REPORT OF THE
NCAA MINORITY OPPORTUNITIES AND INTERESTS COMMITTEE
OCTOBER 11-12, 2011, MEETING

***ACTION ITEMS*.**

1. Legislative Items.

- None.

2. Nonlegislative Items.

- None.

***INFORMATIONAL ITEMS*.**

Association-wide.

1. New committee members. The committee welcomed new committee members Rashann Carlton, director of athletics, Penn State Harrisburg; Wayne Coito, director of compliance and external affairs, Pacific West Conference; Dianthia Ford-Kee, director of athletics, Lincoln University (Pennsylvania); Wildens Fils, Division III National Student-Athlete Advisory Committee representative, Lyndon State College; Chris Howard, associate athletic director-administration, University of Kansas, Ad Hoc Liaison; Clyde McCoy, professor and chair emeritus, department of epidemiology and public health director, Comprehensive Drug Research Center, faculty athletic representative president emeritus, Atlantic Coast Conference, University of Miami; and Alejandro Mendez, Division I National Student-Athlete Advisory Committee, University of South Florida.

2. MOIC chart of service. Committee members were informed of the pending end of the current chair and vice chairs terms. Committee members interested in moving into a leadership role as chair or vice chair were encouraged to inform the primary liaison.

3. Review of the joint Committee on Women's Athletics (CWA)/MOIC agenda. The committee reviewed the agenda and actions that would occur during the joint CWA/MOIC meeting. An overview of the new joint committee structure and priorities discussion was introduced. Committee members were provided with the opportunity to identify a particular subcommittee of interest: lesbian, gay, bisexual, and transgender; disabled student-athletes and minority women; and strategic planning on which to serve.

4. **National Association of Collegiate Women Athletics Administrators (NACWAA) welcome and organization update.** The committee was addressed by Patti Phillips, chief executive officer, NACWAA, and provided an overview of the mission and vision of the organization. NACWAA was formed to empower, develop and advance the success of women throughout the profession. The committee was provided with an overview of the current programming and opportunities for potential collaboration and future partnership. The committee is interested in determining ways to address the specific needs of women of color and looks forward to having the opportunity to meet with the executive board of NACWAA in the future.

5. **NCAA athletic certification update.** The committee was provided with an overview by NCAA staff of the proposed changes regarding the NCAA athletic certification process since the moratorium. The charge given to the certification staff was to review the process and identify a new one that would be less burdensome yet still yield the same results of accountability regarding institutional expectations around gender and diversity. The committee was made aware that the new process would better engage presidents, provide greater autonomy and increase the importance of institutional self assessment through a determined benchmarking process. MOIC is supportive the proposed changes in concept but expressed concern about institutional and athletics department staff who would take part in the process. The committee was encouraged to provide feedback regarding how the new process may affect their individual institutions.

6. **National Association of Diversity Officers in Higher Education (NADOHE) presentation**. The committee received an overview of the mission, vision and overarching goals of the organization which are: research, professional development, fostering networking opportunities and to influence policy by President Glen Jones, interim provost at Arkansas State University. NADOHE was founded in 2006. The committee was provided with a strategic plan for the organization and reviewed the key areas of focus to include: exponential growth, professional development, professional practice, assessment and outcome initiatives, NADOHE's role in public policy, development of alliances and international initiatives. MOIC is interested in reviewing the strategic plan of NADOHE and identifying opportunities for future collaboration.

7. **Confederate Battle Flag update.** The committee received an update on the NCAA Executive Committee's decision to uphold the policy as adopted in August 2010, which prevents those institutions in the states of Mississippi and South Carolina from hosting predetermined championships inside or outside their respective states.

8. **Women of the Year (WOTY).** The committee was provided with an update regarding the record 473 nominations received during 2011 the 21st year of WOTY. The committee was encouraged to make sure it is actively participating in the process and submitting names to be considered for the award. The committee was made aware that there were minorities represented as finalist for the award.

9. **Supplemental Support Fund update.** The committee received an update regarding the program and how funding has been set aside to assist the identified low resource institutions disproportionately impacted by the academic performance program. An explanation of the three-prong formula was provided regarding how the lower 10 percent are determined. The established funding pool is designed to assist schools in the areas of academic support and staff professional development. The committee expressed support of the program and its continuance with increased funding to better meet the needs of the annually participating institutions. Access to funding is only available to members of Division I, while access to educational resources has been extended to Division II Historically Black Colleges and Universities. MOIC expressed strong concerns that financial resources have not been set aside for adversely impacted institutions in Division II and Division III and recommends that research be conducted to expand the program beyond Division I.

10. **Minority Opportunities Athletic Association (MOAA) presentation**. The committee was provided an organizational overview by Executive Director, Stan Johnson. The principles, purposes and goals of the organization around: education, advocacy, outreach and outcomes were reviewed. MOAA was formed to celebrate and promote diversity within athletics by providing member services that address the needs of minority administrators professionally, emotionally, financially and physically. The committee was provided with an overview of the current programming and opportunities for potential collaboration and future partnership.

11. **Academic issues update – initial eligibility.** NCAA staff provided the committee with an overview of the recent actions of the NCAA Division I Committee on Academic Performance. The committee recognizes that by increasing the eligibility standards there will be some adverse impact on student-athletes from low resource and poorly equipped high schools, many of whom may be student-athletes of color. An overview of the initial-eligibility models being considered was provided to the committee. Information also was provided regarding suggested changes being made to the two-year transfer requirements and considerations being given to propose providing a year of academic readiness. An

update was also provided regarding the new Academic Progress Rate score of 930 and proposed penalty structure changes impacting post season participation.

12. **NCAA diversity award.** The committee was provided with an overview of efforts being made to collaborate with MOAA in the creation of a diversity award to recognize institutions for their outstanding best practices being modeled in the areas of diversity and inclusion. The inaugural award is scheduled to be presented in January 2013 at the NCAA Convention. Representatives from MOAA, MOIC and CWA will be indentified to serve as part of the selection committee.

13. **Program updates – committee involvement.** The committee reviewed current participation of MOIC members on MOIC and CWA selection committees supported by the student-athlete affairs and leadership development programs unit. Rashaan Carlton, director of athletics, Penn State Harrisburg, was selected to replace Donna Ledwin, and Irma Garcia, director of athletics, St. Francis College (New York), was selected to replace Alicia Shields Gadson on the Ethnic Minority Enhancement Scholarship selection committee. Program administrators will be invited to the next in person meetings to provide updates on related programming.

14. **2011-12 Cycle Review of Legislation.**

Division I only.

a. **2011-11 organization – governance structure – removal of NCAA Division I Bylaw 21.** The committee expressed strong concern regarding efforts being made to remove Bylaw 21 from the manual. While the committee appreciates the effort for simplification and streamlining of the Manual, the committee strongly objects to the adoption of this proposal. This proposal shifts requirements, such as gender and ethnicity minimums, to a process that may allow modification or elimination by a committee vote rather than a broader membership review as required for legislative changes. These measures ensure the valued diversity of committee members within the Association.

b. **2011-65 eligibility – two-year college transfers – year of academic readiness at two-year colleges.** MOIC expressed support of passing legislation to establish a year of academic readiness in an effort to provide increased access to educational

opportunities to student-athletes, especially student-athletes of color that may otherwise be adversely affected.

Division II only.

- **Recruiting and playing and practice seasons – mandatory medical examination – sickle cell solubility test.** MOIC is supportive of the passing of this legislation to require the sickle cell solubility test (SCT) as part of the mandatory medical examination in an effort to make it consistent across all divisions. Sickle cell testing is presently being completed by a majority of institutions within the membership and would assist those student-athletes who are unaware of their status to become knowledgeable. The potential for collapse and complications from SCT is not dependant of division, sport, gender or race; however, a disproportionate number of student-athletes of color is affected. Providing student-athletes and key staff with this knowledge will serve as a strong precautionary method. MOIC is also supportive of providing education to those student-athletes about the risks of the condition should they choose to opt out of being tested.

Division III only.

- **Playing and practice seasons – general playing – season regulations – required sickle cell testing.** MOIC is supportive of the passing of this legislation to require the SCT as part of the mandatory medical examination in an effort to make it consistent across all divisions. Sickle cell testing is presently being completed by a majority of institutions within the membership and would assist those student-athletes who are unaware of their status to become knowledgeable. The potential for collapse and complications from SCT is not dependant of division, sport, gender or race; however, a disproportionally number of student-athletes of color is affected. Providing student-athletes and key staff with this knowledge will serve as a strong precautionary method. MOIC is also supportive of providing education to those student-athletes about the risks of the condition should they choose to opt out of being tested.

15. Other Business.

a. NCAA MOIC Collaboration Zone. An update was provided regarding the use of MOIC Collaboration Zone, which will be used in the future as the primary point of engagement for the committee.

b. Future Meeting Dates. The committee engaged in a discussion regarding how to structure future committee meetings in an effort to work more efficiently with CWA. More information will be shared with the committee as 2012 committee dates are determined.

Committee Chair:	*Dawn Reynolds, University of Miami*
Staff Liaisons	*Kimberly Ford, Minority Inclusion*
	Jay Rossello, General Counsel