



**REPORT OF THE NCAA DIVISION III  
DIVERSITY AND INCLUSION WORKING GROUP  
SEPTEMBER 24, 2018, TELECONFERENCE**

**ACTION ITEM.**

- None.

**INFORMATIONAL ITEMS.**

1. **Welcome and Roster.** The chair, Gerard Bryant, commenced the NCAA Division III Diversity and Inclusion Working Group teleconference at 2:03 p.m. Eastern time Monday, September 24, 2018. He welcomed the group and conducted a roll call.
2. **Report of June 12, 2018, Teleconference.** The working group reviewed the report and had no changes.
3. **Division III Mandatory Student-Athlete Graduation Rate Reporting.** The working group discussed the student-athlete graduation rate reporting legislative proposal and in particular, if there are specific membership discussions related to the proposal. The working group noted the following:
  - a. The concern related the administrative burden (e.g., collecting the cohort names) appears to be diminished since the membership learned that campus financial aid directors were already annually identifying the cohort.
  - b. There is a lingering fear that the information will become public despite the data being private. Institutions will be able to view the data and conduct a self-assessment, as well as benchmark, via the Institutional Performance Program.
  - c. Staff noted that a persistent concern is that student-athletes who are no longer playing will be incorporated in the data. Student-athletes who practice after the first contest are included in the cohort; same as the current financial aid collection cohort. However, the data is private and will allow institutions to evaluate how many student-athletes, including those who stop playing, are leaving the institution in poor academic standing.
  - d. A new concern is institutions not understanding that students who transfer in good academic standing do not negatively impact an institution's graduation rate data.

Staff noted that the Division III October webinar will discuss the graduation rate processes in an effort to educate the membership prior to the vote in January.

- 4. Student Immersion Program.** Staff noted that it anticipates 85 completed applications for the 40 spots for this year's Student Immersion Program. Four working group members volunteered to serve on the selection committee. The selection timeline is the following:

  - a. Sept. 25 – staff will send the ranking instructions.
  - b. Sept. 30 to Oct. 3 – review the applications and rank applicants.
  - c. Fri., Oct. 5 – selection teleconference.
- 5. Presidential Pledge.** The working group discussed how it can assist the NCAA Office of Inclusion's efforts to enhance the NCAA's Presidential Pledge. President Javier Cevallos noted that in August, the Division III Presidents Advisory Group had an engaged roundtable discussion on this topic. The presidents encouraged staff to engage the athletics direct reports as this constituent group typically has direct oversight to athletics and can assist in upholding the Presidential Pledge. The working group also suggested staff include a diversity tip in the Division III Monthly Update, as well as send the Division III Diversity and Inclusion Quarterly newsletter to campus chief diversity officers.
- 6. Other Business.** Staff noted that the Office of Inclusion is conducting a diversity and inclusion social media campaign the first week of October. Division III will support via its social media platforms. Staff also noted the release of a senior woman administrator (SWA) resource in October. The resource will clarify the designation and provide model dialogue best practices for athletics directors and SWAs.
- 7. Next Steps.** The chair summarized the working group's next steps that include continuing to educate the membership on the student-athlete graduation rate reporting proposed legislation, and in particular, the October educational webinar. At the request of the working group and in support of the Presidential Pledge, staff will provide a diversity tip in the Division III Monthly Update and expand the distribution of the Division III Diversity and Inclusion Quarterly newsletter to chief diversity officers. The working group subcommittee will select the 2019 Student Immersion Program cohort in early October.
- 8. Future teleconferences.** Staff will send out a doodle for a December teleconference.
- 9. Adjournment.** The call adjourned at 2:53 p.m. Eastern time.

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

Teleconference date: September 24, 2018
<b>Attendees:</b>
Nnenna Akotaobi, Swarthmore College
Javier Cevallos, Framingham State University
Heather Benning, The Midwest Conference
Gerard Bryant, John Jay College of Criminal Justice
Kelsey Morrison, University of Valley Forge
Joe Onderko, Presidents Athletic Conference
Jason Verdugo, Hamline University
Natalie Winkelfoos, Oberlin College
Nicolle Wood, Salem State University
<b>Absentees:</b>
Jason Fein, Bates College
Dan Schumacher, University of Wisconsin, Eau Claire
<b>NCAA Staff Support in Attendance:</b>
Louise McCleary, Sonja Robinson, Amy Wilson.
<b>Other in Attendance:</b>
None.