Regional Rules

Association-Wide Sport Administrators and Data Driven Decision Making

Steve Clar
Jenn Samble

Agenda

1. Hiring processes and search committees.
2. International student-athlete issues.
3. Retaining staff/student-athletes from underrepresented groups.
4. Tuition driven athletics aid analysis.
5. Enhancements to NCAA Institutional Performance Program and other resources.

Hiring Processes and Search Committees

Hiring Process Checklist

Items to consider:

- Identify needs of vacant position.
- Position description with accurate job functions.
- Partner with human resources.
- Narrow down your applicant pool.
  - Phone interviews.
  - In-person interviews.

Hiring Process Checklist

Items to consider (con't.):

- Why did you select your top candidate over the other applicants?
- Notify senior staff:
  - Written approval to offer the position to your top candidate; and
  - Once accepted, follow-up in writing.

Hiring Process Checklist

Items to consider (con't.):

- Have a clear understanding on what you are looking for.
  - Years of experience.
  - Background.
  - Understanding or past relationship with your division/conference/institution.
- Have a consistent set of questions to ask all applicants.
  - Be ready to ask follow-up questions within each interview.

Hiring Process Checklist

Items to consider (con't.):

- Identify potential questions beyond compensation and budget.
  - Why did the previous coach depart?
  - Why was the previous coach/administrator not retained?
  - What is the campus environment/culture?
  - What is the department's environment/culture?

Hiring Process – Search Teams

Potential Composition of Search Team:

- Day-to-day supervisor for position (chair/lead).
- Legal.
- Compliance.
- Coaches.
- FAR.

IPP Data – Head Coach Compensation

All Sports	2015	2016	2017	2018	2019
All Division I	$2,165,682	$2,260,095	$2,330,065	$2,505,242	$2,676,659
Autonomy 5	$9,187,729	$10,172,774	$10,547,368	$11,731,645	$12,259,437
FBS	$6,607,006	$6,757,552	$7,305,683	$8,121,569	$8,936,928
FCS	$1,463,631	$1,514,184	$1,575,736	$1,592,979	$1,683,235
Group of 5	$2,723,633	$2,813,315	$2,863,168	$3,206,637	$3,308,688
DI Subdivision	$1,488,016	$1,562,949	$1,639,273	$1,720,871	$1,868,078

IPP Data – Head Coach Compensation

Additional IPP Data Points to Consider:

- Assistant coach compensation.
- Membership – Coaches/leadership demographics.

http://www.ncaa.org/about/resources/research/ncaa-demographics-database

Additional Resources and Ideas

- Coaches' APR Searchable Database:

  https://web3.ncaa.org/aprsearch/coachAprSearch

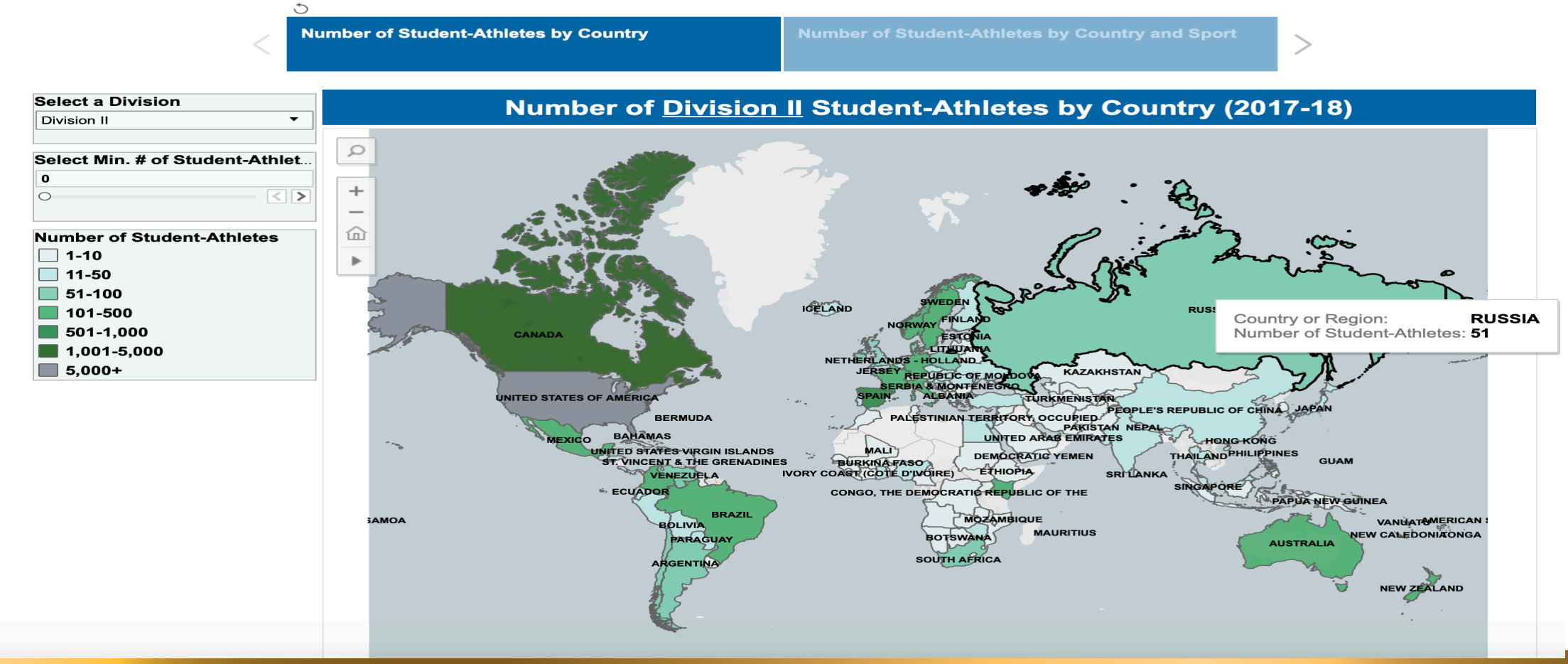
- Webinar on Staff Continuity:

  https://ncaaorg.s3.amazonaws.com/governance/d1/ipp/DataSummit/Mar2020IPP_CarouselAnalyticsStaffExperienceContinuity.pdf

International Student-Athlete Issues

International Student-Athlete Issues

Number of Student-Athletes by Country, Divisions I and II



International Student-Athlete Issues

Number of Student-Athletes by Country, Divisions I and II

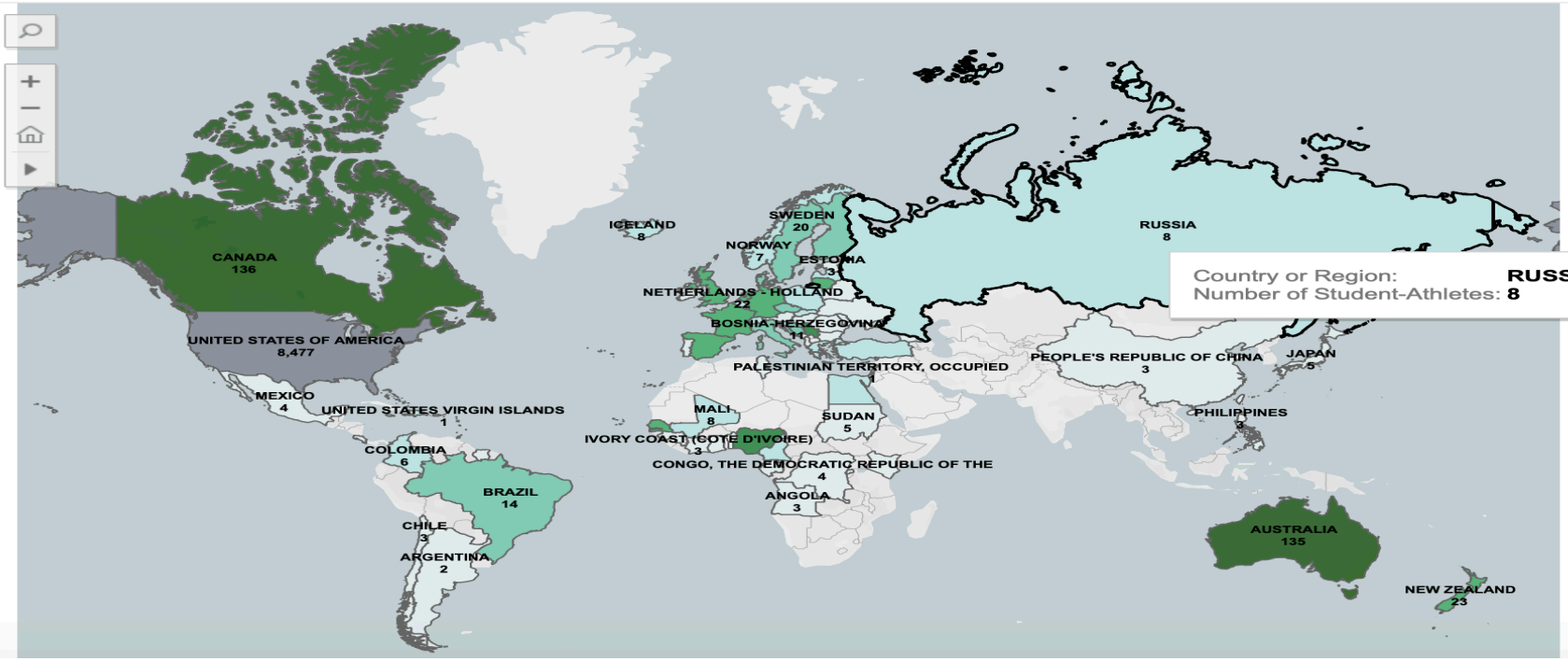
Number of Student-Athletes by Country | Number of Student-Athletes by Country and Sport

Select a Division
Divisions I and II

Select a Sport
Men's Basketball

Number of Student-Athletes
- 1-5
- 6-10
- 11-20
- 21-50
- 51-100
- 101-500

Number of Divisions I and II Men's Basketball Student-Athletes (2017-18)



International Student-Athlete Issues

General Rule:

- Treat international SAs in a manner consistent with international students generally.
  - Providing a service or benefit to SAs not available to international students is an extra benefit.

International Student-Athlete Issues

- Are taxes considered part of an international student's cost of attendance?
  - If yes, must be treated as financial aid per institutional policy.
  - SA cannot exceed cost of attendance by institution paying his/her taxes.
  - Any "additional amount" (i.e. taxes) on a scholarship within COA must be included in renewals and the equivalency calculation.
  - Cannot reduce the numerator in an equivalency calculation by the amount withheld for tax purposes because SA didn't "receive" it.

International Student-Athlete Issues

- If taxes are not part of COA (or full grant-in-aid), you can use Student Assistance Fund to pay taxes of international SAs.
  - Subject to institutional and conference policy.
  - Including reimbursement if SA receives a refund check after filing.
- Outside of SAF, no NCAA Bylaw 16 benefit permits payment of SA's taxes.
  - Unless the institution pays the taxes of international students (or international students on significant scholarships) generally.

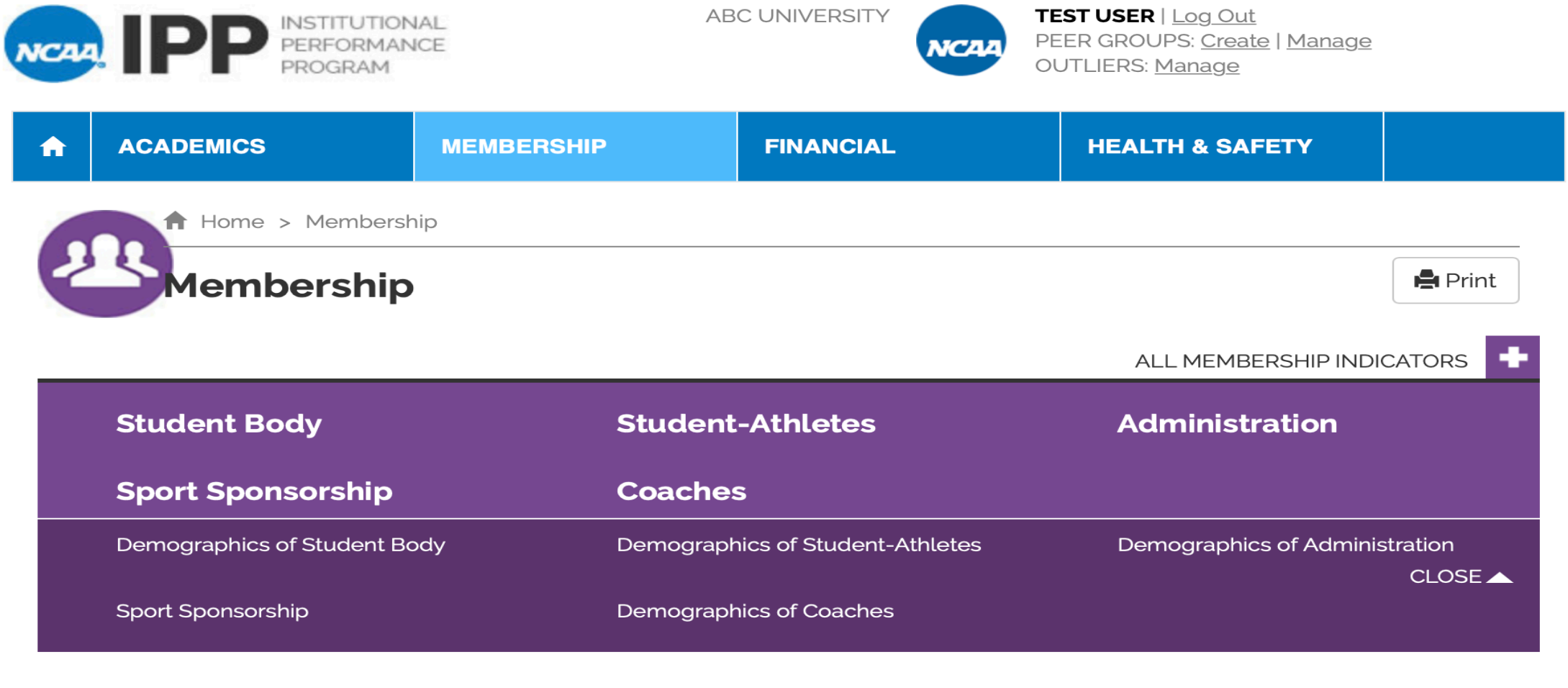
Recruiting and Retaining Staff and Student-Athletes from Underrepresented Groups

How can sport supervisors create, maintain and support diverse, equitable and inclusive cultures in athletics departments and on teams?

Some things to consider:

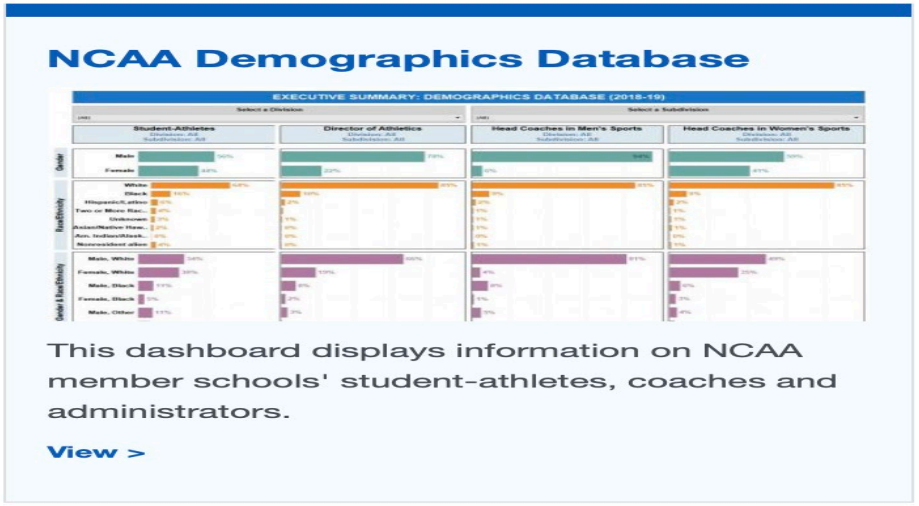
1. What is the institution's story (e.g. history, location, amenities in local area)?
2. How will the individuals who will interact with new staff/student-athletes experiences, impact if an inclusive culture can be achieved and maintained?
3. Why are the terms diversity, inclusion, and equity important for a broader understanding of how to create, maintain and support diverse, inclusive and equitable athletics cultures?
4. What resources are available? Can NCAA requirements (e.g. required reviews, self-studies) assist?

IPP Data


IPP INSTITUTIONAL PERFORMANCE PROGRAM
ABC UNIVERSITY
TEST USER | Log Out
PEER GROUPS: Create | Manage
OUTLIERS: Manage
ACADEMICS
MEMBERSHIP
FINANCIAL
HEALTH & SAFETY
Home > Membership
Membership
Print
ALL MEMBERSHIP INDICATORS
Student Body
Student-Athletes
Administration
Sport Sponsorship
Coaches
Demographics of Student Body
Demographics of Student-Athletes
Demographics of Administration
CLOSE
Sport Sponsorship
Demographics of Coaches

NCAA Race and Demographics Database

http://www.ncaa.org/about/resources/research/ncaa-demographics-database



Tuition Driven Athletics Aid Analysis

Tuition Driven Athletics Aid Analysis

Initial Questions:

- How much athletics aid is an institution awarding?
- How much athletics aid are institution's competition awarding?
- Are there sports in which the institution may get a "lot of bang for its buck?"

Total Amount of Athletics Grant-In-Aid

	2014	2015	2016	2017	2018	2019
All Division I	$5,466,474	$5,847,975	$6,070,434	$6,477,070	$6,677,989	$6,814,732
Autonomy 5	$11,115,036	$11,996,523	$13,422,089	$14,006,618	$14,536,160	$14,995,064
FBS	$9,037,213	$9,272,298	$10,158,024	$10,780,219	$11,013,987	$11,311,619
FCS	$4,041,981	$4,291,684	$4,663,896	$4,865,446	$5,115,019	$5,148,392
Group of 5	$6,385,338	$6,466,811	$6,875,207	$7,353,366	$7,822,109	$7,940,485
DI Subdivision	$4,110,188	$4,369,612	$4,763,947	$4,808,624	$5,056,510	$5,076,891

Equivalencies Awarded

	2014	2015	2016	2017	2018	2019
All Division I	179	180	174	179	180	177
Autonomy 5	264	265	272	269	274	277
FBS	241	239	242	242	245	244
FCS	155	159	162	166	167	166
Group of 5	217	216	223	224	221	221
DI Subdivision	109	110	108	109	111	110

Equivalencies Awarded
Women's Cross-Country

	2014	2015	2016	2017	2018	2019
All Division I	14	14	14	15	14	14
Autonomy 5	18	18	18	18	19	19
FBS	17	17	18	18	18	18
FCS	13	13	12	12	12	12
Group of 5	17	17	17	17	17	17
DI Subdivision	8	8	7	7	7	6

Number of Student-Athletes Receiving Athletics Aid

	2014	2015	2016	2017	2018	2019
All Division I	26	26	26	27	27	28
Autonomy 5	31	31	32	33	33	33
FBS	31	31	32	33	33	33
FCS	24	25	23	25	25	24
Group of 5	31	31	33	33	33	32
DI Subdivision	20	20	20	20	21	20

Other Questions

- Is the institution seeking to increase enrollment by gender and/or ethnicity?
- What is the institution's recruitment footprint?
- What is the institution's competitors' footprint?
- What else?

Resources/Interesting Articles

For assistance on diversity, inclusion and equity: visit the Office of Inclusion webpage or email the Office of Inclusion at inclusion@ncaa.org

Diversity and Inclusion in Sport Article:
https://www.apadivisions.org/division-47/publications/sportpsych-works/diversity-inclusion.pdf

Workaholism And Burnout In College Athletics
https://www.athleticdirectoru.com/articles/workaholism-and-burnout-in-college-athletics/

IPP Enhancements

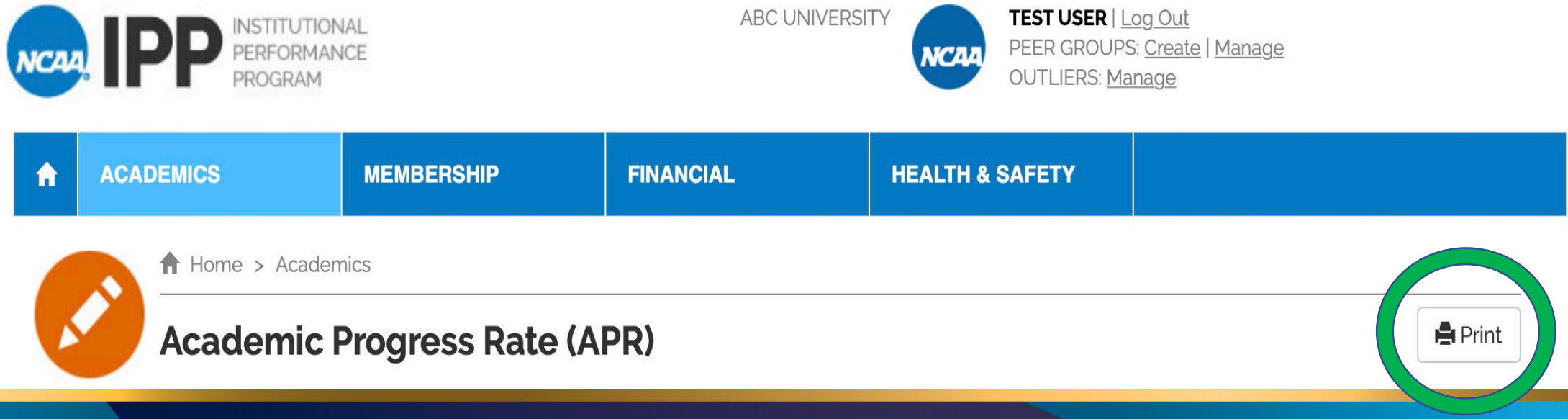
IPP Enhancements

Overview.

- Directly print individual data indicator pages.
- Filter peer group institution list by championship participants.
  - E.g., all baseball teams that made the previous year's NCAA championship.
- Allow conferences to create peer groups of less than eight.
  - Must be their own institutions.
- Allow export of chart data to comma separated values format.
  - CSV; and
  - Enables a direct download of table-view data to a spreadsheet.
- Updated chart tool tips.

IPP Enhancements

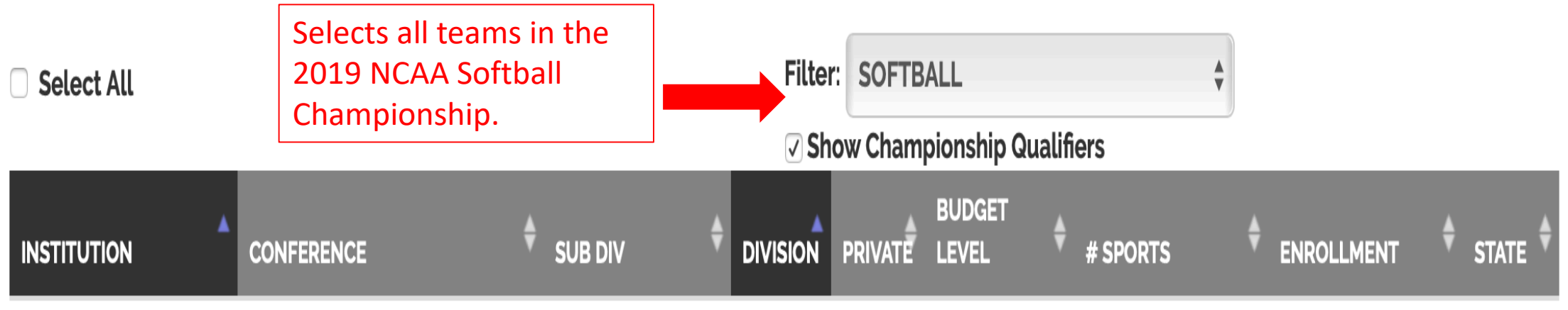
- Print individual charts directly from system.
- Includes graph or table view and additional peer groups.



Enhancements to Peer Group Selections

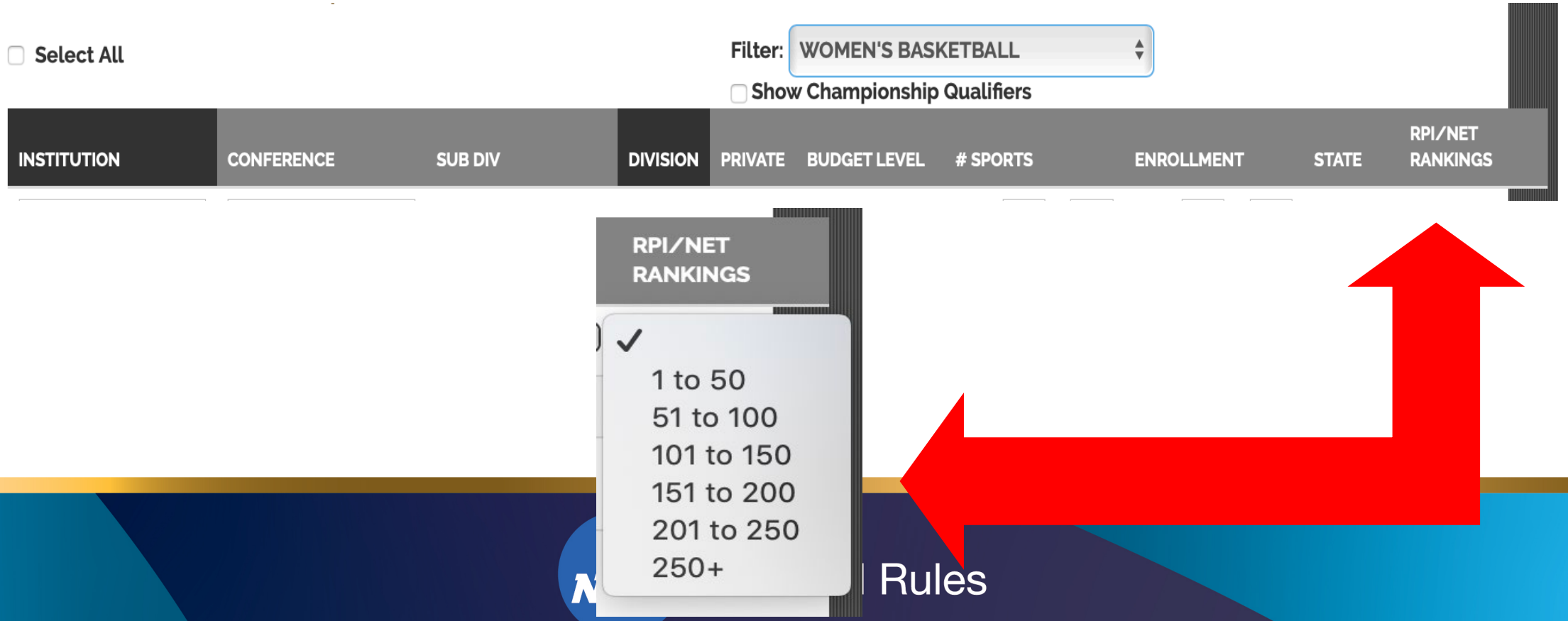
Select Previous Academic Year's NCAA Championship Field:

- Limited to team sports.
- Will be updated each summer.
- Can further narrow peer group by remaining filters.



Enhancements to Peer Group Selections

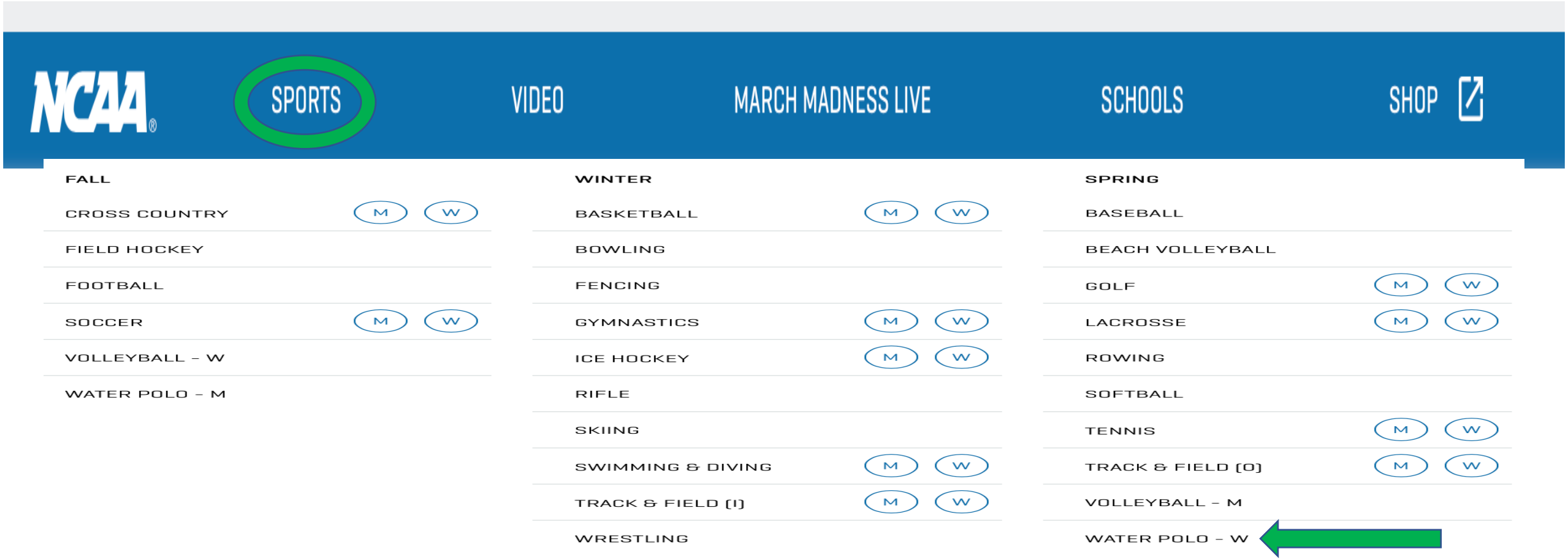
Select Team Based on NCAA Rating Percentage Index/NCAA Evaluation Tool rankings.



Enhancements to Peer Group Selections

- For sports that do not use RPI or NET rankings.
- You can find applicable rankings on https://www.ncaa.com
- Sport → Rankings

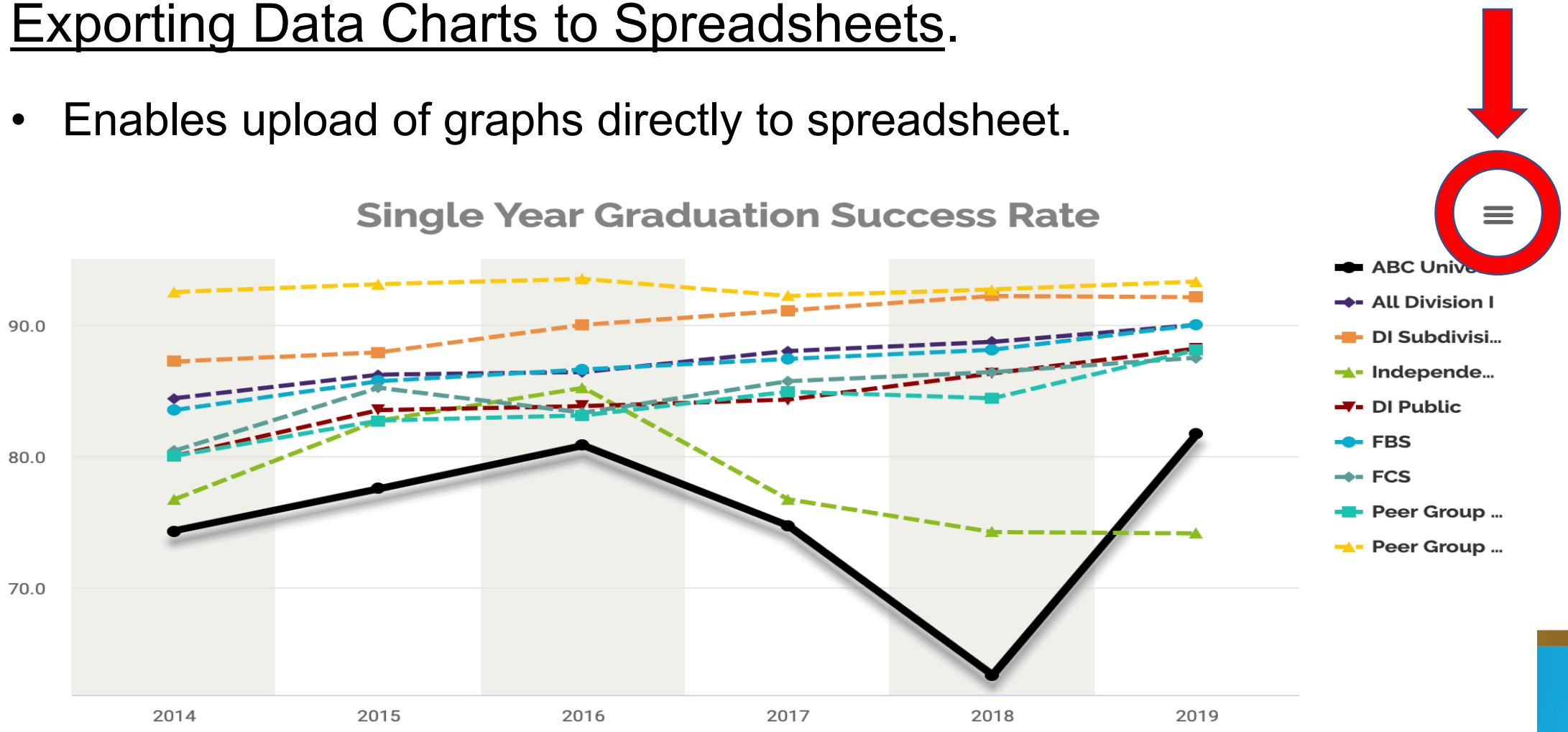
Enhancements to Peer Group Selections



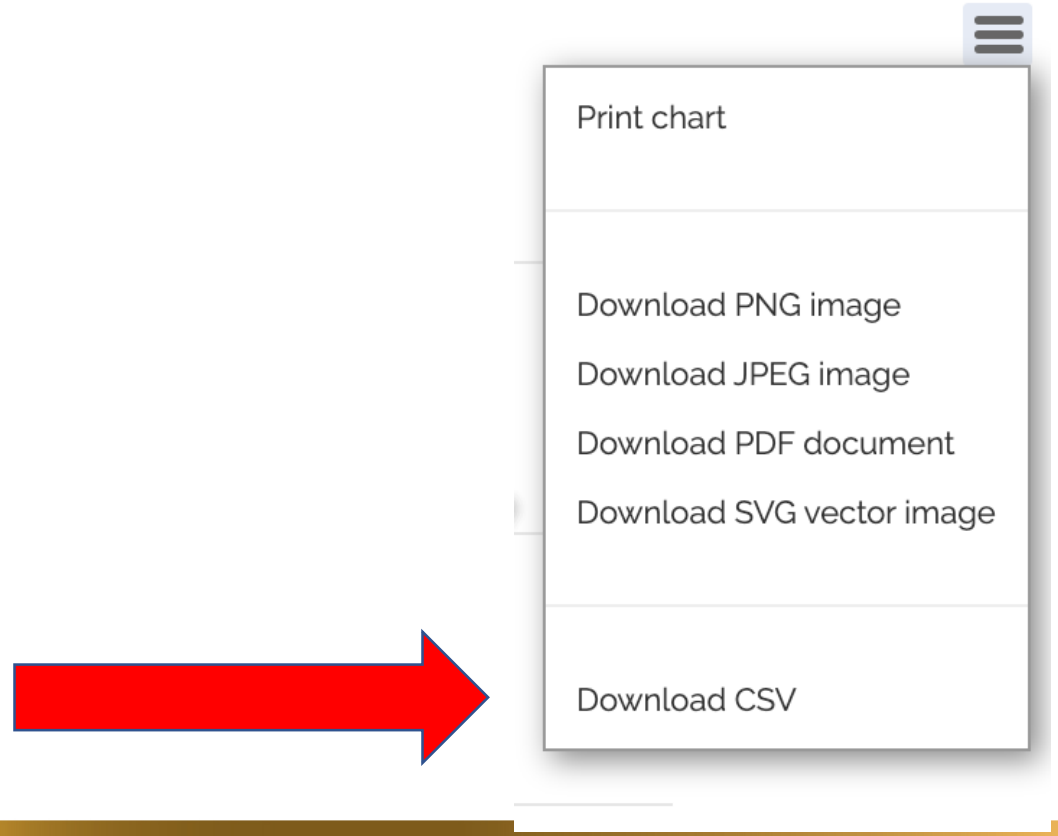
IPP Enhancements

Exporting Data Charts to Spreadsheets.

- Enables upload of graphs directly to spreadsheet.



IPP Enhancements



IPP Enhancements

Exporting Data Charts to Spreadsheets.

- Converts graph to table data.
- Can be saved in Excel or other work environment.

K2

	A	B	C	D	E	F	G	H	I	J
1	Category	ABC University	All Division I	DI Subdivision	Independent	DI Public	FBS	FCS	Peer Group 100	Peer Group 97
2	2014	74.3	84.4	87.2	76.7	80	83.5	80.4	80	92.5
3	2015	77.5	86.2	87.9	82.7	83.5	85.7	85.2	82.7	93.1
4	2016	80.8	86.4	90	85.2	83.8	86.6	83.3	83.1	93.5
5	2017	74.7	88	91.1	76.7	84.3	87.4	85.7	84.9	92.2
6	2018	63.3	88.7	92.2	74.2	86.3	88.1	86.4	84.4	92.7
7	2019	81.7	90	92.1	74.1	88.2	90	87.5	88.1	93.3

Additional Enhancements

- Conferences may create peer groups of less than eight.

  Must be their own institutions.

  - Enables conferences to group its members for comparison purposes.
    - Examples: Public vs. Private, Football Championship Subdivision vs. NCAA Division I Subdivision, etc.

- Updated chart tool tips.
  - Helps compare multiple peer groups or sports on the same graph.

- Academic major selections.

We Want Your Feedback

Your input is important.

Rate this session using the survey on the NCAA Regional Rules Seminar app.