**REPORT OF THE**

**NCAA COMMITTEE ON WOMEN’S ATHLETICS**

**October 10-11, 2008, MEETING**

***ACTION ITEMS.***

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

***INFORMATIONAL ITEMS***.

1. **New and Departing Committee Members.** The committee welcomed to the committee Alexandra Morley, Division I Student-Athlete Advisory Committee and Erin Wojtkun, Division III Student-Athlete Advisory Committee. The committee thanked outgoing members, Donna Fields, St. Mary’s University (Texas) and Hilary Hughes, Division II Student-Athlete Advisory Committee, for their service.
2. **Emerging Sports.**
3. **Rugby.** The committee received an update from representatives of USA Rugby who provided an overview of the progress of the sport and future plans for 2009-10 to grow the sport. The committee provided feedback relating to the desire to move rugby to a NCAA championship. USA Rugby announced a development plan “Ten by 2010” to add five more varsity programs at NCAA institutions. The effort includes up to $5,000 of start-up grants to participants in the program.
4. **Squash.** The committee’s subcommittee assigned to finalize the Squash action plan for remaining on the emerging sports for women list and progressing toward championship status conducted two conference calls. The first included members of the Executive Board of the Collegiate Squash Association (CSA) in an effort to review the previously submitted proposal for the growth of the sport. CSA expressed commitment to remain on the emerging sports list, however no true timeline was provided by the organization for perceived measurable growth. The committee took action to request annual reporting from the CSA on their emerging program and stated

a deadline of 2014 to show demonstrated growth towards reaching 40 teams and sponsoring a NCAA championship. The committee was encouraged by the CSA’s efforts and commitment from USA Squash of $50,000 in seed money to develop new varsity programs over the next three years.

1. **Woman of the Year.** An update regarding Woman of the Year was provided, including statistics related to the nominee demographics. 2008 marks the second year for online institutional submissions with a record of 438 nominees and 134 conferences nominations. Every institutional and conference honoree received an NCAA Woman of the Year award certificate. The committee voted to clarify that reclassifying institutions with nominees will be considered and evaluated in the division in which they were nominated by a conference or for independents the division in which they competed.
2. **NCAA Fellows Program.** The committee agreed to support the Minority and Opportunities Interest Committee position to reserve one opening in the program for an applying NCAA staff member.
3. **Division I Legislative Proposals.** The slate of proposals in all three divisions related to the committee’s mission was reviewed.No formal positions were taken by the committee at this time.
4. **NCAA Research reports.**
5. **Participation Data.** The committee received an update on the overall high school participation numbers for both boys and girls and how they are increasing. The committee also previewed the new NCAA Gender Equity Report, which showed that female participation remained steady or improved by only one percent since the last report. . The proportion of money spent on women’s athletics showed decreases in all Division I subdivisions and Division II had no change. Only in Division III did the proportion of money spent on women’s athletics increase. The proportion of recruiting expenditures devoted to women’s sports decreased in all subdivisions of Division I. Women’s recruiting dollars in Division II remained at 36 percent and from 34 to 35 percent in Division III.
6. **Perceived Barriers to Women in Athletics Careers.** The committee was provided an opportunity to review and make suggestions for the final draft of the Barriers study that includes student-athlete, administrator, coach and game official responses regarding why women choose or decline to participate or enter the field as a profession were shared. An Executive Summary will be added to the report to compare the findings of the 1989 study to 2008 before it is published. The committee expects this report to serve as a foundation for continued discussions about the recruitment and retention of women in intercollegiate careers.
7. **Campus Climate Surveys.** The committee was provided with a review of the preliminary student-athlete results of the five institutions selected to participate in the pilot study. The primary purpose of the pilot was to test the survey instrument in preparation for a wider administration. A pilot of the administrator’s survey will be completed this fall, with the national student-athlete survey to take place no sooner than the spring of 2009.
8. **Championships update.** The committee received an update regarding the current status of NCAA championships and the four goals that will be used to direct the future of the group to include: a focus on the experience of the student-athlete in that all 88 championships will provide the same baselines and deliverables; greater staff efficiency with resources; effective management and leadership as it relates to the direction of sport committees; and a demonstrated value-added concept for all 88 championships. Six cities have been identified to participate as championship cities; a significant action has been taken to address the escalating transportation costs as well.
9. **Work-Life Balance update.** The final report of the Executive Committee working group was presented at the most recent Executive Committee meeting. The work-life balance resource toolkit for the membership will be made available on January 15 during the 2009 Convention, when two 90-minute, workshops will be held on individual and institutional evaluations of and action plans to address balance issues will be conducted. One session will serve as an informational session and the other will focus on action planning and steps to change department culture.
10. **Baseball and Softball Interpretations – Divisions II and III.** The committee received an update that all three divisions are moving in the direction of recognizing baseball and softball as separate sports, in response to a request from the Women’s Sports Foundation through the committee. At this time, the request is now receiving formal consideration from the Divisions II and III interpretive committees and Division I Legislative Council.
11. **Student-Athlete Pregnancy Issues and Gender Equity Resources.** Committee members were provided with a draft of the handbook related to student-athletes who are pregnant or parenting, which includes medical and legal reviews, model policies for athletics departments, best practices for certified athletic trainers and case studies. The NCAA national office anticipates a mailing to all member institutions and conferences with the following gender equity resources: Pregnant and Parenting Student-athletes: Resources and Model Policies; Teaching Title IX resources; the revised NCAA Gender Equity Manual; sample Title IX brochures and a reminder about the NCAA Gender Equity and Issues Forum. All the resources will be available online as well.
12. **Gender Equity Planning.** The committee reviewed a draft of the gender equity sample plan for the gender equity portion of third-cycle Division I Certification. Feedback was provided for suggested additions to the document to further clarify and enhance the document. The committee also reviewed suggested changes for the Division II Institutional Self-Study Guide questions and requested materials related to gender equity.
13. **Title IX News.** The committee discussed the Office for Civil Rights September 17, 2008, athletics activities “Dear Colleague” letter; recent court and settlement action in Title IX legal cases; and the Women’s Sports Foundation release of the second in-a-series report: “Who’s Playing College Sports: Money, Race and Gender.”
14. **Other Business.**
    1. **NCAA Matching Grants for Minority and Women Coaches.** The committee received an update on the grants awarded for 2008. New groups were funded this year that had not previously received funds. Also it was noted that a greater effort was made to fund grants relative to enhancing and growing the officiating ranks.
    2. **Women’s Sports Foundation.** Chris Voelz, the Leadership Gifts Officer of the Women’s Sports Foundation, provided a presentation to the committee on the organization’s priorities and ways in which the Committee on Women’s Athletics may partner with them regarding future endeavors.
    3. **NCAA Internship Program.** The committee was provided with an update of the 2008-09 class and relative demographic statistics. The application for the 2009-10 class has been posted online with a December 5 deadline.
    4. **CWA Orientation Packet.** The committee received a copy of the orientation packet prepared for incoming committee members developed as a resource tool describing the committee’s charge, subcommittees, supported programs, strategic plan and data related to women in instercollegiate sports.
15. **Upcoming Events and Relative Dates.**
    1. **Women of the Year Dinner.** October 19, Indianapolis, Indiana. ESPN2 broadcast on December 5, 2008.
    2. **Division I Final Four Events.** April 6, 2009, St. Louis, Missouri. Preparations are being made to develop a “legacy program”, a session focused on encouraging business-women to serve as mentors to at-risk girls from the local community.
    3. **Women’s Leadership Symposium.** Designed as an educational experience for professional women new to working in intercollegiate athletics administration and coaching and students aspiring to a career in college athletics, the new NCAA Women’s Leadership Symposiums will begin with a regional event in Boston March 20-21, 2009 in conjunction with the NCAA Women’s Frozen Four Ice Hockey Championship. The two-day program will focus on the following areas of skill development: Leadership Skills; Management Strategies; and Career Advancement. The mission of the program is to further the participants’ skills, expand their professional network and promote the recruitment and retention of women in athletics administration and coaching.
    4. **Gender Equity and Issues Forum.** April 27-29, 2009, San Diego, California.
    5. **2009 Regional Rules.** May 13, 2009, Atlanta, Georgia and June 3, 2009, Anaheim, California. Two gender equity sessions will focus on Work-Life Balance and Equity in Athletics Disclosure Act and Title IX Coordinators.
16. **Future Meeting Dates and Sites.** 
    1. CWA teleconference on February 5, 2009, 1 to 3:30 p.m.
    2. CWA Budget Subcommittee conference call, TBD.
    3. CWA Strategic Planning Subcommittee conference call, TBD.
    4. May, 18-19, 2009, Indianapolis, IN, CWA meeting.
    5. September, 15-16, 2009, Indianapolis, IN, joint meeting with the Minority Opportunities and Interests Committee.

*Committee Chair: Patrick Nero, America East Conference*

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

*Lynn Holzman, Membership Services*

*Karen Morrison, Gender Initiatives*