

**REPORT OF THE
NCAA COMMITTEE ON WOMEN'S ATHLETICS
June 21-23, 2011, MEETING**

ACTION ITEMS.

1. Legislative Action Items.

- None.

2. Nonlegislative Items.

- None.

INFORMATIONAL ITEMS.

Association-wide.

1. Multidivisional reclassification – opposite gender -- NCAA Bylaw 20.4.1.2.

The Committee on Women's Athletics (CWA) engaged in a thorough discussion regarding the application of new Division I membership requirements and the elimination of multidivisional reclassification. It was noted this issue was being discussed by the Division I administration cabinet. The committee unanimously supported permitting institutions that currently have a sport (other than football and basketball) classified in Division I for only one gender to seek reclassification of one Division I sport of the opposite gender.

In its review of the issue, the committee emphasized that institutions which already have a Division I sport and seek to elevate an opposite gender sport should have the opportunity to do so in order to provide equitable student-athlete access to competitive opportunities.

2. CWA committee members.

- a. Election of chair and vice chair.** The committee elected Marilyn Moniz Kaho'ohanohano, associate athletics director and senior woman administrator at University of Hawaii, Manoa, as chair and Sarah Feyerherm, associate vice president for student affairs at Washington College (Maryland), as vice chair.

- b. New subcommittee members.** CWA appointed the following representatives to its subcommittees: Ethnic Minority Enhancement Scholarship., Portia Lowe Hoeg; Pathways Leadership Development Program, Carmen Leeds; Leadership Institute for Ethnic Minority Males and Females, Marilyn Moniz Kaho'ohanohano; and NCAA Matching Grant for Minority Women Coaches, Sarah Feyerherm.
 - c. Outgoing committee members.** [Note: Terms are ending effective September 1, 2011, unless otherwise noted.] The committee thanked Stan Williamson, Campbell University, for his service as chair of the CWA. The committee thanked Bernard Muir, University of Delaware; Beth Miller, University of North Carolina, Chapel Hill; and Zack Solomon, [effective July, 2011], student-athlete representative at American University for their service to the committee.
- 3. NCAA Division I Athletics Certification Program.** Troy Arthur, director of academic and membership affairs, provided background and an update on the current review of the Division I athletics certification program. He noted that the committee will ensure the new program is focused on (1) the student-athlete experience; (2) academic integrity; (3) fiscal integrity; and (4) diversity. He also reported the new program will be technology driven to make it more efficient, as well as focused on the outcome instead of the process. Arthur noted the feedback process will engage CWA for recommendations, particularly in regard to the diversity and gender equity aspect.

CWA discussed concerns about maintaining gender equity planning requirements to assist schools in accessing their efforts to provide fair and equitable opportunities and experiences for male and female student-athletes and completing effective actions for improvements as needed. The committee noted the important opportunity the certification process provides to open the athletic department's activities to a broad campus review.
- 4. NCAA Divisions I, II and III governance updates.** The committee received updates on Divisions I, II and III governance issues. It was noted the Division II Management Council Membership Committee requested CWA provide more information regarding the cost and benefits of attendance at the Gender Equity Forum as it considers making attendance a requirement for new Division II members.

5. **NCAA Inclusion Summit.** Dr. Bernard Franklin, NCAA executive president of membership and student-athlete affairs/chief inclusion officer, provided an update on the NCAA Inclusion Summit scheduled for September 19, 2011. The summit will advance discussions on how to engage presidential leadership on issues of inclusion in intercollegiate athletics, showcase the presidents and universities who champion inclusion, and discuss how the NCAA can create collaborative partnerships to increase diversity and inclusive environments.
6. **Research update.**
 - a. **Senior woman administrator survey results.** Erin Irick, NCAA assistant director of research, provided analysis of the data collected from a survey of senior woman administrators (SWAs) and athletics directors regarding the roles of SWAs in athletics departments. It was noted the most significant difference was the consistent gap between athletics directors who stated their SWAs received training and mentorship (80 percent), compared to SWAs who stated they had received such (30 percent). Approximately 90 percent of athletics directors indicated the SWAs are in decision-making roles; while only 75 percent of SWAs indicated they are filling that role. The committee directed staff to enhance ongoing education about the role of the SWA as a part of the senior management of an athletics department and reach out to conferences about best practices.
 - b. **NCAA personnel demographics.** The committee reviewed published data related to the number of women filling campus and conference leadership and administrative positions, noting in particular that women holding athletics director, associate athletics director and assistant athletics director positions have only increased from 26.9 percent in 1995-96 to 30.4 percent in 2009-10. In that same base year, 56.4 percent of head coaches of women's teams were women, but that has fallen to 39.5 percent in 2009-10. Assistant coaching positions held by women also has trended downward from 55.9 percent in 1995-96 to 49.1 percent in 2009-10.
 - c. In the future, Irick noted the survey results would be made available online, and would be in a searchable database so information could be compiled about specific areas of interest for the membership.

- d. The committee recommended development of a status report on women in intercollegiate athletics to include data and trend analysis of student-athlete participation and treatment, coaching and administrative leadership positions held by women. The committee also recommended continuing support of professional development programs for women in intercollegiate athletics and pursuit of greater support from athletics directors and presidents in sponsoring women for advancement.
7. **NCAA national office updates.** NCAA staff provided updates on the One Team One Future initiative, NCAA intern program, and the NCAA internal inclusion plan. In regard to the NCAA internal inclusion plan, Jennifer Strawley, director of academic and membership affairs, noted the subcommittee is examining the organizational culture; employee life cycle; communication; and training and development. It was noted the initial plan is internal to the NCAA national office, but concepts developed could potentially be applicable and provided to the membership.
7. **NCAA Violence Prevention Summit.** CWA received a report from Feyerherm, who attended the NCAA Violence Prevention Summit. After discussion, the committee noted that it believes the summit was a notable start and it supports continuing efforts to develop resources to help reduce the occurrence of acts of violence through the education of coaches, administrators, and student-athletes. CWA also encourages coaches and administrators to speak with their student-athletes about this issue and develop a network of support so student-athletes know who to contact. It was noted that instances of violence need to be monitored so it can be determined whether student-athletes are more or less likely than non student-athletes to be involved in acts of violence.
8. **Emerging sports for women program updates.**
 - a. **Subcommittee.** CWA voted on and approved the creation of a three-person emerging sport subcommittee to review and monitor the CWA's emerging sport program.
 - (1) **STUNT and acrobatics and tumbling.** The committee reviewed information for possible future emerging sport for women status

from STUNT and from acrobatics and tumbling. The committee had several questions about the information presented that will be communicated to the two groups. It was noted that one year of competition is not enough to make an informed decision, and it will monitor how the sports grow over the next couple of years. The committee noted it would prefer the two organizations work together to ensure it is creating a sport that benefits female student-athletes.

- (2) **Triathlon.** The committee reviewed updated information from triathlon organizers, and it was reported triathlon organizers are currently in the process of collecting 10 letters of commitment from member institutions to complete their proposal.
 - (3) **Equestrian and rugby.** The committee reviewed updated information from the equestrian community and discussed new strategies in development for expanding sponsorship of rugby by its national governing body.
9. **CWA strategic planning subcommittee.** The committee reviewed a report from the strategic planning subcommittee conference call on several new areas identified for possible inclusion into the CWA's strategic plan. The committee continued to discuss and identify additional areas to incorporate into the strategic plan. A draft strategic plan will be circulated to the committee and discussed in more detail during the committee's October meeting.
10. **Women's professional development opportunities.** The committee received an update from NCAA staff regarding professional development opportunities for women, including NCAA Women's Leadership Symposium, Winning Careers in Athletics, Women Coaches Academy, and National Association of Collegiate Women Athletics Administrator (NACWAA) Institutes. The committee expressed its continuing support for these professional development programs and future programs to support the role of the senior woman administrators.

Curtis Hollomon, NCAA director of leadership development, provided a review of current minority and gender professional development programming. Hollomon also provided an overview of new programming developments, including the creation of categories of positions in order for programming to be specific and in "real time" to the needs of the individual at that point in their career.

11. **CWA attendance at Gender Equity Forum.** The committee agreed to annually send three CWA representatives to the Gender Equity Forum. Staff was encouraged to reach out to conference offices to encourage attendance and to consider grants to help athletics directors attend the event.
12. **NCAA Woman of the Year.** The committee received an update regarding the NCAA Woman of the Year selection process. A record number of institutional nominations (471) was received this year. This year's event honoring the Top 30 and announcing the NCAA Woman of the Year will be October 16 in Indianapolis.
13. **Title IX update.** The committee received an update on Title IX-related matters. The committee supported development of a resource consolidating recent U.S. Department of Education Office for Civil Rights guidance related to sexual harassment, bullying and violence for athletic department consideration. The committee also supported conducting a one-day Title IX seminar at the NCAA Convention once every four to five years.
14. **Lesbian, gay, bisexual and transgender issues.** The committee received an update on related matters, including websites addressing transgender student-athlete participation policy and the gay, lesbian and straight education network project.
15. **Gender equity resource center projects.** The committee received an update from NCAA staff regarding gender equity resource center projects. It was noted that a Title IX coordinator and model policy will be distributed this fall. The committee also suggested using opportunities like the NCAA regional rules seminars to educate women about professional development programming and governance opportunities.

16. Future meeting dates and sites.

- October 11-12, 2011, Pittsburgh, Pennsylvania, in conjunction with the NACWAA Fall Convention and a joint meeting with MOIC.

Committee Chair: Stan Williamson, Campbell University

*Staff Liaisons: Karen Morrison, gender inclusion initiatives
Brynna Barnhart, enforcement
Lynn Holzman, academic and membership affair*