REPORT OF THE
NCAA MINORITY OPPORTUNITIES AND INTERESTS COMMITTEE
FEBRUARY 3-4, 2010, MEETING

***ACTION ITEMS*.**

1. Legislative Items.

- None.

2. Nonlegislative Items.

- None.

***INFORMATIONAL ITEMS*.**

Association-wide.

1. New Committee Chair. The committee welcomed Dawn Reynolds, Associate Athletics Director for Business Operations, University of Miami and William A. Smith, Faculty Athletics Representative, University of Utah to their new roles as chair and vice-chair respectively of MOIC.

2. Review of the Committee on Women's Athletics (CWA)/MOIC joint meeting report. MOIC expressed an interest in considering opportunities of sponsoring joint programming with CWA to address shared committee areas of interest regarding women, similar to that of the Women of Color Symposium sponsored by Diversity and Inclusion.

3. Review of the Committee on Women's Athletics (CWA) report. The committee was provided with an informational update on Gender Initiative related conferences and seminars for 2010 and encouraged to attend. Updates were provided regarding the Division III exploration of sand volleyball as a potential emerging sport and it was demonstrated how to access the resources provided on the gender equity webpage. The committee received an update regarding the 2009 Woman of the Year program held October 17-18, 2009 in Indianapolis, Indiana and provided related articles on the event.

4. Division I Board of Directors/Leadership Council. The committee received a summary of the Division I goals for diversity within the NCAA governance structure and the application of the current gender and diversity minimums that will be applied to each council and cabinet independently as well as the determination to apply a new minimum positional requirement for athletics directors and faculty athletics representatives to each council and cabinet independently. The committee also received an update on the NCAA Presidential Search being conducted by Parker Executive Search.

5. **Diversity and Inclusion, Gender Equity Framework.** The committee received an update on the internal diversity and gender program review. A primary focus of the review was the development of the framework of a definition to be used as the vision statement for diversity as it pertains to intercollegiate athletics. The current framework was shared with the committee and they were provided with the opportunity to comment.

6. **Diversity and NCAA Football Coaches Hiring Update.** The committee received an update on recent hiring among head football coaches in Division I FBS and Division III institutions. It was noted that many of these coaches previously participated in professional development programming provided by the NCAA.

7. **Faculty Athletics Representatives Association (FARA) Discussion.** The committee remains committed to providing assistance to FARA in their efforts to enhance diversity amongst their representatives. Representatives of MOIC will work in collaboration with the chair and vice-chair of FARA to develop recommendations, identify best practices and provide education on how to address the concern.

8. **New Peer-Reviewers for the Athletics Certification Process**. The committee received an update on the opportunity to serve as a peer-reviewer for athletics certification. A review of the selection process, training and review process and benefits of serving as a reviewer were provided. Committee members not currently participating in the process were encouraged to apply.

9. **Programmatic updates.**

   a. **Leadership Institute for Ethnic Minority Males and Females.** The committee received an update of the 2009-10 participant demographical information. There are 23 participants with 11 males, 12 females, 15 from Division 1, 6 from Division II and two NCAA staff. In, addition there are 17 African Americans, four Latino/Hispanics and two Asians in the program. The class is scheduled to graduate in June.

   b. **NCAA Internship Program.** The committee received an update regarding the 2009-10 internship class and the selection process of the 2010-11 class. Presently, three interns have departed from the program securing full-time employment within the membership and the national office. The 2010-11 class will participate in interviews in March and begin their experience in June.

10. **Other Business.**

   a. **Diversity Study Update.** The committee was provided with an update on the different layers of studies that need to be performed based on the objectives of the

committee and the association. The committee will be looking for opportunities to perform focus groups with various constituent groups to gather information on the breadth of issues surrounding diversity within the membership.

b. Discussion of Medical Issues Surrounding Cardiomyopathy in Black Males. The committee noted the need to educate the membership on this important topic. The committee will seek out opportunities to partner and collaborate with the American Heart Association (AHA), National Association for the Advancement of Colored People (NAACP), and the Student-Athlete Advisory Committee (SAAC) to increase resources regarding the matter specifically as it relates to testing and insurance education.

11. Future Meeting Dates and Sites.

a. July 19-20, 2010, Indianapolis, Indiana.

b. September 21-22, 2010, Joint meeting with CWA, Indianapolis, Indiana.

<u>Division I only</u>.

12. Academic Progress Rate.

- The committee received an update on the Division I Academic Performance Rate (APR) and noted trends among some historically black colleges and universities (HBCU) that suggest a disparate impact. The committee discussed the Supplemental Support Fund (SSF), a grant program established by the Division I Board of Directors to enhance academic support services on low resource campuses. Many HBCUs fit within this category and are eligible to receive this fund. The committee noted that the fund has been in place for two years and is entering its final year. The Board of Directors will consider the effectiveness and potential future of the program during its upcoming meeting.

  The committee recommends the continuation of the SSF to provide ample time for institutions to realize the benefits of the grant dollars. The committee believes that the relative youth of the SSF program precludes full and complete evaluation of its success merely by analyzing APR scores. The committee noted that many programs need more time to demonstrate success, and recommends that the Committee on Academic Performance and the Board of Directors consider another matrix to measure improvement in the short term.

<u>Division III only</u>.

13. Senior Minority Athletics Administration Designation.

- The Minority Opportunities and Interests Committee (MOIC) received a referral from the Division III Management Council to consider the request of introducing a Senior Ethnic Minority Administrator designation into the governance structure. The committee discussed the referral and suggested that the use of participation in NCAA professional development programming be considered as an evaluation criterion for committee service. It was determined that establishing a project team of Division III committee members to obtain more information and to further clarify the intended objectives before recommendations were made would be the committee next steps.

Committee Chair: *Dawn Reynolds, University of Miami*
Staff Liaison(s): *Troy Arthur, Diversity and Inclusion*
Nicole Bracken, Research
Kimberly Ford, Diversity and Inclusion