



Division III

DISCOVER | DEVELOP | DEDICATE



ANNUAL REPORT

2012-2013

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Welcome



By Jack Ohle

Athletics competition at more than 1,000 colleges and universities in the United States and Canada is governed by the National Collegiate Athletic Association, which maintains three divisions to offer “level playing fields” for the smallest liberal arts colleges and the most committed and funded major-university athletics programs.

Some 340 schools in Division I are covered regularly by the media. But the largest division in terms of number of schools and number of participants is Division III, which comprises more than 175,000 student-athletes at 447 mostly smaller institutions.

The casual observer regards Division III as the colleges that don’t give scholarships. Actually, approximately 75 percent of Division III student-athletes receive financial aid, but not for playing a sport.

The students on the intercollegiate teams of Division III member schools come to college for an education and to play their sport for the love of the game. We assume our student-athletes compete not because they expect a financial reward or because booster clubs and alumni have a vested interest in their performance, but because they are driven to excel. Without million-dollar coaches and multi-million dollar revenues, the challenge and commitment to do their best is personal.

At the same time, the student-athletes at Division III institutions share many characteristics with the much more visible scholarship athletes at Division I and II schools: They work just as hard in practice and compete just as intensely. They strive to win and in the competition learn lessons about discipline, leadership and teamwork. They are passionate about their sport.

The Division III philosophy enables students to integrate – and balance – their athletics experience with academic interests and other co-curricular activities. At many schools it’s not unusual to find a basketball player equally talented on the keyboard and on the backboard. The same drive that marks our student-athletes makes them dedicated and innovative partners in student-faculty research projects. The focus, whether on the field or in the classroom, is on the educational value.

Alumni who are now successful business leaders, lawyers and judges, doctors and medical researchers, and teachers look back on their participation in intercollegiate athletics – or likewise in student government, a music ensemble, the student newspaper, or competitive forensics – as a critical part of their development. Their academic success was complemented by the challenges and skill sets provided by their out-of-the-classroom experiences.

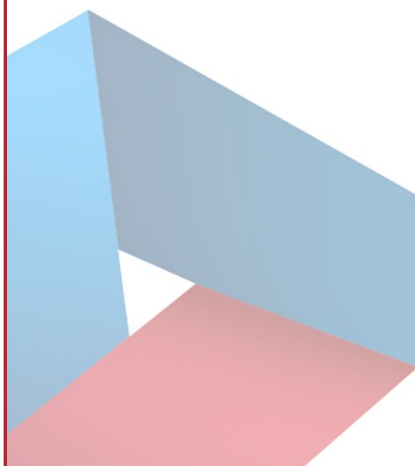


Welcome

The late sportswriter and commentator Heywood Hale Broun is credited with saying that “sports do not build character – they reveal it.” The character of Division III student-athletes is revealed in their passion to learn, to excel and to compete. As chair of the Division III Presidents Council, I hope we can always stress the importance of giving students who are passionate about learning an opportunity to be as passionate about opportunities outside of the classroom as well.



Jack Ohle is president of Gustavus Adolphus College and chair of the Division III Presidents Council.





Division III

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INTRODUCTION

Philosophy Statement

Colleges and universities in Division III place the 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 an environment that values cultural diversity and gender equity among their student-athletes and athletics staff.

(a) Expect that institutional presidents and chancellors have the ultimate responsibility and final authority for the conduct of the intercollegiate athletics program at the institutional, conference and national governance levels;

(b) 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;

(c) Shall not award financial aid to any student on the basis of athletics leadership, ability, participation or performance;

(d) Primarily focus on intercollegiate athletics as a four-year, undergraduate experience;

(e) Encourage the development of sportsmanship and positive societal attitudes in all constituents, including student-athletes, coaches, administrative personnel and spectators;

(f) Encourage participation by maximizing the number and variety of sport offerings for their students through broad-based athletics programs;

(g) Assure that the actions of coaches and administrators exhibit fairness, openness and honesty in their relationships with student-athletes;

(h) Assure that athletics participants are not treated differently from other members of the student body;

(i) Assure that student-athletes are supported in their efforts to meaningfully participate in nonathletic pursuits to enhance their overall educational experience;

Philosophy Statement

(j) 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;

(k) Assure that athletics recruitment complies with established institutional policies and procedures applicable to the admission process;

(l) Exercise institutional and/or conference autonomy in the establishment of initial and continuing eligibility standards for student-athletes;

(m) Assure that academic performance of student-athletes is, at a minimum, consistent with that of the general student body;

(n) Assure that admission policies for student-athletes comply with policies and procedures applicable to the general student body;

(o) Provide equitable athletics opportunities for males and females and give equal emphasis to men's and women's sports;

(p) Support ethnic and gender diversity for all constituents;

(q) Give primary emphasis to regional in-season competition and conference championships; and

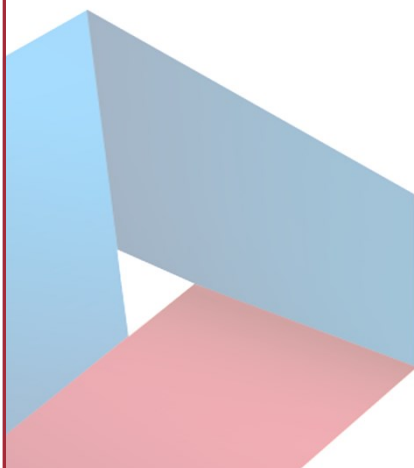
(o) Support student-athletes in their efforts to reach high levels of athletics performance, which may include opportunities for participation in national championships, by providing all teams with adequate facilities, competent coaching and appropriate competitive opportunities.

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.



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.



Strategic Positioning Platform

NCAA MISSION

To govern competition in a fair, safe, equitable sportsmanlike manner, and to integrate intercollegiate athletics into higher education so that the educational experience of the student-athlete is paramount.

DIVISION III POSITIONING STATEMENT

Who We Are

Follow your passions and discover your potential. The college experience is a time of learning and growth – a chance to follow passions and develop potential. For student-athletes in Division III, this happens most importantly in the classroom and through earning an academic degree. The Division III experience provides for passionate participation in a competitive athletics environment, where student-athletes push themselves to excellence and build upon their academic success with new challenges and life skills. Student-athletes are encouraged to pursue the full spectrum of opportunities available to them during their time in college. In this way, Division III provides an integrated environment for student-athletes to take responsibility for their own paths, follow their passions and their potential through a comprehensive educational experience.

DIVISION III ATTRIBUTES

What We Stand For

NCAA Brand Attributes

Proportion: Appropriate relation of academics with opportunities to pursue athletics & other passions.

Balance

Comprehensive Learning: Opportunity for broad-based education and success.

Learning

Passion: Playing for the love of the game, competition, fun and self-improvement.

Spirit

Responsibility: Development of accountability through personal commitment and choices.

Character

Sportsmanship: Fair and respectful conduct toward all participants and supporters.

Fair-Play

Citizenship: Dedication to developing responsible leaders and citizens in our communities.

Community

Strategic Positioning Platform

AUDIENCES

Who We are Addressing

AUDIENCE BENEFITS

Key Benefits of Division III Experience

Student-Athletes and
Parents

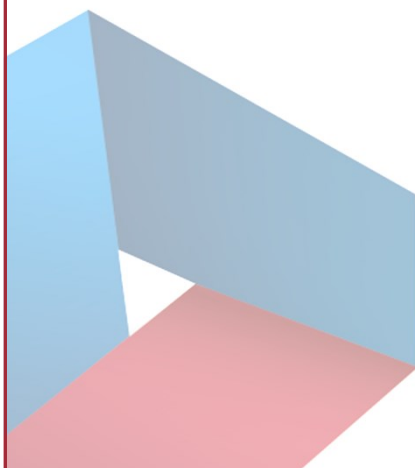
- Continue to compete in a highly competitive athletics program and retain the full spectrum of college life.
- Focus on academic achievement while graduating with a comprehensive education that builds skills beyond the classroom.
- Access financial aid for college without the obligations of an athletic scholarship.
- Opportunities to play more than one sport.
- Be responsible for your own path, discover potential through opportunities to pursue many interests.

Division III Internal
Constituencies

- Academics are the primary focus for student-athletes. Shorter practice and playing seasons, no red-shirting and regional competition minimize time away from their academic studies and keep student-athletes on a path to graduation.
- Student-athletes are integrated on campus and treated like all other members of the general student-body, keeping them focused on being a student first.
- Participation in athletics provides valuable “life lessons” for student-athletes (teamwork, discipline, perseverance, leadership, etc) which often translates into becoming a better student and more responsible citizen.

General Public/Media

- Division III institutions develop student-athlete potential through a comprehensive educational approach.
- Division III institutions offer athletics for the educational value and benefit to the student-athlete, not for the purposes of revenue generation or entertainment.
- Participation in athletics provides valuable “life lessons” for student-athletes (teamwork, discipline, perseverance, leadership, etc) which often translate into becoming a better student and more responsible citizen.
- Student-athletes compete in a highly competitive athletics program and retain the full spectrum of college life.
- Student-athletes do not receive monetary incentive to play sports but rather participate for the love of the game.



Strategic Positioning Platform

REASONS TO BELIEVE

1. Comprehensive educational experience. Division III institutions develop student-athlete potential through a holistic educational approach that includes rigorous academics, competitive athletics and opportunity to pursue other interests and passions.

2. Integrated campus environment. About one-quarter of all students at Division III institutions participate in athletics. Those participating in athletics are integrated into the campus culture and educational missions of their colleges or universities:

- Student-athletes are subject to admission and academic performance standards consistent with the general student body;
- Student-athletes are not provided any special housing, services or support from their institution different from other students or student groups;
- Athletics departments are regulated and managed through the same general procedures and practices as other departments of the institution.



This integration of athletics allows the student-athletes to take full advantage of the many opportunities of campus life and their entire collegiate experience.

3. Academic focus. Student-athletes most often attend a college or university in Division III because of the excellent academic programs, creating a primary focus on learning and achievement of their degree. The division minimizes the conflicts between athletics and academics through shorter playing and practicing seasons, the number of contests, no red-shirting or out-of-season organized activities and a focus on regional in-season and conference play.



Strategic Positioning Platform

4. Available financial aid. Three-quarters of all student-athletes in Division III receive some form of grant or non-athletics scholarship. Student-athletes have equal opportunity and access to financial aid as the general student body – but are not awarded aid based on athletics leadership, ability, performance or participation.

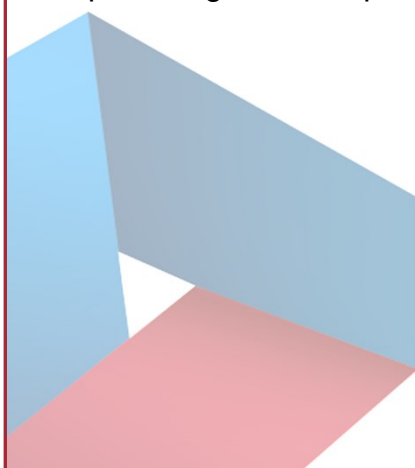
Division III does not award athletics scholarships. Without the obligation of an athletics scholarship, student-athletes can emphasize academics, athletics and other opportunities of college life appropriate to the necessary commitment and their own passions.



5. Competitive athletics programs. Student-athletes do not receive any monetary incentive (athletics scholarship) to play sports in college. They play for the love and passion of the game and to push themselves to be their best, creating an intense, competitive athletics environment for all participants.

6. National championship opportunities. Division III has over 178,000 student-athletes competing annually in 36 different national championships. These competitions provide an opportunity for student-athletes to compete at the highest level and fulfill their athletics potential.

7. Commitment to athletics participation. Division III institutions are committed to a broad-based program of athletics because of the educational value of participation for the student-athlete. The division has a higher number and wider variety of athletics opportunities on average than any other division in the NCAA, emphasizing both competitive men's and women's sports.



What is Division III?

In 2012-13, Division III was composed of 447 total members. Of the 447 members, 439 were active and 8 were provisional/reclassifying, while 20 percent were public institutions and 80 percent were private institutions.

With the addition of Men's Volleyball in 2011-12, there are now 14 Division III NCAA-sponsored men's championships and 14 Division III NCAA-sponsored women's championships.

Baseball, basketball, cross country, football, golf, ice hockey, lacrosse, soccer, swimming and diving, tennis, indoor track and field, outdoor track and field, volleyball, and wrestling are the 14 men's Division III championships.

Basketball, cross country, field hockey, golf, ice hockey, lacrosse, rowing, soccer, softball, swimming and diving, tennis, indoor track and field, outdoor track and field and volleyball are the 14 women's Division III championship sports.

In 2011-12 *, 72,964 women competed on 3,973 teams. This represents nearly a two percent increase in participation and a nearly once percent increase in the number of sports.

In 2011-12, 102,746 men competed on 3,606 teams. This represents a one and a half percent increase in participation and nearly a half a percent increase in the number of sports.



Division III schools sponsored 17 sports on average in 2011-12. Participation and sports sponsorship has increased steadily since 1981.

The median number of student-athletes at schools that sponsor football was 437 in 2011-12.

The median number of student-athletes at schools that don't sponsor football was 225 in 2011-12.

For schools that sponsor football, the median total expenses have increased from \$1.55 million in

2004 to \$3.03 million in 2012, an increase of almost 90 percent. The increase from 2011 was 5.9 percent.

For the 2012 fiscal year, total expenses for men's programs was \$1.06 million which was 35 percent of total expenses. The median for women's programs was \$665,000-(22 percent). The percentages in 2004 were 43 and 25 percent, respectively.

** Due to the reporting deadlines, the most recent sport sponsorship data the NCAA has available is for the 2011-12 academic year.*



What is Division III?

For schools that don't sponsor football, the increase from \$660,000 in 2004 to \$1.45 million in 2012 is an increase of 112 percent. The median total expense increased by 4.8 percent from 2011.



The median men's expense in 2012 was \$421,000 (29 percent), and for women it was \$442,000 (31 percent). The 2004 percentages were 33 percent for each group.

For football schools, the resulting median expense per student-athlete has risen steadily from \$3,500 in 2004 to \$5,800 in 2012, a 66 percent increase. The median expense per student-athlete grew by 3.6 percent in the last year. For schools without football, the

percentage increase is even greater at 96 percent -- \$2,700 in 2004 versus \$5,300 in 2012. The median expense per student-athlete grew by 3.9 percent in the last year.

The reported median proportion of total athletics expenditures to total institutional expenditures has remained steady for schools with and without football at three to four percent since 2004.

In 2012, student-athletes comprised between 13 percent (Division III that do not sponsor football) and 24 percent (Division III that sponsor football) of the student-body on Division III campuses. This percentage has remained fairly steady since 2004.



The proportion of student-athletes of the student-body is as high as 50 percent on some Division III campuses while as low as one percent on others. Division III schools have an average enrollment of 2,700.

^ The NCAA collects financial data based on the fiscal year, not the academic year. The most recent financial data available is from 2011.



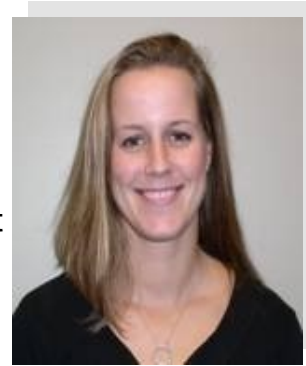
Division III

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PROPORTION

Division III Attribute: Proportion

Erika Proko Hamilton was a “superstar” as a tennis player at Washington and Lee University, according to the school’s sports information director. But in a blog post saluting the 2003 graduate upon her induction in 2013 into the school’s athletics hall of fame, Brian Laubscher added: “Whenever I think of Erika, I see the perfect student-athlete more than just the athlete. Not only was she nearly unbeatable on the court (92-20 in singles and 104-27 in doubles), but she claimed a crazy good GPA as a neuroscience major.” A decade after collecting a long list of both athletic and academic honors,

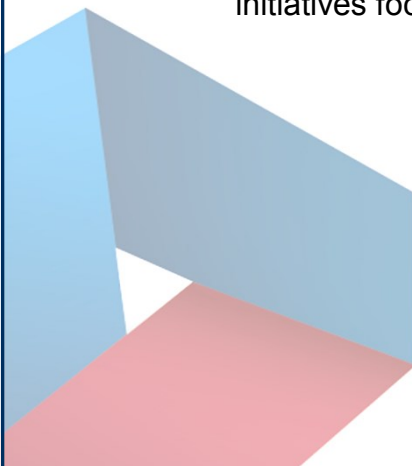


she’s still a superstar. But now she’s excelling in medical research, building upon an advocacy for breast cancer awareness that dates back to her senior year in high school, when her mother was diagnosed with and treated for the disease. Recently, the University of North Carolina medical school graduate completed an oncology fellowship at the Duke University Medical Center, where her research focused on breast cancer. “In one word, Erika was driven to succeed,” Laubscher wrote. “She strived to become a doctor in order to help others. I had no doubt she would succeed even then.”

Proportion: Appropriate relation of academics with opportunities to pursue athletics & other passions.

Division III institutions offer an appropriate combination of academics and opportunities to pursue athletics and other passions. The membership is committed to allocating 25 percent of the division’s annual budget to strategic initiatives focusing on these key priorities:

- Student-athlete well-being
- Diversity and gender equity
- Sportsmanship
- Identity and integration
- Membership education and communication



2012-13 and 2013-14 Annual Budget

Revenue

Division III 3.18% Revenue Allocation

Total Division III Revenue

Expenses

Championships

2% Inflationary and Enhancement increase

Championship Webcasting

Championship New Initiatives

Championships Overhead Allocation

Total Championships Expense

Strategic Initiative Conference Grant

Other Division III Strategic Initiatives

NAD3AA Partnership

Conference Commissioners Meeting

Regional Rules Seminar

SWA Enhancement Grant Program (NACWAA/
HERS)

Division-wide Sportsmanship Initiative

Strategic Alliance Matching Grant

Women & Minority Intern Program

SA Regional Leadership Conference

Campus-based SA Leadership Programming

Drug and Alcohol Education

Drug Education and Testing

FAR Institute

Academic Reporting Honorarium

Academic All-America Team Program (CoSIDA)

CoSIDA Partnership

Division III Identity Program

Special Olympics Partnership

DIII-MOAA and DIII-NCAC Partnerships

Division III Event Cancellation Insurance

Other Division III Initiatives

Overhead Allocation (including National Office
staffing)

Total Program Expenses

Total Division III Expenses

Excess Revenue over Expenses

2012-13 Budget

2013-14 Budget

25,364,000

26,342,000

25,364,000

26,342,000

18,288,340

19,389,430

366,370

352,000

30,000

30,000

815,220

638,000

372,950

411,550

19,872,880

20,820,980

2,429,300

2,490,900

51,000

51,000

15,000

15,000

15,000

15,000

26,000

26,000

15,000

15,000

670,000

670,000

780,000

820,000

356,000

356,000

80,000

80,000

300,000

300,000

300,000

300,000

85,000

85,000

25,000

25,000

0

0

44,000

44,000

600,500

600,500

50,000

50,000

50,000

50,000

200,000

109,000

110,000

101,000

1,116,000

1,138,500

7,317,800

7,341,900

27,190,680

28,162,880

(1,826,680)

(1,820,880)

Presidents Council Expands

Larger, more representative DIII Presidents Council approved

By Gary Brown, from *NCAA.org*, January 24th, 2013

With the adoption of Proposal No. 1 at the Division III business session on Jan. 19, the Division III Presidents Council will expand from its current 15 members to an 18-member roster effective immediately.

Presidents Barney Forsythe of Westminster (Missouri), Mary Meehan of Alverno and Joseph Urgo of St. Mary's (Maryland) were approved to fill the new slots.

They join Alan Cureton of Northwestern (Minnesota), Mauri Ditzler of Monmouth (Illinois), Dennis Shields of Wisconsin-Platteville and Debra Townsley of William Peace as new Council members beginning terms this year. Cureton came on board in the fall to fill an immediate vacancy, while Ditzler, Shields and Townsley were appointed in December to terms that extend through the 2017 Convention.

With so many new appointees, the three members joining the Council because of Proposal No. 1 will have their terms staggered to provide roster continuity. Forsythe will serve a normal four-year term through the 2017 Convention, while Meehan and Urgo will serve two-year terms through the 2015 Convention and will be eligible to be reappointed to four-year terms after that.

Proposal No. 1 is the result of a Council-appointed working group to review representation on the Council and the Presidents Advisory Group. Those members advocated the increased Presidents Council roster to address membership growth and enhance the enrollment and public/private status of the institutions being represented, as well as the gender composition of the Council. Livingston Alexander, president of the University of Pittsburgh, Bradford, chaired the working group.

Compositional requirements for the Presidents Council have not changed since 1999 when the membership increased its composition from 11 to 15 members. The division has added more than 40 schools since then.



Pittsburgh-Bradford President Livingston Alexander chaired a working group that proposed a larger Presidents Council.

Presidents Council Expands

With adoption of the new proposal, the composition will be as follows (changes in **bold**):

- At least **three** (rather than two) presidents or chancellors from schools with full-time undergraduate enrollment of **2,400** or more (rather than 4,000 or more);
- At least **three** (rather than two) presidents or chancellors from schools with full-time undergraduate enrollment **between 1,400 and 2,400** (rather than less than 2,000);
- **At least three institutional presidents or chancellors from colleges or universities with full-time undergraduate enrollment of fewer than 1,400;**
- At least **three** (rather than two) presidents or chancellors from public schools;
- At least **three** (rather than two) presidents or chancellors from private schools;
- At least **four** (rather than three) female presidents or chancellors;
- At least **four** (rather than three) male presidents or chancellors;
- At least two ethnic minority presidents or chancellors; and

At least two presidents or chancellors who are not ethnic minorities.



Forsythe



Meehan



Urgo

In addition to a larger roster, the Presidents Council changed its leadership for the 2013 term. Gustavus Adolphus President Jack Ohle is the new chair, replacing Western Connecticut State's Jim Schmotter. Whittier's Sharon Herzberger takes over for Ohle as vice chair.



Division III Recruiting Working Group

Division III Recruiting Working Group Formulates Nine Recruiting Concepts

By Brian Burnsed, *NCAA.org*, July 18, 2013

The foundation for nine potential recruiting rule changes and initiatives emerged from more than a day and a half of spirited debate during the Division III Recruiting Working Group's meeting at the NCAA's Indianapolis headquarters July 10-11.

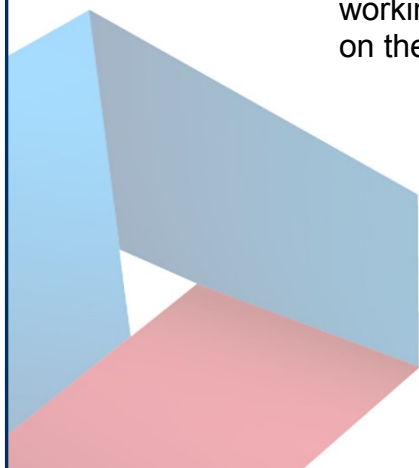
The assemblage of college presidents, vice presidents, athletic administrators, coaches and student-athletes gathered for its second in-person meeting in as the result of an April 2012 Division III membership survey that made it clear that coaches wanted recruiting rules to be examined, particularly in an effort to address burgeoning work-life imbalance and the evolving youth sport culture. The group first met in October 2012. The membership confirmed its support of the review in this spring's division-wide surveys.

"Membership has asked for this analysis," said working group co-chair Karen Tessmer, associate director of athletics and head women's basketball coach at Worcester State. "That's what data has shown. That's what coaches and administrators have said. We've now given them something to look at, discuss and provide feedback. I feel good about it."

While improving coaches' work-life balance is an important charge, the working group discussed recommendations that would benefit all parties involved in the recruiting process. In addition to work-life balance, five other factors were taken into consideration amid the discussion of each potential concept: the student-athlete experience, financial implications for member institutions, enrollment management, the stresses that might be placed on compliance offices and the overall benefits for Division III.

Membership surveys helped shape the discussions. The working group leaned on the results of several recruiting-centric surveys of various segments of the Division III membership, but the analysis of the recent recruiting survey for coaches which garnered 2,564 respondents was integral in helping the working group formulate the nine concepts.

The group will work in the coming months to sharpen those ideas and will seek input from the membership, including conferences. The working group anticipates seeking the membership's feedback on the nine concepts in October. That feedback will be taken into account when the working group prepares for discussions at the 2014 NCAA Convention. There, the group will engage the membership in roundtable discussions to determine if any concepts should be developed further and submitted as legislation for a vote at the 2015 Convention.



Division III Recruiting Working Group

Division III Recruiting Concepts

1. Establish a signed commitment letter to enroll and participate in athletics at a school.

2. Allow off-campus contact earlier.

3. Prohibit in-home visits.

[@NCAAResearch](#): 85% of [#NCAA](#) D3 coaches use recruiting services.

4. Implement sport-specific recruiting calendars (e.g., quiet periods during holidays or championship events or limits on attending non-scholastic athletic events).

5. Permit on-campus evaluations.

6. Permit contact with potential student-athletes each day at non-scholastic events, provided they are released, rather than at the end of the event itself.

7. Allow expanded use of social media.

8. Require DIII prospective student-athletes to register with the NCAA Eligibility Center.

9. Increase initiatives to educate potential student-athletes about DIII.

Click [here](#) for more detail on the recruiting concepts



[@NCAAResearch](#): 91% of [#NCAA](#) D3 schools say the D3 recruiting model is an important issue worthy of further discussion



Membership Survey

DIII presidents dive into membership survey results

By Gary Brown, *NCAA.org*, May 3, 2013

With budget issues, recruiting policies and championship resource allocations likely to dot the Division III agenda in the coming years, the governing body responsible for setting strategic direction began reviewing survey results that could help plot the course in those important areas.

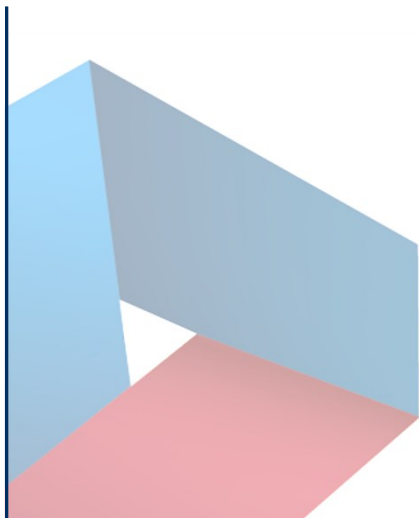
Meeting May 1-2 in Indianapolis, the Division III Presidents Council took an initial pass at the first division-wide membership survey conducted since 2008. With 77 percent of Division III schools responding, the survey provides a good – though perhaps not definitive – indication of where members stand on issues ranging from championships operations and sports sponsorship to the division's legislative process and governance structure.

Council members noted that the survey results will be dissected by the appropriate membership and governance groups over the next year or more, but they used their spring meeting to acknowledge some of the important items that appear closer to consensus than others – many of which validate key Division III principles.

In particular, questions probing satisfaction with the division's identity received high marks. That's important given that the last survey in 2008 came at a time when members were considering subdividing the division because of rapid membership growth and rising concerns about legislative differences, among other things. The 2008 survey, though, revealed more philosophical commonalities than differences, and the resulting identity initiative and strategic-positioning platform were based on the attributes members at that time regarded as tenets of Division III. The 2013 survey reinforced the division's collective belief in those characteristics.

For example, approximately 90 percent of the 2013 survey respondents agreed with the following:

- Division III student-athletes are provided the appropriate opportunities to pursue academics, athletics and other interests.
- Athletics participation is just as valuable as other co-curricular activities.
- Division III encourages participation by offering broad-based athletics programs.
- The division's primary focus should be on intercollegiate athletics as a four-year undergraduate experience.
- The strategic-positioning platform accurately portrays the reality of athletics on campuses and is a useful tool that has been communicated effectively to member institutions.



Membership Survey

Also, almost 60 percent of respondents either agreed or strongly agreed that the current legislative standards are appropriate. While that may not be a high percentage by some measures, the Presidents Council noted that it was much more uniform than five years ago when disagreement over whether legislative standards were restrictive enough (or too restrictive) threatened to divide the division.

Other notable and relatively agreed-upon principles in the 2013 survey include:

- Questions on Division III recruiting policies revealed that 71 percent of respondents agreed that recruitment of student-athletes is a key component in enrollment management. However, 61 percent somewhat agreed or agreed that the current recruiting model negatively affects the work/life balance for coaches.
- Eighty-three percent somewhat agreed or agreed that the Financial Aid Reporting Program is a useful tool. However, only 53 percent at least somewhat agreed that the current prohibition of considering leadership in athletics in the awarding of financial aid is appropriate, while 30 percent disagreed.
- In the area of academic reporting, 77 percent of respondents somewhat agreed or agreed that the current voluntary graduation-rates reporting program is a useful and relevant tool.

More than 80 percent expressed some level of agreement that the governance structure is accessible, understandable, trustworthy, and that they are well represented within the structure.

A few of the results presidents found initially surprising. One showed a majority of respondents at least somewhat agreeing that participation in NCAA championships is the ultimate measure of success for their institutions. Council members noted while championships participation is an important and beneficial component of Division III membership, they were struck by how many survey respondents said it was the ultimate measure of success.

The Presidents Council noted that a number of survey results clearly indicate more review is necessary. Among them:

- While 61 percent of respondents somewhat agreed or agreed that the current recruiting model negatively affects the work/life balance for coaches, there's no consensus on how to address the matter. No more than 41 percent had some level of agreement with (a) establishing further limits on recruiting, (b) establishing fewer limits on recruiting, or (c) pursuing greater restrictions for off-campus recruiting in exchange for additional on-campus recruiting opportunities.

(Read more about the budgetary implications of the survey [here](#).)



Membership Survey

- When asked how best to comply with the division's reserve policy in the coming years, survey respondents were split on whether to (a) reduce allocations to championships operations, (b) reduce allocations to non-championships programs, or (c) make the reserve policy less stringent.
- Respondents also were split on potential championship enhancements. When asked to rank them, the item most frequently selected as the top priority was to expand travel party sizes, even though the division just approved increases in 10 team sports for the current budget triennium (2012-15). Other items frequently picked were reimbursement for transportation between local hotels and airports, and guaranteeing host opportunities in preliminary-round contests for top regionally ranked teams. There also was interest in expanding the current definition of "in-region" for championship-selection purposes to include bordering states.

Presidents Council members also noted how institutions chose to complete the survey. Thirty-nine percent of responding institutions indicated their president or chancellor contributed to the completion of the survey, while 32 percent of respondents indicated their senior administrator with athletics oversight did. At the same time, athletics directors contributed to 92 percent of the surveys submitted.

Overall, Council members are pleased with the depth of the survey questions and the thoughtfulness members devoted to answering them. Presidents Council chair Jack Ohle of Gustavus Adolphus said if nothing else, the results will shape the conversation over the next several months.

"We're coming to a point when we need to decide how to allocate our budget to

align with the strategic direction of the division," Ohle said. "While the survey results aren't the ultimate indicator of where we need to go, the feedback and input they will generate from membership and governance groups will most certainly be informative as we move the division forward."

MEMBERSHIP SURVEY RESULTS							
The membership survey sought feedback on a number of areas, including championships administration, recruiting and governance. Full results are available at www.NCAA.org .							
STATEMENT	STRONGLY AGREE	AGREE	SOMEWHAT AGREE	SOMEWHAT DISAGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW
Division III should establish further limits on recruiting.	6%	14%	20%	13%	21%	24%	1%
The current Division III recruiting model negatively impacts the work/life balance for coaches at our institution.	12%	23%	26%	12%	18%	8%	2%
The division should pursue opportunities for combined championships with DI and DII beyond current joint championships if it doesn't increase current playing and practice seasons for those institutions participating in the championship.	3%	14%	19%	11%	25%	21%	7%
The division should consider conducting more than one championship at one location at one time.	7%	22%	29%	12%	17%	10%	4%
Our institution has an adequate voice in the Division III governance structure.	12%	45%	26%	11%	3%	2%	1%
In the next 3-5 years, budget issues could affect the ability of our institution to continue sponsoring its athletics program at the current level.	17%	28%	24%	13%	13%	4%	1%

For further survey results click on the links below:

[Institutional Responses](#)

[Conference Responses](#)

[Recruiting and Enrollment Summary](#)

[Strategic Planning & Finance Committee Summary](#)



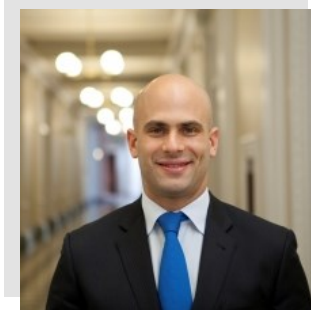
Division III

DISCOVER | DEVELOP | DEDICATE

COMPREHENSIVE LEARNING

Division III Attribute: Comprehensive Learning

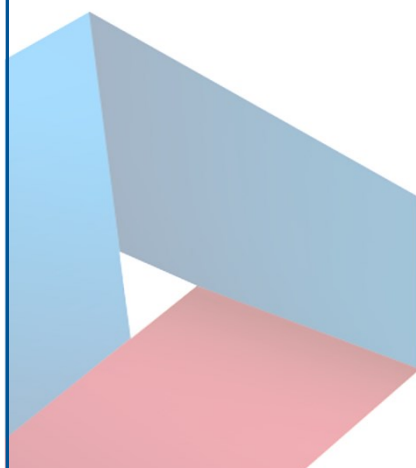
Sam Kass wanted to be a professional baseball player, so he traveled several hundred miles from home, accepting a scholarship to pursue the dream at a Kansas City-area community college. But Kass soon returned to the neighborhood he grew up in and enrolled at the University of Chicago, where he earlier had attended the university's laboratory high school. As a Maroon, the right-fielder's love for the sport translated into a career .366 batting average, ranking among the best in program history. However, while following his passion, Kass discovered his potential in another pursuit – as a chef. In addition to playing a sport and studying history, Kass found time to try cooking at a popular Chicago eatery, then traveled abroad during his senior year to train with a renowned Viennese chef and ultimately to work in restaurants around the world. The next



time Kass came home, he soon earned fame as one of Chicago's rising chefs and an advocate for use of locally grown ingredients, and from there, his cooking for Barack Obama and family during the 2008 presidential campaign led to work in the White House. Today, he works both as a chef in the executive mansion and as executive director of the "Let's Move!" initiative to promote healthy eating for children.

Comprehensive Learning:

Opportunity for broad-based education and success.



Division III institutions provide an opportunity for broad-based education and success. Division III devotes significant resources to recognition of outstanding achievement by student-athletes in academics, by annually awarding dozens of postgraduate scholarships. It also has partnered with the College Sports Information Directors of America (CoSIDA) to sponsor 10 separate CoSIDA Capitol One Academic All-America teams, which recognized squads consisting exclusively of Division III student-athletes.

Postgraduate Scholarship Program

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. 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.

The NCAA awards up to 174 postgraduate scholarships annually, 87 for men and 87 for women. The one-time, non-renewable grants of \$7,500 are awarded to student-athletes who excel academically and athletically and who are in their final year of intercollegiate athletics competition. Nominees must have a minimum grade-point average of 3.2 (on a 4.0 scale) and intend to continue academic work beyond the baccalaureate degree.

Division III Fall Sports Winners

Elizabeth Amici

Anna Aquino

Erin Barno

Lynn Beatty

Emily D'Addario

Eric Erb

Johnathan Foster

Evan Gates

Lauren Greer

Elizabeth Hauer

Nathan Haywood

Kelley Johnson

Peter Kissin

Weston Kitley

University of Wisconsin, Eau Claire

Wartburg College

Washington and Jefferson College

Arcadia University

William Smith College

Case Western Reserve University

Bethany College (West Virginia)

Carnegie Melon University

Middlebury College

Gustavus Adolphus College

Birmingham-Southern College

College of Wooster

Haverford College

Wabash College

[@NCAAResearch](#): Over 1/3 of D3 SAs assist faculty with research (same % as non-athletes). Do you? [#whyD3](#)



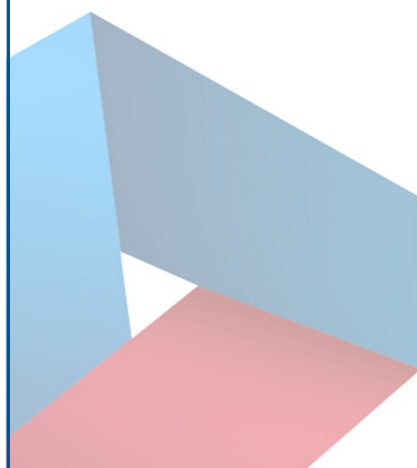
Postgraduate Scholarship Program

Division III Fall Sports Winners

Gavin Maurer	Bethel University (Minnesota)
Shelly Milks	Lynchburg College
Alex Price	Hampden-Sydney College
Rebecca Salant	Ithaca College
Patrick Shaugnessy	Plattsburgh State University of New York
Tyler Sheetz	Ohio Wesleyan University
Julia Sizek	University of Chicago
Rachel Thibodeau	Southwestern University (Texas)

Division III Winter Sports Winners

Justin Beegle	Emory University
Anna Connolly	Kenyon College
Kaitlyn Dellinger	Widener University
James Alexander Douglas	Emory University
Teal Gove	Plattsburgh State University of New York
Alexander Grevin	Emory University
Tyler Harp	University of Redlands
Phillip Link	Sewanee (University of the South)
Mia Michalak	Emory University
Sara Neil	Sewanee (University of the South)
Jenna Niedermayer	Elizabethtown College
Peter O'Brien	Emory University
James Pezzino	Springfield College
Curtis Ramsey	Kenyon College
Dominic Rieniets	Linfield College
John Rutford	Nebraska Wesleyan University
Rebecca Shaak	Lake Forest College
Kayleigh Shangel	The College of New Jersey
Ian Stewart-Bates	Kenyon College
Taylor Tacha	Nebraska Wesleyan University
Allyson Voss	Gustavus Adolphus College
Ann Wolber	Emory University



[@NCAAResearch](#): 46% of D3 SAs say they plan to attend graduate school.
[#whyD3](#)

Postgraduate Scholarship Program

Division III Spring Sports Winners

Emily Canales	University of Redlands
Kevin Caulfield	Haverford College
Brian Depo	Plattsburgh State University of New York
Elizabeth Evans	Rose-Hulman Institute of Technology
Kaaren Hatlen	Pacific Lutheran University
Shari Huber	Luther College
Sarah Jones	Augustana College (Illinois)
Laura Krull	Grinnell College
Jenny Liles	Sewanee-(University of the South)
Matthew Martin	Ohio Wesleyan University
Timothy McGurrin	University of Scranton
Lindsay Menton	Gettysburg College
Gregory Patton	Augustana College (Illinois)
Mike Pelletier	Springfield College
Leah Sack	Kenyon College
Holly Schell	Immaculata University
Kara Wang	Pomona-Pitzer Colleges



*For more information about the
NCAA Postgraduate Scholarship program,
please click [here](#) to login to the
membership side of NCAA.org.*



Walter Byers Postgraduate Scholarship

In 1988, the National Collegiate Athletic Association established the Walter Byers Postgraduate Scholarship Program as a means of recognizing the contributions of the former executive director through encouraging excellence in academic performance by student-athletes. Under this program, one male and one female student-athlete are annually awarded a postgraduate scholarship in recognition of outstanding academic achievement and potential for success in postgraduate study. It is intended that an individual named a Byers Scholar will be recognized as one who has combined the best elements of mind and body to achieve national distinction for his or her achievements, and promises to be a future leader in his or her chosen field of career service.

To be eligible for consideration, nominees shall:

1. Have an overall undergraduate cumulative grade-point average of 3.500 or better (based on a maximum 4.000), or the equivalent in other recognized grading systems;
2. Have competed in intercollegiate athletics as a member of a varsity team at an NCAA member institution;
3. Be a graduating senior or be enrolled in graduate study at an NCAA member institution;
4. Have intentions of applying for admission into a graduate degree program at a properly accredited, nonprofit educational institution or into a post-baccalaureate professional degree program at a professionally accredited law school, medical school, or the equivalent, without restriction as to the national site of the institution;
5. Be committed to work on a full-time basis toward a graduate degree or a post-baccalaureate professional degree;
6. Have evidenced superior character and leadership;
7. Have demonstrated that participation in athletics and community service has been a positive influence on the nominee's personal and intellectual development. Relative success in athletics is important but not of overriding significance; and
8. Enroll into a graduate degree program within five years of being named a Byers Scholar.



For more information, please email Lori Thomas at lthomas@ncaa.org.

Scholarship Opportunities

NCAA/NACWAA Institute for Administrative Advancement Division III Scholarship

The partnership of the NCAA and the National Association of Collegiate Women Athletics Administrators offers many opportunities for Division III conferences and institutions. These opportunities include, but are not limited to the Senior Woman Administrator Enhancement Grant and NCAA/NACWAA Institute for Administrative Advancement Division III Scholarship.

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 NCAA/NACWAA Institute for Administrative Advancement, a week-long professional development experience to enhance their knowledge and understanding on 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, please contact Patti Phillips at pPhillips@nacwaa.org.

Ethnic Minority and Women's Enhancement Postgraduate Scholarship for Careers in Athletics Programs

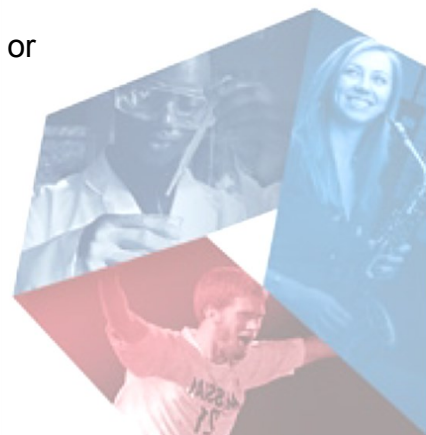
The Ethnic Minority and Women's Enhancement Postgraduate Scholarship for Careers in Athletics programs were developed by the NCAA Committee on Women's Athletics and the NCAA Minority Opportunities and Interests Committee.

The goal of the enhancement programs is to increase the pool of and opportunities for qualified minority and female candidates in intercollegiate athletics through postgraduate scholarships.

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 or a career that provides a direct service to intercollegiate athletics.

All application materials must be received by December 15, 2013. The scholarship will be for use during the 2014-15 academic year.

For more information, please contact Courtney Lovely at clovely@ncaa.org



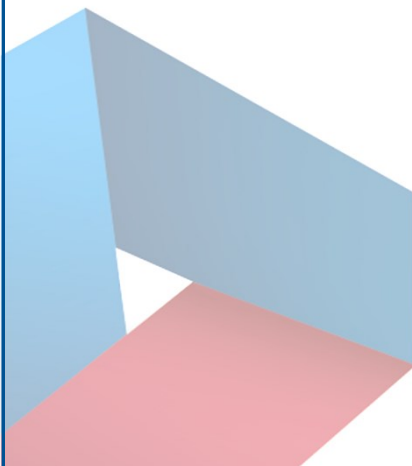
Campus and Conference Workshops

The purpose of the NCAA Campus and Conference Services is to provide on-campus educational and professional development workshops for student-athletes, coaches and administrators at NCAA member institutions and conference offices. Through the use of an online request form, the NCAA national office staff works to provide a facilitator from either the national office or trained individuals from within the membership to provide customized workshops or provide funding to institutions who wish to seek out specific speakers on leadership development related topics. There is an available menu of topics as part of the online application, however individuals are permitted to request special topics.

These workshops are provided at no fee to member institutions and conference offices. There is no application deadline for this program. Institutions are awarded based on funding and availability on a first come, first served basis. Applications can be accessed via the NCAA Program Hub

Division III Institutions and Conferences that have participated in the NCAA Campus and Conference Workshops include:

- Babson College
- Baruch College
- DePauw University
- Dominican University
- Franklin College
- Gustavus Adolphus College
- Loras College
- McDaniel College
- Moravian College
- Olivet College
- Pacific Lutheran University
- Wartburg College
- Williams College
- Wittenberg University



Please visit

www.ncaa.org/studentathleteaffairs

for more information.

The National Association of Division III Athletics Administrators (NADIIIAA) is an association composed of athletics administrators from the 439 institutions and 43 conferences competing at the NCAA Division III level. The partnership between the NCAA and the NADIIIAA supports professional development programming for Division III athletics administrators by funding grants and program expenses for the NADIIIAA Summer Forum held in conjunction with NCAA Regional Seminars.

The NADIIIAA website provides members with useful information and resources regarding the Association and the administration of intercollegiate athletics consistent with philosophy and practices of Division III of the NCAA. The NADIIIAA also provides a list server for its members to exchange information on best practices, job openings, scheduling opportunities, and other topics of interest.

NADIIIAA/Jostens Community Service Award:

NADIIIAA and Jostens co-sponsor a “community service recognition program” to bring recognition to the many contributions Division III student-athletes regularly make to their campuses and local communities.



Click on the picture for more information

The program recognizes institutions in three separate community service categories. In addition to the recognition associated with winning the award, the NADIIIAA and Jostens will make a \$1,000 contribution to the general scholarship fund of the institutions. The awards will be presented as part of the NADIIIAA reception conducted at the annual NCAA Convention.

Emerging Administrator Award: Each year NADIIIAA accepts nominations, selects, and presents an Emerging Administrator Award. The award is presented annually to an athletic administrator with seven or fewer years of service as an administrator who has demonstrated achievement and leadership in intercollegiate athletics within their institution or conference. The award includes a \$1,000 professional development grant to be used by the recipient.

NADIIIAA Professional Development: Each year NADIIIAA sponsors professional development workshops in conjunction with the NCAA Convention and one of the NCAA Regional Rules Seminars. The NADIIIAA session at the 2013 Convention focused on Integrating Athletic Fund Raising with Institutional Advancement and Development Programs. The Summer Forum sessions focused on handling student crisis, campus emergencies and catastrophic planning. This session brought together athletic and student affairs administrators that have faced uniquely challenging campus and community emergency crises including civil emergencies, major utility failures, natural disasters, and travel crises. They shared their experiences on how their institutions responded to the challenges, what they learned, and how they are using that knowledge looking to the future.

Division III Commissioners Association

The Division III Commissioners Association (DIIICA) works proactively to serve the best interest of the student-athlete and the greater good of Division III. The organization has taken an active leadership role in Division III on critical issues that have widespread impact. The DIIICA membership also works closely together to share ideas, unite in joint efforts, and nurture the growth of impactful initiatives.

The DIIICA is chaired by President Julie Muller (North Atlantic Conference). The DIIICA Officers also consist of Vice-President Dan McKane (Minnesota Intercollegiate Athletic Conference); Past President Chuck Mitrano (Empire 8); Secretary-Treasurer Dick Rasmussen (University Athletic Association). Additional at-large executive committee members include Gregg Kaye (Commonwealth Coast Conference); Candice Poiss Murray (North Eastern Athletic Conference); Joe Onderko (Presidents' Athletic Conference); Terry Small (New Jersey Athletic Conference); and Chuck Yrigoyen (Iowa Intercollegiate Athletic Conference).



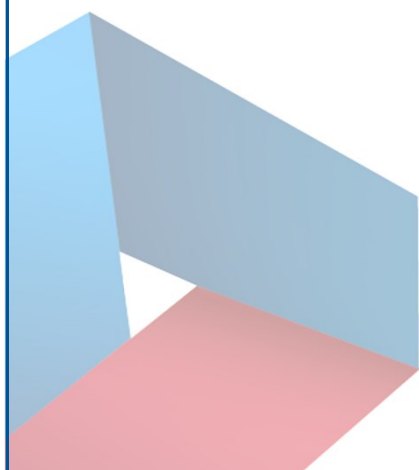
Click on the picture for more information

In order to maximize its impact and productivity, the DIIICA has several active sub-committees including Sportsmanship and Ethical Conduct, Technology, and Diversity and Well Being. Conference Sports Information Directors have also become very active and meet every other year with the DIIICA. The organization also works very closely with the NCAA leadership in addition to several other affiliated organizations such as NACDA, NADIIAA, NACWAA and the Division III Independents. This broad based approach allows all memberships to work in concert to improve communications and ultimately enhance the service to student-athletes in their journey to “Discover, Develop, and Dedicate.”

DIIICA Meritorious Service Award

The DIIICA Meritorious Service Award is presented annually to an individual, who over time, has made significant and substantial contributions to Division III athletics consistent with the purposes of the DIIICA. The 2012 honoree was John Harper, former athletics director at Bridgewater State University.

For more information regarding this award, please click [here](#).



Co-SIDA Working Group

Working group tackles athletics communication issues

By Jack Copeland, *NCAA.org*, January 24, 2013

A joint working group involving representatives of Division III's leadership and the College Sports Information Directors of America (CoSIDA) is exploring ways for the division to support professional-development activities of sports information and athletics communication directors, and improve their involvement in conference and institutional strategic planning.



Humenik



McDowell

Delegates to the NCAA Convention heard about goals of the working group during a presentation by John Humenik, CoSIDA executive director, and Eric McDowell, assistant director of athletics for sports information at Union (New York) and CoSIDA second vice-president.

The Division III/CoSIDA Strategic Communications Working Group, chaired by Ann King, sports information director at Sage, includes representatives of the Division III Sports Information Directors of America (D3SIDA), as well as two members of the Division III Management Council, two conference commissioners, and a representative of the Division III Student-Athlete Advisory Committee.

"The goal of the working group is to support the division's identity initiative and strategic plan by enhancing athletics communications in Division III locally, within conferences and nationally, and to identify ways in which to allocate existing and new resources to achieve this goal," King said.

The working group solicited feedback to guide its work from D3SIDA members attending the 2012 CoSIDA workshop in St. Louis and also has reviewed data from the D3SIDA athletics communicators survey conducted last summer.

Last week, representatives of the working group met with Humenik, McDowell and other CoSIDA board members attending the NCAA Convention to discuss ways that Division III might be able to support professional-development programming and attendance by directors of athletics communications and sports information at the CoSIDA workshop.

"The Strategic Communications Working Group for NCAA Division III and CoSIDA is discussing ideas and providing thoughts regarding ways to effectively serve students at the institutional level with staffing, new media and other challenges that can be achieved with communication," McDowell told delegates to the Convention during remarks at the Division III business session Jan. 19.



Co-SIDA Working Group

McDowell, who in 2014 will become the first sports information director from a Division III institution to serve as CoSIDA president, described the working group as part of a broader developing partnership between Division III and CoSIDA. He said its members “all have the same vested interest in serving the student-athlete effectively in these changing times.”

King said the working group is addressing a wide range of issues for athletics communicators, including such challenges as addressing the heavy workload of sports information and athletics communications directors and ways of increasing staffing; improving the availability of professional-development resources and opportunities; and increasing involvement in strategic planning within athletics departments and across campuses.

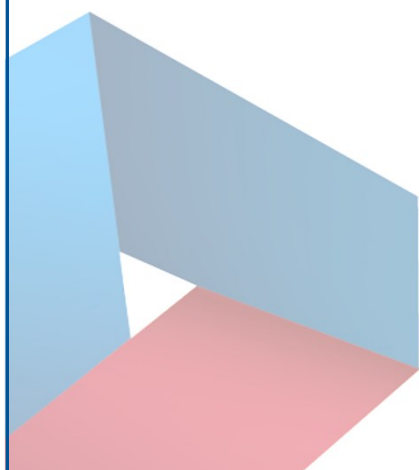
The ultimate objective of the group’s work is to better prepare and equip athletics communicators to support institutional, conference and division-wide goals in a strategic manner, and to recommend resources that Division III might provide toward achieving that outcome.

One possible outcome of the group’s work is a best-practices document for institutional and conference use in considering how athletics communications and sports information directors might participate in strategic planning within the athletics department and on campus, and to provide recommendations of resources, professional-development activities and staffing.

The group also is exploring such ideas as involvement of directors of athletics communication and sports information in NCAA committees with Division III representation, the possibility of a certification program for athletics communicators, and ways to use Division III funds that are allocated to supporting strategic communications.

It plans to present a preliminary report in April to the Division III Management and Presidents Councils and to seek final approval of recommendations in July, in time to begin implementation during the 2013-14 academic year.

Also representing D3SIDA on the working group is Ira Thor, sports information director at New Jersey City University and a member of the D3SIDA board of directors. Management Council representatives are vice chair Portia Hoeg, director of athletics at Allegheny, and Steve Nelson, director of athletics at Wisconsin-Superior. Other members of the group are Patrick Summers, executive director of the New England Women’s and Men’s Athletic Conference; Chuck Yrigoyen, commissioner of the Iowa Intercollegiate Athletic Conference; and SAAC representative Nafeesa Connolly, a volleyball student-athlete at Simmons.



Co-SIDA Working Group

Division III Guide to Strategic Athletics Communication on Campus

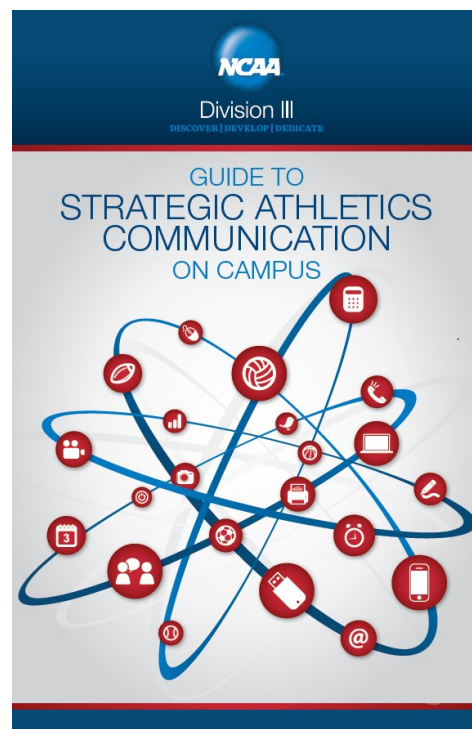
NCAA.org, August 6, 2013

After a year-long effort, the CoSIDA Working Group is excited to present the Division III Guide to Strategic Athletics Communication on Campus.

The guide, written by the Working Group, is a resource for member institutions and conferences to examine and enhance the vital role of communications in the administration of athletics programs. The guide emphasizes the importance of including athletics communication directors in strategic planning, and also focuses on new technologies that present opportunities and challenges on campuses and in conferences.

It features recent data about Division III athletics communications and proposes best practices. The guide is being mailed to institutional presidents, directors of athletics, athletics communication director, athletics direct reports, and conference commissioners and communications assistants.

The working group recently concluded its work during which it also recommended allowing athletics communication directors to serve on Division III-specific sport committees in order to increase their involvement in the Division III governance structure, and allocating additional funds to Tier 1 of the conference grant to support professional development activities.



Click on the logo to access the guide.



Institute for Administrative Advancement

Diversifying Division III

By Gary Brown, excerpt from *Champion* magazine, Summer 2013

The NCAA's largest membership division inaugurated a program this summer to help bolster its ethnic minority population within athletics department staffs. The first Division III Institute for Administrative Advancement assembled 30 administrators of color at Division III schools for a two-day professional-development curriculum designed to prepare participants to excel within their current roles and ultimately advance within Division III athletics.

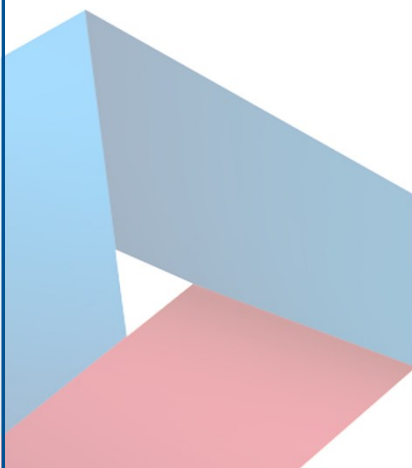
Participation was by invitation only, and participants were selected on a first-come, first-served basis. One of them was Nnenna Akotaobi, an associate athletics director at Swarthmore who said participants admitted to each other during break how quickly they accepted their invitations. "Many replied within minutes," she said. "It was interesting how eager and excited people were to hear about this opportunity."



The inaugural class of the Division III Institute

"For many of us who identify as ethnic minorities at the Division III level, there aren't many opportunities for us to collaborate, to network, to learn from each other – so this was a special opportunity for all of us. I've been passionate about making sure others, particularly ethnic minorities, know that there are opportunities in Division III and that there are people like them in Division III."

Demographics data show a lesser proportion of minorities in administrative leadership roles in Division III than in the other two divisions. As of 2011-12, fewer than 15 Division III athletics directors were ethnic minorities, and only 13 associate ADs were persons of color.



"The biggest takeaway for me was the connection to a group of people with the same aspirational goals," said Amherst Assistant AD Billy McBride. "And for the participants to see that they're not the only ones of color in Division III athletics administration. For some of them, they may be the only person of color on their staff, but there are many others out there like them."

Programming focused on the meaning of inclusion, how it benefits athletics success, and how effective mentorship and networking can affect career choices, among other topics. Funded by a commitment from the Division III Strategic Planning and Finance Committee, the Institute represents a partnership among Division III, the NCAA's office of inclusion, and the Minority Opportunities Athletic Association (MOAA).

"This type of programming shows young, aspiring administrators that there is an opportunity beyond what they're currently doing," said McBride, a former professional football players who's been at Amherst for 24 years as a coach of multiple sports and as an administrator.

Both he and Akotaobi said the effort helps counter the perception that there are limited opportunities for ethnic minorities at Division III schools.

"A lot of our institutions in Division III are small and located in rural areas, which can create the perception that it would be difficult for ethnic minorities to find opportunities there," she said. "But in my mind, those 'obstacles' should instead be viewed as 'opportunities,' which is why programming like we saw at the Institute is so important."

DIVISIONAL DEMOGRAPHICS

DIVISION I	NO.	WHITE	BLACK	OTHER
ADs	319	284	20	15
Assoc. ADs	1,546	1,352	142	52
Asst. ADs	1,179	1,038	97	44
DIVISION II				
ADs	285	259	14	12
Assoc. ADs	282	252	14	16
Asst. ADs	385	343	25	17
DIVISION III				
ADs	440	422	13	5
Assoc. ADs	278	265	11	2
Asst. ADs	520	480	22	18

SOURCE: NCAA DEMOGRAPHICS DATABASE, 2011-12



NCAA Division III and NASPA Alcohol and Other Drug Collaborative

DIII partnership with NASPA adopts new look to match progress

By Gary Brown, *NCAA.org*, March 22, 2013

Division III's collaboration with student affairs professionals to address alcohol abuse on campuses has a new name and a new look – but the same goals.

The newly labeled “360 Proof” is nearing completion of its first year with about two dozen Division III institutions having participated in a pilot program that provides a broad campus perspective of the resources available to educate students about alcohol use.

360 Proof is the new brand for the NCAA-funded partnership with NASPA (an association of student affairs administrators in higher education). The collaboration is the first of its kind designed to develop educational and intervention programming that is effective for students and student-athletes alike.

The initiative came to be when the Division III Presidents Council, after a two-year drug education and testing pilot and feedback from the Division III membership, opted not to fund a year-round drug-testing program for individual schools and conferences but instead develop a broader educational approach that incorporates more campus-wide energy.

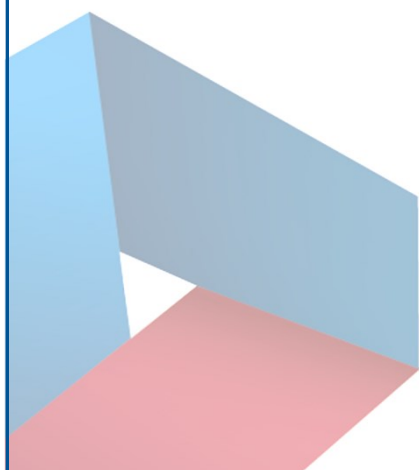
The long-term goals for 360 Proof remain as a training and implementation program that helps campuses establish the infrastructure necessary to effectively use and sustain the resource over time.

The program's new look and feel comes from Caldwell VanRiper, a promotional and marketing firm retained to communicate the value of the program to different campuses audiences ranging from presidents and faculty to the practitioners in student affairs and athletics.



The name, 360 Proof, is in one sense a play on a reference to alcohol but also an acknowledgement that the “proof” of the program's effectiveness is in its empirical research. The “360” represents the full-circle nature of campus involvement.

In other words, using student-athletes as an example, if a campus works with one student-athlete, that individual still goes back to their team (or fraternity, group of friends or other student group) and is affected by those traditions, norms, and what those students have heard.



NCAA Division III and NASPA Alcohol and Other Drug Collaborative

Similarly, if a campus works hard with one team, those team members are still, first and foremost, students on the campus, and they are affected by policies and other student behaviors. In that way, the program intends to establish a “360” environment that requires collaboration among all campus components.

Pilot progress

The first year of the pilot program introduced participating schools to the “Personalized Feedback Intervention,” which is an online instrument that, after a brief survey, provides feedback to students about their behavior and that of their peers.

Immediately after completing a survey that includes questions about reasons for drinking, perceived norms and drinking behavior, students receive feedback detailing their own drinking behavior, their perceptions of typical student drinking, and *actual* typical student drinking. This mechanism has been empirically shown to reduce the negative consequences of alcohol use by college students.

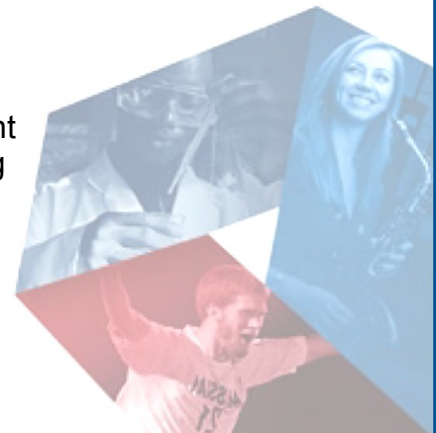
More than 100 students completed the PFI at many of the pilot schools. While aggregate reports are provided to the schools as a benefit of their participation once the 100-participant benchmark is reached, the larger purpose this first year was to see whether the PFI could be implemented on campuses without logistical setbacks.

Leah Kareti, a contractor for Division III who oversees special projects like this one, said the data from the PFI are valuable in identifying potential problems so that school officials can offer broad interventions if necessary. However, because the project involves human subjects who are being asked about illegal behaviors, the PFI is not being used as a data source. All individual-level data are kept confidential.

“The real purpose of the PFI is for schools to be able to do an individual-level alcohol intervention for all students and to reconsider existing campus alcohol programs and policies if they find any alarming results in the campus-level aggregate report,” Kareti said. “What the overall pilot report will tell us is whether there was collaboration among different campus units and whether the PFI was implemented correctly.”

Next steps

The pilot continues next year with several additions. Because the program is essentially web-based, the preliminary version of the web portal has been completed, as has the draft of the program assessment tool that pilot schools will be given next year. Marketing and promotional materials also will be available next year.



NCAA Division III and NASPA Alcohol and Other Drug Collaborative

Still in the works is access to a “best practices matrix” that relies on a forthcoming report from the National Institute of Alcoholism and Alcohol Abuse. That resource will include information on the efficacy and other important factors about alcohol interventions. Everything included in the matrix has empirical research to back it up, so schools will indeed have the best of the best advice at their fingertips once the matrix is accessed.

Kareti said two required educational modules for campuses to complete in order to get full access to the PFI and the full version of the campus assessment also are being developed. The collaborative team is also developing two optional modules for interested campuses. All of the schools that participated in year one of the pilot will be invited back, and others will be encouraged to join.

Meanwhile, the various working groups within 360 Proof will continue to hone the project. One team includes about a half dozen national experts in the field of alcohol misuse prevention and intervention who will continue to advise on program content. The other group comprises about a dozen representatives from Division III schools – from coaches and student-athletes to vice presidents and professors – who will recommend how that content should be delivered on campuses. The latter group also has added advisors from the fraternity and sorority community and the Division III Presidents Council.

The project also includes a steering committee composed of leadership from the NCAA and NASPA.

After year two of the pilot, 360 Proof is expected to be rolled out to the entire Division III membership in the fall of 2014 with a full array of resources and education materials.

“We know that this isn’t the first time an alcohol-education program has been presented to the higher-education community,” Kareti said. “But we also know that 360 Proof is unique and comes with a research backing that elevates this program above previous attempts – and it is being offered as a benefit of membership by Division III and NASPA’s small college division. We think Division III schools – and hopefully all NCAA schools in time – will find these tools valuable as they try to manage what we consistently hear as being among the most troubling issues in college life.”

Upcoming Timeline:

Fall 2013-Division wide pilot – will include Personalized Feedback Intervention web based program as well as a campus assessment tool and best practices.

Fall 2014-PFI, campus assessment and best practices available to the entire membership

Please contact Leah Kareti at lkareti@ncaa.org with any questions about this initiative.



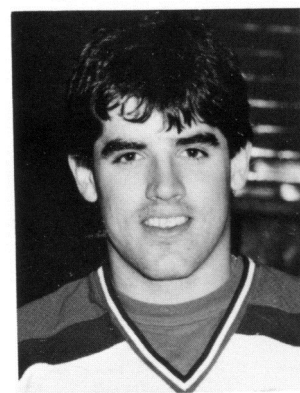
Division III

DISCOVER | DEVELOP | DEDICATE

PASSION

Division III Attribute: Passion

Peter Laviolette was an excellent high school ice hockey player but he wasn't sure he was good enough to play collegiately when he enrolled at Westfield State. But confidence in himself and a love for the game grew from the moment he began playing for coach Chuck Michonski, who not only turned him into one of Division III's best hockey players but also began nurturing Laviolette's work ethic and leadership skills by naming him a team captain during his sophomore year. Laviolette has said he went from liking the sport in high school to "craving it" in college – "and I became more mature." After graduating he planned to pursue a business career, but Laviolette was spotted by a professional scout while he was playing in a summer league, and his impressive play in minor-league hockey led to his selection for the 1988 U.S. Olympic hockey team. That



breakthrough drew the attention of the National Hockey League, where he briefly would play for the New York Rangers and then serve as captain of the 1994 Olympic team before becoming an NHL coach – eventually leading the Carolina Hurricanes to the Stanley Cup in 2006. Laviolette, now head coach of the Philadelphia Flyers, also lists Olympic coach on his resume after leading the U.S. team in 2006, and he will serve as an assistant coach for the 2014 Olympic squad.



Passion: Playing for the love of the game, competition, fun and self-improvement.

Division III institutions are places for playing for the love of the game, competition, fun and self-improvement. The membership actively seeks to portray the benefits of participating in its brand of competitive intercollegiate athletics through activation of the Division III Identity Initiative and related events such as Division III Week. Competition is further encouraged by Division III's sponsorship of 28 national championships.

NCAA Division III Championships

The NCAA administers 89 championships in 23 sports for its member institutions. Each championship is run by a committee of coaches and administrators from NCAA member schools who are experts in their sport. In 2012-13, Division III participated in 28 NCAA championships. For the most up-to-date information regarding Division III Championships, please visit NCAA.com.



2012-13 Division III Fall National Champions

Sport	Institution	Site Location
Men's Cross Country	North Central College (Illinois)	Terre Haute, IN
Women's Cross Country	Johns Hopkins University	Terre Haute, IN
Women's Field Hockey	Tufts University	Geneva, NY
Football	University of Mount Union	Salem, VA
Men's Soccer	Messiah College	San Antonio, TX
Women's Soccer	Messiah College	San Antonio, TX
Women's Volleyball	University of St. Thomas (Minnesota)	Holland, MI



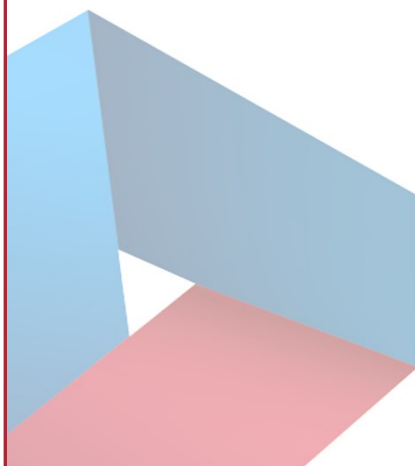
NCAA Division III Championships

2012-13 Division III Winter National Champions

Sport	Institution	Site Location
Men's Basketball	Amherst College	Atlanta, GA
Women's Basketball	DePauw University	Holland, MI
Men's Ice Hockey	University of Wisconsin-Eau Claire	Lake Placid, NY
Women's Ice Hockey	Elmira College	Superior, WI
Men's Indoor Track & Field	University of Wisconsin-La Crosse	Naperville, IL
Women's Indoor Track & Field	University of Wisconsin-Oshkosh	Naperville, IL
Men's Swimming & Diving	Kenyon College	Shenadoah, TX
Women's Swimming & Diving	Emory University	Shenadoah, TX
Wrestling	Wartburg College	Cedar Rapids, IA

2012-13 Division III Spring National Champions

Sport	Institution	Site Location
Baseball	Linfield College	Appleton, WI
Men's Golf	The University of Texas at Tyler	Destin, FL
Women's Golf	University of Mary Hardin-Baylor	Destin, FL
Men's Lacrosse	Stevenson University	Philadelphia, PA
Women's Lacrosse	Salisbury University	Owings Mills, MD
Men's Outdoor Track & Field	University of Wisconsin-La Crosse	La Crosse, WI
Women's Outdoor Track & Field	Wartburg College	La Crosse, WI
Rowing	Williams College	Indianapolis, IN
Softball	Tufts University	Eau Claire, WI
Men's Tennis	Williams College	Kalamazoo, MI
Women's Tennis	Williams College	Kalamazoo, MI
Men's Volleyball	Springfield College	Rochester, NY



Rivalry

Passion transcends division

By Pamela London, excerpt from *Champion* magazine, Summer 2013

When I first came to Whitman College, I thought being a Division III student athlete meant school first, sport later. And I was right.

I thought being a DIII athlete meant long bus rides with lots of people and little space to move around. And I was right.

I thought being a DIII athlete meant I would be immersed in a campus-centric mindset when it came to sports, deprived of the packed basketball gyms and fierce rivalries that seem to permeate intercollegiate athletics at the DI or DII level.

And I could not have been more wrong.

I went to high school at Shorewood in Shoreline, Wash. For four years, no matter what sport, early season or playoffs, boys or girls, my school always got amped up when we faced Shorecrest. As much as I was ready for college in the fall of 2010,

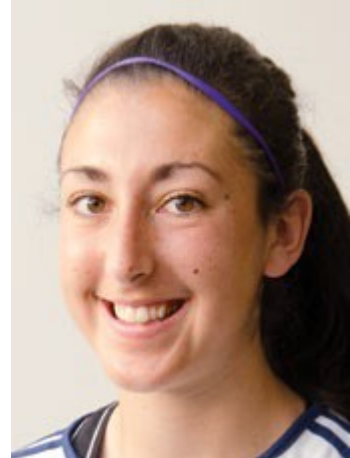
I did not want to leave that sense of rivalry behind.

I soon learned that Whitman did have an intense rivalry – with Whitworth University.

Separated by only 150 miles, Walla Walla's Whitman and Spokane's Whitworth have a natural geographic rivalry. We are travel partners in the Northwest Conference and often stay at the same hotels, which causes inevitable run-ins between teams in hallways, in restaurants and – most awkwardly – in elevators.

Like many intercollegiate rivals, the “Battle of the Whits,” as it affectionately is known, has a long and storied history. Both schools were established in the late 19th century and are two of only 31 liberal arts colleges on the West Coast. Whitman and Whitworth have been competing against each other regularly in the NWC since Whitworth joined the league in 1970. I have never witnessed or participated in a rivalry as intense as Whitman and Whitworth.

The rivalry has amped up in recent years, as Whitman has committed more to improving its athletics. One moment stands out. In February 2011, the Whitman men's basketball team faced Whitworth in our home finale. Since a blowout loss earlier in the season in Spokane, Whitman was on a seven-game winning streak and could clinch the second seed in the NWC tournament with a win. Students, faculty, staff, parents and community members packed Sherwood Center to watch the Missionaries try to knock off unbeaten and No. 1-ranked Whitworth.



Rivalry

And knock them off we did. Trailing by 18 points midway through the second half, Whitman held Whitworth scoreless from the field the rest of the way, ending the game on a 17-0 run to win, 82-79. When the final buzzer sounded, hundreds of students rushed the court, a quintessential college experience in which I never thought I would participate.

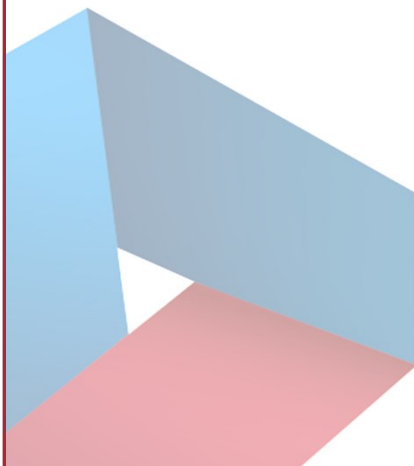


That night, I didn't feel like I had missed out on anything by going to a DIII school. Watching a game like that, and playing in all the soccer games I have against Whitworth, has proved that I can get the DI athletics experience without being a DI athlete.

We may not have 20,000-seat arenas and 60,000-seat football stadiums, but the Whitman-Whitworth rivalry challenges any rivalry I have seen. Give me a soccer ball, two goals and my teammates around me facing off against Whitworth any time. When Whitman plays Whitworth, it does not matter to me that I play at a really small school with a nonrevenue-based athletics department in virtually the middle of nowhere. I don't care that we do not play our games on national television or have thousands of people clamoring for tickets.

There is something special about waking up and realizing that it is a Whitworth game day. Bragging rights are at stake every time we match up with each other. It's us-versus-them and may the better team prevail. Everyone who has ever been part of the Whitman-Whitworth rivalry understands what I am talking about.

Pamela London is an aspiring journalist and history major at Whitman who is preparing to play her senior soccer season this fall. She spent the spring semester studying at the University of St. Andrews in Scotland.



Division III Week

Second annual DIII week begins

By Jack Copeland, NCAA.org, April 8, 2013

Schools are responding this week to the opportunities of Division III Week – including publicly celebrating and promoting the ways in which they provide a well-rounded collegiate experience for approximately 180,000 student-athletes competing in the NCAA's largest membership division.

The week, April 8-14, offers the Division III membership an occasion to call attention to the academic, athletic and extra-curricular achievements of student-athletes.

Just like last year, student-athletes themselves are driving much of the effort, and publicizing them using methods ranging from social media to a [video](#) featuring Division III Student-Athlete Advisory Committee member and Concordia (Texas) soccer player Dalaine Whitlock.

More than 60 schools and also several conferences offices reported or announced Division III Week plans before the week began, ranging from inviting faculty to meet with coaches at [Chatham](#) to discuss perceptions of student-athletes, to scheduling a series of community-service activities at [Washington & Jefferson](#), to involving Special Olympics athletes in the [USA South Athletic Conference](#) spring championships festival.

[Frostburg State](#) began promoting Division III week early, setting up a table staffed by Bobcat SAAC members who provided information about and encouraged participation in the week's activities.

[McDaniel](#) is kicking the week off with a roundtable discussion of the history and impact of Title IX, led by Director of Athletics Paul Moyer and involving women who attended the college as well as former athletics administrator Carol Fritz.

With spring sports underway, most Division III schools are involved in competition this week – and not always on the field. Bridgewater and Eastern Mennonite are extending their crosstown Old Dominion Athletic Conference rivalry into community service by jointly sponsoring a blood drive, competing to see which school can donate the most units during a six-hour period April 10.

Athletics communication offices also are involved in promoting Division III Week, with many schools and conferences planning to post video and online features this week about individual student-athletes who exemplify attributes of Division III athletics.

The next Division III Week will take place

April 7-13, 2014.

*Please see the [Division III Governance Homepage](#)
or email Jack Copeland at jcopeland@ncaa.org
for more information.*



NCAA Today's Top 10 Award

NCAA selects Today's Top 10 for 2013

NCAA.org, November 1, 2012

The NCAA has selected 10 extraordinary student-athletes who will be honored in January as the Today's Top 10 Award winners.

The NCAA Today's Top 10 Award recognizes student-athletes who completed their athletics eligibility during the 2011-12 academic year for their success on the fields and courts, in the classroom, and in the community. Award recipients will be recognized at the Honors Celebration on Jan. 18 during the NCAA Convention in Grapevine, Texas.

The NCAA Honors Committee selects the honorees. The committee is composed of athletics administrators at member institutions and nationally distinguished citizens who are former student-athletes

Previously, the award recognized eight student-athletes and was known as Today's Top VIII. The NCAA Honors Committee expanded the award to honor 10 student-athletes to recognize the increased number of student-athletes, sports and championship opportunities.

Following is a summary of the Division III honoree's accomplishments:

Stacey Hagensen

Institution: Pacific Lutheran University

Sport: Softball

Major: Math and Economics

GPA: 3.92



Stacey Hagensen led the Pacific Lutheran softball team to the Division III national championship in 2012. As a pitcher for the Lutes, Hagensen was the Northwest Conference Woman of the Year and Pitcher of the Year for 2011-12. The two-time All-American also received the Most Outstanding Player award for her performance at the national championship. An Academic All-America first-team member, Hagensen was a member of the international economics honor society and received the Highest Graduating GPA Award from the Pacific Lutheran Economics Department. As a team captain and Student-Athlete Advisory Committee member, Hagensen played an active role as a leader on campus. She served as a math tutor, women's Bible-study leader and student-government bookkeeper during her time at Pacific Lutheran.



NCAA Today's Top 10 Award

NCAA selects Today's Top 10 for 2013

NCAA.org, November 1, 2012

Liz Phillips

Institution: Washington University in St. Louis

Sport: Cross country, indoor and outdoor track and field

Major: Biomedical Engineering

GPA: 4.0



2012 NCAA Woman of the Year Liz Phillips graduated from Washington U. in St. Louis as a seven-time All-American and nine-time conference champion. Phillips led both the cross country and track teams as a captain and helped her team win the Division III cross country national championship. The Student-Athlete Advisory Committee officer was

named valedictorian of her class in the School of Engineering and received the Harriet K. Switzer Leadership Award for her significant contribution to her school as a female senior. Phillips was a three-time recipient of the NCAA Elite 89 Award, earning a cumulative GPA of 4.0 in biomedical engineering. For three years Phillips was involved with the Girls on the Run organization as a coach. She was vice president of the Society of Women Engineers and worked as a research assistant at the Thomopoulos Orthopaedic Surgery lab during the summer of 2012. Phillips was a motivator for her team and mentor to freshmen students in engineering.



Liz Phillips was the 2012 recipient of the NCAA Woman of the Year Award.



Division III Digital & Social Media

By the #'s: NCAA Division III Social Media



Fans: 12,700+



Followers: 6,700+

[@NCAADIII](#) mentions: 3,500+

[#whyd3](#) usage: 11,300+

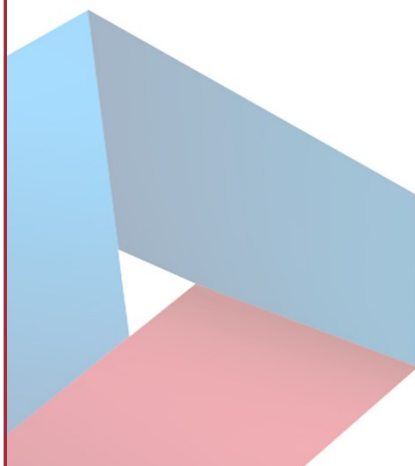


Views: 29,000+

Most popular video:

[NCAA Division III Identity Video \(Full Version\)](#) (7,600+)

NCAA Division III Special Olympics Spotlight: A new Special Olympics story-telling initiative located on ncaa.org/D3SpecialOlympics features three stories submitted from campuses or conferences each month, with one of the submissions selected to win \$500 towards its next Special Olympics event. Stories must highlight a Special Olympics event that was hosted by a Division III campus or conference and must be submitted to d3specialolympics@ncaa.org to be eligible for consideration. The selection committee will accept both written and digital submissions and will select the top three monthly stories based on inclusion of student-athlete perspective and Division III messaging. The winner will be selected on the 25th day of each month by the total number of votes and will be featured in Division III Monthly Newsletter, as well as on the Division III Special Olympics website. New nominees will be posted at the beginning at each month, so [visit](#) and vote often!





Division III

DISCOVER | DEVELOP | DEDICATE

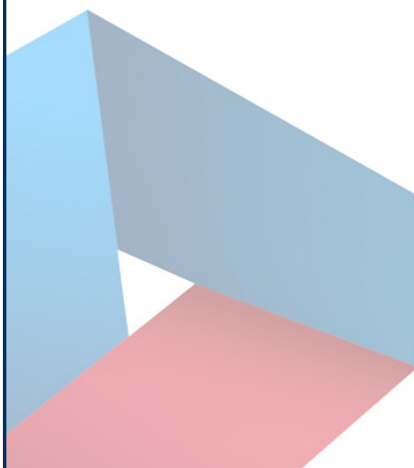
RESPONSIBILITY

Division III Attribute: Responsibility

Mary Schapiro has been a groundbreaker her entire life. As a student-athlete, she participated during the mid-1970s in raising the field hockey and women's lacrosse teams at Franklin & Marshall College from club to varsity status. And, just as she captained both squads through growing pains to a 14-3-2 record in field hockey and 7-4 mark in lacrosse during her senior year, she later would lead the U.S. Securities and Exchange Commission (SEC) through one of its most challenging periods (2009 through 2012) as the first woman SEC chair, following 28 men who had served in the crucial regulatory role. She participated in three sports at F&M, also playing badminton. But she also excelled academically and was deeply involved in campus life, leading to her selection during her senior year for membership in the college's Black Pyramid Society, which honors scholarship and extracurricular involvement and whose members provide leadership and service at the school. In public service, Schapiro was appointed by presidents from both political parties to positions on the SEC and the President's Council on Financial Literacy, before she was nominated as SEC chair by President Barack Obama and confirmed by a unanimous vote in the U.S. Senate. She now is a managing partner of the consulting firm Promontory Financial Group.



Responsibility: Development of accountability through personal commitment and choices.



Division III institutions enable the development of accountability through personal commitment and choices. The membership supports this goal through encouraging participation by student-athletes in programs such as leadership forums, and by providing opportunities for emerging leaders in intercollegiate athletics via the Ethnic Minority and Women's Internship and Strategic Alliance Matching Grant programs.

Sickle Cell Trait Status

DIII Approves Sickle Cell Trait Confirmation Requirement

By Gary Brown, *NCAA.org*, January 20, 2013

After a year of education and debate, Division III delegates at Saturday's business session adopted a proposal requiring confirmation of sickle cell trait status for all student-athletes no later than the 2014-15 academic year, including mandatory confirmation of status for all incoming student-athletes (first-year and transfers) in 2013-14.

The final tally was as close as expected (254-200-15), given the discussion throughout the last year to vet membership concerns about costs, logistics and how the sickle cell proposal related to other medical issues.

The vote is a culmination of a year-long debate after a related proposal was referred from the floor at last year's Convention. That one also required confirmation status but wasn't as comprehensive or as educationally grounded as this year's version. This year's proposal is a result of collaboration with the NCAA Committee on Competitive Safeguards and Medical Aspects of Sports, the group to which the 2012 proposal was referred.

"This is not simply about testing," said Presidents Council vice chair Jack Ohle, who moved the proposal from the Convention floor, "but a holistic approach centered on the benefits of knowing one's trait status, knowing the associated risks and implementing the proper accommodations to allow our student-athletes to practice and compete in the safest environment.

"The key point is that our student-athletes are safer knowing their status and allowing our institutions to accommodate for that status. For a small, yet equally important, number of student-athletes, this knowledge is a matter of life or death."

Beginning Aug. 1, when the legislation becomes effective, schools must confirm the sickle cell trait status of incoming student-athletes before participation in intercollegiate athletics in one of the following manners:

- **Documentation:** The student-athlete may provide documented results of a sickle cell solubility test administered before participation;
- **Pending documentation:** A student-athlete who has taken a sickle cell solubility test but whose results are not yet confirmed may participate provided the student-athlete engages in mandatory education, signs a waiver and receives appropriate precautions as set forth by the institution; or
- **Opt-out:** The student-athlete may sign a waiver declining confirmation of sickle cell trait status. Before signing a waiver, the student-athlete shall be provided education regarding the implications of exercising the waiver option. Before athletics participation, a student-athlete who signs a waiver under this provision shall engage in mandatory education regarding sickle cell trait status and receive accommodations as determined by the institution.



Sickle Cell Trait Status

The proposal is similar to legislation already adopted in Divisions I and II, though the educational component embedded in Division III's version is unique. Division I adopted its sickle cell trait status confirmation requirement in 2011, while Division II passed its legislation last year.

Floor debate

When last year's proposal was referred, it was done so based on the membership not knowing enough about its intent or ramifications, but the debate on the floor at Saturday's business session indicated that the educational void had been filled. In a 40-minute discussion, several speakers chimed in, including some who opposed the proposal from a variety of philosophical, medical and logistical perspectives.

Issues that had been raised over the last year emerged again from the Convention floor. One delegate challenged the validity of the testing more than costs of the test itself. "Student-athlete well-being always will trump costs, but (my opposition) is a reaction to the lack of medical evidence and data, not costs," he said.

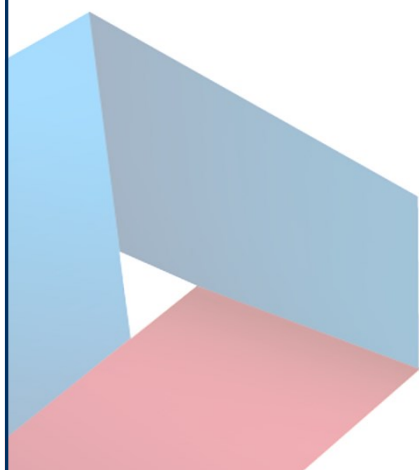
Several members had questions about the legal and medical ramifications of the proposal, which were addressed by Scott Bearby, NCAA deputy general counsel, and the NCAA's new chief medical officer, Brian Hainline.

Hainline said, "As a scientist, I know one direction we need to go. We need to go to a place where we demand to know with absolute certainty what the risks are and what the benefits are. Sometimes we just have to go forward with proposals we believe are protective of not only the athletes but also the institutions. And that is what the NCAA has done in this case. We do know with certainty that more research must be done. At this point we have to take an approach that makes sense for our organization, for individual student-athletes and individual member institutions. For this reason I very solidly support this proposal."

Other delegates were concerned about what they anticipate will be a high opt-out rate, which subsequently places the educational burden on the institution. But proposal advocates suggested strongly that whatever burden the legislation causes is worth knowing the sickle cell trait status of all student-athletes.

Livingston Alexander, a member of the Presidents Council and president at Pittsburgh-Bradford, talked about the concern of privacy and stigmatizing student-athletes.

"Athletic trainers already deal with medically sensitive issues every day," he said. "We have established procedures to handle confidential information in a professional manner that is still in the best interests of the student-athlete. There is no reason to suggest we would not address sickle cell trait status in the same professional manner."



Sickle Cell Trait Status

And Sharon Herzberger, president at Whittier College and incoming vice chair of the Presidents Council, said she believes the cost concerns of the last year have been addressed. She noted that on Thursday, the Division III Presidents Council approved an approximate \$220,000 distribution, reallocated from an anticipated 2012-13 surplus in the collaboration with NASPA (Student Affairs Administrators in Higher Education) to address alcohol and other drug abuse, that will provide each Division III school up to \$500 to offset the costs of testing.



Allegheny College AD and incoming Management Council vice chair Portia Hoeg spoke in favor of the sickle cell proposal at the Division III business session.

Allocations will be made through a web-based reimbursement system in which schools would log in and submit their policy regarding sickle cell trait status confirmation along with the athletics director's signature certifying that the policy and testing had been implemented accordingly. Schools also would be asked to indicate the number of first-year student-athletes and transfers in 2013-14. After that, schools would receive their \$500 check.

NCAA national office staff also will continue to communicate with schools and conferences about best practices for implementation and provide answers to questions and concerns.

Gustavus Adolphus president Ohle, who now assumes the role as chair of the Presidents Council for 2013, noted the impact of the sickle cell proposal after the business session concluded.



Strategic Initiatives Conference Grant Program

Beginning in 2006-07, all NCAA Division III voting conferences and the Association of Division III Independents have received an annual grant allowance. This allocation is reviewed annually by the NCAA Division III Strategic Planning and Finance Committee as part of the ongoing Division III strategic initiatives program.

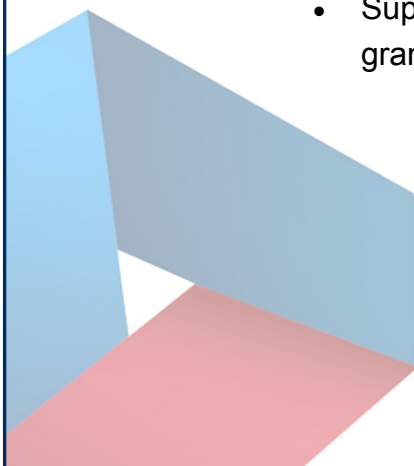
The NCAA Division III Strategic Initiatives Conference Grant Program is intended to encourage collaboration, involvement and accountability among all Division III constituent groups in the planning and implementation of programming to achieve the goals established in the division's strategic plan. Presidential oversight and accountability with the process and budget allocations is paramount.

As the NCAA improves and expands on the services it provides to its membership, conference offices have grown significantly in order to do the same. In fact, the NCAA is relying more and more on conference offices to serve as a conduit between the national office and member institutions. This program enhances this effort in a manner consistent with Association-wide and divisional strategic goals.

Grant Program Overview:

- Encourages broad-based participation and collaboration by making numerous menu items available directly from the conference. Conference administrators and members will have an organized way of sharing ideas and information at the local level. Involvement of conference constituent group members is required.
- Clearly defines key divisional priorities, consistent with the strategic plan, and allocates resources for each conference and the Association of Independents to establish a broad-based process for selection and participation.
- Clearly defines mandatory items and specific menu items to stimulate additional avenues of enhancement

- Supports efforts for an effective administration by localizing grant selection and distribution.
 - Puts grant administration in control of the membership for processing and accountability. This program permits conferences and the Association of Independents to create customized administrative frameworks and selection guidelines as appropriate.
 - Greater autonomy adds flexibility to allow for different projects in different years.



Strategic Initiatives Conference Grant Program

The program consists of annual grants across three tiers:

TIER ONE: Professional Development, Education and Communication.

Annual Mandatory Enhancements

- Student-Athlete Advisory Committee
- Compliance and Rules Seminar Education
- Faculty Athletic Representative Enhancement – FARA Annual Symposium or NCAA Convention
- SWA Enhancement – NACWAA or NCAA Convention, NCAA Gender Equity and Issues Forum, NCAA Women's Leadership Symposium
- Sports Information Director Enhancement
- AD Direct Reports (Vice Presidents) Education – NCAA Convention
- Commissioners Meeting
- Ethnic Minority/Diversity Enhancement (Biannual)

For more information,
please contact
Dan Calandro at
dcalandro@ncaa.org

TIER TWO: Social Responsibility and Integration.

Four-Year Cycle

- Student-Athlete Well Being/Community Service Initiatives
- Diversity and Gender-Equity Initiatives
- Sportsmanship Initiatives
- Identity and Integration Activities

TIER THREE: Quality of the Participation Experience.

Optional Strategic Enhancements

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

Total Conference Annual Allocation:

\$39,908-\$90,888 per conference

(including the Association of Independents)

based on the number of institutions in each conference

Total Division III Annual Allocation:

Approximately \$2,490,900



Strategic Initiatives

Conference Grant Program

NCAC Presidents Council honored with first Award for Diversity and Inclusion

NCAA.org, December 18, 2012

For its efforts to make diversity and inclusion a priority, the North Coast Athletic Conference Presidents Council will receive the inaugural Award for Diversity and Inclusion from the NCAA and the Minority Opportunities Athletic Association. The award will be presented at the NCAA Convention Association Luncheon on Jan. 17 in Grapevine, Texas.

“The North Coast Athletic Conference’s Presidents Council has done a phenomenal job introducing strategic and thoughtful practices and programs that not only encourage diversity and inclusion but also ensure that a variety of voices and perspectives will be heard within its member schools and conference,” said Bernard Franklin, NCAA executive vice president and chief inclusion officer. “We’re honored to present it with our first Award for Diversity and Inclusion.”

In 2008, the North Coast Athletic Conference launched the Branch Rickey Initiative, promoting the hiring and retention of coaches who actively support racial diversity in staffing. Branch Rickey was general manager of the Brooklyn Dodgers in the 1940s and 1950s and was among those credited with breaking the color barrier in the sport. The conference’s mentoring program, a professional shadowing experience that matches veteran administrators and coaches with female and minority students, is also named for Rickey.

NCAC members also established extensive recruitment practices to expand the pool of potential job candidates from underrepresented populations. The conference also created internship opportunities for diverse populations.

The NCAC underscored its commitment to inclusivity through a symposium with athletics administrators addressing hiring practices and a subcommittee focused on developing programs to attract diverse populations to intercollegiate athletics.

“Our Association is excited to honor the NCAC with the inaugural Award for Diversity and Inclusion,” said MOAA President Sean T. Frazier, deputy athletics director at the University of Wisconsin, Madison. “It is important that colleges/universities and conference offices embrace diversity and inclusion through a variety of experiences for both the student-athletes and administration. The NCAC is an extraordinary example of what our members should strive to replicate.”

The NCAA and the MOAA created the Award for Diversity and Inclusion to recognize and celebrate the initiatives, policies and practices of member colleges and universities, athletics departments and athletics conferences that embrace diversity and inclusion.

Strategic Initiatives

Conference Grant Program

The award honors diversity and inclusion initiatives in community service, professional development, hiring practices and programming activities. After the NCAA and MOAA solicit nominations, a selection committee of individuals from the MOAA, the NCAA Committee on Women's Athletics and the NCAA Minority Opportunities and Interests Committee choose the winner.

MOAA, administered by the National Association of Collegiate Directors of Athletics, supports equitable employment opportunities for minorities in the athletics industry and promotes a sports environment that nurtures the values necessary to accept aspiring professionals from all walks of life.

The NCAC is a Division III conference. Its members are Allegheny College, Denison University, DePauw University, Hiram College, Kenyon College, Oberlin College, Ohio Wesleyan University, Wabash College, Wittenberg University and The College of Wooster.

BRANCH RICKEY

The NCAC proudly honors the leadership of Branch Rickey, whose connections to the Conference run deep. He earned a BA degree at Ohio Wesleyan in 1904 following a distinguished academic and playing/coaching career. His first job following graduation from OWU was at Allegheny, where he was the football and baseball coach and athletic director. Following his stint at Allegheny he coached the University of Michigan baseball team, while earning a law degree at the school. He then entered professional baseball in 1905, serving as a player, general manager and president of the St. Louis Cardinals (the Gas House Gang), president of the Brooklyn Dodgers and finally, president of the Pittsburgh Pirates, ending in 1955. He is a 1967 inductee of the Pro Baseball Hall of Fame in Cooperstown, NY and is widely recognized as one of the most important baseball executives in the sport's history as he invented the modern farm system, he pioneered the utilization of baseball statistics and most famously in 1945, he became the first executive to break baseball's color line when he signed Jackie Robinson, who became the major leagues' first African-American player in the 20th century. Rickey died in 1965 at age 83, following 50 years in major league baseball as a player and administrator.

For more information on the Branch Rickey Mentor Program click [here](#).



Division III 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 positions in athletics administration.

Positions 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 or conference office supervisor, verifying the position and how the funds were used.

All applying institutions and conference offices must show a commitment to continuing the position beyond the three-year NCAA grant at the time of the submitted application, regardless if the position is funded by the NCAA. A site visit will be scheduled and conducted during the course of the grant.

Applications from institutions and conference offices for the grant will be reviewed by a selection committee of representatives from the Division III membership after the deadline.

The following criteria will be used to evaluate submissions for eligibility and awards:

- Support from the institution's or conference office's senior leadership.
- Overall quality and adequacy of design of the proposal, clarity of the organizational chart, sport responsibility, depth of administrative responsibilities and direct line of supervising responsibilities.
- Innovation and creativity. Proposals may be inclusive of all athletics positions. The positions should demonstrate and articulate significant administrative responsibilities.
- Potential funding viability and/or expansion during the three-year term of the grant.

Division III Strategic Alliance Matching Grant

- Degree of impact (potential or ongoing effectiveness) and factors that enhance diversity and inclusion, especially where diversity is under-represented.
- Plans for mentoring accessibility, professional development and growth.
- Qualitative and quantifiable measurement tools to assess overall project effectiveness of program initiatives in terms of added value.
- Plans for continuation and/or expansion upon expiration of NCAA funding.
- Explanation of how the position will enhance diversity within NCAA Division III.

The 2012 NCAA Division III Strategic Alliance Matching Grant recipients:

Empire 8

Associate Commissioner

Johnson State University

Assistant Director of Athletics for External and Internal Communications

LaRoche College

Assistant Director of Athletics

Regis College (Massachusetts)

Assistant Director for Student-Athlete Welfare

Simmons College

Assistant Director of Athletics

Upper Midwest Conference

Assistant Commissioner

Wittenberg University

Asst. Director of Athletics for External Affairs and Game Management

*If you have any questions regarding the
NCAA Division III Strategic Alliance Matching Grant,*

*please contact: **Courtney Lovely**
Coordinator of Student-Athlete Affairs*

Telephone: 317-917-6560

Email: clovely@ncaa.org



Ethnic Minority and Women's Enhancement Internship Grant Program

NCAA Division III strives to 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 and inclusion, values fairness and equity, and places the highest priority on the overall educational experience of the student-athlete in the conduct of intercollegiate athletics.

To facilitate this effort, Division III continues to support the internship grant program with its member institutions and conference offices, to provide monetary grants for those institutions and conference offices seeking to create professional administrative opportunities for minorities and women, and to enhance diversity and inclusion within their athletics administrative staffs.

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 in administration/coaching beginning the fall of 2012. It is the responsibility of the institution or conference office to provide administrative supervision and mentorship as a requirement of participation.

Selected institutions and conference offices will be responsible for advertising the position, hiring and selecting their own intern. Interns are eligible to work in any active NCAA 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.

Some examples of available opportunities are below:

- Academic Support Services
- Assistant Director of Athletics
- Assistant Director of Sports Information / New Media, Marketing and Promotions.
- Marketing, Promotions and Special Events / Championship Administrator.
- Assistant Coach of Any Sport.
- Assistant Commissioner.
- Strength and Conditioning.

Ethnic Minority and Women's Enhancement Internship Grant Program

The 2012 NCAA Division III Ethnic Minority and Women's Internship Grant Recipients and Positions include:

- Madison Chylik-Thiel College *Asst. Director of Athletics for Student-Athlete Academic Achievement*
- Chelsey Chamberlain-Pacific University *Asst. Sports Information Director*
- Courtney Cremer-Willamette University *Business Operations Asst.*
- Brittney Dixon-Wellesley College *Development Asst. for Athletics*
- Kelly Downs-Worcester State University *Asst. Director for Student Academic Services*
- Ashley Dupler-Geneva College *Asst. to the Director of Athletics*
- Taylor Fizen-Northwestern College *Coordinator of Athletics*
- Casey Graham-State University College at Fredonia *Asst. Athletic Trainer*
- Megan Herboth-Whitworth University *Asst. Sports Information Director*
- Jana Hogenson-Rutgers-Newark *Asst. to the Director of Athletics*
- Jennifer Jacobs-Augsburg College *Asst. Director of Compliance*
- Angela Kelm-University of Wisconsin, Whitewater *Media Relations Asst.*
- Morgan McGill-Salem State *Asst. to the Director of Athletics*
- Kelly Oakes-Cedar Crest College *Asst. to the Director of Athletics*
- Allie Qualls-Franklin College— *Asst. to the Director of Athletics*
- Julie Rice-Carroll University *Asst. Director of Compliance*
- Kaylyn Smith-Massachusetts College of Liberal Arts *Asst. to the Director of Athletics*
- Beth Spadaccini-Liberty League *Asst. to the Commissioner*

*If you have any questions,
please contact: **Courtney Lovely**
Coordinator of Student-Athlete Affairs
Telephone: 317-917-6560
Email: clovely@ncaa.org*



Ethnic Minority and Women's Enhancement Internship Grant Program

Motivated motivator

By Gary Brown, excerpt from *Champion* magazine, Spring 2013

Jennifer Jacobs has some simple advice for organizations seeking to be more diversified:

"You can't keep doing the same thing if you want different results," she said. "If NCAA schools want more women and people of color in leadership roles, they have to do something different to get them there."



Jacobs has the street cred to say things like that. She's the example right now as the assistant director of compliance and assistant women's volleyball coach at Augsburg. Jacobs, who is black, got the Augsburg job last summer as part of the two-year NCAA Division III Ethnic Minority and Women's Internship Grant program.

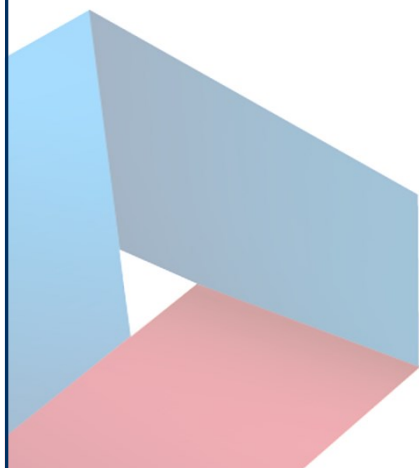
Jacobs said the grant program is precisely the kind of difference-maker college athletics needs to diversify its ranks.

"It's the commitment that says, 'We want this to happen so we're going to put dollars behind it to ensure success,'" Jacobs said.

The two-year grant covers salary and professional development activities, while the institution provides "an additional in-kind contribution" to help with the intern's living expenses.

Allegheny College Athletics Director Portia Hoeg was in the first class of grant recipients a little more than a decade ago. Jacobs aspires to be an AD, as well.

The St. Paul, Minn., native played volleyball for four years at Division II Minnesota State Mankato, earning All-America honors as a junior. She began her career in secondary education but has since set her sights on intercollegiate athletics administration. "Athletics will always be a part of who I am," Jacobs said. "I've grown so much in a leadership capacity through athletics. It's hard work, but the rewards are endless."



Student-Athlete Leadership Forum

Leadership Forum Mission: The Leadership Forum will engage a diverse and dynamic representation of student-athletes, coaches, faculty and administrators and provide pertinent and customized sessions that will enhance personal awareness and leadership skills needed to impact student-athlete development at the campus and conference level, and beyond the collegiate realm.

History: In 2002, the NCAA began divisional regionally based Leadership Conferences for Division I, II and III student-athletes, coaches and administrators. Division I, II and III student-athletes, coaches and administrators met regionally to discuss issues and information impacting the student-athlete experience. Since the fall of 2010, the NCAA Student-Athlete Leadership Forum (Leadership Forum) has combined Divisions I, II and III participants into a single forum at one site on the same weekend.



The Leadership Forum is open to all institutions in the identified region. Each institution is permitted to register two student-athletes for this opportunity. Registration will be based on a first come, first served basis. There is a maximum number of institutions eligible to attend per division. Once a division has reached its maximum number of registered institutions, registration for that division will close and those institutions will be placed on a waiting list.

The 2013 Student Athlete Leadership Forum

will take place November 7-10

in Providence, Rhode Island for Region One.

Please click [here](#) to login or email Courtney Lovely at

clovley@ncaa.org for more information.



NCAA National Career in Sports Forum

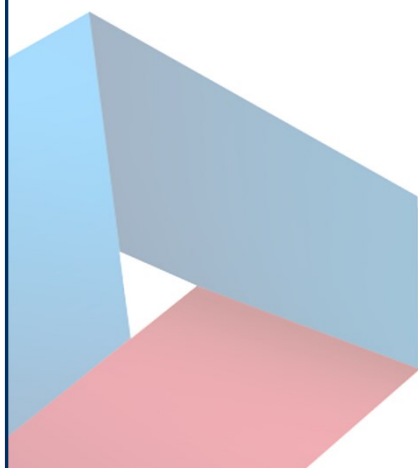
The NCAA National Career in Sports Forum is an educational forum where selected student-athletes will learn and explore careers in sports with a primary focus on intercollegiate athletics. By achieving the following objectives, the forum is effectively marketing careers in coaching and administration as viable professions. Additionally, the forum is working to dispel myths about careers in athletics, as well as facilitate the opportunity to obtain information from future athletics professionals.

Program Objectives:

- Participants will consider how their personal values intersect with career opportunities.
- Participants will better understand how behavioral styles impact individual effectiveness.
- Participants will develop actionable plans for personal growth and development.
- Participants will learn a realistic view of the roles of coaches or administrators in collegiate athletics or conference offices.
- Participants will examine the viability of selecting coaching or athletics administration as a full-time or part-time career.
- Participants will network with key decision makers from member institutions, conference offices, and the NCAA.

The **coaching track** will be conducted in a rotation of NCAA sponsored sports. The **administrator track** will cover the *internal* and *external* operations of an intercollegiate athletics department, which includes, but is not limited to: academics, communications, compliance, development, event management, marketing, etc.

*The 2014 Career in Sports Forum will be held **June 5 - 8** in Indianapolis, Indiana.*



*For more information ,
please contact: **Courtney Lovely**
Coordinator of Student-Athlete Affairs
Telephone: 317-917-6560
Email: clovely@ncaa.org*

NCAA Regional Career in Sports Forum

The NCAA Regional Career in Sports Forum is a forum where selected student-athletes will learn and explore skills that will assist in their transition to a career in sports. Program objectives include the following:

- Participants will be educated about careers in athletics by key decision makers from member institutions and the NCAA.
- Participants will learn a realistic view of the role of coach or administrator in collegiate athletics or conference offices.
- Participants will network with key decision makers from member institutions, conference offices, and the NCAA.
- Encourage diverse populations to pursue careers in athletics.

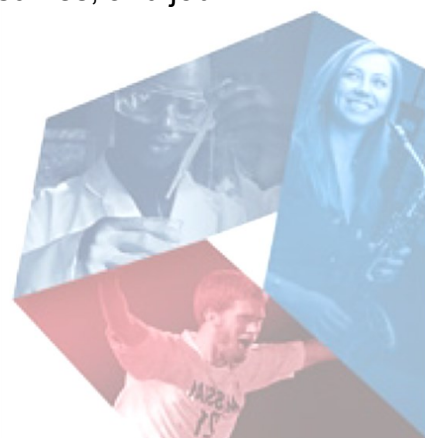


The Regional Forum is open to all institutions in the identified region, unless otherwise specified. Each institution is permitted to nominate a maximum of five student-athletes for this opportunity. Registration will be based on a first come, first served basis. Graduate level college students may be nominated to participate in the Regional Career in Sports Forum, however due to limited space availability, priority is given to current student-athletes. All actual and necessary expenses will be covered by the NCAA.

Key areas of focus include:

- *The NCAA*: Overall structure, divisional focus and services provided.
- *Defining You*: Branding, goal setting and communication.
- *Networking*: Social vs. professional and effective vs. ineffective.
- *Business Etiquette*: Proper business environment behavior.
- *Next Steps*: Advanced degrees, interviewing, resumes, and job pursuit.

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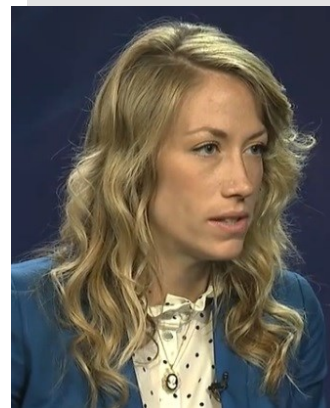
Division III

DISCOVER | DEVELOP | DEDICATE

SPORTSMANSHIP

Division III Attribute: Sportsmanship

While a swimming and track student-athlete at Wisconsin-Oshkosh, **Sarah Schettle** developed a reputation for encouraging not only teammates but also opponents to give their best effort and to enjoy the experience. As a physician's assistant at the Mayo Clinic, she continues to provide encouragement, working with patients with severe heart failure, preparing them for implantation of left ventricular assist devices and then helping them through recovery and learning to manage the LVAD. Schettle, who double-majored in chemistry/biochemistry and in Spanish at UWO, is remembered for making hugs and handshakes a post-competition priority – and for helping set up hurdles before track meets and clear away starting blocks after swimming meets. In fact, that reputation earned Schettle the NCAA



Sportsmanship Award in 2006 and an AT&T National Sportsmanship Award the following year. One more trait – the impulse to serve others that led her to co-found an online mentoring program that linked fellow students with UWO alumni based on majors and career interests – remains with her today. “The patients are what make my job so rewarding and fulfilling,” she recently told a Wisconsin-Oshkosh alumni publication about her work at the Mayo Clinic. “They truly make me happy to come to work each day.”

Sportsmanship: Fair and respectful conduct toward all participants and supporters.

Division III institutions seek to advocate for fair and respectful conduct toward opponents and their supporters. The membership continues to support this emphasis through its participation in the Division III Conduct Foul Program, designed to provide institutions with data in 10 sports for calling attention to and educating student-athletes and coaches on sportsmanship and ethical-conduct issues in competition.



Conduct Foul Program

This program is unique and innovative in that it provides tangible data relative to sporting behavior as opposed to most research and studies that are surveys of players and coaches perceptions. More importantly, it is a great educational tool for athletes and coaches. Its goals include:

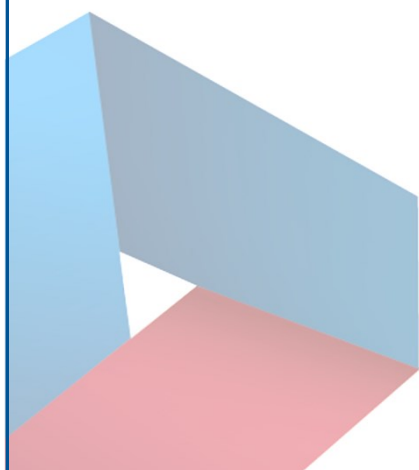
Raise awareness regarding unsporting behavior. Athletic Directors and Commissioners are often unaware of exactly how frequently such behavior may be occurring. By having a reporting mechanism, it assures that all parties involved will be fully aware of the frequency of such behavior. AD's and Commissioners simply cannot attend every home and away contest for all of their sports. A member cannot fix a problem they are unaware of. This process will allow an institution to determine if they have a problem and permit them to take steps to address it accordingly.

Action. Once the stakeholders are aware of the frequency it should prompt them to become more proactive in educating staff and athletes regarding sporting behavior. Such education is critical for growth and maturity of our student-athletes and an integral component of athletics and its role in higher education.

The ultimate end result is curbing the unsporting behavior. It may be reduced by the simple fact that athletes and coaches know it is being tracked. It could also be reduced based on the response of institutions/conferences.

It is not the goal of the program to completely eliminate conduct fouls. That is an unreasonable expectation. However, it will put in place a natural educational trigger when an offense has occurred. This program will prompt coaches to engage in more discussion with its players about being accountable for their actions, learning from their mistakes, building character and making healthy choices in adverse situations.

*For more Information, please visit the
[Conduct Foul Program](#).*



Sportsmanship and Ethical Conduct

Sportsmanship is about winning

By Chuck Mitrano, excerpt from *Champion* magazine, Spring 2013

When I first began speaking to groups across the country about sportsmanship years ago, I focused on the value of fair play and the educational/lifelong benefits of character traits molded through athletics participation. Invariably I found myself preaching to the choir while the naysayers smirked, thinking that a fierce

competitor cannot also be a good sport. I felt great about the message but realized it was not changing the views of the nonbelievers.



Now I emphasize a different approach: Sportsmanship is about *winning*.

Every collegiate athlete, regardless of division, is a fierce competitor who wants to win. If the goal is to win, then why is it acceptable to retaliate against opponents, talk trash, abuse officials or cheap-shot competitors? Why commit an act that puts the team at a competitive disadvantage? How does

drawing a yellow card, sitting in the penalty box or being thrown out of a game help the team win? It doesn't. These acts merely show that the offending athlete believes he or she is more important than the team.

Coaches are competitive, too, of course, but how many times have coaches verbally abused a game official and had a call overturned? Some coaches question most of the calls, adding verbal abuse throughout the game – and for what? They don't get the call back. In fact, they put themselves in a position to be penalized. How does that help the team win?

The more productive path, and the one that leads to victory, is “coaching your players up” and putting them in a better position strategically to be successful. That is not to say don't talk to the officials at all, but be constructive in the demeanor and be selective with the interaction. If the players see their coaches complaining, screaming and yelling all the time, they will follow that example. Soon they'll be blaming everyone except themselves for the loss. Conversely, if coaches are calm and collected in the face of adversity, the players are more likely to be equally unfazed in pressure situations. A coach's leadership is reflected by how his or her team conducts itself in competition.

Being a good sport – and winning – is also about discipline. Disciplined student-athletes don't retaliate. They don't let an official's call or an opponent's comment deter them from the team's goal. You will never hear a coach say, “I wish we weren't so disciplined.”



Sportsmanship and Ethical Conduct

Sportsmanship is about winning

By Chuck Mitrano, excerpt from *Champion* magazine, Spring 2013

Discipline expands beyond sportsmanship, too. Highly disciplined teams conduct practices that are far more productive and efficient. The pace is fast, reps are plentiful and players master all facets of the sport more quickly. That kind of discipline sets a high standard for work ethic and an exceptional team culture.

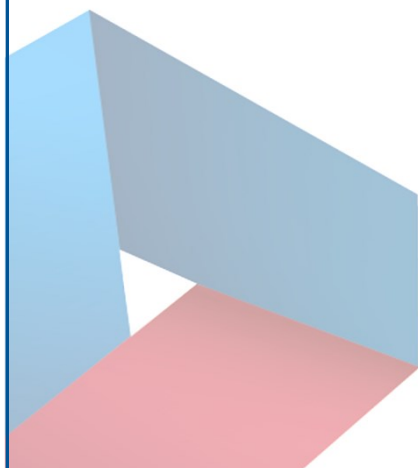
Too often in pursuit of victory or a competitive advantage, people are willing to sacrifice their integrity. Allowing a star player some leeway because you believe his or her athletic talent gives you a better chance to win is risky. Sooner or later you will face a crisis because of that athlete's decision in an adverse situation, an outcome that you perpetuated and allowed to have happen by your lack of emphasis on discipline and accountability. Permitting players to cheat or be undisciplined doesn't just set them up for failure in a game, but also in life.

Preaching team over self in the sport culture can be a foreign concept, but a rewarding one. Being able to work well with a group of people, strive for high expectations and contribute to a greater good – whether that be with an employer, a community or society in general – are things that define a person in life.

Student-athletes, hold your teammates accountable. Don't allow boorish behavior or selfish acts to destroy what you have worked so hard to accomplish. Coaches, demand discipline from your team and model the way. Establish a high moral standard and exceptional work ethic. Nurture and foster the important values that will help student-athletes succeed in sport and in life.

It's the new sportsmanship message: Don't just tell us you are about winning; show us.

Chuck Mitrano is commissioner of the Empire 8 and the United Volleyball Conference. He created the "Conduct Foul Program" that is now part of the Division III strategic-positioning platform. Follow him on Twitter [@ChuckMitrano](https://twitter.com/ChuckMitrano).



National Student-Athlete Day

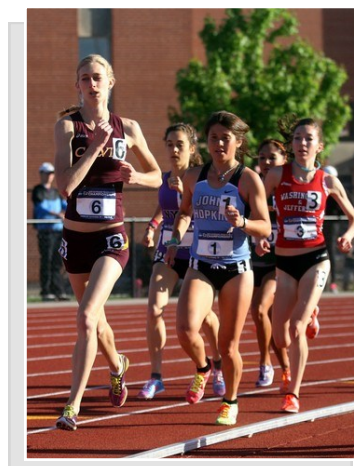
National Student-Athlete Day recognizes the accomplishments of student-athletes nationwide who excel in the classroom, on the playing fields and in their communities. National Student-Athlete Day was created by the National Consortium for Academics and Sports (NCAS) and the Northeastern University Center for the Study of Sport in Society, with partnership from the NCAA and the National Federation of State High School Associations. NCAA involvement began in 1994.

The NCAA provides financial assistance and administrative support to the NCAS by providing colleges and universities with nomination forms for the Giant Steps awards and other pertinent materials to promote National Student-Athlete Day. NCAA member institutions are encouraged to recognize outstanding student-athletes and to make National Student-Athlete Day a meaningful experience by placing posters

around their campuses and participating in community activities. To find potential National Student-Athlete Day models, visit the [National Consortium for Academics and Sports website](http://www.ncas.org).



College and university Student-Athlete Advisory Committees (SAACs) have created a variety of programs for National Student-Athlete Day. Some SAACs do community outreach by visiting patients at local hospitals, while other SAACs speak to elementary or middle school students about the importance of education. Some SAACs have hosted luncheons to recognize the accomplishments of their peers, while other SAACs have hosted interactive assemblies at their campuses for local students.



National Student Athlete Day is recognized nationally on April 6 each year.



NCAA Coaches Academies

NCAA Women Coaches Academy

The NCAA Women Coaches Academy provides skills training for coaches at all levels to assist them in being more efficient, productive, resourceful and successful. The academy is designed for women coaches who are ready and willing to increase their individual effectiveness by learning advanced skills and strategies that directly affect their personal and team success. The participants learn skills that are not sport specific, yet ones that are relevant and necessary for coaching responsibilities.

For more information about the NCAA Women Coaches Academy, please click [here](#).



NCAA Future Football Coaches Academy

The NCAA Future Football Coaches Academy is an educational forum where individuals who have recently completed their collegiate eligibility, and have a desire to enter the college football coaching profession, will learn about football coaching careers with a primary focus on intercollegiate athletics. The goals for participants of the program include the following:

- Consider how their personal values intersect with football coaching opportunities.
- Better understand how behavioral styles impact individual effectiveness as a football coach.
- Be provided with information on personal growth and development within entry level football coaching positions.
- Learn a realistic view of the role of an entry level football coach in collegiate athletics.
- Examine the viability of pursuing a career as a football coach.
 - Network with football coaching professionals from NCAA member institutions.

Only 30 individuals will be selected to participate in the academy by a panel of former college football head coaches and current athletic administrators.

The 2014 [NCAA Future Football Coaches Academy](#) will take place on January 12-15, 2014 in conjunction with the AFCA Convention in Indianapolis, Indiana.



Division III

DISCOVER | DEVELOP | DEDICATE

CITIZENSHIP

Division III Attribute: Citizenship

Adrian Fenty attended high school and ran track in Washington, D.C., and having grown up in a large city (just two miles away from the White House) and offered a choice between attending Columbia or Oberlin, he chose the unfamiliar path. He was drawn by the opportunity for a quality education at a progressive college in a rural Ohio community. There, as a double major in English and economics, he joined the cross country and track teams. But he arrived on campus wishing to explore another developing passion, politics, and found himself under the tutelage of a professor who helped Fenty focus on just how he wanted to become involved. At the time, Fenty didn't see himself



pursuing public office – he didn't even run for student government – but the path he explored at Oberlin (even while finding time during his senior year to also play basketball) led him first to Howard University's law school, and ultimately to his election in 2007 as the youngest mayor in D.C. history. After leaving office, he briefly served as a visiting professor at his alma mater, then recently joined the board of directors of College Track, an organization that, fittingly for Fenty, encourages young people in underserved areas to get on track to pursue their own college experiences.

Citizenship: Dedication to developing responsible leaders and citizens in our communities.

Division III institutions seek to develop responsible leaders and citizens in our communities. The membership equips the approximately 178,000 student-athletes participating in Division III athletics to exercise these skills. For example, the Division III partnership with Special Olympics primarily is directed by student-athletes, who also actively plan and lead a wide variety of community-service activities on their campuses.

Special Olympics Partnership

Division III discovers a kindred spirit in Special Olympics partnership

By Gary Brown, *NCAA.org*, October 4, 2012

Division III is in its second year of making its partnership with Special Olympics special.

In the 12 months since the Student-Athlete Advisory Committee officially kicked off the community-outreach engagement, 39 Division III conferences and 101 institutions reported a Special Olympics activity that involved more than 6,800 student-athletes and 9,800 Special Olympics athletes.

The membership reported devoting more than 239,000 community-service hours to the initiative. In addition, more than \$118,000 has been raised for local Special Olympics chapters.

The partnership also flourished at NCAA championships in 2011-12, as Special Olympics events were conducted at 22 Division III championships in 13 states, with more than 2,000 student-athletes and 800 Special Olympics athletes participating.

LeTourneau University basketball student-athletes Lauren Llanes and Deitrich Williams pose with Special Olympics athlete Leanne Owens, who praised the partnership during the American Southwest Conference SAAC meeting.



LeTourneau University basketball student-athletes Lauren Llanes and Deitrich Williams pose with Special Olympics athlete Leanne Owens, who praised the partnership during the American Southwest Conference SAAC meeting.

"And we're just getting started," said SAAC chair Wes Lambert, senior basketball student-athlete at Maryville (Tennessee). "So far we're getting the kind of interaction and enthusiasm we were looking for when we selected a collective outreach on behalf of Division III. We think this coming year will be even better."

The Division III SAAC picked Special Olympics as the division's outreach of choice because of the interactive element that bonds participants beyond a simple fundraiser. While donations are accepted as part of the Division III/Special Olympics partnership, the hope is that schools will engage their Special Olympics communities. That has been effective so far.



Special Olympics Partnership

“Once you are involved with one Special Olympics activity, you become addicted,” said SAAC member Dalaine Whitlock, a soccer student-athlete at Concordia University Texas. “You see the same athletes come back time and again.”

The partnership was announced at the 2011 NCAA Convention and officially launched Aug. 1, 2011. The SAAC identified Special Olympics in part because programs are offered in every state, and many institutions already had relationships with local chapters.

During 2012-13, over **55** Division III institutions from **11** conferences reported hosting Special Olympics activities.

Among the many reported activities so far include clinics, hosting exhibition competitions for Special Olympics athletes, inviting Special Olympics athletes as special guests or honorary captains at games, adopting a Special Olympics team for a season and coordinating a bowling outing.

While fundraising is also an option, Whitlock encourages the interactive element as having a lasting effect.

“Once you get to work one-on-one or play alongside a Special Olympics athlete, it really does change your view on people with disabilities,” she said. “They are just as capable as anyone else to not only play their sport but to live successful lives.”

Special Olympics is a global, nonprofit organization that provides year-round sports training and athletics competition in a variety of Olympic-type sports for children and adults with intellectual disabilities. That interaction and physical activity gives participants the chance to develop fitness, demonstrate courage, experience joy, and share those skills and friendship with their families, other Special Olympics athletes and community members.

The Division III SAAC began exploring a national community-outreach initiative during its meetings in November 2008 and January 2009. SAAC members sought input from institutional and conference SAACs before making a recommendation. The Division II Student-Athlete Advisory Committee established a similar national arrangement with Make-A-Wish in 2004. In addition, the Division I SAAC has a relationship with Samaritan’s Feet.

During the year, please submit
general questions to
D3SpecialOlympics@ncaa.org.

Special Olympics Partnership

Several Division III schools and conferences have already been busy hosting Special Olympics activities this year. The American Southwest Conference SAAC held its annual meeting Sept. 24 and among other agenda items heard from a Special Olympics Texas representative on how schools can be more involved.

The group also heard from 2012 Special Olympics Texas Female Athlete of the Year Leanne Owens, who gave a touching speech on what the partnership has meant to her.

Whitlock, who attended that meeting as the conference's liaison to the national SAAC, said it was a learning experience for everyone there.

"There are so many ways to get involved, and it really does make a huge impact on both the student-athlete and the Special Olympics athlete when they are involved in this unique partnership," she said.

In 2012-13, Division III student-athletes volunteered for **40,613 hours** with Special Olympics and raised over **\$59,000** for the organization.

"It's something that both groups can greatly benefit from, and it was great to hear more about all of the opportunities institutions have to cultivate this new relationship and tradition."

Also, with the start of the second year of the partnership, the NCAA national office is implementing new

ways to share how campuses and conferences are engaging with Special Olympics. For example, the NCAA Division III Special Olympics Spotlight Poll is a new story-telling initiative located on ncaa.org/D3SpecialOlympics. It features three new stories per month – each highlighting a Division III and Special Olympics joint activity or event.

The story with the highest number of votes on the 25th day of each month is the winner. That institution or conference will be given \$500 to use for its next Special Olympics event. Featured stories are selected based on inclusion of the student-athlete perspective and Division III messaging. Institutions and conferences are encouraged to submit their stories via d3specialolympics@ncaa.org.

For more information, please visit

NCAA.org/D3SpecialOlympics.



National Student Athlete Advisory Committee

A student-athlete advisory committee (SAAC) is a committee made up of student-athletes assembled to provide insight on the student-athlete experience. The SAAC also offers input on the rules, regulations and policies that affect student-athletes' lives on NCAA member institution campuses.

In Division III, twenty-two student-athletes and two Management Council liaisons make up the national SAAC. The student-athletes represent their institution's conference, as well as a partner conference, on the national SAAC so that all 43 conferences and the Association of Independents are represented.

The 2012-13 Division III National SAAC members are listed below:

Dalaine Whitlock <i>Concordia University Texas</i>	American Southwest Conference <i>Women's Soccer</i>
Steven Felix Berardi <i>Ursinus College</i>	Centennial Conference <i>Baseball</i>
Alyssa Lubrino <i>Baruch College</i>	City University of New York Athletic Conference <i>Women's Swimming</i>
Bai Kabba <i>North Central College (IL)</i>	College Conference of Illinois & Wisconsin <i>Men's Track & Field</i>
Nafeesa Connolly <i>Simmons College</i>	Great Northeast Conference <i>Women's Volleyball</i>
Desirae Tongco <i>Mills College</i>	Independent <i>Women's Swimming and Rowing</i>
Travis Misner <i>Loras College</i>	Iowa Intercollegiate Athletic Conference <i>Baseball</i>
Chelsea Shoemaker <i>Rochester Institute of Technology</i>	Liberty League <i>Women's Soccer</i>
Curtis Coleman <i>University of Southern Maine</i>	Little East Conference <i>Men's Cross Country and Track & Field</i>
Nathan Love <i>Hope College</i>	Michigan Intercollegiate Athletic Association <i>Men's Cross Country and Track & Field</i>
Kevin Jordan Gipson <i>Lake Forest College</i>	Midwest Conference <i>Men's Basketball</i>
Wildens Fils <i>Lyndon State College</i>	North Atlantic Conference <i>Men's Cross Country</i>
Jenna Ortega <i>Ohio Wesleyan University</i>	North Coast Athletic Conference <i>Field Hockey and Women's Lacrosse</i>

National Student Athlete Advisory Committee

Audrey Hester
Randolph-Macon College

Old Dominion Athletic Conference
Field Hockey and Women's Lacrosse

Katelyn Vannoy
Washington and Jefferson College

Presidents' Athletic Conference
Women's Golf

Michelle Gulino
St. Joseph's College (Long Island)

Skyline Conference
Women's Soccer

Brett Halvaks
California Lutheran University

Southern California Intercollegiate Athletic Conference
Men's Cross Country and Track

Daniel Lisch
Fontbonne University

St. Louis Intercollegiate Athletic Conference
Men's Basketball

Tucker Glass
Plattsburgh State University of New York

State University of New York Athletic Conference
Men's Lacrosse

Jacqueline Cohen
Roger Williams University

The Commonwealth Coast Conference
Women's Swimming

Wesley Lambert
Maryville College (TN)

USA South Athletic Conference
Men's Basketball

Kelli Hamilton
University of Minnesota, Morris

Upper Midwest Athletic Conference
Softball

Kitty Baldrige
Gallaudet University

North Eastern Athletic Conference
Management Council Representative

Steve Nelson
University of Wisconsin, Superior

Wisconsin Intercollegiate Athletic Conference
Management Council Representative

To learn more about the Division III National SAAC, please click [here](#) and login to the membership side of NCAA.org.



National Student Athlete Advisory Committee

DIII SAAC hosts Special Olympics clinic at NCAA Convention

By Kathryn Krtnick, *NCAA.org*, February 14th, 2013

It was the first of its kind at an NCAA Convention.

On Wednesday, the NCAA Division III Student-Athlete Advisory Committee (SAAC) and about 50 athletic administrators and delegates conducted a clinic with 100 Special Olympics athletes from the Dallas/Fort Worth area.

Held on the Convention premises in two exhibit halls, the event featured an indoor tennis clinic, a health and wellness fitness circuit and a pizza party, where NCAA Division III athletic administrators and student-athletes served as coaches, cheerleaders and role models.



“Citizenship, comprehensive learning and community service embody NCAA Division III,” said Brett Halvaks, former cross country and track and field student-athlete and national SAAC member from California Lutheran University.

“The goal of this event was to provide an opportunity for our entire membership to actively engage with Special Olympics athletes and live out our values as an entire division.”

Although the NCAA Division III SAAC enlisted guest speakers to forward its partnership with Special Olympics at the two previous NCAA Conventions, the next step was to “walk the talk.” In March 2012, the SAAC began brainstorming and building a plan that would facilitate a large scale volunteer activity during the 2013 NCAA Convention.

With the help of Special Olympics – North America and Special Olympics – Texas, the SAAC was able to identify local Special Olympics athletes to participate, select activities that would provide a mutual learning experience for the NCAA Division III volunteers and the Special Olympics athletes and secure volunteers using the NCAA Convention registration system.

“An event of this magnitude enhances the whole experience of being part of the NCAA Division III and Special Olympics partnership,” said volunteer Tracey Hathaway, assistant athletic director/SWA at Concordia University – Texas.

National Student Athlete Advisory Committee

Special guests of the morning included NCAA President Mark Emmert , Annette Lynch, Special Olympics – North America senior manager, and Suzanne Anderson, Special Olympics – Texas vice president.

“Our Special Olympics athletes are athletes in their own right, so it is great for them to be able to interact with an organization like the NCAA to showcase their abilities and to build relationships with the volunteers,” explained Anderson.

During the 2011 NCAA Convention in San Antonio, Tex., the SAAC announced a partnership with Special Olympics – North America, officially launching it in August 2011. In year one of reporting, Division III student-athletes and others from Division III campus communities across the country have dedicated more than a quarter of a million hours to Special Olympics



Through direct outreach to their conference and partner conference institutions, sharing outstanding Special Olympics stories via the Special Olympics Spotlight Poll on <http://www.ncaa.org/D3SpecialOlympics>, and continuing to “walk the talk,” the SAAC is committed to growing that number and spreading the passion for Special Olympics in year two of partnership.

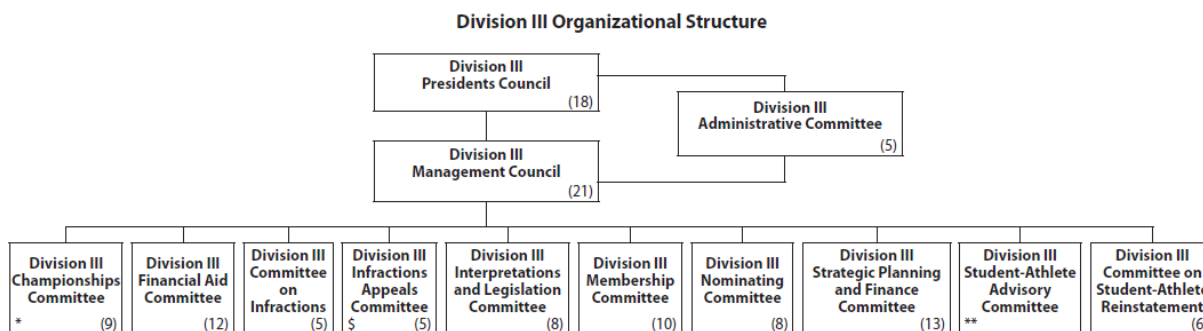
“It is ultimately our hope that this first-ever Special Olympics activity will become a standing tradition for the NCAA Division III family at future Conventions,” said Halvaks.



Division III Governance Structure

The governance of Division III involves 13 Division III governance committees, made up of approximately 154 presidents, athletics administrators, conference commissioners, coaches, faculty athletic representatives, student-athletes, and other delegates from member institutions and conference offices.

There are 22 Division III sports committees made up of 132 members who all report to the Division III Championships Committee.



() Represents the number of individuals who will serve on this committee.

* All Division III sports committees report to the Division III Championships Committee. The following are common committees with playing rules and championships administration responsibilities — Women's Bowling, Men's and Women's Rifle, Men's and Women's Skiing, Men's and Women's Swimming and Diving, Men's and Women's Track and Field, Men's and Women's Water Polo and Wrestling.

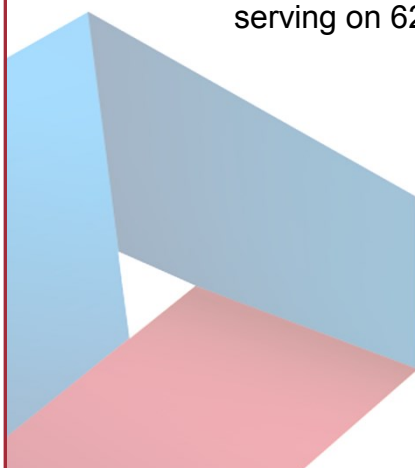
** The size of the committee depends on the number of Division III conferences (see Bylaw 21.9.5.10).

§ The Division III Infractions Appeals Committee shall hear and act on an institution's appeal of the findings of major violations by the Division III Committee on Infractions.

In addition to Division III committees, there are a number of Association-wide governance committees, such as the Executive Committee, the Committee on Competitive Safeguards and Medical Aspects of Sports, and the Committee on Women's Athletics. Twenty-nine Division III representatives serve on the 10 Association-wide governance committees.

As some sports maintain the same rules of play across all three divisions, there are also 17 Association-wide sport and sports rules committees. Forty-four Division III representatives participate on these sport and sports rules committees.

In total, there are approximately 359 Division III representatives serving on 62 Division III and Association-wide committees.



*To learn more about the
Division III Governance Structure,
please login and visit the
[Division III Governance Homepage](#).*



Division III

DISCOVER | DEVELOP | DEDICATE

CONFERENCE ROSTERS

2012-13 Conference Rosters

ALLEGHENY MOUNTAIN COLLEGIATE

CONFERENCE INSTITUTIONS

D'Youville College
 Franciscan University of Steubenville
 Hilbert College
 La Roche College
 Medaille College
 Mount Aloysius College
 Penn State University, Altoona
 Pennsylvania State Univ. Erie, the Behrend College
 University of Pittsburgh, Bradford
 University of Pittsburgh, Greensburg



ALLEGHENY MOUNTAIN COLLEGIATE

CONFERENCE CHAMPIONSHIPS

Baseball
 Men's and Women's Basketball
 Men's and Women's Cross Country
 Men's Golf
 Men's and Women's Soccer
 Softball
 Men's and Women's Swimming & Diving
 Men's and Women's Tennis
 Men's and Women's Volleyball

AMERICAN SOUTHWEST CONFERENCE INSTITUTIONS

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



AMERICAN SOUTHWEST CONFERENCE CHAMPIONSHIPS

Baseball
 Men's and Women's Basketball
 Men's and Women's Cross Country
 Football
 Men's and Women's Golf
 Men's and Women's Soccer
 Softball
 Men's and Women's Tennis
 Men's and Women's Track & Field
 Women's Volleyball

2012-13 Conference Rosters

CAPITAL ATHLETIC

CONFERENCE INSTITUTIONS

Frostburg State University
Marymount University (VA)
Salisbury University
St. Mary's College of Maryland
University of Mary Washington
Wesley College
York College (PA)



CAPITAL ATHLETIC

CONFERENCE CHAMPIONSHIPS

Baseball
Men's and Women's Basketball
Men's and Women's Cross Country
Field Hockey
Men's Golf
Men's and Women's Lacrosse
Men's and Women's Soccer
Softball
Men's and Women's Swimming
Men's and Women's Tennis
Men's and Women's Track & Field
Women's Volleyball

CENTENNIAL CONFERENCE

INSTITUTIONS

Bryn Mawr College
Dickinson College
Franklin & Marshall College
Gettysburg College
Haverford College
Johns Hopkins University
McDaniel College
Muhlenberg College
Swarthmore College
Ursinus College
Washington College (MD)



CENTENNIAL CONFERENCE

CHAMPIONSHIPS

Baseball
Men's and Women's Basketball
Men's and Women's Cross Country
Field Hockey
Football
Men's and Women's Golf
Men's and Women's Lacrosse
Men's and Women's Soccer
Softball
Men's and Women's Swimming
Men's and Women's Tennis
Men's and Women's Track & Field
Women's Volleyball
Wrestling

2012-13 Conference Rosters

CITY UNIVERSITY OF NEW YORK ATHLETIC CONFERENCE INSTITUTIONS

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



CITY UNIVERSITY OF NEW YORK ATHLETIC CONFERENCE CHAMPIONSHIPS

Baseball
Men's and Women's Basketball
Men's and Women's Cross Country
Men's and Women's Soccer
Softball
Men's and Women's Swimming & Diving
Men's and Women's Tennis
Men's and Women's Track & Field
Men's and Women's Volleyball

COLLEGE CONFERENCE OF ILLINOIS AND WISCONSIN INSTI- TUTIONS

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



COLLEGE CONFERENCE OF ILLINOIS AND WISCONSIN CHAMPIONSHIPS

Baseball
Men's and Women's Basketball
Men's and Women's Cross Country
Football
Men's and Women's Golf
Men's and Women's Soccer
Softball
Men's and Women's Swimming & Diving
Men's and Women's Tennis
Men's and Women's Track & Field
Women's Volleyball
Wrestling

[@NCAAResearch](#): [#WhyD3](#) Research:
23% of [@NCAADIII](#) SAs participate as
non-recruited walk-ons.

2012-13 Conference Rosters

COLONIAL STATES ATHLETIC CONFERENCE INSTITUTIONS

Baptist Bible College
Cabrini College
Carin University
Cedar Crest College
Centenary College (NJ)
Gwynedd-Mercy College
Immaculata University
Keystone College
Marywood University
Neumann University
Notre Dame of Maryland University
Rosemont College



COLONIAL STATES ATHLETIC CONFERENCE CHAMPIONSHIPS

Baseball
Men's and Women's Basketball
Men's and Women's Cross Country
Field Hockey
Men's Golf
Men's and Women's Lacrosse
Men's and Women's Soccer
Softball
Men's and Women's Tennis
Women's Volleyball

COMMONWEALTH COAST CONFERENCE INSTITUTIONS

Curry College
Eastern Nazarene College
Endicott College
Gordon College
Nichols College
Roger Williams University
Salve Regina University
University of New England
Wentworth Institute of Technology
Western New England College



COMMONWEALTH COAST CONFERENCE CHAMPIONSHIPS

Baseball
Men's and Women's Basketball
Men's and Women's Cross Country
Field Hockey
Men's Golf
Men's and Women's Lacrosse
Men's and Women's Soccer
Softball
Men's and Women's Tennis
Women's Volleyball

[@NCAAResearch](#): [#WhyD3](#) Research:
More than 3/4 of [@NCAADIII](#) SAs report
choosing their school based on both
academics and athletics.

2012-13 Conference Rosters

EMPIRE 8 CONFERENCE

INSTITUTIONS

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



EMPIRE 8 CONFERENCE

CHAMPIONSHIPS

Baseball
 Men's and Women's Basketball
 Men's and Women's Cross Country
 Field Hockey
 Football
 Men's and Women's Golf
 Men's and Women's Lacrosse
 Men's and Women's Soccer
 Softball
 Men's and Women's Swimming & Diving
 Men's and Women's Tennis
 Men's and Women's Track & Field
 Women's Volleyball

GREAT NORTHEAST ATHLETIC CONFERENCE INSTITUTIONS

Albertus Magnus College
 Anna Maria College
 Emerson College
 Emmanuel College (MA)
 Johnson and Wales University
 Lasell College
 Mount Ida College
 Norwich University
 Rivier University
 Saint Joseph's College (ME)
 Simmons College
 Suffolk University
 University of St. Joseph (CT)



GREAT NORTHEAST ATHLETIC CONFERENCE CHAMPIONSHIPS

Baseball
 Men's and Women's Basketball
 Men's and Women's Cross Country
 Men's Golf
 Men's and Women's Lacrosse
 Men's and Women's Soccer
 Softball
 Women's Swimming
 Men's and Women's Tennis
 Men's and Women's Volleyball

(*) A provisional member of Division III going through the membership process during the 2012-13 academic year.

2012-13 Conference Rosters

GREAT SOUTH ATHLETIC CONFERENCE INSTITUTIONS

Agnes Scott College
Covenant College *
Huntingdon College
Pine Manor College
Salem College (NC)
Spelman College
Trinity Washington University
Wesleyan College (GA)



GREAT SOUTH ATHLETIC CONFERENCE CHAMPIONSHIPS

Baseball
Men's and Women's Basketball
Men's and Women's Cross Country
Men's and Women's Golf
Men's and Women's Soccer
Softball
Men's and Women's Tennis
Women's Volleyball

() A provisional member of Division III going through the membership process during the 2012-13 academic year.*

HEARTLAND COLLEGIATE ATHLETIC CONFERENCE INSTITUTIONS

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



HEARTLAND COLLEGIATE ATH- LETIC CONFERENCE CHAMPIONSHIPS

Baseball
Men's and Women's Basketball
Men's and Women's Cross Country
Football
Men's and Women's Golf
Men's and Women's Soccer
Softball
Men's and Women's Tennis
Men's and Women's Track & Field

@NCAAResearch: #WhyD3

Research: [@NCAADIII](#) SAs hold strongest beliefs that their school encourages ethical behavior on the field and in the classroom.

2012-13 Conference Rosters

IOWA INTERCOLLEGIATE ATHLETIC

CONFERENCE INSTITUTIONS

Buena Vista University
Central College (IA)
Coe College
Cornell College
Loras College
Luther College
Simpson College
University of Dubuque



IOWA INTERCOLLEGIATE ATHLETIC

CONFERENCE CHAMPIONSHIPS

Baseball
Men's and Women's Basketball
Men's and Women's Cross Country
Football
Men's and Women's Golf
Men's and Women's Soccer
Men's and Women's Swimming and Diving
Softball
Men's and Women's Tennis
Men's and Women's Track & Field
Women's Volleyball
Wrestling

LANDMARK CONFERENCE INSTITUTIONS

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



LANDMARK CONFERENCE CHAMPIONSHIPS

Baseball
Men's and Women's Basketball
Men's and Women's Cross Country
Field Hockey
Men's and Women's Lacrosse
Men's and Women's Soccer
Softball
Men's and Women's Swimming & Diving
Men's and Women's Tennis
Men's and Women's Track & Field
Women's Volleyball

[@NCAAResearch](#): [#WhyD3](#) Research: No athletics aid in [@NCAADIII](#)? 87% of D3 frosh receive other institutional scholarships (ave=\$11,132/year).

2012-13 Conference Rosters

LIBERTY LEAGUE

INSTITUTIONS

Bard College
Clarkson University
Hobart College
Rensselaer Polytechnic Institute
Rochester Institute of Technology
Skidmore College
St. Lawrence University
Union College (NY)
University of Rochester
Vassar College
William Smith College



LIBERTY LEAGUE

CHAMPIONSHIPS

Baseball
Men's and Women's Basketball
Men's and Women's Cross Country
Field Hockey
Football
Men's and Women's Golf
Men's and Women's Lacrosse
Men's and Women's Rowing
Men's and Women's Soccer
Softball
Men's Squash
Men's and Women's Swimming & Diving
Men's and Women's Tennis
Men's and Women's Track & Field
Women's Volleyball

LITTLE EAST CONFERENCE

INSTITUTIONS

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



LITTLE EAST CONFERENCE

CHAMPIONSHIPS

Baseball
Men's and Women's Basketball
Men's and Women's Cross Country
Field Hockey
Men's and Women's Lacrosse
Men's and Women's Soccer
Softball
Women's Swimming & Diving
Men's and Women's Tennis
Men's and Women's Track & Field
Women's Volleyball

[@NCAAResearch](#): Did you know that 17% of D3 SAs play more than one sport (most of any division)?

[#whyD3](#)

2012-13 Conference Rosters

MASSACHUSETTS STATE COLLEGIATE

ATHLETIC CONFERENCE

INSTITUTIONS

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

Worcester State



MASSACHUSETTS STATE COLLEGIATE

ATHLETIC CONFERENCE

CHAMPIONSHIPS

Baseball
Men's and Women's Basketball
Men's and Women's Cross Country
Field Hockey
Football
Men's Golf
Men's Ice Hockey
Women's Lacrosse
Men's and Women's Soccer
Softball
Men's and Women's Track & Field

MICHIGAN INTERCOLLEGIATE ATHLETIC ASSOCIATION

INSTITUTIONS

Adrian College
Albion College
Alma College
Calvin College
Hope College
Kalamazoo College
Olivet College
Saint Mary's College (IN)
Trine University



MICHIGAN INTERCOLLEGIATE ATHLETIC ASSOCIATION

CHAMPIONSHIPS

Baseball
Men's and Women's Basketball
Men's and Women's Cross Country
Football
Men's and Women's Golf
Men's and Women's Lacrosse
Men's and Women's Soccer
Softball
Men's and Women's Swimming & Diving
Men's and Women's Tennis
Men's and Women's Track & Field
Women's Volleyball

2012-13 Conference Rosters

MIDDLE ATLANTIC CONFERENCES

INSTITUTIONS

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



MIDDLE ATLANTIC CONFERENCES

CHAMPIONSHIPS

Baseball
 Men's and Women's Basketball
 Men's and Women's Cross Country
 Field Hockey
 Football
 Men's and Women's Golf
 Men's and Women's Lacrosse
 Men's and Women's Soccer
 Softball
 Men's and Women's Swimming
 Men's and Women's Tennis
 Men's and Women's Track & Field
 Women's Volleyball

The MAC is made up of the Commonwealth and Freedom conferences.

MIDWEST CONFERENCE

INSTITUTIONS

Beloit College
 Carroll University (WI)
 Cornell College
 Grinnell College
 Illinois College
 Knox College
 Lake Forest College
 Lawrence University
 Monmouth College (IL)
 Ripon College
 St. Norbert College



MIDWEST CONFERENCE

CHAMPIONSHIPS

Baseball
 Men's and Women's Basketball
 Men's and Women's Cross Country
 Football
 Men's and Women's Golf
 Men's and Women's Soccer
 Softball
 Men's and Women's Swimming & Div-
 ing
 Men's and Women's Tennis
 Men's and Women's Track & Field
 Women's Volleyball

2012-13 Conference Rosters

MINNESOTA INTERCOLLEGIATE ATHLETIC CONFERENCE INSTITUTIONS

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



MINNESOTA INTERCOLLEGIATE ATHLETIC CONFERENCE CHAMPIONSHIPS

Baseball
Men's and Women's Basketball
Men's and Women's Cross Country
Football
Men's and Women's Golf
Men's and Women's Ice Hockey
Men's and Women's Soccer
Softball
Men's and Women's Swimming & Diving
Men's and Women's Tennis
Men's and Women's Track & Field
Women's Volleyball

NEW ENGLAND COLLEGIATE CONFERENCE INSTITUTIONS

Bay Path College
Becker College
Daniel Webster College
Elms College
Lesley University
Mitchell College
Newbury College
Regis College (MA)
Southern Vermont College
Wheelock College



NEW ENGLAND COLLEGIATE CONFERENCE CHAMPIONSHIPS

Baseball
Men's and Women's Basketball
Men's and Women's Cross Country
Field Hockey
Men's Golf
Men's and Women's Lacrosse
Men's and Women's Soccer
Softball
Men's and Women's Tennis
Men's and Women's Volleyball

2012-13 Conference Rosters

NEW ENGLAND SMALL COLLEGE ATHLETIC CONFERENCE

INSTITUTIONS

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



NEW ENGLAND SMALL COLLEGE ATHLETIC CONFERENCE CHAMPIONSHIPS

Baseball
Men's and Women's Basketball
Men's and Women's Cross Country
Field Hockey
Football
Men's Golf
Men's and Women's Ice Hockey
Men's and Women's Lacrosse
Men's and Women's Rowing
Men's and Women's Soccer
Softball
Men's and Women's Squash
Men's and Women's Swimming & Diving
Men's and Women's Tennis
Men's and Women's Track & Field
Women's Volleyball

NEW ENGLAND WOMEN'S AND MEN'S

ATHLETIC CONFERENCE

INSTITUTIONS

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



NEW ENGLAND WOMEN'S AND MEN'S

ATHLETIC CONFERENCE

CHAMPIONSHIPS

Baseball
Men's and Women's Basketball
Men's and Women's Cross Country
Field Hockey
Women's Lacrosse
Women's Rowing
Men's and Women's Soccer
Softball
Men's and Women's Swimming & Diving
Men's and Women's Tennis
Men's and Women's Track & Field
Women's Volleyball

2012-13 Conference Rosters

NEW JERSEY ATHLETIC CONFERENCE

INSTITUTIONS

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



NEW JERSEY ATHLETIC CONFERENCE CHAMPIONSHIPS

Baseball
 Men's and Women's Basketball
 Men's and Women's Cross Country
 Field Hockey
 Football
 Women's Lacrosse
 Men's and Women's Soccer
 Softball
 Men's and Women's Swimming & Diving
 Women's Tennis
 Men's and Women's Track & Field
 Women's Volleyball

NORTH ATLANTIC CONFERENCE INSTITUTIONS

Castleton State College
 Colby-Sawyer College
 Green Mountain College
 Husson University
 Johnson State College
 Lyndon State College
 Maine Maritime Academy
 New England College
 Thomas College
 University of Maine, Farmington



NORTH ATLANTIC CONFERENCE CHAMPIONSHIPS

Baseball
 Men's and Women's Basketball
 Men's and Women's Cross Country
 Field Hockey
 Men's Golf
 Men's and Women's Lacrosse
 Men's and Women's Soccer
 Softball
 Men's and Women's Tennis
 Women's Volleyball

[@NCAAResearch](#): DIII SAs report greater gains in time management skills in college than non-athletes at same schools. [#whyD3](#)

2012-13 Conference Rosters

NORTH COAST ATHLETIC CONFERENCE INSTITUTIONS

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



NORTH COAST ATHLETIC CONFERENCE CHAMPIONSHIPS

Baseball
Men's and Women's Basketball
Men's and Women's Cross Country
Field Hockey
Football
Men's and Women's Golf
Men's and Women's Lacrosse
Men's and Women's Soccer
Softball
Men's and Women's Swimming & Diving
Men's and Women's Tennis
Men's and Women's Track & Field
Women's Volleyball

NORTH EASTERN ATHLETIC CONFERENCE INSTITUTIONS

Cazenovia College
College of St. Elizabeth
Gallaudet University
Keuka College
Lancaster Bible College
Penn State-Abington
Penn State-Berks
Penn State-Harrisburg
State University of New York at Cobleskill
State University of New York at Morrisville
State University of New York Institute of Technology
Wells College
Wilson College



NORTH EASTERN ATHLETIC CONFERENCE CHAMPIONSHIPS

Baseball
Men's and Women's Basketball
Men's and Women's Cross Country
Men's Golf
Men's and Women's Lacrosse
Men's and Women's Soccer
Softball
Men's and Women's Swimming & Diving
Men's and Women's Tennis
Men's and Women's Volleyball

2012-13 Conference Rosters

NORTHERN ATHLETICS CONFERENCE

INSTITUTIONS

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



NORTHERN ATHLETICS CONFERENCE

CHAMPIONSHIPS

Baseball
Men's and Women's Basketball
Men's and Women's Cross Country
Football
Men's and Women's Golf
Men's and Women's Soccer
Softball
Men's and Women's Tennis
Men's and Women's Track & Field
Women's Volleyball

NORTHWEST CONFERENCE INSTITUTIONS

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



NORTHWEST CONFERENCE CHAMPIONSHIPS

Baseball
Men's and Women's Basketball
Men's and Women's Cross Country
Football
Men's and Women's Golf
Men's and Women's Soccer
Softball
Men's and Women's Swimming & Diving
Men's and Women's Tennis
Men's and Women's Track & Field
Women's Volleyball

2012-13 Conference Rosters

OHIO ATHLETIC CONFERENCE INSTITUTIONS

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



OHIO ATHLETIC CONFERENCE CHAMPIONSHIPS

Baseball
Men's and Women's Basketball
Men's and Women's Cross Country
Football
Men's and Women's Golf
Men's and Women's Lacrosse
Men's and Women's Soccer
Softball
Men's and Women's Swimming & Diving
Men's and Women's Tennis
Men's and Women's Track & Field
Women's Volleyball
Wrestling

OLD DOMINION ATHLETIC CONFERENCE INSTITUTIONS

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



OLD DOMINION ATHLETIC CONFERENCE CHAMPIONSHIPS

Baseball
Men's and Women's Basketball
Men's and Women's Cross Country
Equestrian
Field Hockey
Football
Men's and Women's Golf
Men's and Women's Lacrosse
Men's and Women's Soccer
Softball
Women's Swimming
Men's and Women's Tennis
Men's and Women's Track & Field
Women's Volleyball

2012-13 Conference Rosters

PRESIDENTS' ATHLETIC CONFERENCE

INSTITUTIONS

Bethany College (WV)
Chatham University
Geneva College
Grove City College
Saint Vincent College
Thiel College
Thomas More College
Washington and Jefferson College
Waynesburg University
Westminster College (PA)



PRESIDENTS' ATHLETIC CONFERENCE

CHAMPIONSHIPS

Baseball
Men's and Women's Basketball
Men's and Women's Cross Country
Football
Men's and Women's Golf
Men's and Women's Soccer
Softball
Men's and Women's Swimming & Diving
Men's and Women's Tennis
Men's and Women's Track & Field
Women's Volleyball

[@NCAAResearch](#): 92% of D3 SAs believe athletics enhances their connection to the school. [#whyD3](#)

SKYLINE CONFERENCE INSTITUTIONS

College of Mount St. Vincent
Mount Saint Mary College (NY)
Polytechnic University (NY)
Purchase College
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



SKYLINE CONFERENCE CHAMPIONSHIPS

Baseball
Men's and Women's Basketball
Men's and Women's Cross Country
Men's Golf
Men's and Women's Lacrosse
Men's and Women's Soccer
Softball
Men's and Women's Swimming & Diving
Men's and Women's Tennis
Men's and Women's Volleyball

2012-13 Conference Rosters

SOUTHERN ATHLETIC ASSOCIATION

INSTITUTIONS

Berry College *

Birmingham-Southern College

Centre College

Hendrix College

Millsaps College

Oglethorpe University

Rhodes College

University of the South



SOUTHERN ATHLETIC ASSOCIATION

CHAMPIONSHIPS

Baseball

Men's and Women's Basketball

Men's and Women's Cross Country

Field Hockey

Football

Men's and Women's Golf

Men's and Women's Lacrosse

Men's and Women's Soccer

Softball

Men's and Women's Swimming & Diving

Men's and Women's Tennis

Men's and Women's Track and Field

Women's Volleyball

() A provisional member of Division III going through the membership process during the 2012-13 academic year.*

SOUTHERN CALIFORNIA INTERCOLLEGIATE ATHLETIC CONFERENCE INSTITUTIONS

California Institute of Technology

California Lutheran University

Chapman University

Claremont McKenna-Harvey Mudd-Scripps Colleges

Occidental College

Pomona-Pitzer Colleges

University of La Verne

University of Redlands

Whittier College



SOUTHERN CALIFORNIA INTERCOLLEGIATE ATHLETIC CONFERENCE CHAMPIONSHIPS

Baseball

Men's and Women's Basketball

Men's and Women's Cross Country

Football

Men's and Women's Golf

Women's Lacrosse

Men's and Women's Soccer

Softball

Men's and Women's Swimming & Diving

Men's and Women's Tennis

Men's and Women's Track & Field

Women's Volleyball

Men's and Women's Water Polo

2012-13 Conference Rosters

SOUTHERN COLLEGIATE ATHLETIC CONFERENCE INSTITUTIONS

Austin College
Centenary College (LA) ^
Colorado College
Southwestern University (TX)
Trinity University (TX)
University of Dallas



SOUTHERN COLLEGIATE ATHLETIC CONFERENCE CHAMPIONSHIPS

Baseball
Men's and Women's Basketball
Men's and Women's Cross Country
Field Hockey
Football
Men's and Women's Golf
Men's Lacrosse
Men's and Women's Soccer
Softball
Men's and Women's Swimming & Diving
Men's and Women's Tennis
Men's and Women's Track & Field
Women's Volleyball

(^) Going through the membership process for another NCAA division during the 2012-13 academic year.

ST. LOUIS INTERCOLLEGIATE ATHLETIC CONFERENCE INSTITUTIONS

Blackburn College
Eureka College
Fontbonne University
Greenville College
MacMurray College
Principia College
Spalding University
Webster University
Westminster College (MO)



ST. LOUIS INTERCOLLEGIATE ATHLETIC CONFERENCE CHAMPIONSHIPS

Baseball
Men's and Women's Basketball
Men's and Women's Cross Country
Men's Golf
Men's and Women's Soccer
Softball
Men's and Women's Tennis
Men's and Women's Track & Field
Women's Volleyball

2012-13 Conference Rosters

STATE UNIVERSITY OF NEW YORK ATHLETIC CONFERENCE

INSTITUTIONS

Buffalo State, State University of New York

College at 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 College at Oswego

State University College at Potsdam



STATE UNIVERSITY OF NEW YORK ATHLETIC CONFERENCE

CHAMPIONSHIPS

Baseball

Men's and Women's Basketball

Men's and Women's Cross Country

Field Hockey

Men's Ice Hockey

Men's and Women's Lacrosse

Men's and Women's Soccer

Softball

Men's and Women's Swimming & Diving

Women's Tennis

Men's and Women's Track & Field

Women's Volleyball

UNIVERSITY ATHLETIC ASSOCIATION INSTITUTIONS

Brandeis University

Carnegie Mellon University

Case Western Reserve University

Emory University

New York University

University of Chicago

University of Rochester

Washington University (MO)



UNIVERSITY ATHLETIC ASSOCIATION CHAMPIONSHIPS

Baseball

Men's and Women's Basketball

Men's and Women's Cross Country

Men's and Women's Fencing

Football

Men's Golf

Men's and Women's Soccer

Softball

Men's and Women's Swimming &

Diving

Men's and Women's Tennis

Men's and Women's Track & Field

Women's Volleyball

Wrestling

[@NCAAResearch](#): 82% of [#NCAA](#)
D3 SAs believe athletics participation
is important in preparing them for life
after graduation [#whyD3](#)

2012-13 Conference Rosters

UPPER MIDWEST ATHLETIC CONFERENCE INSTITUTIONS

Bethany Lutheran College
Crown College (MN)
Martin Luther College
Northland College
University of Northwestern -St. Paul
The College of Saint Scholastica
University of Minnesota, Morris



UPPER MIDWEST ATHLETIC CONFERENCE CHAMPIONSHIPS

Baseball
Men's and Women's Basketball
Men's and Women's Cross Country
Football
Men's Golf
Men's and Women's Soccer
Softball
Men's and Women's Tennis
Men's and Women's Track & Field
Women's Volleyball

[@NCAAResearch](#): 86% of D3 SAs say being an athlete helps them fit in socially in college. [#whyD3](#)

USA SOUTH ATHLETIC CONFERENCE INSTITUTIONS

Averett University
Christopher Newport University
Ferrum College
Greensboro College
LaGrange College
Mary Baldwin College
Maryville (TN)
Meredith College
Methodist University
North Carolina Wesleyan College
Piedmont College



USA SOUTH ATHLETIC CONFERENCE CHAMPIONSHIPS

Baseball
Men's and Women's Basketball
Men's and Women's Cross Country
Football
Men's Golf
Women's Lacrosse
Men's and Women's Soccer
Softball
Men's and Women's Tennis
Women's Volleyball

2012-13 Conference Rosters

WISCONSIN INTERCOLLEGIATE ATHLETIC CONFERENCE

INSTITUTIONS

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

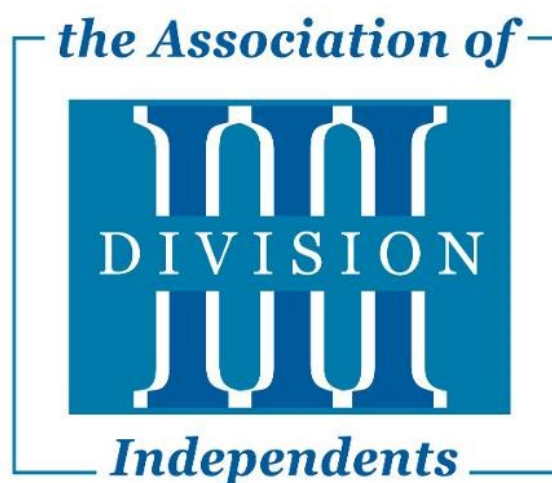


WISCONSIN INTERCOLLEGIATE ATHLETIC CONFERENCE CHAMPIONSHIPS

Baseball
Men's and Women's Basketball
Men's and Women's Cross Country
Football
Men's and Women's Ice Hockey
Women's Golf
Women's Gymnastics
Men's and Women's Soccer
Softball
Men's and Women's Swimming & Diving
Women's Tennis
Men's and Women's Track & Field
Women's Volleyball
Wrestling

ASSOCIATION OF DIVISION III INDEPENDENTS INSTITUTIONS

College of New Rochelle
Finlandia University
Mills College
Mount Mary College
Nebraska Wesleyan University
North Central University (MN)
Rust College
Sarah Lawrence College *
Southern Virginia University *
State University of New York at Canton *
St. Joseph's College (Brooklyn)
Valley Forge Christian College *
University of California, Santa Cruz
University of Maine, Presque Isle

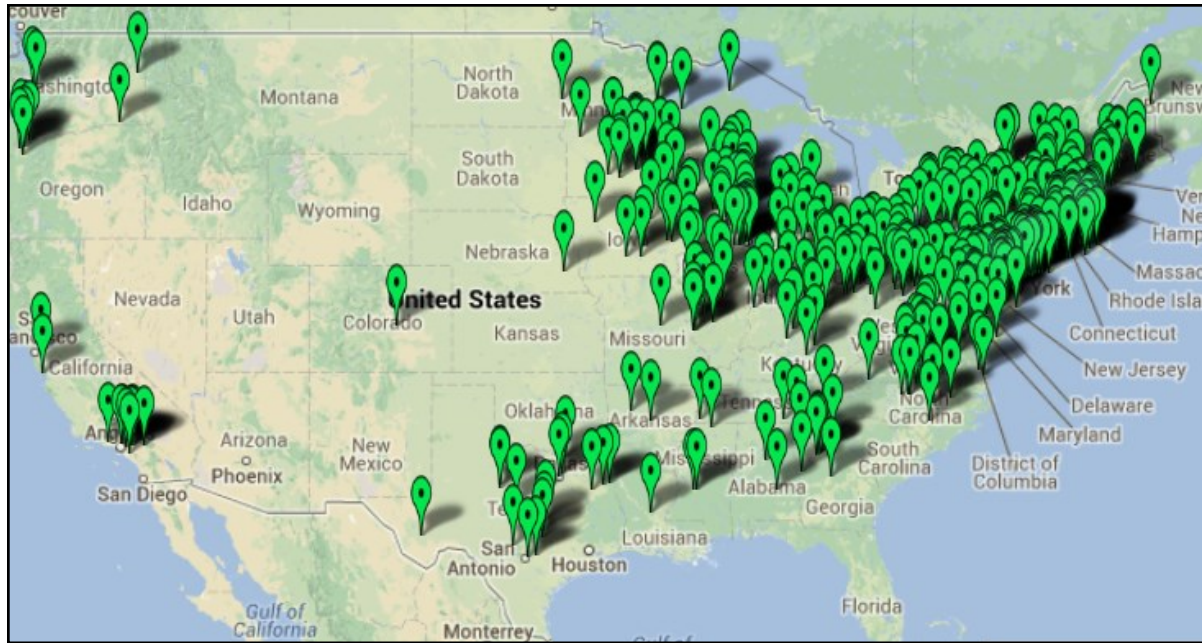


[@NCAAResearch](#): 70% of [#NCAA](#) D3 coaches write letters to recruits. The pen and paper live on! [#whyD3](#)

(*) A provisional member of Division III going through the membership process during the 2012-13 academic year.

2012-13 Conference Rosters

GEOGRAPHIC MAP OF DIVISION III INSTITUTIONS



An asterisk (*) indicates that the institution is a provisional member of Division III and was going through the membership process during the 2012-13 academic year.

A carat (^) indicates that the institution has been accepted into the membership process for another NCAA division during the 2012-13 academic year.



Division III

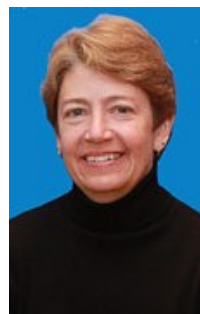
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NCAA NATIONAL OFFICE ROSTER

2012-13 Division III Governance Staff



Dan Dutcher
Vice-President for Division III
ddutcher@ncaa.org



Louise McCleary
Director of Division III
lmccleary@ncaa.org



Jeff Myers
Director of Academic
and Membership Affairs
Division III Governance Liaison
jmyers@ncaa.org



Brandy Hataway
Associate Director of Academic
and Membership Affairs
Division III Governance Liaison
bhataway@ncaa.org



Eric Hartung
Associate Director of Research
ehartung@ncaa.org



Liz Suscha
Director of Championships and
Alliances
lsuscha@ncaa.org

2012-13 Division III Governance Staff



Debbie Kresge
Executive Assistant
dkresge@ncaa.org



Lisa Rogers
Administrative Assistant
lrogers@ncaa.org



Gary Brown *
Associate Director of
Digital Communications
gbrown@ncaa.org



Kat Krtnick
Assistant Director of
Communications
kkrtnick@ncaa.org



Courtney Lovely
Assistant Director of Leadership
Development
clovely@ncaa.org

For the most up to date contact information for National Office Staff, please visit the [Contact page](#) on the membership side of [NCAA.org](#).

An asterisk () denotes that the individual no longer holds this position at the NCAA National Office.*

