

**REPORT OF THE
NCAA COMMITTEE ON WOMEN'S ATHLETICS
May 24-25, 2010**

ACTION ITEMS.

1. Legislative Action Items.

All divisions

a. Membership—Definitions and Applications—Emerging Sports for Women-- Squash

- (1) Recommendation: The Committee on Women's Athletics recommends that the applicable divisional governance bodies sponsor legislation to remove squash from the list of emerging sports for women and to eliminate other specified legislation associated with the sport (e.g., playing and practice season regulations, sports sponsorship minimum contest and participant requirements).
- (2) Rationale: The emerging sports for women program began in 1994 as a result of recommendations from the Gender-Equity Task Force. 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. Nine sports were on the original list, including squash. In the past 14 years, four of those sports became championship sports (rowing, women's ice hockey, women's water polo and bowling). In 2009, four sports were removed from the list due to not being able to demonstrate steady progress (archery, badminton, synchronized swimming and team handball). In 2009, the number of institutions sponsoring squash as a varsity program was 28 and this number has been constant since 2007. The committee has reached out to the sport contacts on several occasions since 2007 to offer feedback on the sport's 2008 action plan and requested additional information evidencing that there has been any progress made towards the goal of 40 varsity programs. Squash has not been able to meet this requirement. If squash is removed from the list, institutions can still sponsor the sports as varsity and include it in their gender equity efforts. Any sport can pursue renewal to emerging sport status by following committee procedures, including submission of a proposal and 15 letters of institutional commitment.

- (3) Estimated Budget Impact: 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.

- (4) Student-Athlete Impact: None.

b. Amendment to Emerging Sports for Women Legislative Timetable

- (1) Recommendation: The Committee on Women's Athletics recommends the NCAA Constitution 3.2.4.5.2 be amended to remove the "phase in" period for application of NCAA legislation and require that all NCAA legislation be applied at the time of the effective date the sport appears on the emerging sports for women list.

- (2) Rationale: Current NCAA legislation allows for a three year phase in period for application of specified NCAA legislation from the date a sport is added to the emerging sports for women list. In recent years, the delay in application of NCAA legislation has resulted in confusion in areas such as amateurism, recruiting and financial aid among institutions contemplating adding the sport once it is established on the list. Eliminating the phase in period for applying legislation to emerging sports for women supports competitive equity among institutions that sponsor the sport and will require that all legislation apply on the effective date the sport is recognized on the emerging sports list. Eliminating the phase in period will also require NCAA legislation (e.g., coaching limitations, financial aid) be in place by the effective date of the sport's addition to the emerging sports list. However, this approach will provide greater transparency and information with regard to budgets and resource allocation. As sports are recommended to be added to the emerging sports for women list, the committee will take into account (with input from the sport's sponsors) how much time may be necessary to develop the applicable legislation and will give careful consideration to the appropriate effective the date the sport would be recognized on the emerging sports for women list.

- (4) Estimated Budget Impact: None.

- (5) Student-Athlete Impact: None.

2. Nonlegislative Items.

Division I only.

a. Division I Leadership Council representation on the Committee on Women's Athletics

- (1) Recommendation: The Committee on Women's Athletics requests that the Division I Leadership Council adopt a policy to ensure appointment of a liaison from the Leadership Council to the Committee on Women's Athletics.
- (2) Rationale: The Committee on Women's Athletics is an Association-wide committee responsible for addressing issues critical to the Association and Division I related to the interests of female student-athletes, NCAA women's programs and policies that affect women. Representation from the Division I Leadership Council would reinforce and effectively enhance communication within the structure.
- (3) Estimated Budget Impact: None.
- (4) Student-Athlete Impact: None.

INFORMATIONAL ITEMS.

- 1. Committee Appointments.** Stan Williamson, director of athletics at Campbell University, was elected to serve as chair of the Committee on Women's Athletics beginning September 2010. Tamica Smith Jones, director of athletics at Clark Atlanta University, was elected to serve as vice-chair. The committee also expressed their gratitude to the following individuals for their service on the committee:

- Faith Shearer, SWA/Associate Director of Athletics, Elon University (Chair);
- Monique Carroll, student-athlete, University of Arkansas, Pine Bluff;
- Jamie Zaninovich, Commissioner, West Coast Conference;
- Patrick Nero, Commissioner, America East Conference; and
- Julie Davis, Director of Athletics, University of Maine, Farmington

2. Gender Equity and Issues Forum attendance requirement for NCAA provisional or reclassification processes. The Committee on Women's Athletics request that the Division I Administrative Cabinet along with the Division's II and III Membership Committees consider adding a requirement to the provisional and reclassifying processes that at least one institutional senior level administrative official attend the Gender Equity and Issues Forum during at least one year of the provisional or reclassification process. The committee believes that it is imperative for all NCAA institutions to have a full understanding of the association's gender equity expectations and opportunity to be trained on Title IX and planning best practices. A high ranking member of an institution's administration should attend the Gender Equity and Issues Forum so they can then assist the institution in developing an effective gender equity program.

3. Emerging Sports for Women Updates.

- a. Equestrian: The committee reviewed an action plan submitted by representatives of the varsity equestrian community during a conference call with two of the sport contacts. The committee reviewed how it could assist in the development of the sport, as well as ideas for focusing outreach on specific conferences that already had a strong equestrian presence to increase the number of institutions sponsoring the sport. Equestrian remains on the list of emerging sports for women by having demonstrated steady progress and working with the committee to grow sponsorship.
- b. Sand Volleyball: The committee reviewed the results of the Division III survey regarding interest in sponsorship of sand volleyball. The Division I governance structure is working to develop the framework for the sport with proposals relating to recruiting, coach limitations, financial aid and playing and practice seasons for consideration during the 2010-11 legislative cycle. Division II is on schedule for the sport to be effective on the emerging sports for women list as of August 1, 2010.
- c. Triathlon: The committee received an update on the status of triathlon, which is in the process of securing its ten letters of commitment and interest in the sport so it can then present its proposal to the committee.
- d. Publicity for Emerging Sports for Women. The committee recommends that the NCAA website provide more coverage of emerging sports for women and major events occurring within those sports. Increased covered

of emerging sports for women, particularly championship events, will help promote those sports and possibly foster interest in adding the sport at institutions.

4. **Olympic Sports Liaison Committee.** The committee received an update from the NCAA National Office liaison to the Olympic Sports Committee related to its efforts to address endangered sport issues.
5. **Women's Professional Development Opportunities.** The committee received an update on the following programs:
 - a. **NACWAA.** The committee met with Patti Phillips, the new executive director of National Association of Collegiate Women Athletic Administrators (NACWAA). Phillips reported to the committee about the success of NACWAA programming and the relocation of the NACWAA office to Kansas City, KS. The committee also discussed how NACWAA and the committee could continue to partner together to create educational opportunities for women involved in collegiate athletics.
 - b. **NCAA Women Coaches Academy.** Celia Slater, director of the Women Coaches Academy, gave a presentation to the committee on current programming being offered as a result of the committee's funding and support. The number of programs has expanded and an additional level of continuing education has been added. The committee's meeting coincided with Dimension II of the Women Coaches Academy, providing the committee members an opportunity to meet with participants and discuss their experiences with the Women Coaches Academy.
 - c. **Women's Leadership Symposium.** Two events were conducted this spring in Sacramento and Tampa with over 150 attendees. These programs support the committee's effort to bring affordable professional development training to different regions of the country. Next year the NCAA will conduct Symposiums in conjunction with the NCAA Convention in San Antonio and the Division I Women's Lacrosse championship in Long Island, NY. The founders of the program from the Horizon League will conduct training in Indianapolis in 2011.
 - d. **Gender Equity and Issues Forum.** The committee received a report from staff about the sessions, format and attendance at the most recent Forum in Chicago. The keynote address by Assistant Secretary of the Department of Education was recorded and recently made available to the membership on

the NCAA website. The address and recent Office for Civil Rights (OCR) announcements make clear the OCR intent to dramatically increase its athletics educational and enforcement efforts.

- e. **Senior Woman Administrator.** The committee discussed the continuing issues with the position of Senior Woman Administrator (SWA), specifically the lack of definition of duties as well as opportunities for professional development. The NCAA research staff will be sending a survey to all SWA's and Directors of Athletics this summer to explore how the role is perceived and utilized and what efforts may be needed to improve the effectiveness of the designation. The committee also expressed interest in the concept of a Minority Administrator designation; it noted that the designation should go beyond racial minority opportunities to other minority individuals.
- 6. **Committee on Women's Athletics Subcommittees.** The committee reviewed the reports of the Strategic Planning subcommittee and joint committees with Minority Opportunities and Interest Committee. Bernard Muir volunteered to fill a vacancy on the Ethnic Minority Enhancement Scholarship Selection Committee and Barbara Hannum volunteered to serve on the Leadership Institution for Ethnic Minority Males and Females committee.
- 7. **LGBT Issues.**
 - a. **SAAC Referral.** The committee discussed the referral from SAAC for information regarding current resources available for institutions and student-athletes. The committee is supportive of improved online resources for the membership and student-athlete participants that can help establish safe learning and competitive environments for all LGBT participants and professionals.
 - b. **Transgender student-athlete discussions.** The committee discussed the current NCAA position regarding transgender student-athlete participation. It noted that the national SAAC groups will discuss the topic at their summer meetings, as will the Division III Commissioners.
- 8. **Woman of the Year Selections.** The committee received an update on the 2010 NCAA Woman of the Year, which included news that a record number of institutional nominations were received. The committee will select the winner during a summer voting process and the 2010 NCAA Woman of the Year gala is scheduled for Sunday, October 17.

- 9. Post-season Participation Report.** The committee reviewed the 2009-10 post-season participation opportunities for male (48%) and female student-athletes (52%). It was noted that when recent division I men's bracket expansion opportunities and when the football bowl games and NIT tournament are added to the numbers, the percentage of post-season participation opportunities for men is approximately 15,281 (62%) and women is 9,288 (38 %). The committee discussed the need to look at both the quantity and the quality of championship opportunities. The committee also discussed that some championship opportunities for women, particularly national collegiate championships, are becoming cost prohibitive due to significant travel for competition. The committee recommended the divisional championship committees explore the issue.
- 10. Women of Color Symposium Recommendations.** The committee reviewed and discussed the recommendations made by for the Women of Color Symposium and will continue to be supportive of efforts to implement mentoring and training for women of color and improving their opportunities for governance experience.
- 11. Title IX Update.** The committee received an overview of the Department of Education's recent announcements about enforcement activity and the rescission of the 2005 Clarification and additional guidance related to third-prong compliance efforts. The committee recommends the staff develop best practices on this topic. The committee also reviewed recent activity by the U.S. Commission on Civil Rights and athletics Title IX court cases.
- 12. NCAA Diversity and Gender Professional Development Programming.** The committee received an update from Delise O'Meally regarding the status of the review of diversity and gender initiatives professional development programming. The committee also heard from staff about the possibility of restructuring of the Association's gender and minority interest committee structure in conjunction with the internal review and discussions by the Executive Committee Subcommittee on Gender and Diversity Issues about its own structure. The committee discussed that even though there are many areas of crossover and many opportunities for CWA and MOIC to collaborate, it is necessary that any restructuring maintain an effective avenue for addressing women's participation experience and professional development.
- 13. Division I Women's Basketball Issues.** The staff gave the committee an update on trends and topics being addressed by the Division I Women's Basketball Issues Committee.

- 14. NCAA Hall of Champions Exhibits.** The committee discussed a letter received by Faith Shearer, chair of CWA from the president of the National Association of Girls and Women in Sport after their national convention in Indianapolis and a visit to the NCAA Hall of Champions. The visitor expressed concern about the absence of information about the history of women's sports prior to sponsorship of women's championships by the NCAA, and the role those student-athletes played in paving a way for current female-student-athletes. The committee will share this issue with members of the NCAA Branding and Communications department, and work with them to see if they have any ideas on how to incorporate the history of women's sport (including women of color) prior to the NCAA in the current exhibits.
- 15. Future meeting dates and sites.**
- a. September 19-21, 2010, Indianapolis
 - b. February 23, 2011 via conference call

Committee Chair: Faith Shearer, Elon University
Staff Liaison(s): Karen Morrison, Gender Initiatives
Lynn Holzman, Academic and Membership Affairs
Brynna Barnhart, Enforcement