**REPORT OF THE**

**NCAA COMMITTEE ON WOMEN’S ATHLETICS**

**July 14-15, 2008**

***ACTION ITEMS.***

1. **Legislative Items.**
   1. **Postseason Events—Criteria for Establishment or Continuation of Championships—Exception for Women’s Sports—Removal of Years.** 
      1. Recommendation. Sponsor legislation to amend NCAA Divisions I, II and III Bylaws 18.2.4.1 to remove the years associated with the regulation that specifies that a National Collegiate Championship or a division championship may be established in a women’s sport in which the Association does not already conduct a championship if at least 40 institutions sponsor the sport.
      2. Effective Date. Immediate.
      3. Rationale. The rationale of the original legislation included the promotion of gender equity by providing for the establishment of new women’s championships. The initial legislation also outlined 1994-95 through 1998-99 as a specified time period that the threshold of 40 institutions was necessary in order for the Association to establish a new women’s championship. Over time, this legislation has been extended to 2003-04 and then 2008-09. As the emerging sports for women program has evolved beyond its initial 10 year period with additional sports being added to the list and the ongoing development of existing men’s and women’s championships, including bracket expansion, the Committee on Women’s Athletics (CWA) believes that there continues to be an overall need to permit the establishment of a new women’s national collegiate championship or a division championship if at least 40 institutions sponsor the sport. Removal of the specified time periods will eliminate the need for legislative action every four to five years to extend this provision. The expansion of men’s sport championship opportunities makes it prudent to retain the overall principle that 40 institutions are necessary in order for a women’s championship be established to ensure gender equity in NCAA championship and other postseason opportunities for men and women. Also, institutions that are in the process of adding women’s sports have more viable options as the number of women’s championship sports increase.
      4. Budget Impact. Same as current potential budget impact. If 40 or more institutions sponsor the sport for at least one academic year, then legislation to establish the championship may be proposed.
      5. Student-Athlete Impact. Increased championship participation opportunities for female student-athletes.
   2. **Membership—Definitions and Applications—Emerging Sports for Women— Sand Volleyball, Archery, Badminton, Synchronized Swimming, and Team Handball** 
      1. Recommendation. Sponsor legislation to add sand volleyball to the list of emerging sports for women; further, to remove archery, badminton, synchronized swimming and team handball from the list of emerging sports for women and to eliminate other specified legislation associated with these sports (e.g., playing and practice season regulations, sports sponsorship minimum contest and participant requirements).
      2. Effective Date. August 1, 2009, for the removal of archery, badminton, synchronized swimming and team handball and August 1, 2010, for the addition of sand volleyball.
      3. Rationale. The emerging sports for women program began in 1994 as a result of recommendations from the Gender-Equity Task Force. Nine sports were on the original list. In the past 14 years, four of those sports became championship sports (rowing, women’s ice hockey, women’s water polo and bowling). The committee received a variety of information regarding sand volleyball indicating wide-spread support for the sport to be added to the list. This information included 12 commitment letters signed by presidents and athletics directors, letters of support from several conferences, USA Volleyball, the American Volleyball Coaches Association and the United States Olympic Committee. Data presented to the committee showed that over 200,000 females aged 6-17 play sand volleyball and over 60% play only sand volleyball. In addition, there were over 40 NCAA teams competing in sand volleyball tournaments in spring 2008. Sand volleyball is recognized by the International Olympic Committee and volleyball national governing bodies as a distinctly different sport from indoor volleyball. With the initial proposed competition format, there is the opportunity for smaller and different participants than the indoor game to have a meaningful and significant competitive experience in the sand doubles season. Although there may some initial crossover with indoor volleyball participants, it is expected and the goal of the volleyball community is to produce a significant increase in participation opportunities for women. The delayed effective date for sand volleyball will provide the divisions the opportunity to develop the other necessary regulations related to a sport being added to the emerging sport list (e.g., playing and practice seasons, minimum contests, financial aid award limitations) in accordance with the emerging sport timetable and the playing rules (e.g., competition format, uniforms). NCAA regulations require that emerging sports for women gain championship status (minimum of 40 varsity-sponsored NCAA programs) within 10 years or show steady progress toward that goal to remain on the emerging sports for women list. Four sports on the original list, (archery, badminton, synchronized swimming and team handball) have seen minimal if any sponsorship growth over the past 14 years. The 2007-08 varsity sponsorship levels are: Archery: 1, Badminton: 2, Synchronized Swimming: 8, and Team Handball: 0. In July 2007, the Committee on Women’s Athletics notified the institutions, conferences and national governing bodies supporting these four sports that they needed to provide a minimum of 10 commitment letters from institutions by July 2008 and that failure to meet that request would result in action to remove the sports from the list. None of the four sports were able to meet this requirement.
      4. Budget Impact. Dependent on institutional decisions whether to sponsor an identified emerging sport for women. Emerging sports for women may be used to meet sports sponsorship requirements, in Divisions I and II the minimum membership financial aid requirements, and, in Division I, for revenue distribution purposes.
      5. Student-Athlete Impact. Participation opportunities within an NCAA recognized sport will be impacted by sports being removed or added to the emerging sports for women list. Also, future championship participation opportunities for sand volleyball if the sport reaches the minimum sponsorship levels for an NCAA championship.

**Division III Only**

* 1. **Membership—Definitions and Applications—Emerging Sports for Women—Equestrian.**
     1. Recommendation. Sponsor legislation to add equestrian as an emerging sport for women.
     2. Effective Date. August 1, 2009.
     3. Rationale. Several Division III institutions sponsor equestrian although it is not recognized as an NCAA sport. The Division III membership should be provided the opportunity to determine if equestrian should be recognized as an NCAA sport and included on the emerging sports for women list. If equestrian is added to the emerging sports for women list, a Division III institution will have the opportunity to elect whether it conducts the sport as an NCAA intercollegiate sport and thereby required to comply with NCAA regulations. An institution may also elect to offer equestrian at the non-varsity level or outside the department of intercollegiate athletics and not be subject to NCAA regulations. Equestrian was added to the Divisions I and II emerging sport for women list in 1999. At that time, Division III chose not to forward a similar proposal to their membership for vote. Over the past eight years, an average of 42 institutions reported sponsoring equestrian at the varsity level with an average of 23 of those being in Division III. The other divisions have been able to successfully integrate equestrian programs within their NCAA varsity intercollegiate sports program and successfully comply with NCAA amateurism and playing and practice season regulations. If this proposal is adopted, the Division III governance structure will need to adopt additional legislation necessary when a sport is identified as an emerging sport in accordance with Constitution 3.2.4.4.2 Emerging Sports Timetable (e.g., Year One--minimum contests and participants requirements for sports sponsorship). The regulations specific to equestrian that have been implemented in Divisions I and II may serve as a model for similar legislation within Division III while still giving consideration to the Division III philosophy in areas such as playing and practice seasons. Finally, if Division III includes equestrian on the emerging sports for women list, the committee strongly believes that within a short period of time the threshold number of 40 institutions sponsoring the sport will be met and an NCAA national collegiate championship may be established soon thereafter. This will provide additional championship participation opportunities for women across all three divisions and enhance the student-athlete experience.
     4. Budget Impact. Varies. For institution’s that currently offer equestrian programs that would become a recognized NCAA program the budget impact may be minimal. For those institutions that do not currently offer the sport at any level the budget impact may be greater.
     5. Student-Athlete Impact. Varies. Additional participation opportunities within an NCAA recognized sport and may provide championship participation opportunities if sport reaches the minimum sponsorship level for an NCAA championship.

[Note: The CWA recommends that, if sponsored, the two aforementioned recommendations relating to the emerging sports for women list be presented in the same legislative proposal as a package but as separate parts within that one proposal. This will allow the membership to vote on the recommendations relating to the emerging sports for women program as a package but also provide the opportunity for the proposal to be separated on the floor if so moved.]

1. **Nonlegislative Items.**
2. None.

***INFORMATIONAL ITEMS***.

1. **New and Departing Committee Members.** The committee welcomed George VanderZwaag, University of Rochester and Tamica Smith-Jones, Clark-Atlanta University. The committee thanked Geri Knortz, St. Michael’s College, Jennifer Warmack-Chipman, Muhlenberg College, Megan Coyne, Division I Student-Athlete Advisory Committee and Alecia Weddle, Division III Student-Athlete Advisory Committee, for their service.
2. **Appointment of Chair and Vice Chair.** The committee thanked Geri Knortz for her service as chair. The committee elected Patrick Nero, America East Conference, as chair and Faith Shearer, Elon University as vice chair.
3. **Emerging Sports for Women Program.** The committee engaged in a discussion regarding the emerging sports for women program. The emerging sports program was designed to identify women’s sports that have the potential to progress to 40 varsity programs and the opportunity for an NCAA championship and therefore providing additional participation and championship opportunities for women. The committee has developed some background and resource information relating to the program that will be posted on the NCAA web site (see attachment).
   1. **Sports Currently Included in the Emerging Sports for Women Program.**  The committee discussed the following items as it relates to sports currently included within the emerging sports for women program:
      1. **Squash.** Squash has been on the emerging sports for women list since 1994.  In 2007-08, 28 institutions sponsored the sport at the varsity level, but the sport has not moved significantly closer in recent years to the goal of 40 varsity programs. In the summer of 2007 the committee requested an action plan from the squash community by July 2008 in order to have the sport remain on the list of emerging sports.  The committee received the requested plan to further develop the sport and increase institutional sponsorship.  As a result, squash remains on the list of emerging sports. The committee appointed Lynn Oberbillig, Smith College, and George VanderSwaag, University of Rochester, to meet via conference call with representatives from the squash community to further discuss the action plan.  The committee will receive a report from the conference call at its October meeting.
      2. **Equestrian.** Equestrian has been on the emerging sport for women list for Divisions I and II since 1999. Over the past eight years, an average of 42 institutions reported sponsoring equestrian at the varsity level with an average of 23 of those being in Division III.
      3. **Rugby.** Rugby has been on the emerging sports for women list since 2002 (Division I) and 2003 (Divisions II and III). In 2007-08, five institutions sponsored the sport at the varsity level. The committee received a report on the state of the collegiate game from USA Rugby and anticipates meeting with its representatives at its next meeting.
   2. **Policies and Procedures Relating to the Emerging Sports for Women Program.** In its review of the committee’s policies and procedures for evaluating sports that are currently included in the emerging sports for women program and of sports that may be removed or added to the list, the committee agreed to amend its policies and procedures to specify that:
   * If a sport is removed from the emerging sports for women list, 12 months after being removed from the list by a vote of the membership, the sport may submit a new request to be added to the emerging sport for women list. If the sport is under consideration to be added back on the list, 15 commitment letters signed by presidents and athletics directors must be submitted to the committee in addition to documentation meeting the criteria for such a request.

[Note: See attachment for additional policies and procedures and other information about the emerging sports for women program.]

1. **Baseball and Softball Student-Athlete Participation -- Same or Different Sports --Update.** The committee was provided an update related to its recommendation from its January meeting regarding the issue of baseball and softball being considered the same or different sports for the purposes of amateurism, outside competition and playing and practice season regulations. The committee was informed that the Division I Legislative Review and Interpretations Committee had reviewed the issue recently on a teleconference and recommended that the Division I Legislative Council at its October meeting, reverse the existing official and staff interpretations indicating that baseball and softball are considered the same sport and therefore be considered separate sports. The Division II Legislation Committee and Division III Interpretations and Legislation Committee will re-evaluate the same existing official and staff interpretations at their fall meetings. The committee reaffirmed its position that legal precedent supports separate treatment and that the sports should be considered different sports.
2. **Financial Aid Issues:**
   1. **Division I Women’s Basketball Counters limits.** The committee was provided an update relating to the concept to reduce the annual institutional limit on the total number of counters in Division I women’s basketball from 15 to 13 and to increase the team financial aid limits in another identified women's sport or sports. The committee was informed that that the Division I Women’s Basketball Issues Committee, Division I Academics/Eligibility/Compliance Cabinet Subcommittee on Financial Aid and Women’s Basketball Coaches Association did not support the concept. Specifically, the Women’s Basketball Issues Committee noted that the current financial aid model for women’s basketball, which provides for a limit of 15 counters (head count), is appropriate for Division I women’s basketball, given the current level of development of the game, the general rate of funding for the game within Division I and the related issues regarding women’s basketball student-athlete injury rate.
   2. **Division I Women’s Volleyball.** The committee was informed that the Pacific-10 Conference submitted a legislative proposal into the Division I 2008-09 legislative cycle to increase the number of counters in women’s volleyball from 12 to 13.
   3. **Division I Softball.** The committee was informed that the National Fastpitch Coaches Association requested the Academics/Eligibility/Compliance Cabinet Subcommittee on Financial Aid consider increasing the number of equivalencies in softball from 12 to 14. The recommendation was not supported by the subcommittee. Specifically, concerns were expressed regarding the impact on competitive equity and recruiting if the maximum limitation was increased. The subcommittee did recommend that the Division I Awards, Benefits, Expenses and Financial Aid Cabinet examine the maximum institutional grant-in-aid limitations for all sports.
   4. **Division I Baseball.** The committee was informed that the Southeastern Conference has indicated its intent to submit a legislative proposal into the Division I 2008-09 legislative cycle to increase the number of equivalencies in baseball from 11.7 to 14.7. The proposal had not yet been officially submitted as the July 15, 5 p.m. submission deadline had not closed.
3. **NCAA Division I Proposal No. 2008-6 Committee on Women's Athletics -- composition -- Division I Management Council Representation.** The committee received an update on Division I Proposal No. 2008-6 which eliminates the requirement that one of the six Division I members of the Committee on Women's Athletics must also be a member of the Division I Management Council. The committee was informed that NCAA Division I Proposal No. 2008-6 was adopted by the NCAA Division I Board of Directors in April 2008. The affected bylaws are a common provision and all three divisions must adopt the same legislative modification in order for the change to be effective. The committee is looking forward to working with a liaison from the Division I Leadership Council.
4. **Update on Budget Requests.** The committee expressed its appreciation of the Executive Committee’s decision to support their request for additional funding for the life and work balance initiatives, the women’s coaches academy, the NACWAA professional development grant, the new women’s leadership symposiums and gender equity resources.
5. **Student-Athlete Pregnancy Issues Update.** Staff provided an update regarding the draft of a membership toolkit providing legal analysis and best practices surrounding pregnant and parenting student-athletes. The consultants have been working with the NCAA health & safety staff and former Committee on Competitive Safeguards and Medical Aspects of Sports member to include appropriate advice about Title IX, **Health Insurance Portability and Accountability Act (HIPPA)** and athletics trainer practices.
6. **Diversity Leadership Strategic Planning Committee**. The committee discussed the Diversity Leadership Strategic Planning Committee’s recommendation that Divisions II and III have five-year gender equity planning requirements similar to those in Division I through the athletics certification process. CWA supports this recommendation, which will allow institutions to strategically plan their gender equity goals in cooperation with their campus officials and evaluate their programs in a more formal and regular format. CWA requested the Divisions II and III membership committees consider the recommendations. The committee also learned of Division II’s review of gender equity and diversity issues and plans to provide additional education to its presidents and athletics authorities.
7. **Woman of the Year**. The 2008 Woman of the Year celebration will take place on Sunday, October 19 and will coincide with the divisional council meetings in Indianapolis. The committee agreed to modify the selection criteria to require that nominees graduate and exhaust primary sport eligibility and eliminate a requirement that the student-athlete letter in the year of her nomination. Nominations may be submitted within one calendar year after both of the aforementioned criteria has been met. This information will be communicated to the membership prior to the 2009 application deadline. The committee also discussed ways to increase the number of nominations submitted for this prestigious national award, which saw a record 438 institutional nominations this year.
8. **NCAA Gender Equity Resources.** The committee received an update about the development of a teaching Title IX resource tool and web site development.
9. **Review of Life/Work Balance Issues.** The committee was provided with an update on the Executive Committee working group which was appointed to examine the issue of life/work balance within intercollegiate athletics. The Executive Committee working group is conducting its last conference call this summer. An association-wide group of council representatives has been established that will continue to discuss and work on issues associated with life/work balance. In addition, the committee was informed that there was a train-the-trainer life/work balance session at the recent Gender Equity Issues Forum. A pilot program relating to implementing life/work balance initiatives may be developed that will include at least one institution from each Divisions I, II and III. New membership resources should be available by the committee’s next in-person meeting
10. **Youth Basketball Initiative.** The committee was informed that the NCAA, along with the NBA, has announced a wide-ranging initiative designed to provide more structure to youth basketball. This initiative is intended to benefit everyone who participates in youth basketball programs and will not only focus on enhancing participants’ basketball skills but, will also stress the importance of academic preparation and life skills.
11. **CWA Representatives on Diversity and Inclusion Selection Committees.** The committee appointed the following members to serve on their joint subcommittees with the Minority Opportunities and Interests Committee:
    1. Women’s Enhancement Scholarship Selection Committee: Stan Williamson, Campbell University replacing Donna Fields, St. Mary’s University (Texas).
    2. Fellows Leadership Development Program Selection Committee: George VanderZwaag, University of Rochester replacing Geri Knortz, St. Michael’s College.
    3. Leadership Institute for Ethnic Minority Females Selection Committee: Tamica Smith-Jones, Clark Atlanta University and Julie Davis, University of Maine, Farmington replacing Donna Fields, St. Mary’s University and Jenny Warmack-Chipman, Muhlenberg College.
12. **CWA Subcommittees.** The committee appointed the following members to serve on the identified subcommittees:
    1. Patrick Nero, America East Conference, incoming chair, to the Budget Subcommittee. He joins Julie Davis, University of Maine, Farmington and Jamie Zaninovich, West Coast Conference.
    2. Faith Shearer, Elon College, incoming vice chair, to the Strategic Planning Subcommittee. She joins Pamm Hubbard, University of Alaska-Fairbanks. The committee will appoint a third member to this group at their October meeting.
13. **NACWAA/HERS, NACWAA Leadership Institute, NACWAA Executive Institute and Women’s Coaches Academy.** The committee was provided an update regarding the 2008 NACWAA/HERS, NACWAA Leadership Institute, NACWAA Executive Institution and the Women’s Coaches Academy. The committee expressed their appreciation that over 900 women have gone through the administrative trainings and over 400 have benefited from the women coaches academies. The coaches academies were able to offer a third program this summer and therefore, impact more coaches. The committee requested that a NACWAA representative attend the committee’s October meeting to engage in a discussion about the NACWAA specific programs.
14. **Gender Equity and Title IX litigation updates.** The committee was provided an update on legal cases associated with Gender Equity and Title IX issues.
15. **Future Meeting Dates and Sites.** 
    1. October 10-11, 2008, Atlanta, GA, in conjunction with the NACWAA Convention.
    2. January, 2009, teleconference.
    3. June 2009, Indianapolis, IN.
    4. September, 2009, Indianapolis, IN, joint meeting with the Minority Opportunities and Interests Committee.

*Committee Chair: Geri Knortz, St. Michaels’s College*

*Staff Liaison(s): Kimberly Ford, Diversity and Inclusion*

*Lynn Holzman, Membership Services*

*Karen Morrison, Gender Initiatives*