

**REPORT OF THE  
NCAA DIVISION III ANALYSIS WORKING GROUP  
MAY 21, 2026, VIDEOCONFERENCE**

**ACTION ITEMS.**

1. **Legislative items.**
  - **None.**
2. **Nonlegislative items.**
  - **None.**

**INFORMATIONAL ITEMS.**

1. **Welcome.** Marc Camille, chair of the working group, provided a welcome, and commenced the videoconference at 12:03 p.m. Eastern.
2. **Report from the May 11 meeting.** The working group approved the report from its May 11 meeting as presented.
3. **Division III membership survey findings.** The consultants provided a high-level overview of the membership survey feedback. There were 254 athletics directors (60% response rate) and 33 commissioners (78%) that provided feedback. The consultants highlighted themes that emerged regarding each identified tension. A high-level summary of the survey results will be made available to the membership in June.
  - a. **Economic implications.**
    - Approximately 90% of athletics directors indicated that their athletics budgets are not keeping pace with department growth over the past three years.
    - Travel and scheduling cuts and self-funded models lead the list of cost-management approaches.
    - Sixty percent of athletics directors report some level of Name, Image and Likeness activity (11% active, 32% approached, 17% expect it).
    - Commissioners indicate that 43% of conferences have media/streaming deals, but only 27% report generating meaningful revenue.
    - Seventy percent of commissioners say the gap between most and least resourced conference member institutions has widened in the past three years.

**b. Playing seasons and resources.**

- Athletics directors frequently rated athletics department marketing/communications, athletic training, compliance support, and strength and conditioning understaffed relative to current responsibilities.
- Most institutions play the maximum schedule. Ninety-three percent use the maximum traditional playing season days, and 89% use the maximum non-traditional days. Further, 88% use the maximum traditional competition days.
- Seventy-six percent of conferences noted they have not implemented, nor is it under discussion to implement policies more restrictive than NCAA maximums to address financial or resourcing challenges; 18% indicated they are actively discussing restrictions due to financial/resourcing pressures.

**c. Eligibility evolution.**

- Both athletics directors and commissioners report never-to-rare frequency (~60%) of student-athletes expressing that the four-year eligibility window limits their holistic experiences. Only 12% of athletics directors and 6% of commissioners reported hearing frequent concerns.
- The majority of athletics directors and commissioners (~60% each) say the recent eligibility model discussions in Divisions I and II have changed how they view the Division III four-year model. However, responses are mixed for how the five-year model influences their thinking.

**d. Championship selection criteria.**

- Athletics directors report their championship goals skew toward conference and at-large access, not national titles. Forty-one percent cite competing for conference or regular-season success, and 31% cite qualifying for the NCAA postseason as the success marker. Twelve percent prioritize providing a well-rounded student experience, ranking higher than the 6% of institutions that indicated its top priority is pursuing national titles.
- Approximately 94% of athletics directors say they have at least a moderate level of familiarity with how NCAA Power Index is used for post-season selection, and 76% of commissioners state they are actively communicating and educating their conference members on NPI methodology and postseason criteria updates.

- Seventy-two percent of athletics directors and 69% of commissioners either agree or strongly agree that NPI is an equitable method for determining postseason selections.
- Budget limitations, strength-of-schedule hurdles/opponent access, and coaching/travel constraints lead the list of challenges to securing at-large bids.

**e. Membership standards.**

- Eighty-two percent of athletics directors view the current NCAA Division III sport sponsorship minimums as at the appropriate level.
- Twenty-one percent of commissioners report hearing from many or nearly all members about concern to sustain Division III membership, sponsorship, or cost pressure. Enrollment pressure and rising costs dominate the concerns shared.
- Sixty-four percent of Division III conferences report no supplemental membership requirements beyond NCAA membership minimums.

**f. Governance oversight and presidential engagement.**

- Over 70% of athletics directors rate their athletic direct report's engagement and effectiveness positively.
- Seventy-seven percent of athletics directors see their president/chancellor as effective to highly effective with athletics. Sixty percent of respondents rate presidential engagement with athletics on campus as high or very high.
- Only 42% of athletics directors see their president/chancellor as actively engaged in NCAA governance, with 31% reporting little to no involvement.
- Commissioners report 58% of member presidents as highly engaged at the conference level.

- 4. Initial prioritization of options to address tensions.** The working group discussed the available options, and ultimately placed those associated with lower priority tensions and/or those that did not generate consensus support from the working group or the membership survey into a parking lot. These options may be revisited later but will not be a working group focus in the near term.

The working group also discussed the highest priority tensions and worked through options that garnered initial support from the working group and membership. The consultants

used live polls to gauge the working group’s feedback on whether the option meaningfully mitigates the tension, followed by a discussion of gaps, modifications or missing ideas.

5. **Next steps.** The working group discussed next steps leading to its June 16 in-person meeting. The consultants will send a post-meeting survey to the working group members to finalize the prioritized option list, identify parking lot options, document the rationale for each decision, and submit ideas that fill the identified gaps with some options. Based on the feedback, the consultants will cluster the prioritized options into recommended pathways that address root causes. During its June 16 meeting, the working group will review the draft pathways and identify recommendations.
6. **Additional business.** There was no additional business.
7. **Future videoconferences and meetings.** The working group will meet in Indianapolis on June 16. Staff will send out an availability poll to schedule a videoconference in July or August and September. The working group will discuss availability and need for another in-person meeting in October/November.
8. **Adjournment.** The videoconference ended at 2:02 p.m. Eastern.

*Working Group chair: Marc Camille, Albertus Magnus.*

*Staff Liaisons: Louise McCleary, Division III Governance and Member Services  
 Jeff Myers, Division III Governance and Member Services  
 Bill Regan, Division III Governance and Member Services*

<b>NCAA Division III Analysis Working Group        May 21, 2026, Videoconference</b>
<b>Attendees:</b>
Jonathan Accardi, Keuka College.
Eric Bitterbaum, State University of New York at Cortland.
Meg Nowak Borrego, Framingham State University.
Marc Camille, Albertus Magnus College.
Jessica Chapin, Brandeis University.
Brad Duckworth, University of Wisconsin-Stevens Point.
G. Anthony Grant, Massachusetts Institute of Technology.
Portia Hoeg, Centennial Conference.
Erica Perkins Jasper, Claremont Mudd Scripps.
Heidi Jaynes, Carleton College.
Paige Kluba, Piedmont University.
Alfred Lamptey, University of Mount Saint Vincent.
Rob Larson, Luther College.
Frank Merckx, Drew University.
Joe Onderko, Presidents’ Athletic Conference.
Wayne Webster, Albion College.

<b>Absentee:</b>
Adam Puckett, George Fox University.
Andrea Talentino, Augustana College (Illinois).
Lori White, DePauw University.
<b>NCAA Staff Support in Attendance:</b>
Louise McCleary, Jeff Myers, and Bill Regan.
<b>Additional Members in Attendance:</b>
External consultants.