



VIA ELECTRONIC MAIL

MEMORANDUM

P.O. Box 6222
Indianapolis, Indiana 46206
Telephone: 317/917-6222

January 7, 2010

TO: NCAA Executive Committee Subcommittee on Gender and Diversity Issues.

FROM: Charlotte Westerhaus
Vice President of Diversity and Inclusion.

SUBJECT: January 15 meeting.

Enclosed are the agenda and supplements for the January 15 NCAA Executive Committee Subcommittee on Gender and Diversity Issues meeting.

The meeting will be from 2 to 5 p.m. in the "Hanover D" room at the Hyatt Regency Atlanta Hotel; 265 Peachtree Street; Atlanta, Georgia 30303; phone: 404/577-1234.

If you still have not made your travel arrangements, please do so as soon as possible by calling Short's Travel at 1/866-655-9215.

If you have any questions prior to the meeting, please notify James Bellamy at 317/917-6957 or jbellamy@ncaa.org.

We look forward to seeing you January 15.

CFW/TA:jrb

Enclosures

cc: Selected NCAA Staff Members

National Collegiate Athletic Association

An association of more than 1,200 members serving the student-athlete

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AGENDA

A G E N D A

National Collegiate Athletic Association

Executive Committee Subcommittee on Gender and Diversity Issues

Committee Charge: The charge of the committee is to review and provide recommendations to the Executive Committee on the following four areas: a) student-athlete welfare; b) gender issues; c) minority issues; and d) youth issues. This committee is an Association-wide committee and consists of 12 college presidents (four from each NCAA division).

Hyatt Regency Atlanta
Hanover D

January 15, 2010

1. Welcome. (Antoine Garibaldi)
 - NCAA Executive Committee Subcommittee on Gender and Diversity Issues member roster. [Supplement No. 1]
2. Discussion with search firm for the new NCAA president. (Jim Isch and Dan Parker)
3. Update on diversity on the review of NCAA diversity and gender programming. [Supplement Nos. 2 and 3] (Karen Morrison and Charlotte Westerhaus)
4. Update of diversity and NCAA football coaches hiring. [Supplement No. 4] (Westerhaus)
5. Viewing of video "What is Diversity?" (Westerhaus)
6. Discussion regarding the Executive Committee Subcommittee on Gender and Diversity Issues. (Bernard Franklin)
7. Introduction of the new committee chair. (Garibaldi)
8. Other business.

9. Future meeting dates and sites.
 - a. April 28, 2010. Indianapolis, Indiana.
 - b. August 11, 2010. Indianapolis, Indiana.
 - c. October 27, 2010. Indianapolis, Indiana.
 - d. April 27, 2011. Indianapolis, Indiana.
 - e. August 10, 2011. Indianapolis, Indiana.
 - f. October 26, 2011. Indianapolis, Indiana.
10. Adjournment.

SUPPLEMENT NO. 1



DIVISION I

Vacant

DIVISION II

Antoine M. Garibaldi

President

Gannon University

109 University Square

Erie, Pennsylvania 16541

Phone: 814/871-7609

Fax: 814/871-7338

E-mail: garibaldi@gannon.edu

Assistant: *Jeannie Kloecker*

E-mail: kloecker001@gannon.edu

Term Expiration: January 2010

Carolyn R. Mahoney

President

Lincoln University (Missouri)

820 Chestnut Street

Jefferson City, Missouri 65101

Telephone: 573/681-5042

Fax: 573/681-6074

E-mail: Mahoney@lincolnu.edu

Contact: Rose Ann ortmeyr@lincolnu.edu

Term Expiration: January 2013

Philip P. Gerbino

President

University of the Sciences in Philadelphia

600 South 43rd Street

Philadelphia, Pennsylvania 19104

Telephone: 215/596-8970

Fax: 215/596-8726

E-mail: President@usp.edu

Contact: Colleen Lyle President@usp.edu

Term Expiration: January 2013

Hamid Shirvani

President

California State University, Stanislaus

801 West Monte Vista Avenue

Turlock, California 95382

Phone: 209/667-3201

Fax: 209/667-3206

E-mail: president@csustan.edu

Assistant: *Nicole LaFlamme*

E-mail: nlaflamme@csustan.edu

Term Expiration: January 2011

DIVISION III

Livingston Alexander

President

University of Pittsburgh, Bradford

300 Campus Drive

Bradford, PA 16701-2898

Phone: 814/362-7501

Fax: 814/362-7690

E-mail: alexand@pitt.edu

Assistant: Sandy Green

E-mail: smg4@pitt.edu

Term Expiration: January 2012

Catharine Hill

President

Vassar College

124 Raymond Avenue

Poughkeepsie, N.Y. 12604-0001

Phone: 847/437-7200

FAX: 847/437-7726

E-Mail: chill@vassar.edu

Assistant: Ilene Cooke

E-Mail: ilcooke@vassar.edu

Term Expiration: January 2012

James Harris

President

Widener University

One University Place

Chester, Pennsylvania 19013

Phone: 610/499-4101

Fax: 610/499-4196

E-mail: james.t.harris@widener.edu

Assistant: Janis Sendek

E-mail: jssendek@widener.edu

Phone: 610/499-4103

Term Expiration: January 2011

Marcia Keizs

President

York College / CUNY

94-20 Guy R. Brewer Boulevard

Jamaica, New York 11451

Phone: 718/262-2350

Fax: 718/262-2352

E-mail: mkeizs@york.cuny.edu

Assistant: Sandra Bell Adams

E-mail: sadams@york.cuny.edu

Term Expiration: 2012

NCAA STAFF LIAISONS

Karen Morrison

Director of Gender Initiatives

Phone: 317/917-6312

Fax: 317/917-6302

E-mail: kmorrison@ncaa.org

Assistant: *Cindy Mckinney*

E-mail: Cmckinney@ncaa.org

Charlotte Westerhaus

Vice President of Diversity and Inclusion

Phone: 317/917-6957

Fax: 317/917-6904

E-mail: cwesterhaus@ncaa.org

Assistant: *James Bellamy*

E-mail: Jbellamy@ncaa.org

OTHER NCAA STAFF ADVISORS

David Berst

Vice President for Division I

Phone: 317/917-6937

E-mail: dberst@ncaa.org

Assistant: *Vicki McEachran*

E-mail: vmceacheron@ncaa.org

Elsa Cole

General Counsel

Phone: 317/917-6915

E-mail: ecole@ncaa.org

Assistant: *Pat Schaefer*

E-mail: pschaefer@ncaa.org

Bernard Franklin

Executive Vice President of Membership and
Student-Athlete Affairs

Phone: 317/917-6941

E-mail: bfranklin@ncaa.org

Assistant: *Janice Whitehead*

E-mail: jwhitehead@ncaa.org

Joni Comstock

Senior Vice President of Championships and
Education Services/SWA

Phone: 317/917-6489

E-mail: jcomstock@ncaa.org

Assistant: *Kenny Sprague*

E-mail: ksprague@ncaa.org

US MAIL ADDRESS

NCAA

P.O. Box 6222

Indianapolis, IN 46206-6222

SHIPPING ADDRESS

NCAA Distribution Center

1802 Alonzo Watford Sr. Drive

Indianapolis, IN 46202

Telephone: 317/917-NCAA (6222)

Fax: 317/917-6808

Legislation: FBS=Division I Football Bowl
Subdivision; FCS=Division I Football
Championship Subdivision

SUPPLEMENT NO. 2

MEMORANDUM

January 4, 2010

TO: Selected NCAA Governance Committees.

FROM: NCAA Diversity and Inclusion and Gender Program Review Working Group.

SUBJECT: Update regarding a review of NCAA Diversity and Inclusion and Gender Initiatives Professional Development Programs.

The National Collegiate Athletic Association (NCAA) currently administers 12 Diversity and Inclusion programs and six Gender Initiatives programs. The programs are designed to implement the NCAA Strategic Plan's charge to enhance athletics opportunities and hiring practices for women and ethnic or racial minorities.

In August 2008, late NCAA President Myles Brand called for a review of these programs to: 1) evaluate and assess their success and organizational impact and 2) create recommendations to strengthen existing programs, create new programs and/or discontinue or redesign present programs that may be less effective.

To that end, the NCAA leadership charged the Diversity and Inclusion and Gender Program Review Working Group (the "Working Group") to complete the audit. The Working Group has collected and analyzed information on each program. Data collection included an overarching description and mission of each program as it is currently administered; a list of the organizations and/or departments responsible for the support and implementation of the program; a listing of the explicit objectives of the program; an overarching description of the program policies and procedures; current and historical eligibility criteria; current and historical budget information; and current and historical participant information.

KEY FINDINGS

Presently, diversity and gender equity-related programming largely focus on diversity through the lens of race/ethnicity and gender and generally excludes other dimensions of diversity including: creed, national origin, age, disability, sexual orientation, religion, marital status, education, income and geographic location. Moreover, the objectives of the program are very board. In addition, some program design and execution deficiencies were found including feedback mechanisms and inconsistent roles and responsibilities of stakeholders.

SUMMARY OF RECOMMENDATIONS

In order to establish measurable objectives needed to complete a future assessment on the programs, the Working Group recommended the following initial action step:

- Establish an association-wide vision statement or framework for NCAA diversity and gender programs and initiatives. Diversity and Inclusion and Gender Initiatives' staff will seek feedback from the Working Group; the Minority Opportunities and Interests Committee; the Committee on Women's Athletics as well as other appropriate stake holders at the national office and within the membership. The vision statement or framework will be presented for review and final approval by the NCAA Executive Committee by April 2010.

In addition, the following is a summary of additional recommendations that Diversity and Inclusion and Gender Initiatives' staff will initiate and/or complete:

1. Remediate any gaps and deficiencies in program design. (To be completed by October 2010).
2. Develop an improved marketing plan and overall expansion of the programming beyond the underrepresented groups. (To be completed by October 2010).
3. Develop and implement data and tracking instruments that will adequately measure realigned objectives. (To be completed by January 2011).
4. Periodic evaluation of the entire program portfolio, making relative value judgments and comparisons among programs. (Ongoing).

SUPPLEMENT NO. 3

NCAA Diversity, Inclusion, and Gender Equity Framework

(Draft, January 2010)

The NCAA believes in and is committed to diversity, inclusion and gender equity among its student-athletes and intercollegiate athletics department staff. We seek to establish and maintain an inclusive culture that fosters equitable participation for student-athletes and career opportunities for coaches and administrators from diverse backgrounds. Diversity and inclusion improves the learning environment for all student-athletes, and enhances excellence within intercollegiate athletic departments and the Association.

The NCAA will provide or enable programming and education which sustains foundations of a diverse and inclusive culture, supports equitable laws and practices, increases the opportunities for individuals from historically underrepresented groups to participate in intercollegiate athletics at all levels, and enhances hiring practices for all athletics personnel to lead to more inclusive leadership in intercollegiate athletics.

SUPPLEMENT NO. 4

**NCAA Head Football Coach
Race/Ethnicity Demographics**
(As of January 5, 2010)

These numbers exclude Historically Black Colleges and Universities.

DIVISION I Football Bowl Subdivision (FBS) (14 out of 119)

Institution	Athletic Director	Head Coach	Race
University of Kansas	Lew Perkins	Turner Gill	African American
University of Houston	Dave Maggard	Kevin Sumlin	African American
University of New Mexico	Paul Krebs	Mike Locksley	African American
U.S. Naval Academy	Chet Gladchuck	Ken Niumatalolo	*P.I.
University of Miami	Kirby Hocutt	Randy Shannon	African American
Florida International	Pete Garcia	Mario Cristobal	Latino
Miami of Ohio	Brad Bates	Mike Haywood	African American
Eastern Michigan University	Derrick Gragg	Ron English	African American
New Mexico State University	McKinley Boston	Dwayne Walker	African American
University of Memphis	R.C. Johnson	Larry Porter	African American
University of Virginia	Craig Littlepage	Mike London	African American
Western Kentucky University	Dr. Camden Wood Selig	Willie Taggart	African American
University of Louisville	Tom Jurich	Charlie Strong	African American
University of Kentucky	Mitch Barnhart	Joker Phillips	African American

* Denotes Asian/Pacific Islander.

DIVISION I Football Bowl Subdivision (Head Coach in Waiting)

Institution	Athletic Director	Coach	Race
University of Maryland	Deb Yow	James Franklin	African American

DIVISION I Football Championship Subdivision (FCS) (7 out of 101)

Institution	Athletic Director	Head Coach	Race
Columbia	Diane Murphy	Norries Wilson	African American
Indiana State	Ron Prettyman	Trent Miles	African American
Northern Arizona	Jim Fallis	Jerome Souers	*A.I.
Southeast Missouri State	Dave Kaverman	Tony Samuel	African American
Yale University	Thomas Beckett	Tom Williams	African American
Portland State	Torre Chisholm	Nigel Burton	African American
University of Richmond	Jim Miller	Latrell Scott	African American

*Denotes American Indian/Native American.

DIVISION II (2 out of 133)

Institution	Athletic Director	Head Coach	Race
Wayne State	Rob Fournier	Paul Winters	African American
Stonehill College	Brendan Sullivan	Robert Talley	African American

DIVISION III (3 out 229)

Institution	Athletic Director	Head Coach	Race
Salisbury State	Michael Vienna	Sherman Wood	African American
Randolph- Macon	Dennis Kanach	Pedro Arruza	Latino
Chapman University	David Currey	Bob Owens	African American

Summary

Total number of football programs in all three divisions:	582
Total number of coaches of color in all three divisions:	26
Percentage of coaches of color in college football:	4.5%
Percentage of African-American football student-athletes in D-I FBS: (2008-2009)	47%
Percentage of football student-athletes of color in D-I FBS football (2008-2009)	54.9%
Percentage of coaches of color in D-I FBS (2009-2010)	11.8%
Percentage of African-American football student-athletes in D-I FCS: (2008-2009)	45.1%
Percentage of football student-athletes of color in D-I FCS football: (2008-2009)	56.1%
Percentage of coaches of color in D-I FCS (2009-2010)	6.9%
Percentage of African-American football student-athletes in D-II: (2008-2009)	41.8%
Percentage of football student-athletes of color in D-II: (2008-2009)	47.9%
Percentage of coaches of color in D-II (2009-2010)	1.5%
Percentage of African-American football student-athletes in D-III: (2008-2009)	15%
Percentage of football student-athletes of color in D-III: (2008-2009)	21.3%
Percentage of coaches of color in D-III (2009-2010)	1.3%

Note 1: June 2005: three head football coaches of color in Division I-FBS
August 2009: eight head football coaches of color in Division I-FBS
January 2010: fourteen head football coaches of color in Division I-FBS

Note 2: All of the student-athlete information above reflects the latest data (2008-2009) obtained by NCAA Research staff within the NCAA Student-Athlete Race and Ethnicity Report.

*coach in waiting not included

NCAA/1/5/10/CFW/IC:jrb