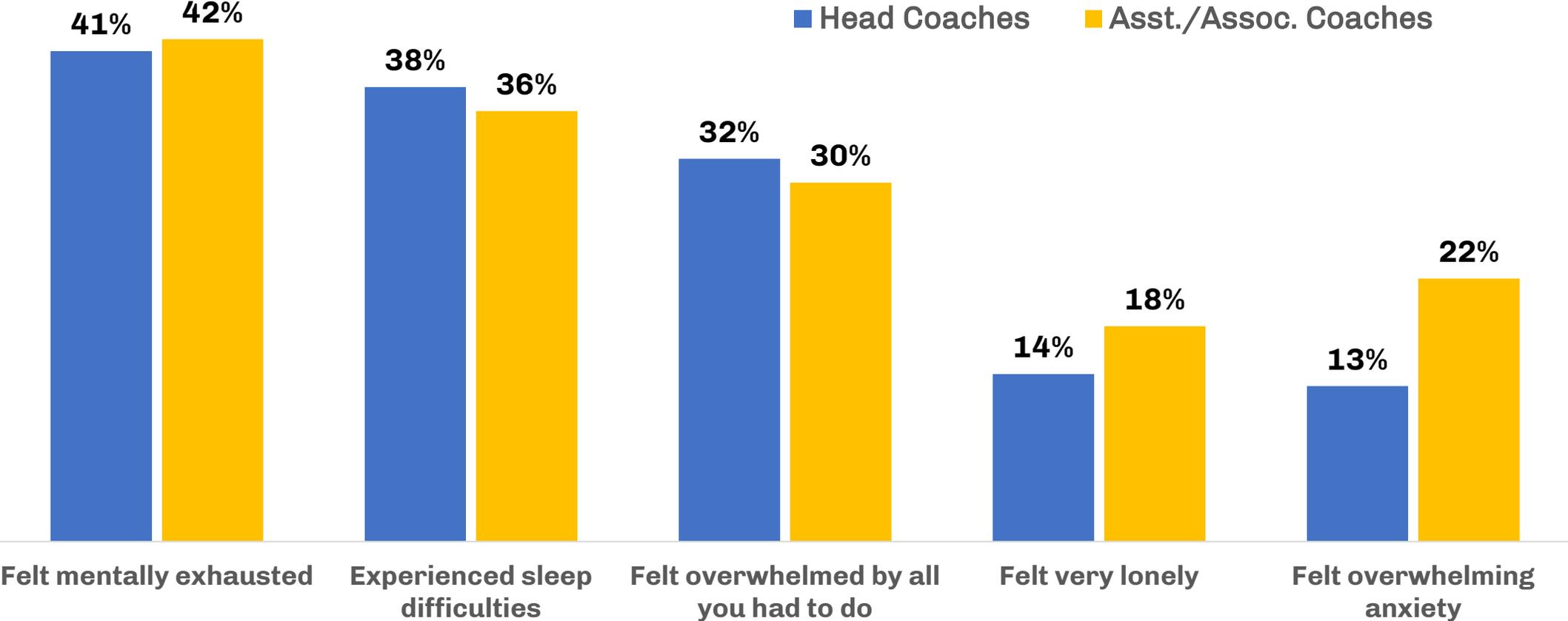


Coach Mental Health

Coaches have felt substantial and unique pressures in their jobs over the past several years, manifesting in high levels of stress and mental exhaustion.

Coach Mental Health Concerns

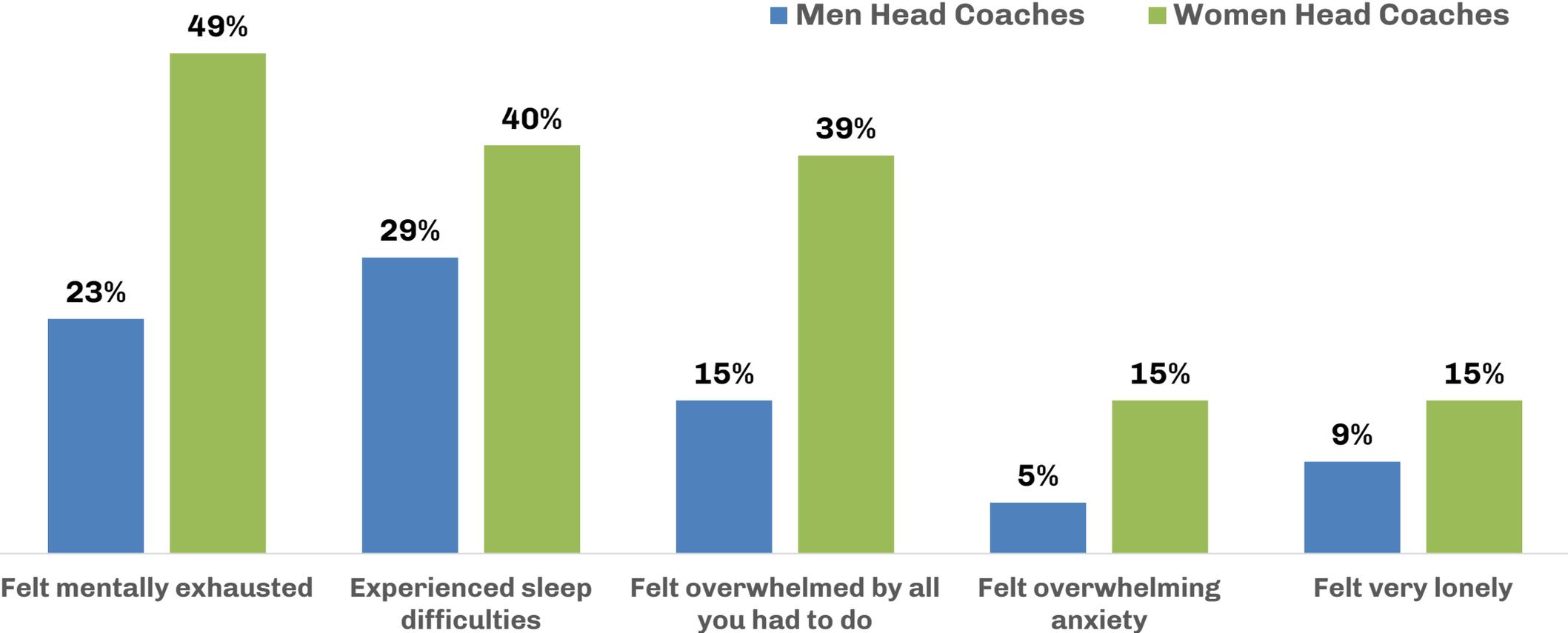
(Percentage of Women's Basketball Coaches Responding "Constantly" or "Most Every Day")



Note: Top 2 points on a 4-point scale. Other concerns endorsed at rates ranging from 2-19% included feeling sad, a sense of loss, hopelessness, overwhelming anger and depression. The survey was in the field Mar. 2-Apr. 17, 2022. Source: NCAA Coach Well-Being Study (Spring 2022).

Coach Mental Health Concerns

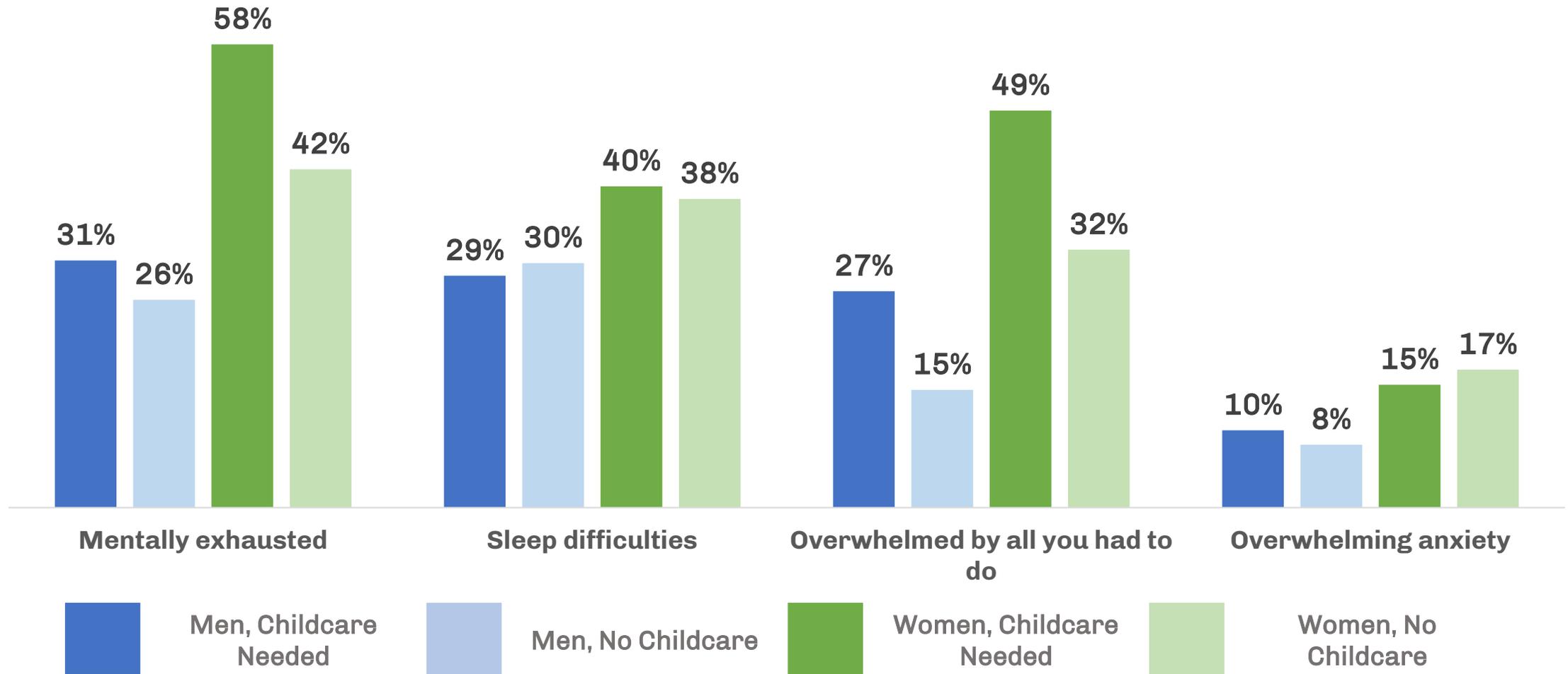
(Percentage of Women's Basketball Head Coaches Responding "Constantly" or "Most Every Day" by Gender)



Note: Top 2 points on a 4-point scale. Respondents who selected "another gender identity" are not shown due to low numbers. The survey was in the field Mar. 2-Apr. 17, 2022. Source: NCAA Coach Well-Being Study (Spring 2022).

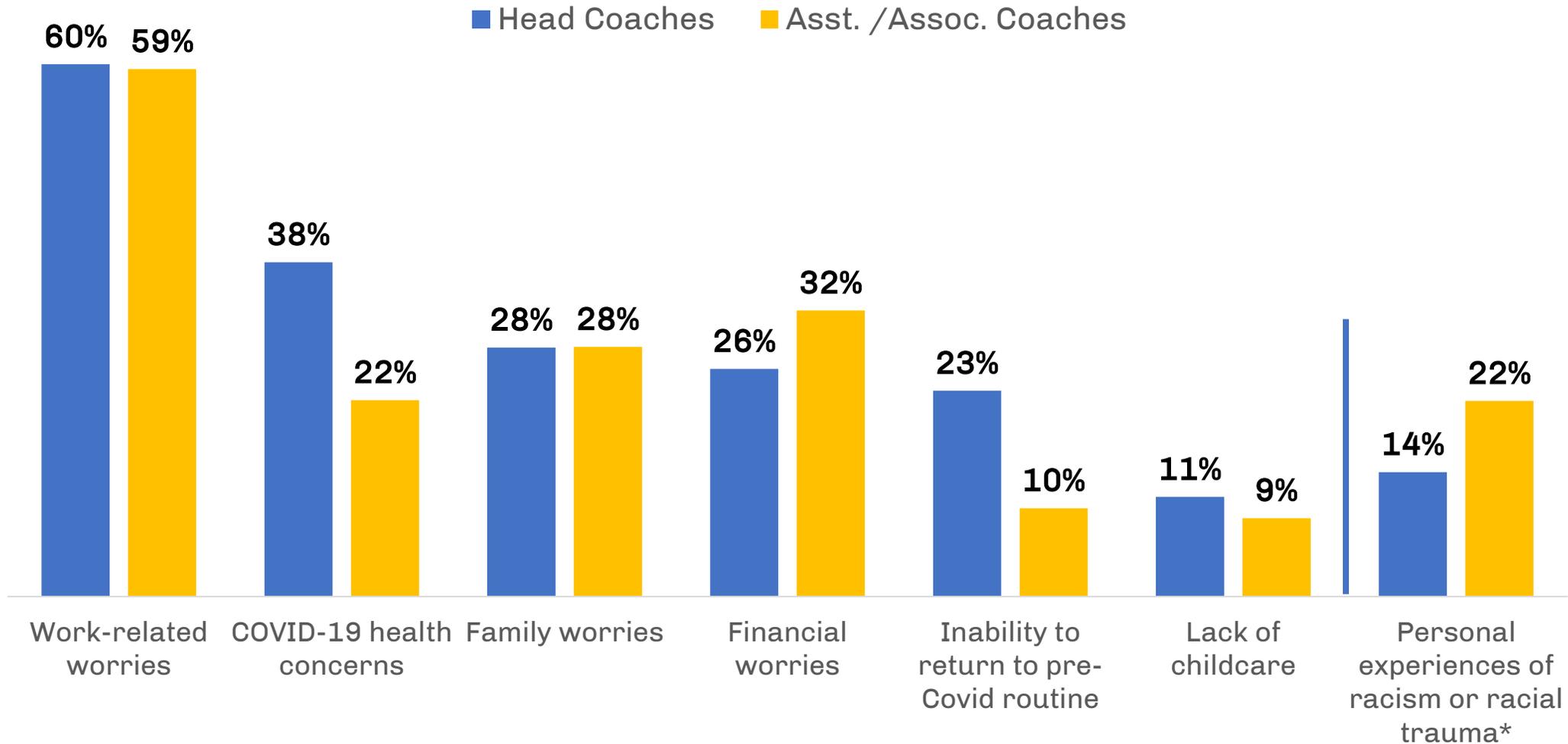
Women's Basketball Coach Mental Health Concerns

(Percentage of coaches responding "Constantly" or "Most Every Day" by gender and childcare needs)



Note: Limited to women's basketball coaches only. N=52 men with childcare needs and 116 without, and 85 women with childcare needs and 268 without. Source: NCAA Coach Well-Being Study (Spring 2022).

Factors Negatively Impacting Basketball Coach Mental Health

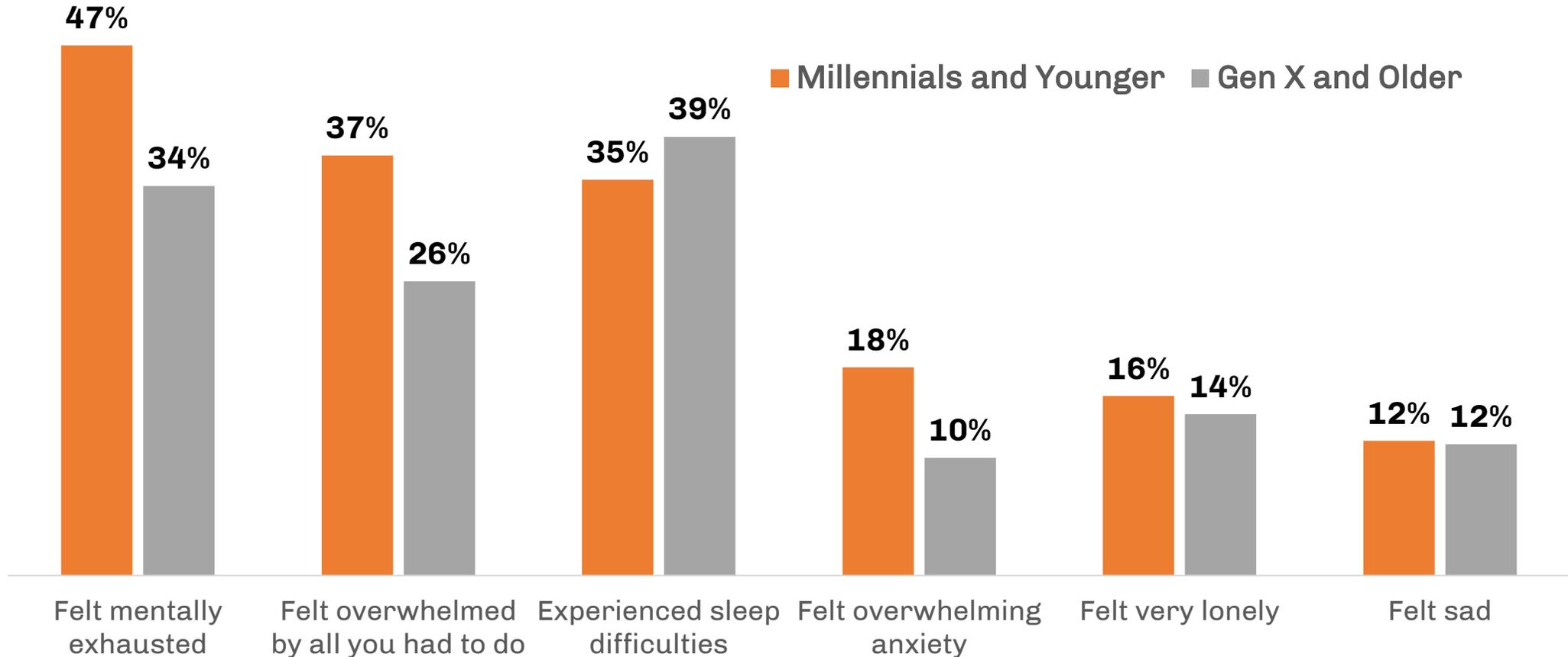


Note: Personal experiences of racism or racial trauma limited to coaches of color only, N=65 head coaches and 54 asst./assoc. coaches in sample. All other items apply to every head and asst./assoc. women's basketball coach in the sample. Source: NCAA Coach Well-Being Study (Spring 2022).

Young coaches in particular reported higher rates of mental health concerns.

Coach Mental Health Concerns by Generational Status

(Percentage of Women's Basketball Coaches Responding "Constantly" or "Most Every Day")

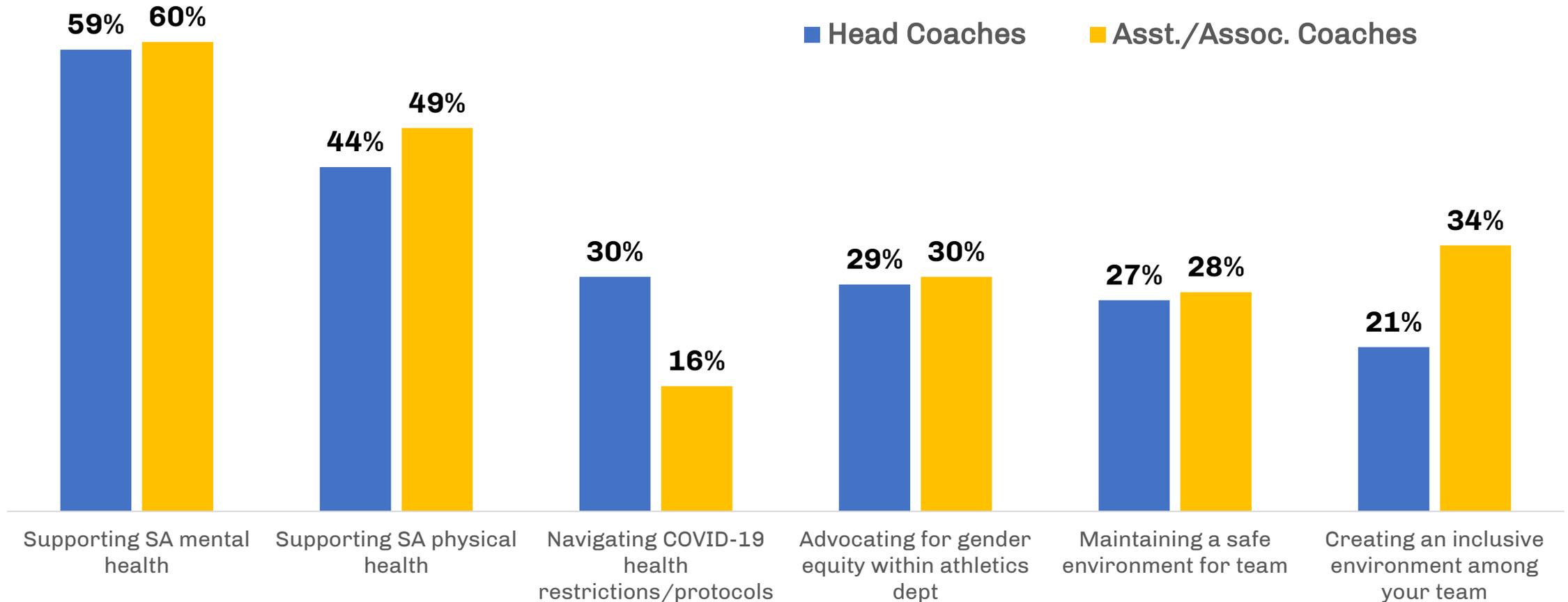


Note: Top 2 points on a 4-point scale. Includes all women's basketball coaches (head, assistant, associate and other) who shared their age in the sample. 25 Gen Z (born 1997-2012) coaches, 254 Millennial (born 1981-1996) coaches, 191 Gen X (born 1965-1980) coaches, and 72 Baby Boomer (born 1946-1964) participated in the survey. The survey was in the field Mar. 2-Apr. 17, 2022. Source: NCAA Coach Well-Being Study (Spring 2022).

Coaches are more concerned than ever about student-athlete mental health and how they can provide support.

Coaches' Level of Concern About Issues Facing Team

(Percentage of Women's Basketball Coaches Responding "Very Concerned")

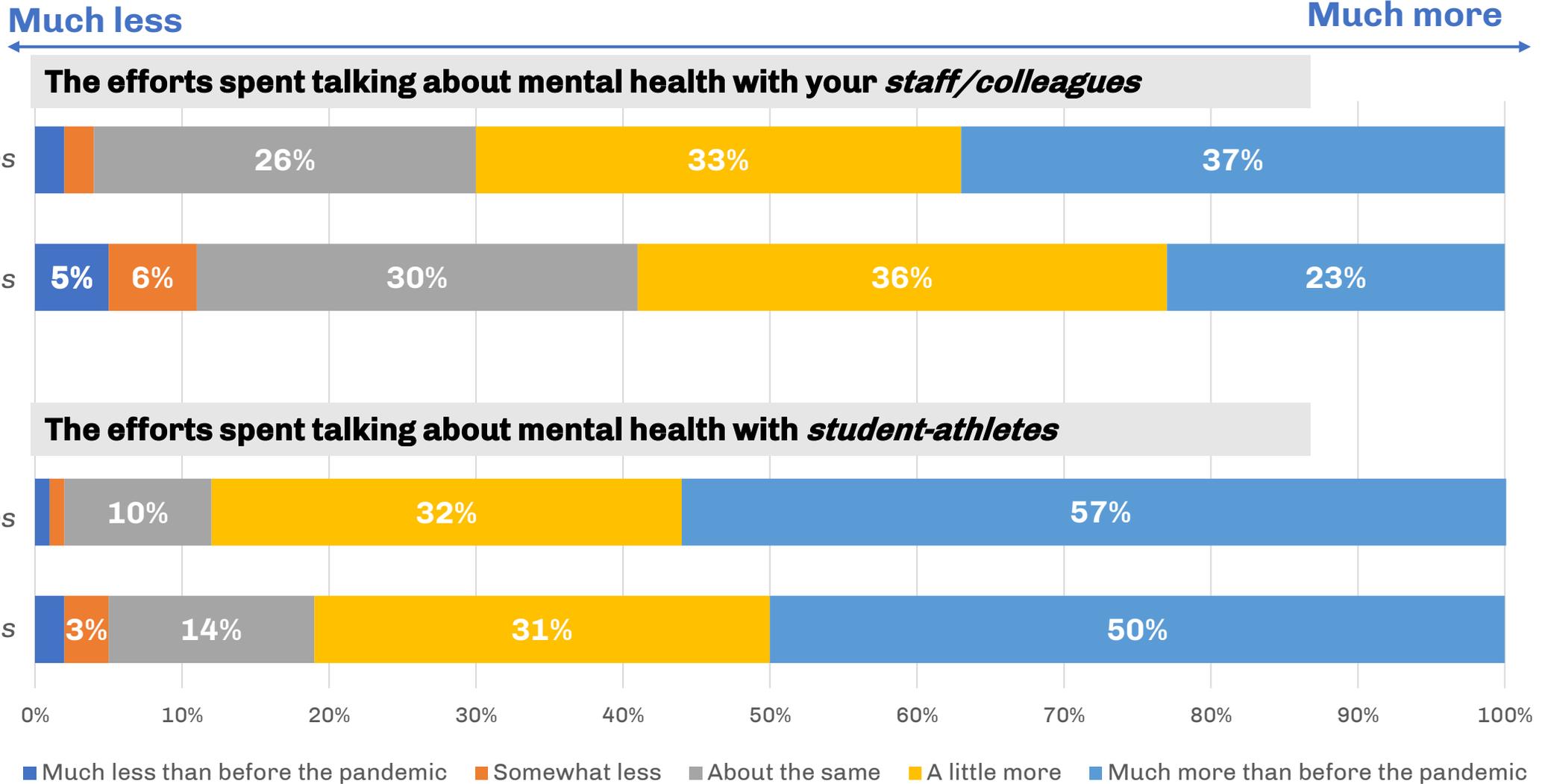


Note: Participants were asked, "This year (2021-22), what is your level of concern about the following issues in terms of your team and athletics department climate?" Items with responses at or above 25% are depicted. The survey was in the field Mar. 2-Apr. 17, 2022. Source: NCAA Coach Well-Being Study (Spring 2022).



RESEARCH

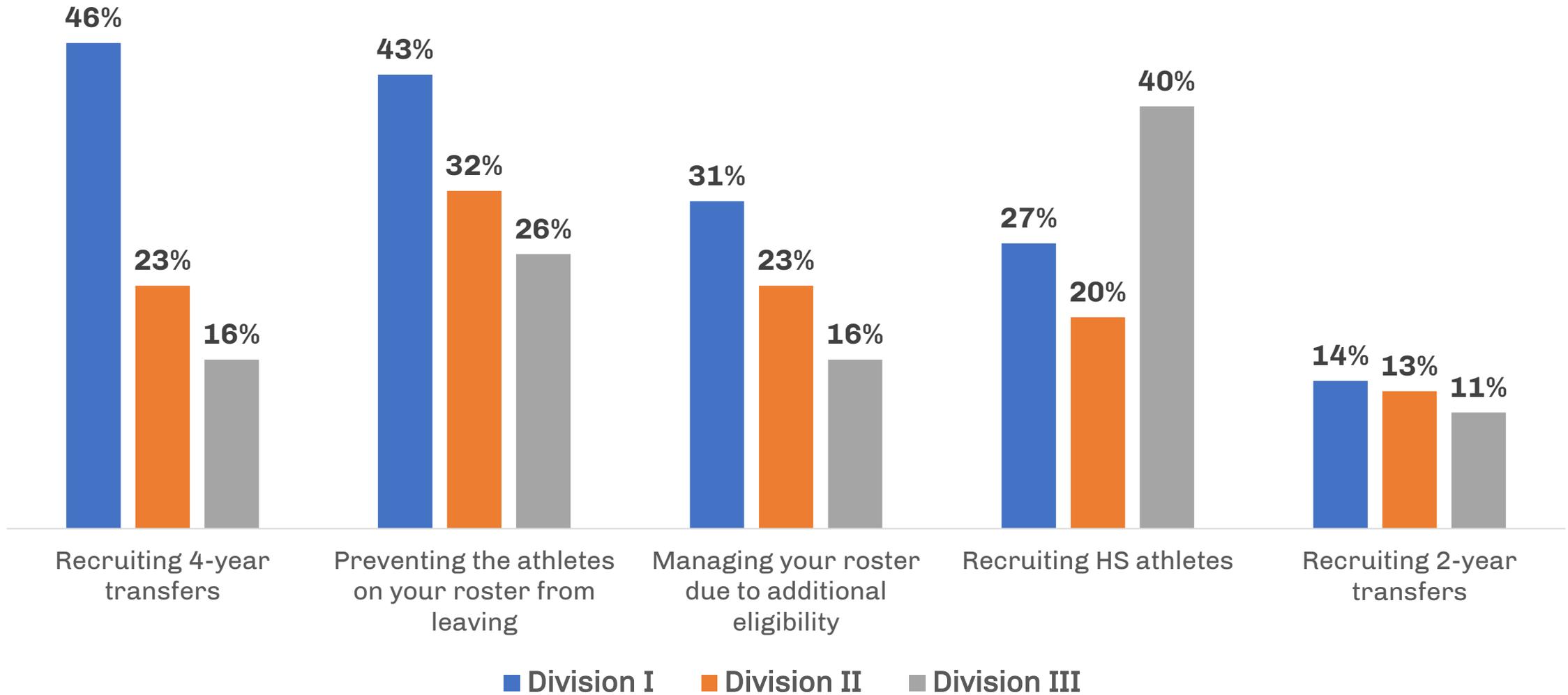
Mental Health Engagement in 2021-22 Compared to Pre-Pandemic Levels (Women's Basketball)



Note: Data labels not shown below 3%. Includes only those respondents who indicated being on a college coaching staff for three or more years. Participants were asked, "Compared to pre-pandemic levels (2019), how much has the following changed during this 2021-22 academic year?" The survey was in the field Mar. 2-Apr. 17, 2022. Source: NCAA Coach Well-Being Study (Spring 2022).

Recruiting and roster management have become especially challenging for coaches in many sports.

Percentage of Women's Basketball Head Coaches "Very Concerned" About...



Note: Participants were asked, "This year (2021-22), what is your level of concern about balancing the following issues in terms of roster management?" The survey was in the field Mar. 2-Apr. 17, 2022. Source: NCAA Coach Well-Being Study (Spring 2022).

Work Behaviors in 2021-22 Compared to Pre-Pandemic Activities

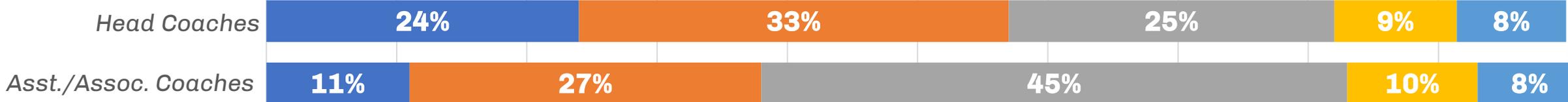
(Women's Basketball Coaches)

Much less Much more

The use of virtual recruiting activities



The time spent on the road recruiting prospects



The time spent working from home



0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

■ Much less than before the pandemic ■ Somewhat less ■ About the same ■ A little more ■ Much more than before the pandemic

Note: Data labels not shown below 3%. Includes only those respondents who indicated being on a college coaching staff for three or more years. Participants were asked, "Compared to pre-pandemic levels (2019), how much has the following changed during this 2021-22 academic year?" The survey was in the field Mar. 2-Apr. 17, 2022. Source: NCAA Coach Well-Being Study (Spring 2022).



Open-ended Responses

Coaches want their schools to understand the changing nature of their jobs, the personal challenges confronting them and the support mechanisms that they need to be healthy and successful.

Open-Ended Responses

- ▶ **Coaches would like access to mental health resources for their own use.**

“Offer a clinical psychologist on staff for our athletes and coaches. The mental health of our staff and student-athletes is so important and going untreated.” –Division II Softball Head Coach

- ▶ **The pressure to “win now” and budget cuts have fueled concerns about job security.**

“Fighting for job and survival every year, despite graduating great individuals and character with zero transferring out. Have good culture yet it is always under scrutiny. Wonder if I should leave and start over somewhere else often. My entire staff feels the same way.” –Division I Men’s Tennis Head Coach

- ▶ **Coaches want a salary that aligns with a living wage and seek to hire more assistants to help shoulder the increased workload.**

“My biggest issue is living at or below the poverty line and the school couldn’t care less. These jobs are easy to fill and that is used as leverage to exploit the coaches, especially assistants.” – Division III Men’s Lacrosse Assistant/Associate Coach

- ▶ **Addressing gender and racial inequities and bias would improve conditions for women coaches and coaches identifying as Black, Indigenous, and people of color.**

“Being a Black coach in predominately white spaces is hard. ... There are no real check ins for coaches of color in white spaces of what their experience is like. It almost just feels that the assumption is that all of our experiences are the same and that is not the case.” – Division I (Women’s Sport) Assistant/Associate Coach

- ▶ **Athletics departments can support their coaches by appreciating their hard work and seeking their input.**

“Let us know that as coaches all of our voices are being heard and giving rational for decision making. ... Too many times it feels as if we are being ignored or opinion is irrelevant.” –Division III Men’s Soccer Head Coach



ncaa.org/research



@ncaaresearch



RESEARCH