

**REPORT OF THE  
NCAA COMMITTEE ON WOMEN'S ATHLETICS  
September 13-15, 2009**

**ACTION ITEMS.**

**1. Legislative Items.**

- None.

**2. Nonlegislative Items.**

**Divisions I and II only**

**a. Division I Dashboard Indicators and Division II Dashboard Indicators:  
Inclusion of Gender Equity and Financial Aid Indicators**

- (1) Recommendation. The Committee on Women's Athletics recommends that the appropriate governance bodies add the following components to the Division I Dashboard Indicators and Division II Dashboard Indicators.
  - i. Division I: gender equity as an indicator (e.g., participants, financial aid, recruiting and operating budgets)
  - ii. Division II: current gender equity and athletically related financial aid as indicators.
- (2) Rationale. These NCAA systems are being used by institutional presidents and chancellors and other leaders on campus on a regular basis with the feedback from users being very positive. Making available gender equity and financial aid information within these same systems and at the fingertips of campus decision-makers will ensure they are informed while assessing other components about athletics departments as decisions are made about resource allocation, funding, etc. It was reported that there is over an 80% usage rate by the Division I membership for the Dashboard Indicators system. It is anticipated that the Division II system will also see a high usage rate.
- (3) Estimated Budget Impact. Minimal for programming gender equity component of the systems.
- (4) Student-Athlete Impact. Not applicable.

**INFORMATIONAL ITEMS.**

1. **New Committee Members.** The committee welcomed Monique Carroll, University of Arkansas, Pine Bluff and Division I Student-Athlete Advisory Committee member and Amy Chen, Newbury College and Division II Student-Athlete Advisory Committee member.
2. **Strategic Planning.** The committee engaged in a strategic planning exercise with Robyn Rickenbach, Springboard International Inc. The exercise included focusing on the committee's vision, trends, a SLOT (strengths, limitations, opportunities and threats) analysis, a review of the 2009-10 proposed objectives and how the committee will measure success. The committee will continue to develop its strategic plan over the next several months.
3. **Emerging Sports for Women Program Updates.**
  - a. **Sand Volleyball.** Division I adopted NCAA Division I Proposal No. 2008-59 (addition of sand volleyball to the emerging sports for women list), effective August 1, 2010. The proposal received more than the necessary 30 override votes from the Division I membership and, therefore, an override vote of the proposal will occur during the NCAA 2010 Convention. The committee noted its continued support for the addition of sand volleyball to the emerging sports for women list and plans to develop a "Q & A" document to help ensure that accurate information about the sport is available to the Division I membership prior to the override vote. In particular the committee will note:
    - (1) Per the most recent report from the Sporting Goods Manufacturer's Association (SGMA), participation in beach volleyball grew by 7.6% from 2007 to 2008 and has grown 25.8% in the last two years.
    - (2) In terms of participants, beach volleyball added 293,000 overall. Female participants under the age of 18 totaled 217,000 in 2007 and 240,000 in 2008. 64% of those participants report playing beach but not indoor volleyball.
    - (3) Beach volleyball and equestrian are the only two sports on the list in which there are considerably more females than males competing in the under-18 age groups.

- (4) Collegiately, in 2009 the number of sand volleyball events and participants again doubled from 2008 levels with the largest event being the 200-player Fiesta on Siesta Key in Florida, and the most high-profile being the third annual CBS College Alt Games Collegiate Beach Championships in California.
- (5) CWA received copies of support letters for sand volleyball sent to the Division I Legislative Council from the US Olympic Committee and the Women's Sports Foundation.
- (6) At the request of the Big Ten Conference, the committee engaged in a full discussion about the process of identifying new emerging sports and membership discussion of proposals, as well as whether sand volleyball should be structured as a fall or spring championship sport.
  - i. The committee discussed ways to highlight the details of emerging sport proposals for the membership, but supported the current governance and communication structure for such proposals. CWA noted that it published the full sand volleyball proposal (which included suggestions for financial aid, playing and practice season rules, countable coaches, competitive rules, program facilities and budget projections for conducting a sand programs) online immediately after receipt in July 2008. The committee forwarded the proposal to all three divisions for consideration, and felt that process allows for divisional debate consistent with other legislative proposals.
  - ii. The CWA agrees that there has been confusing rumor about the proposed structure of sand volleyball. The committee noted however that all regulations and competitive rules are drafted by and approved by the membership. No rules have been set in place...the membership is free to craft the sport's structure as most appropriate for student-athlete well-being, cost containment and competitive equity; and is doing so currently.
  - iii. The committee continued to support sand volleyball being a spring championship sport, noting that if it were conducted in the fall it would limit student-athlete participation opportunities and present resource issues for institutions that chose to sponsor sand and indoor volleyball (e.g., coaching and personnel, facilities). Further, the

committee observed that while sand volleyball will be played both indoors and outdoors, if conducted as a fall championship sport, weather conditions would be moving toward colder conditions as the championship approached.

- (7) Division II will consider NCAA Division II Proposal No. 2010-7, which would establish the maximum institutional grant-in-aid equivalency limit, the playing and practice season regulations and the minimum contests and participant requirements for sports sponsorship, at the 2010 NCAA Convention.
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- b. Squash.** The committee reviewed the College Squash Association's Women's Squash Team Development Report. The committee requested additional information be gathered for its next meeting.
  - c. Equestrian.** Equestrian has now reached 10 years of being on the list of emerging sport for women. Sponsorship went up from 2006-07 to 23 Division I and II programs in 2008-09. The committee received a presentation from Megan McGee, Head Coach at South Dakota State University, and Varsity Equestrian. She presented the committee with data on the current status of the sport and the group conferred about strategies to increase the number of Divisions I and II institutions that sponsor equestrian. Varsity Equestrian will be sending representatives to the NCAA Convention to provide institutional decision-makers with informational resources regarding the sport, its structure and benefits. The committee suggested that Varsity Equestrian contact institutions that offer club programs but have not transitioned those programs to varsity status to find out why that transition has not occurred. The committee also suggested that Varsity Equestrian gather information as to why some 50 NCAA Division I institutions are competing within the IHSA but not deciding to declare the sport as NCAA varsity programs.
    - (1) The committee will request an action plan be submitted from Varsity Equestrian to keep the sport on the list.
    - (2) The committee requested NCAA staff to develop methods for promoting the sport, including increased championship coverage by NCAA news mediums.

**d. Other emerging sport interest.**

- (1) **Competitive Cheer.** The committee reviewed the history of competitive cheer as well as the Office for Civil Rights 1975 assessment of cheerleading as a support activity and recent communication that competitive cheer can be recognized as a sport, in a case-by-case analysis and based upon structuring a program in which participants dedicate 100% of their time to the competitive team (i.e., no sideline cheering activities)

The committee was informed that a conference call occurred with institutions that offer competitive cheer as a varsity sport. The group indicated intent to develop a full proposal for CWA to consider adding competitive cheer to the emerging sport for women list. The committee discussed issues they would like to see addressed in the request. Those included addressing potential risk management issues and specific participant demographical information.

- (2) **Triathlon.** The committee reviewed a preliminary proposal relating to the addition of triathlon to the emerging sport for women list. Staff noted that the process and what is required for the committee to evaluate a formal proposal has been articulated to the triathlon representatives. It was noted that there is a strong amateur club infrastructure, including at the youth level. The committee was requested to review the initial proposal and submit questions/issues to be responded to such as cost implications, playing and practice season and financial aid issues and anticipated number of cross-over student-athletes, and including health and safety issues.

**4. Review of NCAA Divisions I, II and III 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.

**5. Development of Female Game Officials.** The committee engaged in a discussion about strategies for increasing the pool of female game officials. CWA is interested in development of an officiating informational website by the NCAA and information to distribute to student-athletes about such opportunities, both as avocation and career.

- 6. NCAA Woman of the Year.** The committee received an update regarding the 2009 NCAA Woman of the Year, including statistics related to the conference nominations, nominee demographics and plans for this year's award dinner and honoree activities on the weekend of October 17-18, 2009. It was noted that there will be an NCAA Champion magazine article about Woman of the Year award and process. CWA supported requesting a \$10,000 post-graduate scholarship to the winner of the award, starting in the 2011 academic year.
- 7. Updates on Women's Professional Development Opportunities.** The committee received an update on the following programs. The committee supports maintaining budget support for these programs in the next cycle.

  - a.** NCAA Women Coaches Academy. The committee reviewed the participant demographical information relating to the NCAA Women Coaches Academies. It was noted that regional continuing education events were offered during the summer 2009 and participant feedback was very positive. The Dimension II graduates program will be offered in the spring of 2010, possibly in the Boston area.
  - b.** NCAA Leadership Institute for Ethnic Minority Males and Females. The committee reviewed the participant demographical information relating to the NCAA Leadership Institute for Ethnic Minority Males and Females. There are 23 2009-10 participants with 11 males, 12 females, 15 from Division I, 6 from Division II and two NCAA staff. In addition, there are 17 African Americans, four Latino/Hispanics and two Asians in the program.
  - c.** NCAA Women's Leadership Symposiums. The committee received an update regarding the success of the 2009 Leadership Symposium held in Boston, Massachusetts and plans for the 2010 symposiums to take place in Tampa, Florida and in the west.
  - d.** Careers in Athletics. The committee discussed national office plans to conduct training events and provide resources targeting student-athletes and female students with information and encouragement to explore careers in athletics.
  - e.** NACWAA Institutes. The committee reviewed the programming history and financing, and supported recommendations for adjustments to future efforts.

**8. Title IX Update.** The committee received an update on the following Title IX related matters: Recent court cases; changes to the federal government EADA manual; Department of Education activity; and an anticipated U. S. Commission on Civil Rights report.

**9. Research Issues.**

- a.** The committee received an overview of the data associated with the Division I Academic Performance Program. Staff shared that female student-athletes graduate at a higher rate than male student-athletes and male and female students. Women's squads tend to have higher academic performance rates, eligibility and retention rates than men's squads. Women's sports have a lower percentage of 0/2's than men's sports, but there is an increasing number of 0/2's in women's basketball, soccer and indoor and outdoor track.
- b.** In its joint meeting with the Minority Opportunities and Interests Committee, CWA reviewed recent conference and institutional personnel demographics reports. CWA recommended that MOIC pull administrative assistant and SWA data out as separate report items to appropriately track professional management positions and not double-counting those designated as SWA but filling a position otherwise tracked.
- c.** The committee recommends gathering current data about senior woman administrators to evaluate their inclusion on senior staff in athletic departments and the provision of appropriate resources, time and title to fulfill their expected role.

**10. Other Business.**

- a.** Women of Color Symposium recommendations. The CWA and joint meeting agenda included a review of recommendations coming from the May 2009 Women of Color Symposium. CWA will continue these discussions after the NCAA completes its programmatic review.
- b.** 2010 Convention topics. It was noted that staff is working with the Olympic Sports Liaison Committee to develop an association wide session relating to at-risk sports. Division II will conduct a gender equity planning session.

- c. Gender Equity Resource Center. Plans include new resources: gender equity planning best practices, a web-based gender equity training resource, Title IX case studies, Title IX Coordinator brochure.

#### **11. Future Meeting Dates and Sites.**

- a. February 11, 2010, Conference Call.
- b. May 23-25, 2010, Cambridge, MA

*Committee Chair: Faith Shearer, Elon University*

*Staff Liaison(s): Karen Morrison, Gender Initiatives*

*Kimberly Ford, Diversity and Inclusion*

*Lynn Holzman, Academic and Membership Affairs*